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MAKROIQTISODIYOT

СУНЪИЙ ИНТЕЛЛЕКТНИ ЖОРИЙ ЭТИШ НАТИЖАСИДА МЕҲНАТ БОЗОРИДАГИ ЎЗГАРИШЛАР

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Аннотация. Ушбу мақолада бугун ва яқин истиқболда меҳнат бозоридаги ўзгаришларни сунъий интеллект таъсири нуқтаи назаридан кўриб чиқилади. Бунда асосий эътибор сунъий интеллектнинг меҳнат бозорининг муҳим унсурлари бўлган иш билан бандлик имкониятлари, иш ҳақи ва меҳнат унумдорлигини ошириш таъсирига қаратилади. Мақолада муаллиф томонидан сунъий интеллект ва автоматлаштиришни меҳнат бозорига таъсирини учта жиҳати кўриб чиқилади. Дастлаб, сунъий интеллектнинг иш ўринларини алмаштириш эффекти, яъни меҳнат жараёнида инсон меҳнатини ўрнини босувчи машиналардан фойдаланишни назарда тутувчи ўзгаришлар тадқиқ қилинади. Шунингдек, сунъий интеллект ва автоматлаштириш меҳнат унумдорлиги (унумдорликни ошириш эффекти) ва ишчи кучига бўлган талабга қандай таъсир қилиши мумкинлиги (қайта тиклаш эффекти) услубий жиҳатдан кўриб чиқилади.

Калит сўзлар. сунъий интеллект, меҳнат бозори, меҳнат унумдорлиги эффекти, иш ўринларини алмаштириш эффекти, янги иш ўринларини яратувчи қайта тиклаш эффекти.

ИЗМЕНЕНИЯ НА РЫНКЕ ТРУДА В РЕЗУЛЬТАТЕ ВНЕДРЕНИЯ ИСКУССТВЕННОГО ИНТЕЛЛЕКТА

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Аннотация. В данной статье рассматриваются изменения на рынке труда сегодня и в ближайшем будущем с точки зрения влияния искусственного интеллекта. Основное внимание уделяется влиянию искусственного интеллекта на возможности трудоустройства, заработную плату и производительность, которые являются важными элементами рынка труда. В статье автор рассматривает три аспекта влияния искусственного интеллекта и автоматизации на рынок труда. Во-первых, будет изучен эффект искусственного интеллекта на замену рабочих мест, то есть изменения в рабочем процессе, которые предполагают использование машин, заменяющих человеческий труд. Автор также методологически исследует, как искусственный интеллект и автоматизация могут повлиять на производительность труда (эффект производительности) и спрос на рабочую силу (эффект восстановления).

Ключевые слова. искусственный интеллект, рынок труда, эффект производительности труда, эффект замещения рабочих мест, эффект создания рабочих мест.

CHANGES IN THE LABOR MARKET AS A RESULT OF THE INTRODUCTION OF ARTIFICIAL INTELLIGENCE

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Abstract. This article examines the changes in the labor market today and in the near future from the perspective of the impact of artificial intelligence. It focuses on the impact of artificial intelligence on employment opportunities, wages and productivity, which are important elements of the labor market. In the article, the author considers three aspects of the impact of artificial intelligence and automation on the labor market. First, the job-replacement effect of artificial intelligence, i.e. changes in the work process that involve the use of machines replacing human labor, will be explored. The author also methodologically examines how artificial intelligence and automation can affect labor productivity (the productivity effect) and labor demand (the recovery effect).

Key words. artificial intelligence, labor market, labor productivity effect, job replacement effect, job creation effect.

Кириш:

Сунъий интеллектни жорий этиш меҳнатга бўлган талаб, меҳнат унумдорлиги, иш билан бандлик ҳамда ялпи ички маҳсулот каби энг муҳим иқтисодий кўрсаткичларга глобал даражада таъсир кўрсатади. Сунъий интеллект технологиялари меҳнатнинг хусусияти ва иш жойларини ўзгартиради. Машиналар ҳозир одамлар томонидан бажарилаётган ишларнинг катта қисмини ўз зиммасига олади, ҳатто улар уддасидан чиқа олмаётган вазифаларни ҳал этишга қодир бўлиши бўйича тадқиқотлар мавжуд.

Тошкент Давлат иқтисодиёт университетининг "Меҳнат иқтисодиёти ва инсон капитали" илмий мактаби, шунингдек Г.В.Плеханов номидаги Россия иқтисодиёт университетининг Тошкент филиали ҳузуридаги "Меҳнат иқтисодиёти" кафедраси томонидан сунъий интеллектнинг меҳнат унумдорлиги, иш билан бандлик ва иш ҳақига таъсири тўғрисидаги маълумотлар ҳам буни тасдиқламоқда. Яъни, тадқиқотлар натижаси сунъий интеллект меҳнат унумдорлигини ошириш таъсирига эгалиги бўйича илмий хулосалар шаклланган.

Аммо сунъий интеллект меҳнат унумдорлигини кескин оширадиган бўлса ҳам ходимларнинг иш билан тўлиқ бандлиги ёки иш ҳақи масалаларида жиддий муаммолар пайдо бўлиши мумкин. Бу масалалар сунъий интеллектнинг ишчи кучига талабни камайтирадиган автоматлаштиришга хизмат қилиши билан боғлиқдир. Шунингдек, сунъий интеллектни қўллаш меҳнат унумдорлигининг иш билан бандлик ва иш ҳақи билан боғликлигини ҳам савол остида қолдиради. Шу жиҳатдан, ушбу тадқиқотда сунхий интеллектни жорий этиш шароитларида меҳнат бозоридаги ўзгаришларни таҳлил қилиш ва уни баҳолаш ёндошувларини такомиллаштириш бўйича илмий асосланган тавсиялар ишлаб чиқиш муҳим аҳамият касб этади.

Мавзуга доир адабиётлар таҳлили:

Баъзи олимларнинг фикрича, сунъий интеллект ва технологик инновациялар ижтимоий тараққиётга олиб келади ва ишлаб чиқариш соҳасида инсон ресурсларининг аҳамиятини камайтиради, бу эса ишсизлик даражасини оширади [1]. Ушбу тахминни ўрганишда иқтисодчи олим Саскинд вазифага асосланган моделни ишлаб чиқди. Унинг таъкидлашича, ақлли машиналардан фойдаланиш нисбий иш ҳақи ва ишчи кучининг даромад улушини камайтириши мумкин, шу билан бирга юқори ишсизлик даражасига олиб келади [2]. Соҳада тадқиқот олиб борган етакчи олимлардан Ажемоглу ва Рестрепо инсон меҳнати ва роботлар ўртасидаги рақобатни турли ишлаб чиқариш вазифалари нуқтаи назаридан текширади. Улар роботлардан фойдаланиш бандликни камайтиради ва ишчиларнинг маошини пасайтиради, деган хулосага келишди. Уларнинг таҳлили саноат машиналаридан фойдаланиш, бандлик ва иш ҳақининг ўзгаришига асосланган [3].

Кўпгина олимлар, шунингдек, сунъий интеллект ва рақамли теъхнологиялар каби инновациялар бандликка ижобий таъсир қилади деган фикрни қўллаб-қувватлайди. Иқтисодчи олим Блум ва унинг илмий жамоаси ҳисоб-китобларга кўра, сунъий интеллект технологиясининг кундалик ҳаётга кенг интеграциялашуви туфайли 2022 ва 2030 йиллар оралиғида дунё миқиёсида 734 миллиондан ортиқ янги иш ўрни яратилади [4].

Ажемоглу ва Рестрепо фан ва техниканинг ривожланиш тарихи нуқтаи назаридан узоқ муддатда технологик тараққиёт янги бандлик имкониятларининг ривожланишига ҳам олиб келади [5], деб таъкидлайдилар. Шу муносабат билан, янги иш ўринлари томонидан ишлаб чиқарилган компенсация эффекти автоматлаштириш натижасида юзага келадиган иш ўринларини алмаштириш эффектини қоплаши мумкин.

Оксфорд университети томонидан амалга оширилган тадқиқотлар яқин 20 йил ичида АҚШдаги барча иш жойларининг 47% тўла автоматлаштирилишини кўрсатди. Шунингдек, жами ходимларнинг 40% эса роботлар билан алмаштирилади. Шу билан бирга иқтисодчилар, юқорида қайд қилинганидек, сунъий интеллектнинг тараққий этиши янги иш жойларини ҳам кескин ортишига ва ходимларнинг фаровонлиги янада яхшиланишига хизмат қилади деган фикрдалар. Умуман, тадқиқотчиларнинг фикрига қараганда, сунъий интеллект бир маромли, зерикарли ишларни ўз зиммасига олади, бу иш жойларида банд бўлган ходимларнинг малакалари оширилиб, улар ижодий ишлар билан машғул бўлади [6].

Юқорида таҳлил этилган илмий манбаларга асосланган ҳолда бугун ва яқин истиқболда меҳнат бозоридаги ўзгаришларни сунъий интеллект таъсири нуқтаи назаридан кўриб чиқилади. Бунда асосий эътибор сунъий интеллектнинг меҳнат бозорининг муҳим унсурлари бўлган иш билан бандлик имкониятлари, иш хақи ва меҳнат унумдорлигини ошириш таъсирига қаратилади.

Тадқиқот методологияси:

Мазкур тадқиқотда бир қатор онлайн маълумотлар базаларидаги илмий манбаларда ўз аксини топган сунъий интеллектни жорий этиш шароитларида меҳнат бозоридги шзгаришларни баҳолаш масалаларига таалуқли эмпирик ва концептуал тадқиқотлар ўрганилди ва улардаги илмий ёндашувлар тизимлаштирилди. Шунингдек, тадқиқот ишида тизимли таҳлил, мантиқийлик, индукция ва дедукция, анализ ва синтез, қиёсий таҳлил, монографик таҳлил ва гуруҳлаш усуллари қўлланилди.

Таҳлил ва натижалар:

Эмпирик ҳисоб-китоблар шуни кўрсатадики, сунъий интеллект технологияси меҳнат унумдорлиги ва бандлик билан ижобий боғлиқликка эгадир. Ташкилий даражада сунъий интеллект маълумотлардан фойдаланиш самарадорлигини ошириш ва ускунанинг ишлашини таҳлил қилиш ва созлаш учун ишлаб чиқариш жараёнини бошқариш тизимининг бошқарув маркази бўлиши мумкин. Бу эса, корхона учун бир қатор харажат ва вақт сафрини тежаш имконини бериши мумкин. Сунъий интеллект ишлаб чиқарувчиларга ҳар қачонгидан ҳам кўпроқ, юқори сифатли маҳсулотларни арзон нархларда ишлаб чиқариш имконини беради.

Сунъий интеллектнинг иш билан бандлик ва иш ҳақига турлича таъсирини ҳисобга олган ҳолда бу масалада тадқиқотлар ўтказилиши зарур. Иқтисодчилар сунъий интеллект иш кучига талаб камайган, иш ҳақи ортмаган ҳолатда меҳнат унумдорлигини қандай қилиб оширилиши мумкинлиги назарий асосни таклиф қилишди. Ана шу концепциядаги чегаралашлардан бири унинг автоматлаштириш технологиясини кўриб чиқишда сунъий интеллектнинг ҳам саноат роботлари ва автоматлашган жиҳозлар каби бошқа технологияларига ўхшаш деб ҳисоблайдилар.

Автоматлаштириш технологиясининг ҳал қилувчи хусусияти шундан иборатки, у капитал томонидан бажарилиши мумкин бўлган ишлаб чиқариш жараёни ички вазифаларини кенгайтиради. Меҳнат билан бажариладиган улуши эса ортади. Бу корхоналарга иш кучини арзон капитал билан алмаштириш имконини беради. Натижада ишлаб чиқариш самарадорлиги ортади. Бундай алмаштириш самараси капитал аввал ишчи кучи томонидан бажариладиган вазифаларни ўз зиммасига олишдир. Бу эса қоида бўйича, миллий даромадда меҳнат улушининг камайишига ҳамда меҳнат унумдорлигининг иш ҳақига боғлиқ бўлмаслигига олиб кетади. Натижада ишлаб чиқариш унумдорлиги ортган ҳолда ишчилар ўзларининг иш ҳақи ҳам ана шундай тезлик билан ортмаслигини кўрсатади. Шунинг учун сунъий интеллект технологик ўзгариш омилини кучайтирадиган, яъни меҳнат унумдорлигини ёки капитални оширадиган куч сифатида кўрилади. Шунга қарамасдан, бундай ҳолат иш билан бандлик ва иш ҳақига босимнинг камайишига олиб келади. Бошқа тенглаштирадиган кучлар ҳам амал қилиши қуйидагилардан иборатдир:

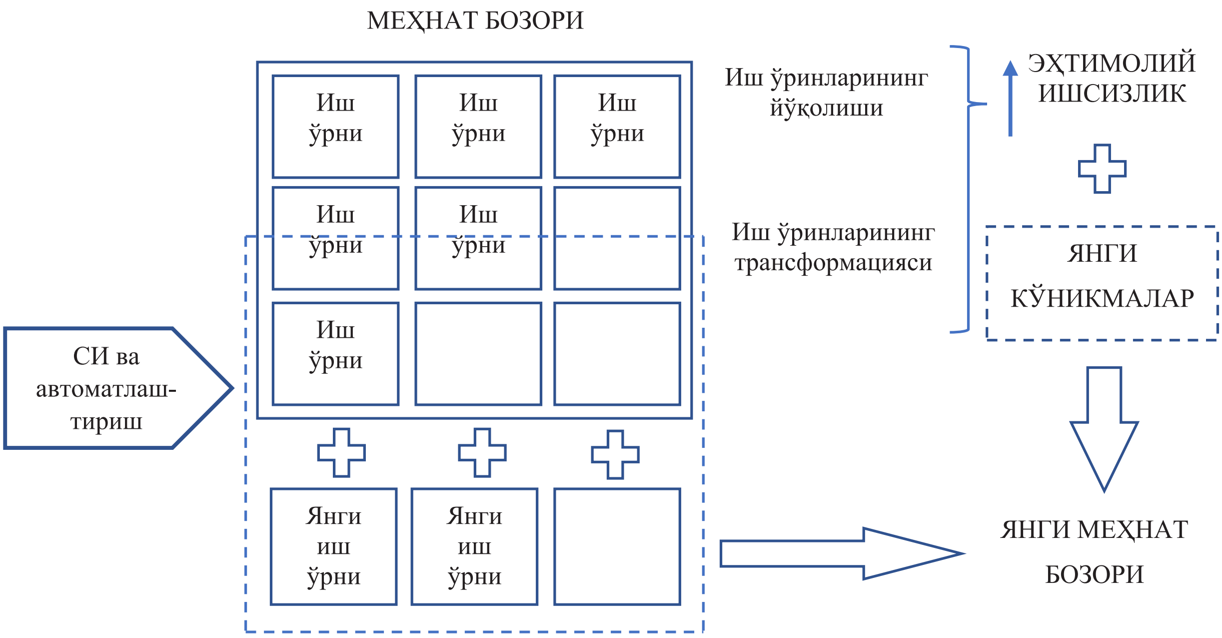
- ишлаб чиқариш самараси, бунда сунъий интеллект ва автоматлаштириш туфайли харажатларнинг камайтирилиши истеъмол талабини (автоматлаштириш рўй берадиган секторларда ёки бошқа секторлада) кучайтиради, бу эса автоматлашмаган вазифаларни бажариш учун иш кучига талабни оширади;
- капитални ошириш самараси, бунда сунъий интеллект ва автоматлаштириш ишлаб чиқаришнинг капитал ҳажмини оширган ҳолда капитал тўпланишини таъминлайди, бу иш кучига талабни ҳам оширади (бу сунъий интеллект ва автоматлаштириш инсон меҳнатини тўлдирадиган вазифаларда);
- автоматлаштиришнинг чуқурлаштирилиши, бунда технологияни такомиллаштириш мавжуд машиналар самардолигини оширади (яъни иш кучини қўшимча кўчирмасдан) самарадорликни кучайтиради ҳамда иш кучига талабни янада оширади;
- янги юқори унумли меҳнат сиғими катта вазифаларни яратиш автоматлаштириш таъсирига қарши турган ҳолда узоқ муддатли истиқболда меҳнат улушини кўпайтиради.

Биз томонимиздан адабиётларни ўрганиш ва маълумотларни тизимлаштиришга асосланиб, сунъий интеллект ва ишлаб чиқаришни автоматлаштириш баъзи касбларнинг ўзгариши, бошқаларини эса йўқолиш эҳтимоли туфайли бутун меҳнат бозорига сезиларли таъсир кўрсатади деган хулосага келиш мумкин. Бу эса сунъий интеллект ва автоматлаштириш жараёнларининг меҳнат бозорига таъсирининг назарий моделини таклиф қилиш имконини беради (1 - расм).

Ушбу модел сунъий интеллект ва автоматлаштиришнинг меҳнат бозорига таъсирини ифода этиб, ҳам ижобий (янги касбларнинг пайдо бўлиши), ҳам салбий (автоматлаштириш туфайли иш ўринларининг йўқолиши) нуқтаи назарни асослайди.

Ушбу моделга таянган ҳолда муаллиф томонидан сунъий интеллект ва автоматлаштиришни меҳнат бозорига таъсирини учта жиҳати кўриб чиқилади. Биринчиси алмаштириш эффекти, яъни меҳнат жараёнида инсон меҳнатини ўрнини босувчи машиналардан фойдаланишни назарда тутади. Шунингдек, сунъий интеллект ва автоматлаштириш меҳнат унумдорлиги (унумдорликни ошириш эффекти) ва ишчи кучига бўлган талабга қандай таъсир қилиши мумкинлиги (қайта тиклаш эффекти) услубий жиҳатдан кўриб чиқилади.

Биринчи ҳолат иш ўринлари сонини оширади, иккинчиси эса уни қисқартиради, бу эса ўз навбатида ишсизликнинг кўпайишига олиб келиши мумкин. Ишсизликнинг кескин кўтарилишига йўл қўймаслик учун ходимларда рақамлаштириш туфайли янги меҳнат бозорида талаб юқори бўлган янги кўникмаларни ривожлантиришни бошлаш керак.



1 расм. Сунъий интелект ва автоматлаштиришнинг меҳнат бозорига таъсирининг концептуал модели [7]

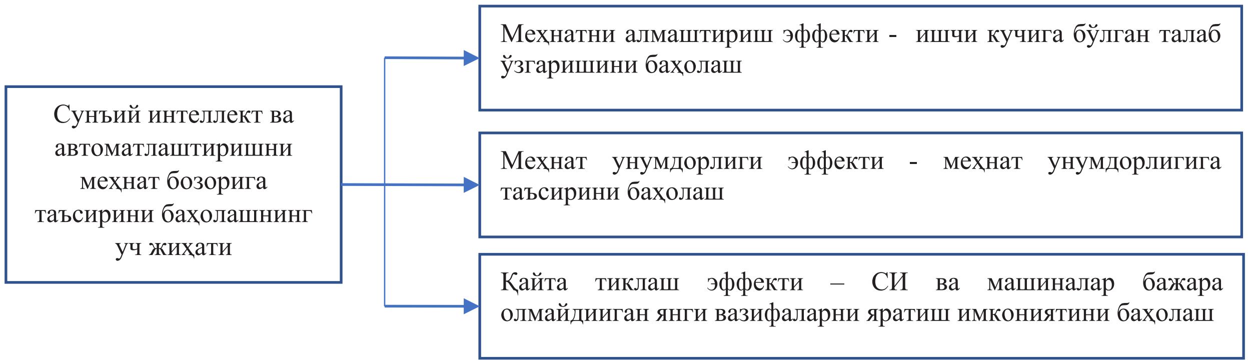
Бир қатор эмпирик тадқиқотлар шуни кўрсатдики, паст малака талаб қилувчи меҳнат ва капитал ўзаро ўрнини босади ҳамда юқори малака талаб қиладиган меҳнат ва капитал эса бир-бирини тўлдиради. Масалан, ақлли машиналар нархи пасайганда, фирмалар паст малакали ишчи кучидан фойдаланишни камайтиради. Аксинча, ақлли машиналар нархи пасайганда, ишлаб чиқарувчилар автоном ускуналардан фойдаланишни кўпайтиради ва юқори малакали ишчи кучига талаб ортади, чунки ускунанинг ишлаши малакали ишчиларни талаб қилади. Тадқиқот натижаларига кўра, асбоб-ускуналар нархининг 10% га пасайиши паст малакали ишчи кучидан фойдаланишнинг 5% га пасайишига ва юқори малакали ишчи кучидан фойдаланишнинг 5% га ошишига олиб келади [8]. Бу таъсир технологик тараққиётнинг малакали ишчи кучига бўлган талабнинг ошишига ва малакасиз ишчи кучига бўлган талабнинг пасайишига олиб келиши сабабли мавжуд.

Техник тараққиётнинг турли малакага эга ишчиларни иш билан таъминлашга таъсири шуни кўрсатадики, юқори малакали ишчилар янги технологияларни тез ўзлаштириш ва мослашиш салоҳиятига эга бўлади ва шу маънода юқори малака талаб қилувчи меҳнат янги технологиялар билан бир-бирини тўлдирадиган боғлиқликка эга бўлади. Бироқ, паст малака талаб қилувчи меҳнат инсон капитали даражаси билан чегараланади, чунки паст малакали ишчилар янги технологияларни тез ўзлаштира олмайди. Шу сабабли унинг хатарлари янги технологиялар билан алмаштирилади. Анъанавий технология тараққиёти сингари, сунъий интеллект малакали ишчиларга бўлган талабни ва иш билан таъминлаш имкониятларини оширади. Бу паст малака талаб қилувчи меҳнатни ўрнини алмаштириш эффектини яратади [9].

Ақлли роботлар томонидан меҳнатни алмаштириш ва иш ўринларини яратиш таъсири меҳнат талаби ва таклифида ўзгаришларга олиб келади ва улар охир-оқибат иш ҳақи мувозанатининг ўзгаришига олиб келиши мумкин. Олиб борилган тадқиқотлар, шунингдек, сунъий интеллект ва роботларнинг иш ҳақига таъсирини ҳам турли нуқтаи назардан ўрганиб чиқилган.

Сунъий интеллект ва саноат роботларининг бандликка таъсирини ўрганиш учун бизнинг тадқиқотимиз автоматлаштириш технологияси билан вазифаларга асосланган моделдан фойдаланади.

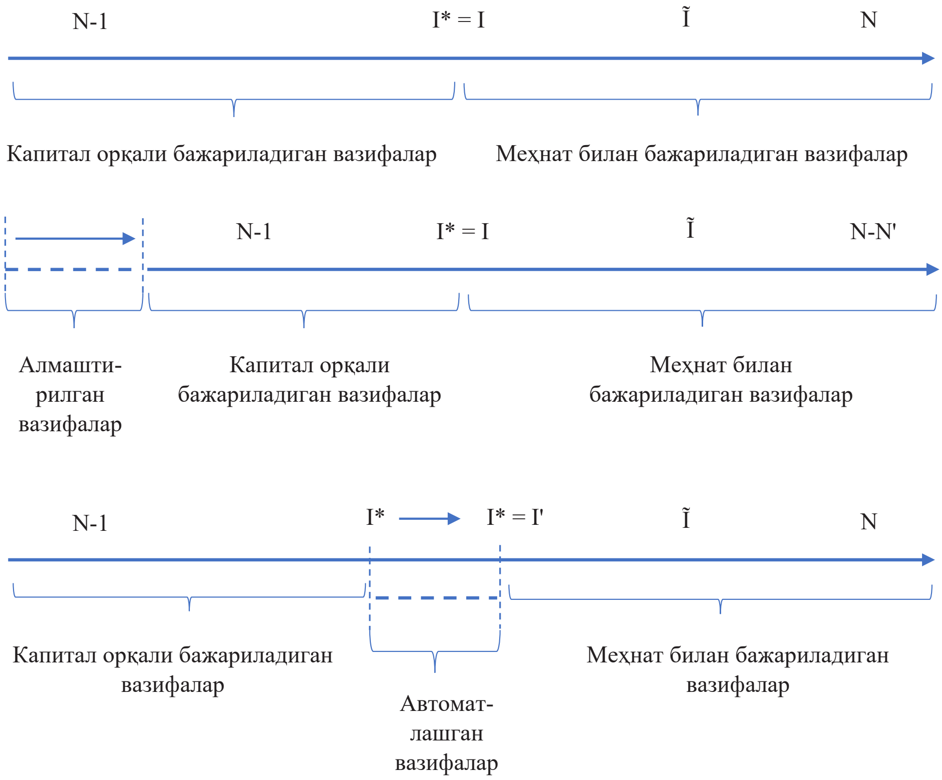
Энди биз юқоридаги назарий қарашларни умумлаштирган ҳолда сунъий интеллект ва автоматлаштиришни меҳнат бозорига таъсирини учта жиҳатдан кўриб чиқамиз. Биринчиси алмаштириш эффекти, яъни меҳнат жараёнида инсон меҳнатини ўрнини босувчи машиналардан фойдаланишни назарда тутади. Шунингдек, биз сунъий интеллект ва автоматлаштириш меҳнат унумдорлиги ва ишчи кучига бўлган талабга қандай таъсир қилиши мумкинлигини методологик жиҳатдан кўриб чиқамиз (2-расм). Буларни биз Ажемоглу ва унинг илмий жамоаси тақдим этган *вазифага асосланган моделнинг* соддалаштирилган шаклидан фойдаланишни мақсадга мувофиқ деб топдик.



2 расм. Сунъий интеллект ва автоматлаштиришнинг меҳнат бозорига таъсирини баҳолашнинг уч жиҳати (Манба: муалиф томонидан тузилди)

Аввало, вазифага асосланагн моделга қисқача изоҳ бериб ўтиш ўринли деб ҳисоблаймиз. Аксарият тармоқларда ишлаб чиқариш бир вақтнинг ўзида бир қатор вазифаларни бажаришни талаб қилади. Мисол учун, тўқимачилик ишлаб чиқариш тола ишлаб чиқаришни, толадан ип ишлаб чиқаришни (масалан, йигирув йўли билан), ипдан тегишли матони ишлаб чиқаришни (масалан, тўқиш йўли билан), дастлабки ишлов беришни (масалан, матони тозалаш ва оқартириш), бўяш ва босиб чиқариш, пардозлаш, шунингдек, дизайн, режалаштириш, маркетинг, транспорт ва чакана савдо каби турли ёрдамчи вазифалардан иборат бўлади. Ушбу вазифаларнинг ҳар бири инсон меҳнати ва машиналарнинг комбинацияси билан бажарилиши мумкин (2.1.3-расм).

Умуман олганда ишлаб чиқариш *N* – 1 ва *N* оралиғида ётувчи бир қатор вазифаларни бажарилишини талаб қилади. *I* дан юқорида бўлган вазифалар асосан меҳнат орқали бажарилади. I дан пастда бўлган вазифалар капитал орқали бажариладиган, яъни автоматлаштирилган вазифалар ҳисобланади. Бунда *I* нинг ортиши вазифаларни бажариш учун сунъий интеллект ёки роботларни жорий этилишини англатади. N нинг ортиши эса, меҳнат талаб қиладиган янги вазифаларни жорий этилишини англатади.



3 расм. Ишлаб чиқаришда вазифаларни бажарилишининг меҳнат ва капиталга нисбатан тақсимланиши [10]

Тадқиқотлар, шунингдек сунъий интеллектнинг энг кучли таъсирига дуч келадиган касблар хусусиятларини ҳам аниқлаштирмоқда. Сунъий интеллект ва автоматлаштиришнинг бошқа технологиялари асосан бир хил вазифаларни бажаришга қодир бўлади. Соҳадаги иқтисодчи олиб Майкл Уэбб сунъий интеллектнинг ностандарт, айниқса когнитив ностандарт вазифаларни бажаришга қодирлигини кўрсатади. Феълтен ва бошқалар сунъий интеллектнинг когнитив қобилиятига эътибор қаратганлар. Ушбу қобилиятлар "муаммони ҳал этишда билимларни эгаллаш ва қўллашда таъсир қиладиган" қобилият сифатида белгиланган [11].

1-жадвал

Сунъий интеллект технологилари билан алмаштирилиши эҳтимоли энг паст ва энг юқори бўлган айрим касблар [13]

Рейтинги	Касб тури	Алмаштириш имконияти (%)
	Алмаштириш имконияти паст бўлган касблар	
1	Сунъий интеллект бўйича олим ва тадқиқотчи	0.10
2	Тадбиркор	0.22
3	Психолог	0.26
4	Диний уламолар	0.35
5	Мехмонхона ва туризм менежери	0.41
6	Бош директор	0.52
7	Бош маркетинг директори	0.64
8	Соғликни сақлаш хизмати соҳасидаги менежерлар	0.76
9	Таълим муассасалари экспертлари	0.89
10	Махсус фан ўқитувчилари	0.98
	Алмаштириш имконияти юқори бўлган касблар	
1	Йиғиш линияси сифат инспектори	96.2
2	Телемаркетолог	97.3
3	Бухгалтер, иш ҳақи ҳисобчиси	98.0
4	Банк ёки почта бўлими ходими	95.4
5	Молиявий хизматлар ходимлари	94.8
6	Йиғиш линияси ишчиси	98.5
7	Қўнғироқ маркази оператори	99.2
8	Дастурий таъминот инспектори	93.2
9	Машинист ёки ёзув ходимлари	99.1
10	Грейдер ёки тафсилотчилар	97.6

Умуман олганда, сунъий интеллект билан алмаштирилиши мумкин бўлган касбларнинг аксарияти монотон, такрорланадиган, механик ва қоидаларга асосланган касблардир. Аксинча, инсон табиатан ижодий, шахслараро муносабат, мослашувчан, чаққонлик ва интуитив қарорлар қабул қилиш қобилиятига эга бўлиб, улар ҳали ҳам сунъий интеллектга нисбатан афзалликларга эга (1-жадвал).

Сунъий интеллект туфайли юзага келган ҳозирги меҳнат ўрнини босиш ҳақида яна бир нуқтаи назар мавжуд, яъни сунъий интеллект айрим соҳаларда бутун касбни эмас, балки ҳар бир касбдаги вазифаларнинг фақат бир қисмини алмаштиради.

Япония ва Британиялик тадқиқотчилар томонидан ишлаб чиқариш, менежмент, тиббий ёрдам, таълим ва транспорт каби 23 та саноат соҳасида жами 2000 та корхонада ўтказилган сўров натижалари шуни кўрсатадики, инсон ўрнига сунъий интеллект бажарган вазифалар қаторида ишлаб чиқариш саноатида энг юқори ўринга эга.

Сўровномадаги 688 та вазифадан 552 таси пайвандлаш, йиғиш, тикувчилик, поябзал ишлаб чиқариш кабилар сунъий интеллект билан алмаштирилиши мумкин; умумий овқатланиш саноатидаги 140 та вазифадан 96 таси алмаштирилиши мумкин, масалан пештахтада буюртма бериш ва озиқ-овқат тайёрлаш, озиқ-овқат ва ичимликлар хизматлари, стол ва идиш-товоқлар ва ҳ.к.; транспорт соҳасида сўралган 353 та вазифадан 171 тасини алмаштириш мумкин, масалан, транспорт воситаларига техник хизмат кўрсатиш, самолёт бошқариш ва транспорт маълумотларини таъминлаш; қурилиш ва тоғ-кон саноатидаги сўралган 263 та вазифалар қаторида қурилиш материалларини қайта ишлаш, мос ёзувлар нуқтасини белгилаш, металлни пайвандлаш, геодезия, тош ва тупроқ қазиш ва бошқалар каби алмаштирилиши мумкин бўлган 113 та вазифа мавжуд; тиббий хизмат соҳасида сўралган 111 та вазифадан фақат 28 тасини алмаштириш мумкин, масалан, ҳамширалик ёрдами, жисмоний терапия, массаж терапияси, томир ичига инъекция ва бошқалар [12].

Шундай бўлсада, сунъий интеллект фақат инсон интеллектуал меҳнатининг бир қисмини алмаштириши мумкин ва кўплаб интеллектуал меҳнат ҳали ҳам инсон ижодига, тасаввурига ва назоратига таяниши керак.

Хулоса ва таклифлар:

Хулоса ўрнида шуни таъкидлаш мумкинки, меҳнат талабига таъсир қилувчи сунъий интеллкт ва роботларнинг уч хил кучи мавжуд. Биринчиси, иш ўринларини алмаштириш эффекти ҳисобланиб, 3-расмда келтирилган *I* нинг улуши ортганда меҳнатни алмаштиришда кўпроқ роботлар иштирок этишини англатади ва бу таъсир ҳар доим ишчи кучига бўлган талабни камайтиради. Иккинчиси, ижобий унумддорлик эффекти бўлиб, сунъий интеллкт ва автоматлаштириш харажатларни пасайтиради ва саноат тармоқлари ўртасида унумдорлик ва ишчи кучигага бўлган талабни оширади. Ва ниҳоят, қайта тиклаш эффекти ишчиларни автоматлаштирилган вазифалардан автоматлаштирилмаган вазифаларга ўтказиши мумкин ва шу билан улар янги вазифаларни бажаришга ихтисослашиш учун шароит яратиши мумкин.

Сунъий интеллект ҳақиқатан ҳам паст даражадаги ишчи кучининг ўрнини босади, лекин корхоналар юқори малакали истеъдодларга бўлган талабни оширади. Келажакда ходимларни ишсизлик билан таҳдид қиладиган фақат роботлар эмас. Энг муҳими шундаки, ходимлар асосий рақобатдош устунликларнинг йўқлиги сабабли йўқ бўлиш хавфига дуч келишади. Шу сабабли, ишчи кучи сифатини ошириш бандлик муаммосини ҳал қилишнинг асосий ютуқ йўналиши ҳисобланади. Ортиқча ишчи кучи ўз билим ва малакасини ошириши, рақобатбардошлиги ва мослашувчанлигини ошириши, замон тараққиётига мослашиши керак бўлади.

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O‘ZBEKISTON IQTISODIYOTI TARMOQLARI RIVOJLANISHI VA AHOLI BANDLIGINI MANFAATDORLIK INDEKSI ASOSIDA BAHOLASH

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Annotatsiya. Ushbu maqolada inson faoliyatida manfaat ustunligi nazariy jihatdan yoritilgan. Insonning mehnat faoliyatida manfaat ustunligi iqtisodiy qonuning amal qilishi nazariy va uslubiy jihatdan asoslangan hamda O‘zbekiston Respublikasi iqtisodiyoti tarmoqlari rivojlanishi, aholining iqtisodiy faolligi va aholining ish bilan bandligi ko‘rsatkichlari manfaatdorlik indeksi asosida tahliliy o‘rganilgan. Shuningdek, mamlakatning iqtisodiy rivojlanishida mehnat resurslari va aholining ish bilan bandligini oshirish bo‘yicha ilmiy taklif hamda tavsiyalar ishlab chiqilgan.

Kalit so‘zlar. manfaat, manfaat ustunligi, manfaatdorlik indeksi, iqtisodiyot tarmoqlari, aholining iqtisodiy faolligi, aholining ish bilan bandligi, mehnat resurslari.

ОЦЕНКА РАЗВИТИЯ ЭКОНОМИЧЕСКИХ ОТРАСЛЕЙ УЗБЕКИСТАНА И ЗАНЯТОСТИ НАСЕЛЕНИЯ НА ОСНОВЕ ИНДЕКСА ИНТЕРЕСА

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Аннотация. В данной статье теоретически обосновано главенство интереса в деятельности человека. Теоретически и методологически обосновано применение экономического закона главенства интереса в трудовой деятельности человека и на основе индекса интереса аналитически рассмотрены развитие экономических отраслей в Республике Узбекистан, показатели экономической активности и занятости населения. Также разработаны научные предложения и рекомендации по увеличению занятости населения и трудовых ресурсов в экономическом развитии страны.

Ключевые слова. интерес, доминирование интереса, индекс интереса, экономические отрасли, экономическая активность населения, занятость населения, трудовые ресурсы.

ASSESSMENT OF THE DEVELOPMENT OF ECONOMIC INDUSTRIES OF UZBEKISTAN AND EMPLOYMENT BASED ON THE INTEREST INDEX

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Abstract. This article theoretically substantiates the primacy of interest in human activity. The application of the economic law of the primacy of interest in human labor activity is theoretically and methodologically substantiated and, based on the interest index, the development of economic sectors in the Republic of Uzbekistan, indicators of economic activity and employment of the population are analyzed analytically. Scientific proposals and recommendations have also been developed to increase employment and labor resources in the economic development of the country.

Keywords. interest, dominance of interest, index of interest, economic sectors, economic activity of the population, employment of the population, labor resources.

Kirish:

Dunyo tajribasi shuni ko'rsatadiki, iqtisodiy rivojlanish barcha mamlakatlarning demografik jarayonlariga o'z ta'sirini o'tkazmay qolmaydi. Shu bilan birga aholining ish bilan bandlik darajasini oshirishda demografik jihatlar muhim omil bo'lib hisoblananadi. Bugungi aholi tez sur'atlar bilan o'sib borayotgan sharoitda, mamlakatimizda ham ushbu muammoning ilmiy asoslarini tadqiq etish davr talabi bo'lib hisoblanadi. Shuning uchun mamlakat ijtimoiy-iqtisodiy rivojlanishiga ta'sir etuvchi asosiy omillardan biri bo'lgan, demografik jarayonlarni tartibga solish hamda uning aholi bandligini oshirishdagi rolini chuqur tadqiq etish talab etilmoqda. Bunday sharoitda ish bilan bandlik darajasini oshirishda demografik jarayonlarni tartibga solish usullarini amalda joriy etishning ahamiyati tobora ortib boradi.

Jahonda aholining ish bilan bandligini oshirishga demografik jihatlarning ta'siriga oid ilmiy izlanishlarga alohida etibor qaratilmoqda. Bu borada aholining ijtimoiy-demografik guruhlari ehtiyojlarini hisobga olgan holda ish bilan bandlikning innovatsion turlarini kengaytirish kabi ilmiy yo'nalishlar muhim ahamiyatga egadir.

Bugungi kunda mamlakatimizda ham barcha iqtisodiyot tarmoqlarida mehnat resurslarining taqsimlanishi va sifat jihatidan tarkibini takomillashtirish, mehnat salohiyatini oshirish, ish bilan bandlik tarkibining o'zgarishi, inson resurslarining mobilligini oshirish, ish vaqtining davomiyligi va demografiya kabi masalalarga alohida e'tibor berilmoqda. O'zbekiston Respublikasi Prezidenti Shavkat Mirziyoyevning Oliy Majlisga Murojaatnomasida "O'zbekistonda mehnat bozoridagi haqiqiy holatni respublikamiz mintaqalari kesimida chuqur tahlil qilish asosida aholini ish bilan bandligi darajasini oshirish bo'yicha hududiy va tarmoq dasturlarini ishlab chiqish, yangi ish o'rinlari tashkil etish bo'yicha davlat buyurtmalarini ishlab chiqish va aholining ijtimoiy ehtiyojmand qatlamlari hamda kambag'allikni qisqartirish uchun ish joylari kvotasini belgilash bo'yicha aniq maqsadga yo'naltirilgan kompleks chora-tadbirlar amalga oshirilmoqda."[1],- deb ta'kidlaganlar. Bu vazifalarni hal etishda ish bilan bandlik shakllarini takomillashtirish, hamda demografik guruhlarni baholash, mehnat bozorida ish bilan bandlikni tartibga solish mexanizmlarini takomillashtirish kabi yo'nalishlarda ilmiy-tadqiqotlarni chuqurlashtirish alohida ahamiyat kasb etadi.

Mamlakatda demografik ko'rsatkichlar va aholi bandligini baholashda manfaatdorlik indeksi asosida baholash maqsadga muvofiq hisoblanadi. Bunday tadqiqotlarni amalga oshirishda, birinchi galda faoliyatning manfaatdorligi jihatidan yondashish, manfaatdorlik koeffitsiyenti va manfaatdorlik indekslarini aniqlash asosida aholi bandligi tahlili uchun yangi tadqiqot usullaridan foydalanish lozim bo'ladi. Aholi bandligini baholashda manfaatdorlik jihatidan yondashish, manfaatdorlik koeffitsiyenti va manfaatdorlik indekslarini aniqlash uning sifat va miqdoriy parametrlarini baholashga va bu orqali aholi bandligi darajasiga tashqi ta'sir oqibatlarini kengroq tahlil qilishga imkon beradi.

Aholi bandligini oshirishda o'z navbatida mehnat salohiyatining tarkibiy qismi bo'lgan ishchi va xodimlarning manfaatlarini hisobga olish muhim o'rin tutadi. Inson manfaatini to'laligicha aniqlashga, uni tashkil etuvchi sifatlarni inson manfaatlarining elementlari sifatida qaralgandagina u moddiy obyekt darajasidagi mohiyatga ega bo'ladi.

Bunday yondashuv, avvalambor inson manfaatlari tushunchasini kengroq talqin qilish, o'ziga xos xususiyatlarini aniqlashning bugungi kunda muhim ahamiyatga ega ekanligini anglatadi. Biroq hanuzgacha inson manfaatlari tushunchasining aniq ta'rifi iqtisodiy adabiyotlarda keltirilmaganligi, faqatgina uning ayrim jihatlari yoritilganligi ushbu atamaga qiziqishni yanada orttiradi. Ushbu nuqtai nazardan inson manfaatlari tushunchasiga atroflicha yondashishga, uning turli jihatlarini yoritish orqali iqtisodiy ko'rsatkichlarni tahlil qilishga harakat qilamiz. Aytaylik, inson tomonidan sodir etilgan xatolar va e'tiborsizliklar tufayli uning ruhiy holati va sog'lig'i, ruhiy-emotsional holati va boshqa ko'pgina shu kungacha ishlab chiqarish jarayonida e'tiborga olinmay kelayotgan jihatlari orqali iqtisodiy jarayonlarga bevosita ta'sir etuvchi omil yuzaga keladi.

Mavzuga oid adabiyotlar tahlili:

Inson manfaatlari tushunchasiga beriladigan ta'rif, iqtisodiy nuqtai nazardan qaraganda iqtisodiy jarayonlar ishtirokchilari bo'lgan insonlarning shaxsiy fazilatlari, xususiyatlari va shu kabi boshqa jihatlarining tashqi omillar ta'siri ostida namoyon bo'lishi deb qarasak maqsadga muvofiq bo'lar edi.

Yetuk iqtisodchi A.Smit o'zining «Xalqlar boyligining tabiati va sabablari to'g'risida tadqiqot» (1776 y.) deb nomlangan kitobida, «insonni faollashtiradigan asosiy rag'bat shaxsiy manfaatdir»[2] – deb ko'rsatadi. Shu o'rinda aytish mumkinki, inson manfaatlari iqtisodiy taraqqiyotning kelajagini belgilovchi muhim bo'g'in bo'lib hisoblanadi.

Fikrimizcha, inson manfaatlari bevosita insonga bog'liq bo'lgan narsa va hodisalarning inson tomonidan bildiriluvchi munosabatlari yig'indisidir. Jamiyatdagi ijtimoiy-iqtisodiy jarayonlarning markazida inson turadi va undagi barcha voqea va hodisalar bevosita va bilvosita inson ishtirokida sodir bo'ladi. Inson manfaatlari o'zaro bir-biri bilan munosabatda bo'ladigan, turli sinflar, qatlamlar va guruhlar tizimidan iborat bo'lib, ularning faoliyati va o'zaro munosabatlari jamiyatning ilg'or rivojlanishini ta'minlaydi. Inson manfaatlari tushunchasini bir tomonlama o'rganish uning iqtisodiy mazmun va mohiyatining to'la ochib berilishiga to'siq bo'lmoqda. Chunki, kishilik jamiyatidagi barcha narsa va hodisalarning markazida inson turishi va barcha qabul qilingan qonunlar inson manfaatiga qaratilganligi uning iqtisodiy jihatdan mohiyatiga alohida e'tibor qaratishni talab etadi.

Shunday bo‘lsada, aynan inson manfaatlari birinchi navbatda insonning tashqi ta’sirga bildirilgan munosabati deb qaralishi lozim deb o‘ylaymiz. Bunga izoh sifatida shuni aytish mumkinki, barcha iqtisodiy jarayonlar “manfaat ustunligi” shaklida namoyon bo‘ladi va sodir etiladi. Bunday manfaatlarni o‘z navbatida iqtisodiy yoki moddiy, ijtimoiy, ma’naviy, huquqiy va boshqa turlarga ajratish mumkin. Biroq bunday ta’rif iqtisodiy qonunlar orasida manfaatni aks ettiruvchi yagona iqtisodiy qonun yo‘q ekanligini ko‘rsatadi. Qonun – bu zaruriy, muhim, barqaror, hodisalar orasidagi takrorlanadigan munosabatlar[3] ekanligini bilgan holda, iqtisodiy jarayonlarning inson manfaatiga xizmat qilishi jihatidan qaraganda “manfaat ustunligi” iqtisodiy qonuni mavjud bo‘lishi lozimligini ko‘rsatadi. Bu esa umum iqtisodiy jarayonlarning amal qilishida muhim ahamiyat kasb etadi. Jamiyat taraqqiyoti tarixida mavjud bo‘lgan barcha insonlar o‘z turmush tarzini ma’lum turdagi manfaatga asoslangan holda tashkil etishgan. Bunday manfaatlarni bizningcha, ta’sir etish ko‘lamiga bo‘yicha quyidagicha turkumlash mumkin.

Tadqiqot metodologiyasi:

Inson manfaatlarini ko‘lamiga ko‘ra ya’ni bir yoki bir guruh insonlar manfaatini aks ettiruvchi manfaatlar sifatida qaraydigan bo‘lsak ularni shaxsiy, guruh yoki oila, jamiyat va ilohiy manfaat kabi guruhlarga ajratish mumkin.

Shaxsiy ya’ni yagona shaxs manfaati deyilganda insonning iqtisodiy jarayonlar subekti sifatida amalga oshiradigan barcha faoliyatida, bu xoh ishchi yoki xizmatchi, rahbar yoki xodim, xaridor yoki iste’molchi bo‘lishidan qat’iy nazar ma’lum miqdorda o‘z shaxsiy manfaati yo‘lida harakat qilishi nazarda tutiladi. Shaxsiy manfaat o‘z navbatida shaxsga taa’luqli bo‘lgan mol mulk, moddiy boyliklar, sog‘lig‘i va ruhiyati bilan bog‘liq bo‘lgan manfaatlarni nazarda tutadi. Shu o‘rinda aytib o‘tish kerak-ki, shaxsiy manfaat shaxsiy mulk daxldorligini himoya qilishga qaratilishini inobatga oladigan bo‘lsak, mamlakatimiz qonunchiligida “shaxsiy mulk” shakli mulk shakllari tarkibiga kiritilishi lozim. Bu esa insonning mehnat qilish huquqini yanada mustahkamlaydi, shu bilan birga ish haqidan shakllangan mulk daxlsizligini kafolatlash imkoniyatini yaratadi. Chunki insonning mehnat qilish qobiliyati faqatgina o‘ziga tegishli bo‘lib, qilingan mehnatdan olingan daromad evaziga shakllangan mulk shaxsiy mulk shakli sifatida namoyon bo‘lishi maqsadga muvofiqdir.

Guruh yoki oila manfaati – inson tabiatan jamoada yashashi va mehnat qilishi jihatidan o‘z oilasi, yaqinlari yoki jamoadoshlarining manfaati yo‘lida ish ko‘rishi ularning manfaati boshqalar manfaatidan ustunligi nuqtai nazardan ish yuritadi.

Bundan tashqari insonning jamiyatdagi doimiy faoliyati jamiyat hamda davlat manfaati nuqtai nazaridan ish yuritish zaruratini keltirib chiqaradi. Manfaat yo‘q joyda rivojlanish ham bo‘lmaydi va aynan shu manfaat davlatning ijtimoiy-iqtisodiy tizimini tartibga solishda, ijtimoiy-iqtisodiy islohotlar olib borishda o‘z mohiyatini to‘laligicha namoyon etadi. Shunday qilib inson manfaati iqtisodiy jihatdan insonning iqtisodiyotga ta’siri sifatida namoyon bo‘ladi. Aynan ana shu ta’sir inson manfaatlari ko‘rinishida shakllanadi va iqtisodiyotga ta’sir etuvchi siyosiy, huquqiy, tashkiliy omillar qatorida navbatdagi omil sifatida keltirilishi maqsadga muvofiq. Buni shunda ko‘rishimiz mumkinki, barcha iqtisodiy jarayonlar inson uchun xizmat qilsada inson iste’molchi yoki ishlab chiqaruvchi sifatida shaxsiy, guruh yoki jamiyat manfaati yo‘lida ish ko‘radi. Bu esa ishlab chiqarilgan mahsulotlar sifati oshishiga va pul tushumining ortishi yoki kamayishiga bevosita ta’sir ko‘rsatadi.

Maqsadiga ko‘ra inson manfaatlarini guruhlashda iqtisodiy yoki moddiy manfaat, ijtimoiy manfaat, huquqiy manfaat, ma’naviy yoki boshqa turdagi manfaat turlariga ajratishimiz mumkin bo‘ladi. Bunda inson har bir qiladigan harakati yoki faoliyati maqsadli ravishda ma’lum bir manfaat turini ko‘zlaydi. Bu iqtisodiy, ijtimoiy, huquqiy, ma’naviy-madaniy yoki boshqa turdagi manfaatlarni nazarda tutadi.

Yuqoridagi bayon etilganlardan kelib chiqib shuni aytish mumkinki, inson iqtisodiy jarayonlarning subekti sifatida uning ehtiyoji va xohishlarini inobatga olinishi inson manfaatlari ko‘rinishida iqtisodiyotdagi o‘rnini o‘rganishga zarurat keltirib chiqaradi. Inson manfaatlari tushunchasini o‘rganish uning iqtisodiyotga ta’sirini prognoz qilishga imkoniyat yaratadi. Bunday ta’sirni inson manfaatlari deb nomlash va shartli ravishda (M)-manfaat ko‘rinishida belgilab olish maqsadga muvofiq deb topdik.

Bizga ma’lum-ki, iqtisodiy qonunlar sifatida “chekli naflilikning kamayib borish” qonuniga asosan insonning bir davriylik davomidagi barcha harakatlarining nafliligi kamayib boradi, lekin bizningcha umumiy davriylikda inson manfaatlari naflilikning kamayib borishidan farqli o‘laroq ortib borish xususiyatiga ega. Bu esa shu bilan izohlanadiki, inson biror bir boylikka ega bo‘lganda u ushbu boylikning miqdori bilan chegaralanib qolmaydi, aksincha u ko‘proq boylik orttirish harakatiga tushadi. Ya’ni, har bir inson har qanday hodisa va jarayonlarga o‘z manfaati ustunligi jihatidan yondashadi, shu bilan birga insonning manfaatiga mos bo‘lmagan hodisa va jarayonlar tugatiladi yoki yo‘qlikka yuz tutadi.

Demak, biz ushbu holatdan kelib chiqqan holda agarda inson birgina omil ya’ni moddiy manfaat bilan chegaralanganda uning ushbu moddiy boylikdan oladigan manfaati oshib boradi va undan qoniqish miqdori kamayib boradi degan nazariy xulosaga kelishimiz mumkin. Bu holatda inson moddiy boylikning ortishi bilan undan oladigan qoniqish miqdori kamayib borishini nazariy jihatdan asoslash mumkin. Bundan xulosa qilib aytish mumkin-ki, barcha insonlar moddiy boylikdan oladigan umumiy manfaati ortib borishi va shu bilan birga undan oladigan qoniqish miqdori ya'ni chekli qoniqish miqdori ham ortib boradi degan xulosaga kelishimiz mumkin va bundan xulosa sifatida umumiy manfaatning ortishib borishi iqtisodiy qonunining yuzaga kelishi zaruratini ko'rsatadi. Bunga misol tariqasida har bir inson qilgan mehnatidan oladigan manfaat keyingi safar bajaradigan mehnatidan oladigan manfaatdan kichik bo'ladi. Demak bunda:

$$M_1 \leq M_2;$$

$$M_1 = CHN_{1.1} + CHN_{1.2} + CHN_{1.3} + \ldots + CHN_{1.n}; \qquad M_n = CHN_{n.1} + CHN_{n.2} + CHN_{n.3} + \ldots + CHN_{n.n};$$

$$M_n = M_{n-1} + \Delta Mn; \qquad CHN_1 = \frac{\Delta ON1}{\Delta Q1}; \qquad CHN_1 \geq CHN_2;$$

Bu yerda: M -manfaat miqdori,
CHN-chekli naflilik miqdori.

Yuqorida aytilgani kabi "chekli naflilikninqg kamayib borish" qonuniga asosan insonning bir davriylik davomidagi barcha harakatlarining nafliligi kamayib boradi.

$$\Delta M_1 = M_1 - M_0; \qquad \Delta M_1 = M_1;$$

$$\Delta M_2 = M_2 - M_1; \qquad \Delta M_2 \leq M_2;$$

$$\Delta M_n = M_n - M_{n-1}; \qquad \Delta M_n \leq M_n;$$

Bu yerda: ΔM – chekli manfaat miqdori.

Tadqiqotlar natijasida shuni aytish mumkin-ki, bizningcha umumiy davriylikda inson manfaatlari chekli naflilikning kamayib borishidan farqli ravishda chekli manfaat miqdori ortib borish xususiyatiga ega.

$$\Delta ON_1 = ON_1 - ON_0; \qquad \Delta ON_n = ON_n - ON_{n-1};$$

$$UM_n = M_1 + M_2 + M_3 + \ldots + M_n; \qquad UM_n = \sum_{n=0}^{n} Mn;$$

Bu yerda: ON –oraliq manfaat miqdori,
UM- umumiy manfaat.

Yuqorida keltirilgan formuladan shuni ko'rishimiz mumkin-ki, oraliq manfaat miqdori insonning bir davriylik davomidagi barcha tashkil etuvchi elementlarini ifodalaydi.

Qurilish sanoati korxonalari iqtisodiy faoliyatining manfaatdorlik indeksini quyida keltirilgan formula ko'rinishida izohlash mumkin:

$$Min = Kj/Ko$$

Bu yerda: Min – manfaatdorlik indeksi;
Kj – joriy yildagi ko'rsatkich;
Ko – oldingi yildagi ko'rsatkich.
Inson manfaatlarining iqtisodiyotga ta'sirini quyida keltirilgan formula ko'rinishida izohlash mumkin:

$$IM_n = (M_{1.2}/M_{1.1} + M_{2.2}/M_{2.1} \ldots + M_{n.2}/M_{n.1})/n$$

Bu yerda: IM – manfaatdorlik koeffitsiyenti;
n-manfaatlar soni.

Ushbu koeffitsiyentlar $0 \leq IM_n < 1$ bo'lganda manfaat past darajada yoki mavjud emas, $IM_n = 1$ga teng bo'lganda meyoriy manfaat mavjudligi, $1 < IM_n$ 1dan yuqori bo'lganda manfaatning ortib borishi qonuni amal qilishi bilan izohlash mumkin. Keltirilgan formuladan shuni ko'rish mumkinki insonning iqtisodiyotdagi o'rnini, ya'ni uning iqtisodiy rivojlanishga ta'sirini aniqlash, kelajakda rivojlanish yo'nalishlarini belgilab olish uchun muhim hisoblanadi.

Aynan inson manfaatlari ko'rsatkichini o'rganish asosida boshlang'ich mahsulot ishlab chiqarish miqdorini aniqlash imkonini beradi. Aytaylik, insonning mahsulot iste'molchisi sifatida unga bo'lgan talablar va bunday talablarni mahsulotning sifatiga, narxiga va tashqi ko'rinishiga bo'lgan talablar sifatida keltirish mumkin. Bunda, aynan mana shu ko'rsatkichlar mahsulotning qancha miqdorda va qanday narxda sotilganda undan yuqori daromad olish imkonini belgilaydi. Demak, inson manfaatlari ko'rsatkichini aniqlash iqtisodiyotning barcha tarmoq va sohalari uchun muhim bo'lib ushbu tarmoq va sohalarning rivojlanish tendensiyasini belgilashda muhim ahamiyat kasb etadi.

Bugungi kunda "manfaat ustunligi"ni ta'minlaydigan inson manfaatlari yagona bir tizim yoki majmua sifatida qaralmaydi. Lekin butun insoniyat uchun inson manfaatlarini hisobga olish va uni baholashning ahamiyati kundan-kunga ortib bormoqda. Buni turli xil usul va yondashuvlardan foydalangan holda amalga oshirishni talab etadi. Manfaatlarni tashkil etuvchi va belgilovchi muhim sifatlarning mavjudligi insonning o'z manfaatlari doirasida fikr yuritishi, qaror qabul qilishi va harakat qilishini ko'rishimiz mumkin (1-rasm).

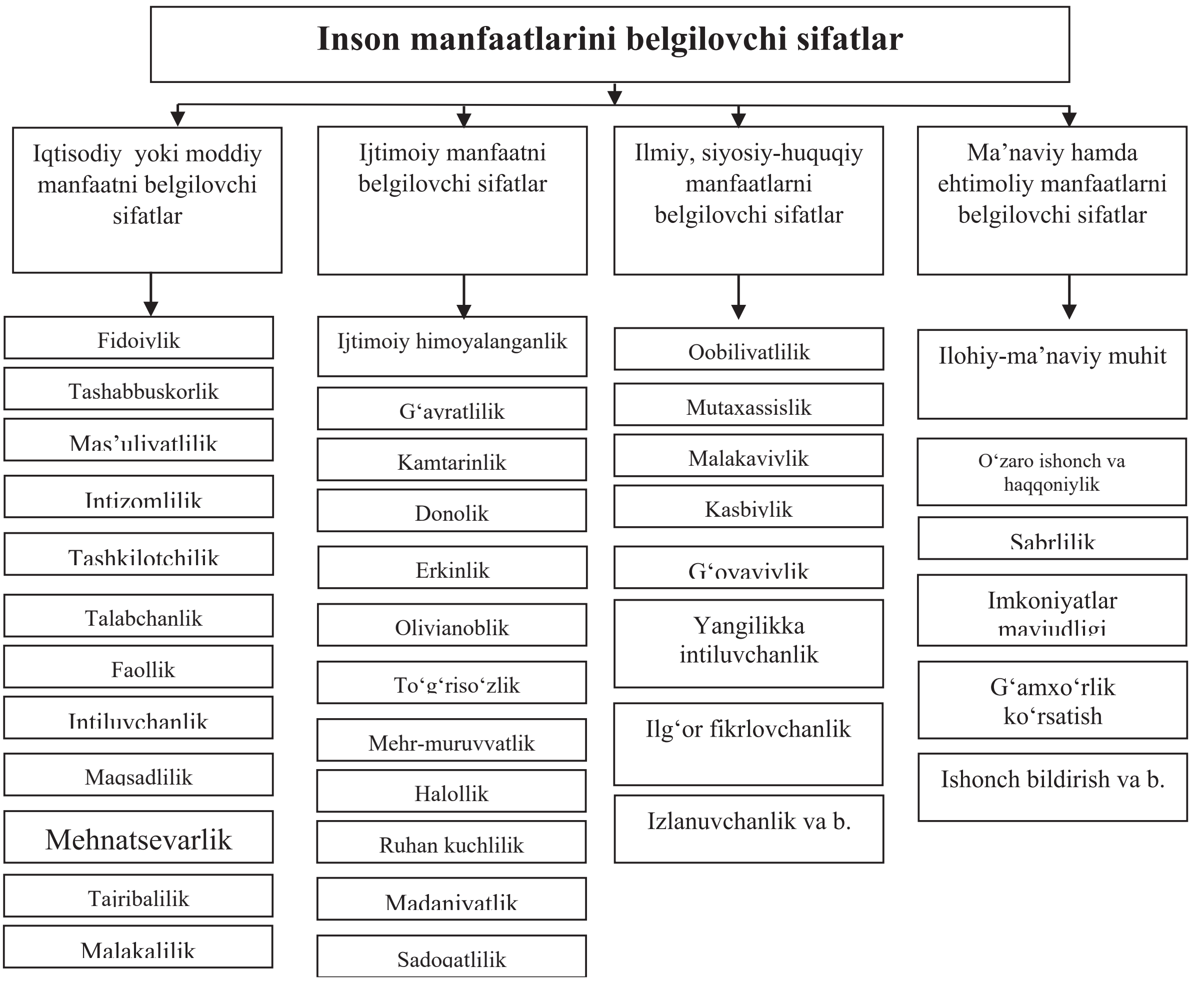
Ushbu sifatlarning u yoki bu turi insonda namoyon bo‘lishi qay darajada ekanligi uning manfaatini belgilab beradi. Natijada, inson ta’siri mavjud bo‘lgan barcha soha va tarmoqlar inson manfaatlari natijasi sifatida rivojlanadi. Demak, nafaqat iqtisodiy tizim balki dunyodagi barcha munosabatlar insonning u yoki bu turdagi manfaatlarini ifodalar ekan, biz iqtisodiy rivojlanish darajasini va xususiyatlarini aniqlash va zaruriy xulosa chiqarish imkoniyatiga ega bo‘lamiz. Shu sababli inson manfaatlarini kengroq tushunish va uni baholash uchun ushbu manfaatlarga ta’sir etuvchi va ularni belgilab beruvchi sifatlarning tarkibiy tuzilmasi ishlab chiqildi.

Demak o‘rganishlarning ko‘rsatishicha, inson manfaatlarini aniqlash, uni 4 guruhga bo‘lib o‘rganishni talab etadi.

Bular, iqtisodiy yoki moddiy manfaatni belgilovchi sifatlar, ijtimoiy manfaatni belgilovchi sifatlar, ilmiy, siyosiy-huquqiy manfaatlarni belgilovchi sifatlar hamda ma’naviy va ehtimoliy manfaatlarni belgilovchi sifatlardir. Ushbu rasmda insonning fikr yuritishi, qaror qabul qilishi va barcha harakatlarni amalga oshirishda ishtirok etadigan eng zarur va muhim insoniy sifatlari tanlab olingan. Ushbu tuzilma insoniy sifatlar majmuasidan tashkil topib, ularni inson manfaatini tashkil etuvchi elementlar, deb atashni maqsadga muvofiq, deb hisoblaymiz. Mazkur sifatlar insonlar tabiatida barchasi yaxlit majmua ko‘rinishida qaror topadi, insonning yashashi va to‘laqonli ijtimoiy-iqtisodiy faoliyat yuritishini, shu bilan birga xulq-atvorining shakllanishini ta’minlab beradi. Ushbu sifatlarni mehnat jamoasining barcha a’zolariga tatbiq etilishi ushbu jamoani yagona maqsad yo‘lida birlashishga, madaniy-axloqiy va ma’naviy muhitni yaxshilashga xizmat qiladi.

Mehnat resurslarining samarali bandligi birinchi galda mehnat qilayotganlarning kasbiy mahorati va ma’lumotlilik darajasiga, malakasiga, ma’naviy-ma’rifiy, axloqiy jihatlariga, ishchi va xodimlarning mehnati hamda turmush sharoitiga, ijtimoiy-iqtisodiy ehtiyojlarini qondira olishga bog‘liq ekanligini ko‘rsatadi. Inson manfaatining insoniylik sifatlari majmuasining “Insoniy, ma’naviy-axloqiy qadriyatlar” qismidagi insoniylik sifatlari har kimda har xil shakllanadi.

Biz tomondan inson manfaatlarini aks ettiruvchi sifatlarni 4 ta asosiy guruhga va 46 ta sifatlarga ajratdik. Ushbu sifatlarni tanlashda hayot kechirish va mehnat faoliyati jarayonida zarur bo‘ladigan birlamchi eng muhim sifatlarni tanlab olishga harakat qildik. O‘z navbatida ushbu sifatlarning miqdorini oshirish ham turli murakkabliklarning kelib chiqishiga olib keladi.



Tadbirkorlik
Ishbilarmonlik va b.

Insonparvarlik
Vijdonlilik
Odoblilik
Saxiylik
Irodalilik
Adolatparvarlik va b.

1-rasm.Inson manfaatlarini belgilovchi sifatlar.

Yuqorida keltirilgan rasm orqali insoniy sifatlarning ahamiyati va mohiyatini ochib berishga harakat qildik. Rasmda keltirilgan sifatlar insonlarni har tomonlama hamohang rivojlanishi uchun nimalarga e’tibor qaratilishi zarurligini ko‘rsatib turadi. Gap sifatlarni ko‘p yoki kam jam etilganida emas, optimal, zaruriy tomonlarini puxta hisobga olib, mujassamlanganligi bilan ahamiyatga ega bo‘ladi.

Majmuadagi sifatlarni mehnat jamoasiga keng tatbiq etilishi esa, jamoani bir maqsad yo‘lida jipslashishga, kuchlarni birlashtirishga, axloqiy-ma’naviy muhitni sog‘lomlashtirishga xizmat qiladi. Korxona va tashkilotni muvaffaqiyatli ishlashiga, unda mehnat qilayotganlarning birgalikdagi faoliyati yuqori darajada samarali bo‘lishiga, malakasiga, kasbiy tayyorgarligi va ma’lumot darajasiga, ma’naviy, ma’rifiy, axloqiy jihatlariga, ishchilarning mehnat va turmush sharoitiga, moddiy va ma’naviy ehtiyojlarini qondirishga bog‘liq ekanligini ko‘rsatib turadi. Ayni davrda ham, avval ham inson resurslaridan unumli foydalanish uchun turli tadbirlar o‘tkazilib, ulardan foydalanish ko‘rsatkichini orttirishga harakat qilib kelinadi. Bunda asosan muhim deb hisoblanilgan sanoqli sifatlardangina foydalaniladi. Boshqalari esa, e’tibor-nazardan chetda qolib ketavergan. Vaholanki, yuqorida keltirilgan rasmdagi sifatlar ro‘yxatiga e’tiboringizni qaratadigan bo‘lsak, bunda biror sifatni boshqasidan keskin ortiq yoki kam ahamiyatli, deyishga asos yo‘q. Insoniy sifatlarning ko‘p yoki kam ahamiyatliligida emas, balki, ularni inson faoliyatiga qanday ta’sir etishi, turtki bera olishligidadir.

Xodimlarni o‘z imkoniyati va salohiyatidan foydalanish darajasining past bo‘lishi ko‘p jihatdan ularning mehnatga ishtiyoqi yoki layoqatining yo‘qligida emas, balki faoliyatini to‘g‘ri tashkil eta olmaganligi, uni yaxshilash uchun qaysi sifatlardan foydalanish zarurligi, yoki qaysi sifatlarni nazardan chetda qoldirib, imkoniyatlarini boy berayotganligini bilmay qolishligidadir. Shuning uchun ishchi va xodimlar mehnat jamoalarida jadval-majmua asosida sifatlar samaradorligini doimiy ravishda oshirib borish borasida chora-tadbirlar o‘tkazib borish zarur.

Tahlil va natijalar:

Quyida keltirilgan 1-jadval ma’lumotlaridan shuni aytish mumkinki, o‘rganilayotgan 2010-2022-yillarda mamlakatning asosiy ijtimoiy-iqtisodiy rivojlanish ko‘rsatkichlari tahlil qilingan (1-jadval). Unga ko‘ra o‘rganilayotgan davrda yalpi ichki mahsulot o‘sishi sur’ati o‘rtacha manfaatdorlik koeffitsiyenti 1,22 ga teng bo‘lganligini ko‘rish mumkin. O‘z navbatida ushbu davrda mamlakatda doimiy aholi manfaatdorlik o‘rtacha koeffitsiyenti 1,02 ga teng bo‘lganligini kuzatish mumkin. Qolaversa o‘rganilayotgan davrda iqtisodiy faol aholi manfaatdorlik o‘rtacha koeffitsiyenti ham 1,02 ga, mamlakat mehnat resurslari manfaatdorlik o‘rtacha koeffitsiyenti 1,01 ga va iqtisodiyotda band bo‘lganlarning manfaatdorlik o‘rtacha koeffitsiyenti ham 1,01 ga teng bo‘lganligini ko‘rish mumkin.

Bundan tashqari o‘rganilayotgan davrda aholining mulkchilik shakllari bo‘yicha taqsimlanishida, jumladan davlat sektorida manfaatdorlikning o‘rtacha koeffitsiyenti barqaror ko‘rsatkichga ega bo‘lib kelgan. Tahlil qilinayotgan davrda o‘rtacha oylik nominal hisoblangan ish haqi manfaatdorlik o‘rtacha koeffitsiyenti 1,2 ga teng bo‘lganligi ham mamlaktda aholining nominal daromadlari miqdori mamlakat YAIM miqdoriga mutanosib ravishda oshib borganligidan dalolat beradi. Shuni aytish kerakki, mazkur ko‘rsatkich doimiy aholi soniga nisbatan yuqori o‘sish ko‘rsatkichiga ega ekanligini ko‘rish mumkin bo‘ladi.

1-jadval

O‘zbekiston Respublikasining asosiy ijtimoiy-iqtisodiy rivojlanish ko‘rsatkichlari [4]

Ko‘rsat-kichlar	2010y.	2012y.	2014y.	2016y.	2018y.	2020y.	2022y.	O‘rtacha o‘zgarish koeffit-siyenti
YAIM (mlrd. so‘m)	78936,6	127590,2	186829,5	255421,9	426641,0	605514,9	888 341,7	1,29

Qishloq, o`rmon va baliqchilik xo`jaligi (mlrd.so‘m)	21251,3	36 954,7	53 613,2	74 779,0	113 327,4	150 493,7	208 452,9	1,28
Sanoat (mlrd.so‘m)	12 997,3	20 462,7	32 136,7	45 397,9	94 266,7	150 275,1	220 704,3	1,32
Qurilish (mlrd.so‘m)	3760,5	5 601,4	9 098,3	13 148,0	21 958,5	37 334,8	55 522,7	1,29
Xizmatlar	31 463,8	50 254,7	73 600,9	99 665,5	151 512,6	223 049,8	343 374,3	1,29
Doimiy aholi soni (ming kishi)	28001,4	29555,4	30492,8	31575,3	32656,7	33905,2	35271,3	1,02
Iqtisodiy faol aholi (ming kishi)	12286,6	12850,1	13505,4	14022,4	14641,7	14797,4	15038,9	1,02
Mehnat resurslari (ming kishi)	16726,0	17564,3	18048,0	18488,9	18829,6	19158,2	19517,5	1,01
Iqtisodiyotda bandlar soni (ming kishi)	11628,4	12223,8	12818,4	13298,4	13273,1	13236,4	13706,2	1,01
Shu jumladan:								
Qishloq, o‘rmon va baliq xo‘jaligi	3118,1	3251,7	3528,9	3646,7	3537,2	3499,2	3438,7	1,01
Sanoat	1605,7	1669,5	1736,5	1802,4	1802,9	1809,5	1810,6	1,01
Qurilish	1033,7	1105,7	1183,3	1263,6	1205,5	1305,6	1314,3	1,02
Savdo	1235,6	1305,6	1378,3	1452,4	1401,8	1405,4	1525,2	1,02
Tashish va saqlash	509,9	549,1	592,1	638,2	645,2	610,5	633,1	1,02
Ta’lim	1102,0	1103,3	1104,7	1105,6	1111,7	1158,2	1268,7	1,01
Sog‘liqni saqlash va ijtimoiy xizmatlar	596,2	598,4	600,8	601,6	604,0	669,5	671,3	1,01
Boshqa turlari	2427,2	2640,5	2693,8	2787,9	2964,8	2778,5	3044,3	1,02
O‘rtacha oylik nominal hisoblangan ish haqi (so‘m)	-	-	-	1 064 214,6	1 542 598,3	2 227 141,2	320 4301,4	1,20

Navbatdagi keltirilgan 2-jadval ma’lumotlari tahlili asosida YAIM miqdorining doimiy aholi soni, iqtisodiy faol aholi, mehnat resurslari va iqtisodiyotdagi band aholi sonining o‘sishiga korrelyatsion bog‘liqligini ko‘rib chiqamiz. Mazkur jadval ma’lumotlari tahlilidan ko‘rish mumkinki, mamlakat YAIM miqdori va doimiy aholi sonining o‘zgarishi o‘rtasida zich bog‘liqlik mavjud bo‘lib, o‘z-o‘zidan xulosa qilib aytganda mamlakat YAIM miqdori ortishi doimiy aholi sonining ortishiga olib keladi. Shu bilan birga mamlakat doimiy aholisi va iqtisodiy faol aholi, mehnat resurslari hamda iqtisodiyotda band bo‘lganlar o‘rtasida ham zich bog‘liqlik mavjud ekanligini ko‘rishimiz mumkin bo‘ladi. O‘z navbatida bu shuni anglatadiki, mamlakat doimiy aholi sonining ortishi iqtisodiy faol aholi, mehnat resurslari hamda iqtisodiyotda band bo‘lganlar sonining ortib borishi bilan izohlanadi.

2-jadval

O‘zbekiston Respublikasi iqtisodiyoti tarmoqlari va ularda aholi bandligi bilan bog‘liq omillar tahlili [5]

	YAIM	Qishloq, o‘rmon va baliqchilik xo‘jaligi	Sanoat	Qurilish	Xizmat-lar	Doimiy aholi soni	Mehnat resurslari	Iqtiso-diyotda bandlar
YAIM	1,00	1,00	0,99	1,00	1,00	0,92	0,79	0,79
Qishloq, o‘rmon va baliqchilik xo‘jaligi	1,00	1,00	0,98	0,99	1,00	0,94	0,82	0,82
Sanoat	0,99	0,98	1,00	1,00	0,99	0,88	0,73	0,72
Qurilish	1,00	0,99	1,00	1,00	1,00	0,89	0,75	0,74
Xizmatlar	1,00	1,00	0,99	1,00	1,00	0,92	0,79	0,79
Doimiy aholi soni	0,92	0,94	0,88	0,89	0,92	1,00	0,96	0,96
Mehnat resurslari	0,79	0,82	0,73	0,75	0,79	0,96	1,00	1,00
Iqtisodiyotda bandlar	0,79	0,82	0,72	0,74	0,79	0,96	1,00	1,00

Quyida keltirilgan 3-jadvalda esa O‘zbekiston Respublikasida aholi va uning bandligiga bog‘liq omillarning manfaatdorlik indeksi bo‘yicha tahlili amalga oshirilgan bo‘lib, mazkur jadvalda ham mamlakat YAIM miqdorining doimiy aholi soni, iqtisodiy faol aholi, mehnat resurslari va iqtisodiyotdagi band bo‘lganlarning manfaatdorlik indeksi bo‘yicha korrelyatsion tahlili amalga oshirilgan. Ushbu jadvalning e’tiborli jihati shundaki, yuqorida ko‘rib o‘tganimizdek mamlakat YAIM miqdori va doimiy aholi sonining o‘zgarishi o‘rtasida zich bog‘liqlik mavjud ekanligini ko‘rgan bo‘lsak, uni manfaatdorlik indeksi asosida tahlil qilinganda esa umuman korrelyatsion bog‘liqlik mavjud emas ekanligini ko‘rish mumkin bo‘ladi. Shu bilan birga manfaatdorlik indeksi asosida tahlil qilinganda mamlakat YAIM miqdori ortishiga faqatgina mehnat resurslari yuqori korrelyatsion bog‘liqlikka ega ekanligini ko‘rishimiz mumkin va bu aynan mehnat resurslari mamlakat YAIM miqdoring ortishida muhim omil ekanligini ko‘rsatadi.

Bundan tashqari jadval tahlilidan doimiy aholi va iqtisodiy faol aholi, mehnat resurslari hamda iqtisodiyotda band bo‘lganlar o‘rtasida ham juda past korrelyatsion bog‘liqlik mavjudligini yoki bo‘lmasa umuman bog‘liqlik mavjud emas ekanligini ko‘rish mumkin.

3-jadval

O‘zbekiston Respublikasi iqtisodiyoti tarmoqlari va ularda aholi bandligi bilan bog‘liq omillarning manfaatdorlik indeksi bo‘yicha tahlili[6]

	YAIM	Qishloq, o‘rmon va baliqchilik xo‘jaligi	Sanoat	Quri-lish	Xizmat-lar	Doimiy aholi soni	Mehnat resurslari	Iqtiso-diyotda bandlar
YAIM	1,00	0,79	0,42	0,17	0,95	-0,20	0,68	0,21
Qishloq, o‘rmon va baliqchilik xo‘jaligi	0,79	1,00	-0,12	-0,24	0,67	0,07	0,56	0,15
Sanoat	0,42	-0,12	1,00	0,44	0,43	-0,42	0,23	0,06
Qurilish	0,17	-0,24	0,44	1,00	0,31	-0,34	0,10	-0,01
Xizmatlar	0,95	0,67	0,43	0,31	1,00	-0,24	0,67	0,24
Doimiy aholi soni	-0,20	0,07	-0,42	-0,34	-0,24	1,00	-0,08	-0,18
Mehnat resurslari	0,68	0,56	0,23	0,10	0,67	-0,08	1,00	0,52
Iqtisodiyotda bandlar	0,21	0,15	0,06	-0,01	0,24	-0,18	0,52	1,00

Buni o'z navbatida quyidagicha izohlash mumkin, ya'ni aholi sonining ortishi iqtisodiy faol aholi, mehnat resurslari hamda iqtisodiyotda band bo'lganlar sonining ortishiga olib kelishi kerak emas albatta, chunki aholining joriy davrdagi ko'payish ko'rsatkichi bir qancha davrdan keyingina mamlakat mehnat resurslari, iqtisodiy faol aholi qismini shakllantiradi va o'z navbatida iqtisodiyotda band bo'lganlar sonining ortishiga olib keladi.

Xulosa va takliflar:

Xulosa o'rnida aytish mumkinki, mamlakatdagi demografik masalalar va aholi bandligini aynan manfaatdorlik indeksi asosida baholash olinadigan natijalarning aniqligiga va chiqariladigan xulosalarning to'g'riligiga olib keladi. Chunki aynan biz tomondan taklif etilayotgan baholash me'zonlari asosida aholi bandligini yuqori aniqlikda prognoz qilish va mavjud kamchiliklarini aniqlash imkonini beradi, shu bilan birga iqtisodiy manfaatdorlik indekslarini qo'llash orqali aholining samarali bandligini tashkil etish imkoniyatini yaratadi.

Foydalanilgan adabiyotlar ro'yxati:

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5.Mualliflar tadqiqotlari asosida tuzilgan.
6.Mualliflar tadqiqotlari asosida tuzilgan.

ПРОГНОЗИРОВАНИЕ МАКРОЭКОНОМИЧЕСКИХ ПОКАЗАТЕЛЕЙ РОСТА ЭКОНОМИКИ И ЗАНЯТОСТИ НАСЕЛЕНИЯ РЕСПУБЛИКИ

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Аннотация. Данная статья посвящена вопросам повышения занятости населения в Узбекистане в свете современного экономического развития республики. В статье приведена систематизация теоретико-методологических подходов к определению категории «занятость», рассмотрена ее взаимосвязь с макроэкономическим ростом и демографическим фактором, а также проведен ретроспективный анализ развития рынка труда и занятости в республике. Определены основные направления дальнейшего развития занятости в соответствии со Стратегией развития Нового Узбекистана на 2022-2026 годы, и с приоритетным акцентом на молодежную политику.

Ключевые слова. занятость, рынок труда, макроэкономическое развитие, трудовые ресурсы, достойный труд, молодежная политика.

RESPUBLIKADA IQTISODIY O'SISH VA AHOLI BANDLIGINING MAKROIQTISODIY KO'RSATKICHLARINI PROGNOZLASH

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Annotatsiya. Ushbu maqola respublikaning zamonaviy iqtisodiy rivojlanishi nuqtai nazaridan O'zbekistonda aholi bandligini oshirish masalalariga bag'ishlangan. Maqolada "bandlik" toifasini aniqlashning nazariy va uslubiy yondashuvlari tizimlashtirilgan, uning makroiqtisodiy o'sish va demografik omil bilan bog'liqligi ko'rib chiqilgan, shuningdek, respublikada mehnat bozori va aholi bandligi rivojlanishining retrospektiv tahlili o'tkazilgan. Yangi O'zbekistonning 2022-2026-yillarda rivojlantirish strategiyasiga muvofiq aholi bandligini yanada rivojlantirishning asosiy yo'nalishlari belgilanib, unda yoshlar siyosatiga ustuvor ahamiyat qaratilgan.

Kalit so'zlar. bandlik, mehnat bozori, makroiqtisodiy rivojlanish, mehnat resurslari, munosib mehnat, yoshlar siyosati

FORECASTING MACROECONOMIC INDICATORS OF ECONOMIC GROWTH AND EMPLOYMENT OF THE REPUBLIC

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Annotation. This article is devoted to the issues of increasing employment in Uzbekistan in the context of modern economic development of the republic. The article systematizes the theoretical and methodological approaches to the category of "employment" and discusses its relationship with macroeconomic growth and demographic factors. In addition, a retrospective analysis of the development of the labor market and employment has been conducted in this article. In accordance with the development strategy of new Uzbekistan for 2022-2026, the main directions of further development of employment have been identified by giving priority to youth policy.

Keywords. employment, labor market, macroeconomic development, labor resources, decent work, youth policy.

Введение:

В последние годы проблема регулирования рынка труда стоит перед органами государственного управления, где характерны высокий уровень безработицы среди молодежи особенно в областях республики, низкая трудовая мобильность экономически активного населения, структурный дисбаланс спроса и предложения, несоответствие качества трудовых ресурсов потребностям экономики и др. Таким образом, актуальность темы исследования обусловлена потребностью современной экономической науки в понимании глубинных изменений, происходящих в сфере занятости населения в условиях устойчивого роста экономики нового Узбекистана.

Занятость является одним из видимых явлений социально-экономической действительности. Данное утверждение обусловлено тем, что занятость лежит в основе процесса удовлетворения потребности человека в труде, как одной из базовых потребностей. Кроме того, занятость населения – это важная социально-экономическая категория, связанная с реализацией права человека «свободно распоряжаться своими способностями к труду, выбирать род деятельности и профессию» [1]. Занятость выступает источником дохода для человека, формирует материальную базу для удовлетворения его разнообразных материальных и духовных потребностей.

Национальный рынок труда в своем развитии прошел через несколько различных этапов, где границы между ними определялись радикальными сдвигами преобладавшем макроэкономическом контексте в Узбекистане. С 2017 года ситуация на рынке труда и обеспечении занятости изменилась. Президент страны Ш. М. Мирзиёев еще в Стратегии развития Республики Узбекистан на 2017-2021 годы [2] утвердил конкретные приоритеты и направления их реализации, в числе которых и обеспечение занятости населения. Сегодня решение этих и других направлений обеспечения занятости и других связанных с этим аспектом обозначено Президентом страны в Стратегии развития Нового Узбекистана на 2022-2026 годы [3].

Методология исследования:

В статье использован системный анализ, распределение по группам, индукция и дедукция, научная абстракция, анализ и синтез, комплексная оценка, логический и сравнительный анализ, статистическое и эконометрическое моделирование, прогнозирование, экспертная оценка и иерархический анализ и другие.

Результаты исследования:

Макроэкономические особенности развития страны и соответствующая такому развитию политика, как показывают исследования, могут оказывать значительное влияние на обеспечение занятости. Такое взаимодействие является относительно менее изученной областью исследований, особенно в контексте развивающихся стран. Имеют место определенные сомнения о традиционных рамках макроэкономической политики, где его основная роль заключается в обеспечении стабильности, которая, как ожидается, обеспечит устойчивый экономический рост и занятость сегодня занятость в Узбекистане характеризует различные формы участия трудоспособного населения в общественной деятельности с получением соответствующих доходов. Доля постоянного населения в трудоспособном возрасте по отношению к общей численности населения в 2021 году составила 57,9%, а уровень экономической активности населения возрос за последние пять лет с 73,5% до 74,1%.

Рис. 1. Предположения макроэкономической основы роста экономики с точки зрения их влияния на занятость населения

Экономический рост, который сопровождается генерированием рабочих мест, является общей и необходимой предпосылкой достижения рациональной занятости и снижения уровня безработицы. Предметом анализа экономического развития с точки зрения занятости выступает оценка того, в какой степени экономический рост удовлетворяет потребность в увеличении численности рабочих мест и повышении производительности труда (дохода), которую необходимо выполнять в отраслевом разрезе для более значимого исследования. Между тем, возможность к занятости относится к способности людей адекватно выполнять работу на рабочих местах, в текущем и будущем времени, внутри и вне текущей организации. От характеристики рынка труда и людей, их способностей, навыков и знаний может зависеть возможность сохранить или найти работу. Для того чтобы не потерять свои навыки и сохранить занятость экономически активному человеку важно постоянно развивать и обновлять профессиональный уровень. Поэтому в стране требуется проводить политику, направленную на повышение качества рабочей силы. Особый акцент сделать на формирование высококвалифицированных кадров.

Анализ и результаты:

В Узбекистане в последние годы наблюдается стабильный экономический рост, характеризующийся увеличением в 2017-2022 годах физического объема ВВП в 2,8 раза. В 2022 г. по сравнению с 2021г. этот показатель возрос на 5,7% составил 888,3 трлн. сум, где наибольший вклад внесла отрасль промышленности, обеспечившая увеличение показателя на 5,2% (табл. 1). Также темп роста экономики за 2022 год обеспечен за счет полученных объемов строительных работ на 106,6%, оказанные рыночных услуг на 115,9% и отрасли сельского, лесного и рыбного хозяйства на 103,6%. Между тем, уровень инфляции в республике в прошлом году (2022г.) показал увеличение по сравнению с 2021 г. на 2,3 п.п.

На возможность к занятости напрямую влияет привлекательность специальностей отдельных лиц для внутреннего и внешнего рынка труда, что имеет важное значение для стабильной занятости. На сегодняшний день, в государственных учреждениях Узбекистана более 55% вакантных рабочих мест требуют от соискателей высшее образование, а в частном секторе основным требованием является опыт работы. Например, в крупных компаниях более 60% вакантных рабочих мест требует наличия высшего образования, в малых предприятиях всего лишь 5%. Всего 18% молодежи вступающие в первые на рынок труда имеют высшее образование [4].

Таблица 1.

Индикаторы, характеризующие экономический рост Узбекистана, темпы роста в % к предыдущему году

Показатель	2017 г.	2018 г.	2019 г.	2020 г.	2021 г.	2022 г.
ВВП	104,4	105,4	105,7	101,9	107,4	105,7
Дефлятор ВВП	119,1	127,0	117,9	111,6	113,5	113,7
Уровень инфляции (прирост по сравнению с прошедшим годом)	14,4	14,3	15,2	11,1	10,0	12,3
Промышленная продукция	105,2	110,8	105,0	100,9	108,8	105,2
Потребительские товары	106,7	114,7	110,3	105,7	113,9	119,4
Сельское, лесное и рыбное хозяйство	101,2	100,3	103,1	102,9	104,0	103,6
Инвестиции в основной капитал	119,4	129,9	138,1	95,6	102,9	100,9
Строительные работы	106,0	114,3	122,9	109,5	106,8	106,6
Розничный товарооборот	101,9	106,5	109,1	105,7	113,2	112,6
Оказанные рыночные услуги	110,7	108,9	113,2	103,0	119,5	115,9
Экспорт	103,8	111,4	124,8	86,5	110,0	115,9
Импорт	115,4	138,7	125,0	87,1	120,4	120,4

При этом структура или характер роста особенно актуальны, так как воздействие экономического роста на занятость зависит, во-первых, от его темпов, во-вторых, от степени преобразования им производительных рабочих мест, в-третьих, от ряда факторов создания рабочих мест, в числе которых отраслевая структура роста и капиталоемкость отдельных секторов.

Как правило, помимо увеличения количества рабочих мест одним из факторов является повышение производительности труда, а также уровень дохода от занятости, который в свою очередь активизирует потребительские расходы населения. В Узбекистане за последние пять лет совокупные доходы населения увеличились в 2,2 раза, а на душу населения - в 2 раза. В 2022 г. В связи с изменением потребительских цен, темпы роста совокупного дохода населения, по сравнению с аналогичным периодом 2021 года, в реальном выражении составили 109,7%. Это один из рекордно высоких показателей роста реального совокупного дохода с 2014 г.

Заработная плата имеет также стабильный рост, характеризующийся ее повышением. Среднемесячная номинальная начисленная заработная плата в 2022 г. увеличилась на 21,2% (+20,3% в 2021 г.). Рост заработной платы происходил на фоне увеличения минимальной заработной платы с 1 июня 2022 г. до 920 тыс. сум. Таким образом, возможность занятости населения является жизненно важным и необходимым условием для роста национальной рабочей силы и благосостояния общества. Следует заметить, что потребительские расходы являются компонентом, который оказывается в числе наиболее влияющих на ВВП страны.

Проблема обеспечения занятости и прогнозирование ее дальнейших перспектив роста является основополагающей в современном Узбекистане. В рамках реализации задач, поставленных в данной статье, осуществлено моделирование на 2023-2027 годы новых тенденций развития структуры занятости и безработицы, обоснованы их варианты на среднесрочную перспективу с учетом факторов, определяющих спрос и предложение на рынке труда. Моделирование и прогнозирование проведено по двум блокам: 1) макроэкономические показатели, формирующие спрос на рынке труда и влияющих на обеспечение занятости (валовый внутренний продукт (ВВП); валовая добавленная стоимость отраслей (ВДС); количество действующих субъектов малого предпринимательства; количество частных предприятий; количество семейных предприятий; количество рабочих мест); 2) демографические и другие показатели, формирующие предложение на рынке труда, и характеризующие занятость в республике (численность постоянного населения; численность населения в трудоспособном возрасте; численность экономически активного населения; численность трудовых ресурсов; численность занятых и безработных). Базовыми для прогноза макроэкономических факторов взяты соответствующие статистические показатели за 2016-2022 годы.

Прогноз вышеприведенных факторов осуществлен по пяти типам трендовых моделей, из них выбраны наиболее адекватные для дальнейшего анализа. Определено, что практически все модели адекватно представляют факторы. Между тем решение о применении той или иной модели исходило из макроэкономического анализа на основе комплекса статистических показателей качества модели, включая значение стандартной ошибки регрессии и относительной ошибки аппроксимации.

Для каждого показателя в работе выбрана наиболее репрезентативная модель, исходя из максимально возможного коэффициента детерминации (R^2) и более приближенного к 1, а чем ближе коэффициент детерминации к 1, тем выше качество построенного уравнения (табл. 2).

Прогноз показал, что к 2027 году в Узбекистане ВВП может возрасти в 1,6 раза, ВДС отраслей экономики - 1,6 р., количество субъектов малого предпринимательства - 1,7 р., число частных предприятий в стране должна увеличиться 1,3 р., а количество рабочих мест – 1,8 р. За 2016-2022 год число семейных предприятий возросло на 8,7 раз. В этой связи, имеется вероятность, что в ближайшие восемь лет число семейных предприятий, при благоприятных на это экономический и стимулирующих условий, станет возрастать в республике умеренными темпами. Согласно прогноза, в 2027 году число семейных предприятий при благоприятном стечении обстоятельств возрастет в 2,2 раза.

Таблица 2.

Прогнозные значения макроэкономических показателей на 2023-2027 годы в Республике Узбекистан

Год/ показатель	Валовый внутренний продукт, трлн. сум	Валовая добавленная стоимость отраслей, трлн. сум	Количество субъектов малого предпринимательства, тыс. ед.	Количество частных предприятий, тыс. ед.	Количество семейных предприятий, тыс. ед.	Количество рабочих мест, тыс. мест
	Трендовые модели					
	$\hat{y}=17080+64826\cdot x+4816\cdot x^2$, $R^2=0{,}993$	$\hat{y}=15452+53768\cdot x+5712\cdot x^2$, $R^2=0{,}993$	$\hat{y}=18681+11712\cdot x+5990\cdot x^2$, $R^2=0{,}988$	$\hat{y}=65529+2801\cdot x+271{,}9\cdot x^2$, $R^2=0{,}867$	$\hat{y}=7957+1003\cdot x+1460\cdot x^2$, $R^2=0{,}984$	$\hat{y}=326{,}9-8{,}21\cdot x+5{,}607\cdot x^2$, $R^2=0{,}860$
2022	888,3	828,0	551,0	97,1	80,7	497,0
Прогноз						
2023	943,9	890,1	609,3	105,3	93,4	525,5
2024	990,6	962,0	698,2	112,8	117,2	612,5
2025	1146,9	1124,3	734,8	120,7	143,9	711,7
2026	1312,9	1298,0	872,3	129,2	173,6	810,5

2027	1488,5	1483,2	1021,8	138,3	206,2	955,3
2027/ 2023 г., р.	**1,6**	**1,6**	**1,7**	**1,3**	**2,2**	**1,8**

Прогноз демографических и других показателей, сделанный в исследовании, показал, что в 2023-2027 году численность населения страны должна увеличиться на 4,3%, численность населения в трудоспособном возрасте на 4,5%, численность занятого населения 4,8% (табл. 3).

В результате составления прогноза с использованием эконометрических моделей на основе макроэкономического анализа и обработки статистических данных, можно сделать вывод о том, что уровень занятости населения в Узбекистане на ближайшие восемь лет будет иметь тенденции к увеличению. ВВП республики в ближайшей перспективе, согласно нашего прогноза, в 2023-2027 годы вырастит на 1,6 раза, а его рост будет исходить, в том числе и за счет вовлечения значительного числа безработного населения в производственный процесс и предпринимательство, что в свою очередь, обеспечит повышение занятости.

Таблица 3.

Прогноз численности трудовых ресурсов и безработных по эконометрическим моделям на 2023-2027 годы, тыс. человек

Год/ показатель	Численность постоянного населения	Численность постоянного населения трудоспособ-ного возраста	Численность экономичес-ки активного населения	Числен-ность трудовых ресурсов	Числен-ность занятого населения	Числен-ность безработных
	Трендовые модели					
	y=556,97x-1E +06 R^2 = 0,999	y = 236,16x – 456892 R^2 = 0,992	y = -10,599x² +42984x-4E+07, R^2 = 0,997	y = 187,02x – 358759, R^2 = 0,959	y = 168,34x – 326416, R^2 = 0,966	y = 96782ln(x) – 735478, R^2 = 0,723
2022	36024,9	20563,2	15600,3	19520,0	13820,0	1305,0
Прогноз						
2023	36568,0	20869,8	15795,4	19584	14143,1	1285,3
2024	36920,0	21106,0	15850,5	19769	14312,0	1310,3
2025	37352,0	21342,2	15983,6	19956	14480,4	1323,6
2026	37796,0	21578,4	16012,5	20143	14648,8	1345,4
2027	38129,0	21814,6	1629,2	20330	14817,2	1368,0
2027/ 2023, р.	**104,3**	**104,5**	**101,5**	**103,8**	**104,8**	**106,4**

Согласно данным Агентства статистики к концу 2022 года число безработных в Узбекистане снизилось на 16,5% и составило 1303 тыс. человек. Если макроэкономическая ситуация в республике не станет ухудшаться, и в дальнейшем будет наблюдаться рост ее экономики, то, вероятнее всего, безработица со временем не станет особо влиять на показатели занятости. Поэтому, исследование вопросов обеспечения постоянного макроэкономического роста экономики, предвидение и прогнозирование допущения влияния на нее различного рода кризисных явлений с наименьшими шоками, и поддержки занятости населения, являются особо актуальными направлениями для республики, требующими последующего глубокого изучения.

Обеспечение дальнейшего увеличения занятости зависит от качественного планирования потребностей и предложения рабочей силы на макроуровне и в сфере. В этой связи, в диссертации сделан акцент о необходимости, во-первых, определения типов несоответствий спроса и предложения по секторам и профессиям, во-вторых, анализа вакансий в разрезе видов деятельности, в-третьих, оценки занятости выпускников в разрезе профессий и видов деятельности, в-четвертых, углубленного анализа ситуации с выпускниками на рынке труда, опросы работодателей в отношении дефицита квалифицированных кадров и др. Исходя из этого в работе обоснованы основные модели, используемые для обеспечения эффективной занятости, чтобы привести в равновесие спрос и предложение рабочей силы по профессиям (табл. 4).

Таблица 4.

Модели приведения в равновесие спроса и предложения рабочей силы по профессиям

Модель	Определение
Первая модель	Исходит из предположения, что система образования в силу своей адаптивности способна регулировать прием и выпуск учащихся с учетом ожидаемого спроса. Это позволяет сохранять относительный уровень оплаты труда. В этом случае индикатором давления на спрос на рынке труда служит динамика приема учащихся.

Вторая модель	Исходит из предположения, что система образования не обладает адаптивностью, прием и выпуск учащихся осуществляется без какого-либо учета ожидаемого спроса. При таком предположении уровень оплаты труда, определяемый квалификацией, нужно скорректировать для того, чтобы предложение и спрос на рабочую силу пришли в равновесие. В этом случае индикатором давления на спрос на рынке труда служит размер скорректированной заработной платы.
Третья модель	Спрос и предложение на кадры можно приводить в равновесие путем перераспределения работников, пока все соискатели рабочих мест не будут трудоустроены. Если предложение рабочей силы будет превышать спрос, это приведет к росту квалификационной насыщенности рабочей силы на предприятиях вне зависимости от потребности в таком количестве. Это имеет место в том случае, когда темпы создания квалифицированных рабочих мест отстают от численности ежегодно выпускаемых специалистов соответствующей квалификации.

Исходя из результатов моделирования, в ближайшее время следует ожидать повышение предложения занятости на рынке труда, что возможно за счет дальнейшей реализации макроэкономической политикой по эффективному использованию трудоспособного населения республики, политики в отношении малого предпринимательства, которая направлена на повышение спроса на рабочую силу различных уровней квалификации, обеспечения занятости за счет улучшения бизнес-среды и поддержки предпринимательства в территориях, расширения производства, развития сфер торговли и услуг, создания для этого инфраструктурных условий.

В результате составления прогноза с использованием метода математической экстраполяции на основе изучения и обработки статистических данных, можно сделать вывод о том, что уровень занятости населения в Узбекистане на ближайшие пять лет будет иметь тенденции к увеличению. Так, макроэкономические, демографические и трудовые ресурсы в 2016-2022 гг. и спрогнозированные на 2023-2027 годы имели следующие показатели (рис.2).

ВВП республики в ближайшей перспективе по нашему прогнозу должен вырасти в 2023-2027 годы на 1,6 раза, а его рост потребует значительного числа занятых и повышения производительности труда. В противовес этому, экономика, которая показывает падение ведет к обратному — снижению занятости населения. Согласно закону А. Оукена снижение темпа роста ВВП на 2% приводит к повышению уровня безработицы на 1%. Точкой отчета при этом является темп роста ВВП в 3% в год. В этой связи, необходимо на постоянной основе развивать экономику и не допускать сокращения темпов роста, чтобы поддерживать рынок труда и обеспечить занятость населения.

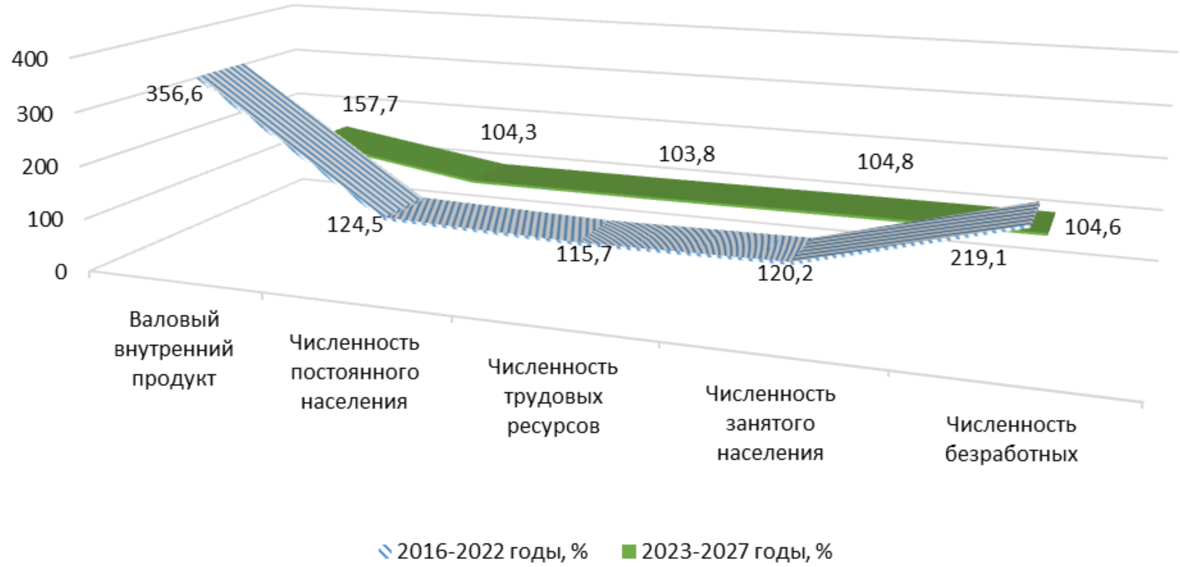

Рис. 2 Темпы роста макроэкономических, демографических и других факторов за 2016-2022 годы и их прогноз на 2023-2027 годы, %.

Анализ фактических и спрогнозированных показателей позволяет сделать следующий вывод — численность трудовых ресурсов станет ежегодно увеличиваться (в среднем на 83518 тыс. человек), как и количество занятого населения (на 14480,3 тыс. человек), ситуация на рынке труда в стране будет улучшиться. Если тенденция сохранится, то в ближайшем времени такие проблемы, как безработица, несмотря на прогнозирование небольшого ее роста, не будут иметь первостепенного значения.

Исследования показали, что изменения в социально-демографической структуре населения существенно влияют на занятость и качество трудового потенциала. Поведение на рынке труда, в трудовой сфере, трудоспособность у разных групп населения различаются. Есть различные направления, где структуры населения (гендерная и возрастная) могут реально воздействовать на экономическую активность и занятость. В числе таковых женщины молодого возраста, которые часто воспитывая своих детей имеют экономическую активность ниже, чем у ряда других возрастных групп. В этой связи, при других одинаковых условиях, в числе которых постоянный уровень наличия детей в семье, степень дифференциации доходов в семьях, увеличение доли женщин в молодежном возрасте в населении может оказывать снижающее влияние на экономическую активность в стране.

Исходя из результатов моделирования вышеприведенных показателей в ближайшее время следует ожидать повышение предложения занятости на рынке труда, что возможно за счет дальнейшей реализации грамотной государственной политики по управлению и эффективному использованию трудоспособного населения республики. Это предполагает следующие возможности на рынке труда. Первая возможность – увеличение производительности труда путем модернизации и технологического обновления всей производственной сферы; вторая – увеличение повышения уровня экономической активности населения, в том числе за счет перевода самозанятого населения в ранг официальной занятости, снижение безработицы и т.д. Третья возможность затрагивает занятость молодежи и миграционные процессы.

Заключение и предложения:

Оценка современных тенденций и макроэкономических особенностей развития занятости населения Узбекистана, которая позволила получить комплексное представление о процессах, протекающих на мировом рынке труда, рынках страны и ее областей, в том числе раскрыты факторы снижения неформальной занятости и осуществлена оценка производственной эффективности занятости в отраслях и секторах экономики республики, что позволило сделать следующие выводы и предложения.

1. Определено, что динамика экономического роста и ее изменение является базой, которая влияет на изменение занятости населения, что сопоставимо по значимости с ВВП, уровнем цен, реальными денежными доходами и др. При этом структура или характер роста особенно актуальны, так как воздействие экономического роста на занятость зависит, во-первых, от его темпов, во-вторых, от степени преобразования им производительных рабочих мест, в-третьих, от отраслевой структуры роста и капиталоемкость роста отдельных секторов.

2. В ходе исследования определено, что отсутствие равновесия между спросом и предложением на труд является одной из ключевых проблем занятости молодежи. Качество подготовки выпускников не соответствует требованиям работодателя. Проблема равновесия между работодателями, формирующими спрос на кадры, и сферой образовательных услуг, формирующей предложение, заключается в формировании профессиональных компетенций у молодежи, а также соответствии этих компетенций требованиям работодателя.

3. Изучение глобальных тенденций в занятости после пандемии коронавируса и мнений экспертов МОТ позволило выявить, что одним важнейшей составляющих для восстановления рынка труда является макроэкономическая политика и макроэкономические меры, которые должны не просто приводить к достижению докризисных показателей. Многосторонняя макроэкономическая политика может приобрести большее значение в связи с тем, что сочетание кризисных явлений с современными технологическими и другими тенденциями грозит нарастанием неравенства между странами и внутри них. В этой связи, бюджетно-финансовая политика должна быть направлена на помимо сохранения рабочих мест, доходов населения и занятости также на решение проблем структурного характера и устранение причин дефицита достойного труда в стране.

4. Выявлено, что любой прогноз, а тем более касательно определения занятости и потребности в кадрах должен быть качественно рассчитан, а критерием этого является его сходимость. Это подразумевает соответствие результатов прогнозирования фактическим значениям. Проблема заключается в том, что ежегодную дополнительную потребность в квалифицированных кадрах непосредственно измерить нельзя, так как форма статистического учета не ведется, а потребность, представленная в общем доступе Интернета показывает число вакансий, размещаемых предприятиями в открытом виде. В этой связи, в работе предложением, обладающим определенной новизной, стало осуществление верификации прогнозных показателей ежегодной дополнительной потребности специалистов. Это требует разработки соответствующего нормативно-правового обеспечения сбора и обработки статистических данных и формой верификации прогнозных показателей.

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ТОШКЕНТ ВИЛОЯТИДА ИШСИЗЛАРНИ ЗАМОНАВИЙ КАСБ-ҲУНАРГА ЎҚИТИШНИ САМАРАЛИ ТАШКИЛ ЭТИШ ЙЎЛЛАРИ

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Аннотация. Ушбу мақолада глобал ўзгаришларнинг меҳнат бозорига таъсири, ишсизлик муаммолари ёритилган. Ишсизларни замонавий касб-ҳунарга ўқитиш масалалари назарий жиҳатдан тадқиқ қилиниб, Тошкент вилоятида ишсизлик даражаси, ишсизларни касбга ўқитиш ва ишга жойлаштириш чора-тадбирлари таҳлил қилинган. Вилоятда ишсизларни замонавий касб-ҳунарга ўқитиш самарадорлигини ошириш бўйича умумий хулосалар қилиниб, улар асосида таклифлар ишлаб чиқилилган.

Калит сўзлар. Меҳнат бозори, ишсизлик, касб-хунарга ўқитиш, мономарказ, иш билан бандлик

ПУТИ ЭФФЕКТИВНОЙ ОРГАНИЗАЦИИ ПОДГОТОВКИ БЕЗРАБОТНЫХ СОВРЕМЕННЫМ ПРОФЕССИЯМ В ТАШКЕНТСКОЙ ОБЛАСТИ

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Аннотация. В данной статье рассматривается влияние глобальных изменений на рынок труда и уровень безработицы. Теоретически исследованы вопросы обучения безработных современным профессиям, проанализированы уровень безработицы в Ташкентской области, меры профессиональной подготовки и трудоустройства безработных. На основе полученных выводов по повышению эффективности обучения безработных современным профессиям разработаны предложения.

Ключевые слова. рынок труда, безработица, профессиональное обучение, моноцентр, занятость

WAYS OF EFFECTIVELY ORGANIZING TRAINING OF THE UNEMPLOYED FOR MODERN PROFESSIONS IN TASHKENT REGION

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Abstract. This article examines the impact of global changes on the labor market and the unemployment rate. The issues of training the unemployed in modern professions were theoretically studied, the unemployment rate in the Tashkent region, measures of vocational training and employment of the unemployed were analyzed. Based on the findings, proposals have been developed to improve the effectiveness of training the unemployed in modern professions.

Key word. labor market, unemployment, vocational training, monocenter, employment

Кириш:

Жаҳонда юз бераётган глобал ўзгаришлар мамлакат иқтисодиётида ҳам ўз аксини топмоқда. Натижада меҳнат бозорида иш берувчиларнинг ёлланма ходимларга бўлган талаби ортиб, бу талаблар ходимларнинг таълим, касб ва малака даражалари, амалий тажрибалари ҳамда шахсий хислатларида акс этмоқда. Шу билан бирга, меҳнат бозоридаги трансформациялар бўш иш ўринларида янги шароитларни юзага келтириши натижасида ишчи кучи таклифи уларга бўлган талабдан анча юқори бўлмоқда. Олиб борилган тадқиқотлар шуни кўрсатадики хозирги даврда меҳнат бозоридаги муаммолар етарли даражада ўз ечимини топмаган ва хозирги кунда юз бераётган ходисалар фонида бир қанча салбий тенденциялар, жумладан, мамлакатда ишсизлик даражасининг юқорилиги (2023 йил бошига 8,9 %) [6], малакали кадрларнинг эммиграцияси (8790 нафар) [6], норасмий иш билан бандликнинг юқори даражадаси (63 %) [8], иқтисодиётнинг айрим соҳаларида иш ҳақи миқдорининг пастлиги қайд этилган. Ушбу жараёнларга жавобан давлат иш билан бандликни таъминлаш соҳасида чораларни кўради.

Меҳнат бозоридаги кескинликни камайтириш ва минтақаларда ижтимоий-иқтисодий барқарорликни таъминлаш бўйича ишларнинг энг самарали йўналишларидан бири бу ишсиз аҳолини давлат кўмаги билан қайта тайёрлаш ва қўшимча замонавий касб-ҳунар таълимини ташкил етишдир.

Адабиётлар шархи:

Хорижий ва ватанимиз фани ҳамда амалиётида ишсизликни камайтиришнинг турли чора-тадбирларига доир бой назарий салоҳият ва катта амалий тажриба тўпланган.

Академик Қ.Х. Абдурахмоновнинг фикрига кўра ишсизлик – ижтимоий-иқтисодий воқеа ҳисобланиб, иқтисодий фаол, меҳнат қилишга лаёқатли ва меҳнат қилишни хоҳлайдиган аҳоли муайян қисмининг товарлар ишлаб чиқариш ва хизматлар кўрсатишда иш билан банд бўлмаслигидир [1].

Н.Р.Саидовнинг тадқиқотларида меҳнат бозори шароитларини тушуниш корхоналарга ўз маҳсулотлари ёки хизматларига бўлган талабни баҳолашга ва ўз фаолиятини тегишли равишда мослаштиришга ёрдам бериши, шу сабабли доимий равишда иш билан бандлик ҳамда ишсизликни таҳлил қилиб бориш зарурати асосланган [2].

Россиялик иқтисодчи олим Ю.Г. Одегов меҳнат бозорида ишчи кучи рақобатбардошлигини ошириш масалалари бўйича тадқиқотларида ишсизларнинг меҳнат бозоридаги рақобатбардошлиги ишчи кучи сифати, шахснинг ижодий имкониятлари, иш билан бандлик ва иш куни давомийлиги кафолатланганлиги, даромад миқдори билан белгиланишини таъкидлаб ўтган [3].

Шу билан бирга, тадқиқотчи олимлардан Й.Шерман, Р.Ислам ва А.Фосу ўз илмий тадқиқотларида миллий иқтисодиёт учун ҳақиқий муаммо уларнинг иқтисодий ўсиш жараёнида бандлик ўсишини таъминлаш қобилиятининг чекланганлигидир, деб таъкидлашган [4].

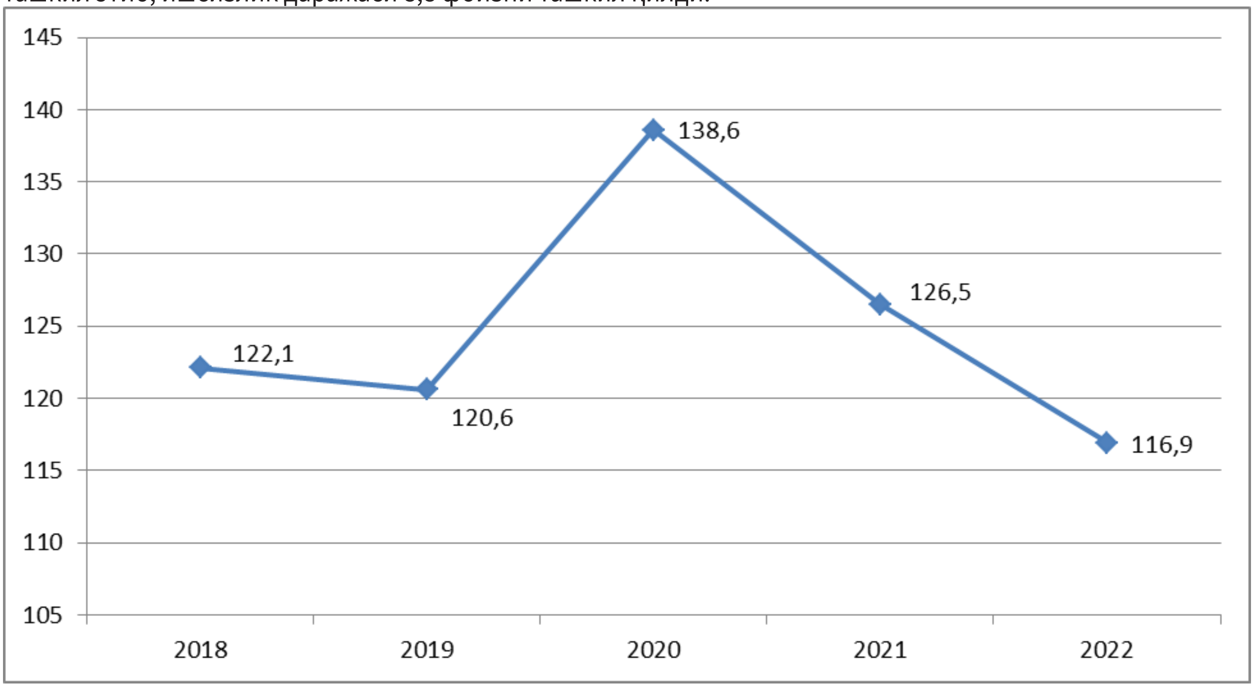
Тадқиқот методологияси:

Илмий тадқиқотда иқтисодий воқелик ва жараёнларни ўрганишнинг турли илмий усуллари: иқтисодий тизимларни таҳлил этишга нисбатан диалектик ёндашув, қиёсий ва тизимли таҳлил, базавий ҳисоб-китоблар ва статистик гуруҳлаш усуллари қўлланди. Тадқиқот ишининг ахборот базаси сифатида Ўзбекистон Республикаси Президенти ҳузуридаги Давлат статистика агентлиги, Ўзбекистон Республикаси Камбағалликни қисқартириш ва бандлик вазирлигининг маълумотлари ҳамда қатор оммавий ахборот воситаларининг интернет сайтлари материалларидан фойдаланилди.

Таҳлил натижалари:

2023 йил 1 январ ҳолатида Ўзбекистондаги меҳнат ресурслари сони 19517,5 минг кишини ташкил этди. Мамлакатда 1332,7 минг киши ишга муҳтож бўлиб, ишсизлик даражаси 8,9 фоизни ташкил қилди. Ёшлар орасида ишсизлик даражаси 15,1 фоизни, аёллар орасида эса 13,3 фоизни ташкил этди.

Шу билан бирга, Тошкент вилоятида 2022 йил 1 январ ҳолатида ишсизлар сони 116,9 минг кишини ташкил этиб, ишсизлик даражаси 8,8 фоизни ташкил қилди.

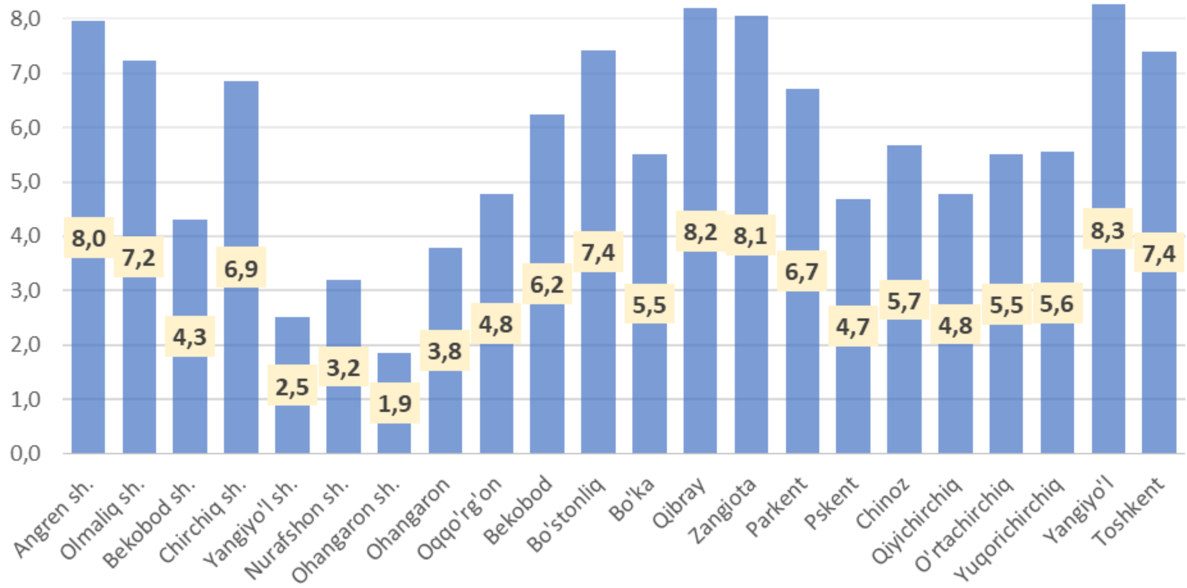


1-расм. Тошкент вилоятида расмий ишсиз аҳоли сони, минг киши.

Манба: Ўзбекистон Республикаси Президенти ҳузуридаги Статистика агентлиги маълумотлари асосида тузилган (www.stat.uz)

Тошкент вилоятида 2018 йилда йилда ишсизлар сони 122,1 минг кишини ташкил этган бўлса, 2019 йилда улар сони 1,5 минг кишига камайиб, 120,6 минг кишига тенг бўлган, 2020 йилда аксинча, улар сони 20,3 минг кишига ортган ҳамда 2021 йилдан бошлаб яна улар сони камайиш тенденциясига эга бўлган ва 2022 йилда вилоятда жами ишлашга муҳтож бўлганлар сони 116,9 минг кишини ташкил қилган.

2022 йилда Тошкент вилояти ҳудудлар бўйича ишсиз аҳоли сони тақсимоти қуйидагича бўлиб, шаҳарлари ичида энг кўп ишсиз аҳоли Ангрен шаҳрига (8,0 минг киши), Олмалиқ (7,2 минг киши), энг ками эса Оҳангарон шаҳри (1,9 минг киши) кишини ташкил этмоқда (2-расм).



2 расм. 2022 йилда Тошкент вилояти ҳудудлар бўйича ишсизлар сони, минг киши

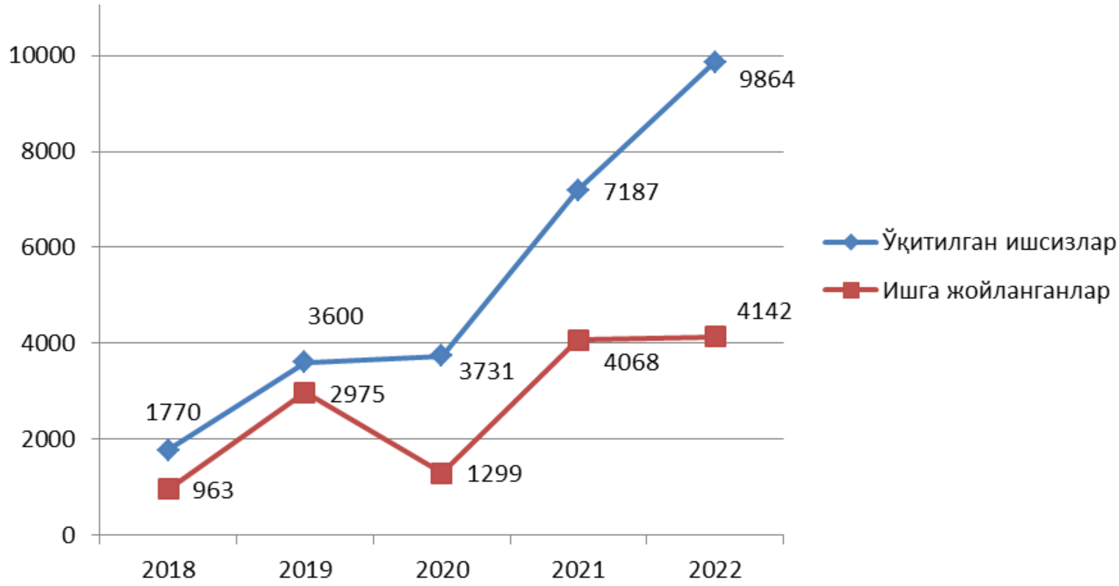
Манба: Ўзбекистон Республикаси Президенти ҳузуридаги Статистика агентлиги маълумотлари асосида тузилган

Тошкент вилояти туманлар кесимида қаралса, ишсиз аҳоли сони бўйича Қибрай (8,2 минг киши), Зангота (8,1 минг киши), Янгийўл (8,3 минг киши), Тошкент (7,4 минг киши) ва Бўстонлиқ (7,4 минг киши) туманлари юқори ишсизлик кўрсаткичларига эга.

Хозирги кунда Тошкент вилоятида меҳнат бозорида ишсизликни қисқартириш ва ишчи кучлари рақобатбардошлигини ошириш мақсадида 35 та янги бошланғич профессионал таълим тизимида кадрлар тайёрлайдиган касб-ҳунар мактаблари, 11 та ўрта профессионал таълим тизимидаги коллеж, 17 та ўрта махсус профессионал таълим тизимидаги техникум ташкил этилди.

Сўнгги йилларда мамлакатимизда ишга жойлашишга муҳтож шахсларни касбий тайёрлашни ташкил этиш ва унинг методологиясига нисбатан замонавий қарашлар юзага келди. Янги иқтисодий-ижтимоий шароитда кадрлардан юксак савия, ижодий ташаббус, замонавий иқтисодий фикрлаш, ишнинг янги услуби ва кўникмаларини эгаллаш талаб қилинади. Шунинг учун республикада иш билан банд бўлмаган фуқароларни касбга ўқитиш ва малакасини ошириш Ўзбекистон Республикаси Вазирлар Маҳкамасининг 2021 йил 5 апрелдаги 183-сон қарорига 3-иловада келтирилган „Ишсиз ва иш қидираётган шахсларни касбга тайёрлаш ва қайта тайёрлаш, уларнинг малакасини оширишни ташкил этиш тартиби тўғрисида Низом“ [5] асосида ҳуқуқий таъминланади ва ташкил қилинади.

Тошкент вилояти маҳаллий меҳнат органлари ёрдамида фуқароларни ишга жойлаштириш билан бирга, меҳнат бозоридаги талаб ва таклифни мувофиқлаштириш, ишсиз фуқароларни турли замонавий касбларга тайёрлаш бўйича кўплаб чора-тадбирлар амалга оширилмоқда (3-расм).



3-расм. Тошкент вилоятида ишсиз ва банд бўлмаган фуқароларни замонавий касб-ҳунарга ўқитилиши ва уларнинг ишга жойлашиш ҳолати, киши.

Манба: Тошкент вилояти Бандлик бошқармаси маълумотлари асосида муаллиф томонидан тузилган.

Тошкент вилоятида ишсиз ва банд бўлмаган фуқароларни меҳнат бозорининг эҳтиёжидан келиб чиқиб замонавий касб-ҳунарга ўқитилаётганлар сони сўнгги беш йилликда жадал суръатларда ўсган. 2018 йилда Тошкент вилоятида жами 1770 нафар ишсиз ва банд бўлмаган фуқаролар замонавий касб-ҳунарга ўқитилган бўлса, 2022 йилга келиб бу кўрсаткич 5,5 бароборга ортиб, 9864 нафарни ташкил этган.

Албатта, замонавий касб-ҳунарга ўқитилган фуқаролар олдида яна бир муҳим вазифа мавжуд бўлади: иш топиш ва меҳнат даромадига эга бўлиш. Бунда барча тайёрловдан ўтган ишсиз ва банд бўлмаган фуқаролар ҳам муваффақиятга эришишмайди. Чунки, меҳнат бозорида рақобатбардошлик кўрсаткичлари ҳам муҳим ҳисобланади. Тошкент вилоятида замонавий касб-ҳунарга ўқитилган ишсизлар 2018-2022 йилларда қарийб 5,5 баробар ортган. Бироқ, уларни ишга жойлашиши 4,3 баробарга ортган. Қолган тайёрловдан ўтган фуқаролар эса иш топишда маълум бир қийинчиликларга учрашган.

Хулоса:

Ўрганилаётган муаммони тадқиқ этиш жараёнида Тошкент вилоятида ишга жойлашишга муҳтож бўлганлар сони аввалги даврларга нисбатан камайганлигига қарамай ҳали етарли даражада юқорилиги аниқланди. Ишсизларни меҳнат бозорида рақобатбардошлигини ошириш ва муносиб иш ўринлари билан таъминлаш мақсадида уларни замонавий касб-ҳунарларга ўқитиш бўйича амалга оширилаётган чора тадбирлар самарадорлигини ошириш мақсадга мувофиқ.

Тошкент вилоятида ишсизларни замонавий кас-ҳунарларга ўқитишда албатта иш берувчиларнинг талаблари ва ишчи кучларига бўлган эҳтиёжларидан келиб чиқиб “Ишга марҳамат” мономаркази фаолиятини такомиллаштириш, Ўзбекистон Республикаси Камбағалликни қисқартириш ва бандлик вазирлиги тизимидаги Тошкент вилоятида жойлашган касб-ҳунарга ўқитиш марказлари ўқув дастурларни ислоҳ қилиш, вилоятда қисқа муддатли касб-ҳунарга ўқитиш курслари фаолиятида натижадорликни ошириш ҳамда маҳаллаларда аҳолини касб-ҳунарга ўқитишнинг ташкилий масалаларини такомиллаштириш мақсадга мувофиқ бўлади. Ушбу чора-тадбирларни амалга оширилиши натижасида ишсизларнинг замонавий касбларни эгаллаши ва битирувчиларнинг ишга жойлашишида муҳим омил бўлади.

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НАЕМНЫЙ ТРУД: ИНСТИТУЦИОНАЛЬНЫЕ ЭФФЕКТЫ НЕРАВНОВЕСНОЙ ЭКОНОМИКИ

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Новосибирский государственный университет
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Аннотация. Сфера наемного труда призвана играть важную роль в достижении устойчивого развития российской экономики. Статья посвящена особо актуальным в настоящее время процессам формирования макроэкономического типа наемного труда в трансформирующейся России. В данной статье рассматриваются прикладные аспекты влияния конверсии и деконверсии на формирования нового макроэкономического типа наемного труда. Целью данной работы является раскрытие основ качественных макроэкономических изменений как мультипликативное влияние конверсии и деконверсии наемного труда. Гипотеза исследования состоит в том, что сложность, пространственное разнообразие институциональных преобразований наемного труда в федеральных округах России определяют тенденции и приоритеты развертывания его конверсии и деконверсии, различия стратегий трансформации наемного труда. В этой связи, опираясь на синергетический подход, на основе анализа статистических данных исследованы содержание, условии, факторы, обеспечивающие современную трансформацию наемного труда. Эмпирической базой послужили статистические данные и аналитические обзоры Федеральной службы государственной статистики РФ (Росстата) и Международной организации труда за период 2008-2018 гг. Опираясь на синергетический подход, исследованы основы концепта трансформации наемного труда, сущностные характеристики и тенденции его конверсии и деконверсии в федеральных округах России. Научная новизна заключается в выявлении прикладных императив конверсии и деконверсии наемного труда РФ. Это позволило идентифицировать и сегментировать федеральные округа РФ по мультипликативному эффекту конверсии и деконверсии сферы труда. Полученные результаты призваны содействовать решению проблем формирования инновационного макроэкономического стиля развития сферы наемного труда в стране.

Ключевые слова. наемный труд, конверсия наемного труда, деконверсия наемного труда, структура наемного труда, капитализация труда, капитализация рабочих мест, капитализация рабочей силы, федеральные округа РФ.

WAGE LABOR: INSTITUTIONAL EFFECTS OF A UNEQUILIBRIUM ECONOMY

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Abstract. The sphere of wage labor is called upon to play an important role in achieving the sustainable development of the Russian economy. The article is devoted to the processes of formation of the macroeconomic type of hired labor in the transforming Russia that are especially relevant at the present time. This article discusses the applied aspects of the impact of conversion and deconversion on the formation of a new macroeconomic type of wage labor. The purpose of this work is to reveal the foundations of qualitative macroeconomic changes as a multiplicative effect of the conversion and deconversion of wage labor. The hypothesis of the study is that the complexity, spatial diversity of the institutional transformations of wage labor in the federal districts of Russia determine the trends and priorities for the deployment of its conversion and deconversion, the differences in the strategies for transforming wage labor. The empirical base was statistical data and analytical reviews of the Federal State Statistics Service of the Russian Federation (Rosstat) and the International Labor Organization for the period 2008-2018. Based on a synergistic approach, the fundamentals of the concept of transformation of wage labor, the essential characteristics and trends of its conversion and deconversion in the federal districts of Russia have been studied. Based on a synergistic approach, the fundamentals of the concept of transformation of wage labor, the essential characteristics and trends of its conversion and deconversion in the federal districts of Russia have been studied. The scientific novelty lies in the identification of applied imperatives for the conversion and deconversion of wage labor in the Russian Federation. This made it possible to identify and segment the federal districts of the Russian Federation according to the multiplicative effect of conversion and deconversion of the sphere of work. The results obtained are intended to help solve the problems of forming an innovative macroeconomic style of development of the sphere of wage labor in the country.

Keywords. wage labor, wage labor conversion, wage labor deconversion, wage labor structure, labor capitalization, job capitalization, labor force capitalization, federal districts of the Russian Federation

Введение:

Современная трансформация наемного труда связана с переходом «от состояния социальной целостности и чрезмерного эгалитаризма к демонстративному социальному неравенству» [16, с. 236]. С одной стороны, трудоспособное население получило право свободно выбирать не только место работы, но и диктовать, на каких условиях оно будет эффективно работать. С другой – работодателям предоставлено приоритетное право при вступлении в отношения найма рабочей силы, ее расстановки, а также высвобождения неэффективной (неконкурентной) рабочей силы путем перевода на другие рабочие места, соответствующие ее квалификации и эффективности труда, внутри (после переобучения, если это необходимо) или во вне организации. Трансформация наемного труда сопровождается отрицательными деформациями роли труда в жизни людей, места человека в экономической и социальной политике и деловой практике, привычной организационно-нормативной структуры наемного труда. Трансформация наемного труда в процессе рыночных реформ в РФ сопряжена с принципиальными изменениями трудовых отношений. Как следствие, возникает объективная необходимость познания общего характера и глубинных причин, источников, движущих сил институциональных трансформаций наемного труда в современной России.

Целью данной статьи является раскрытие основ качественных макроэкономических изменений как мультипликативное влияние конверсии и деконверсии наемного труда. развития прикладных основ институциональных трансформаций наемного труда в РФ. *Задачи исследования* заключаются в выявлении сущностных характеристик институциональных преобразований наемного труда, осмысления их тенденций и приоритетов, рисков и перспектив.

Гипотеза исследования состоит в том, что различия стратегий трансформации наемного труда в федеральных округах РФ обусловлены формой разрешения противоречий между капитализацией рабочих мест и капитализацией рабочей силы, между увеличением количества достойных стабильных рабочих мест и расширением возможностей к труду человека.

Научная новизна статьи заключается в обосновании и выявлении прикладных императив трансформации наемного труда, его функциональных активов (конверсии и деконверсии) труда, позволяющих идентифицировать федеральные округа РФ в зависимости от содержания институциональных трансформаций.

Применительно к проблематике статьи результативно использован комплекс базовых методов теоретического исследования (аналитическое абстрагирование, интерпретация, классификация и типологизация)¸ результаты эмпирического исследования (статистические данные и аналитические обзоры Федеральной службы государственной статистики РФ (Росстата), Международной организации по труду за период 2008-2021 гг.). Кроме того, были получены эмпирические данные компьютерного анкетирования случайной квотной выборки из 238 линейных руководителей и специалистов региональных органов государственной власти и управления и 150 научно-педагогических работников (основными параметрами выборки являлись вид и форма занятости, вид профессиональной деятельности) в 2018–2022 гг.

Объектом наблюдения выступает трансформирующаяся сфера труда РФ.

Предметом исследования являются устойчивые и регулярные социально-экономические взаимосвязи, обнаруживающиеся в организационно-нормативной трансформации наемного труда.

Методология исследования:

Теоретико-методологические основы наемного труда в трансформирующейся экономике России нашли отражение находятся в непрерывном развитии в исследованиях Аранжин В.В..[1], Валуйсковой Е.Р. [2], Гасанова Э.А., Гасановой Н.В. и Красота Т.Г. [3], Долженко Р.А.[4], Половинко В.С. [5], Калабина Е.Г.[6], Нехода Е.В. [1; 7; 8], Пань Ли.[8], Пряхин А. Ю. [9], Силласте Г.Г.[10], Слободского А.Л. [11], Смышляева В. А. и Яреско И.И. [12], Телятникова Т. В. и Шевченко Н. В. [13], Федоровой А. Э. и Шопенко А.Д. [14; 15], Щербакова Л. И. [16], др. В работах этих ученых в контексте смены фаз технологического цикла и перехода к новым бизнес-моделям организационного развития анализируются вызовы и риски наемного труда: условия и факторы структурных изменений в институте наемного труда, изменения в его характере и содержании, ролях субъектов трудовых отношений, конфигурации рабочих мест, а также другие ключевые факторы, способствующие и препятствующие достижению плодотворной занятости и достойного труда.

Представленные научно-методические положения по институционализации отношений наемного труда позволяют констатировать, что в условиях глубоких противоречий между интересами экономических субъектов, осуществляющих хозяйственную деятельность «традиционные подходы не позволяют обеспечить решение глобальных проблем современности, устойчивое развитие общества, экономики, бизнеса и человека в долгосрочной перспективе» [1, с. 37] «должны уступить место новым идеям движения к общим ценностям, в равной степени выгодным государству и бизнесу, обществу в целом» [7, с. 58]. Объяснение происходящих институциональных изменений наемного труда связано с появлением не просто новых парадигм экономического знания, а и нового терминологического аппарата.

Развитие сферы труда D_{ww} предстает как результат взаимодействия противоположных, взаимоисключающих процессов конверсии K_k и деконверсии K_d, которые вместе с тем находятся во внутреннем единстве и взаимопроникновении:

$$D_{ww} = f(K_k; K_d)$$

П*оказателем оценки конверсии* K_k выступает уровень участия рабочей силе в труде:

$$K_k = \sum_{i=1}^{n} \frac{P_{c_i}}{H_i}.$$

где P_{c_i} — численность рабочей силы (занятых и безработных) определенной *i*–той возрастной группы; Hi — общая численность населения соответствующей *i*–той возрастной группы; $i = (1; n)$ — возрастные группы.

Показателем оценки деконверсии сферы труда $K_д$ выступает уровень нагрузки на одно рабочее место:

$$K_д = \frac{З}{P_м}$$

где $З$- численность занятого населения; $Pм$ — количество рабочих мест.

Результаты исследования:

Предметом анализа трансформации наемного труда с точки зрения его капитализации является выявление приоритетов и тенденций конверсии и деконверсии в плане удовлетворения потребности в рабочих местах и расширения способностей к труду человека, проявляющиеся в приращении дохода от занятости рабочей силы и производительности труда.

Структура наемного труда РФ за период 2008-2018 гг. характеризуется относительной организационно-нормативной устойчивостью (0,674-0,689) на фоне возрастающего эффекта от деконверсии (3,5 - 4,39). При этом деконверсия наемного труда влияет на организационно-нормативную структуру рабочей силы в большей степени, чем конверсия. Это позволяет не только обеспечить рабочими местами почти 70% всех нуждающихся в рабочих местах и желающих работать, но и создать шансы для повышения дохода от неустойчивой, полуустойчивой и устойчивой занятости у ряда работодателей (Рис. 1).

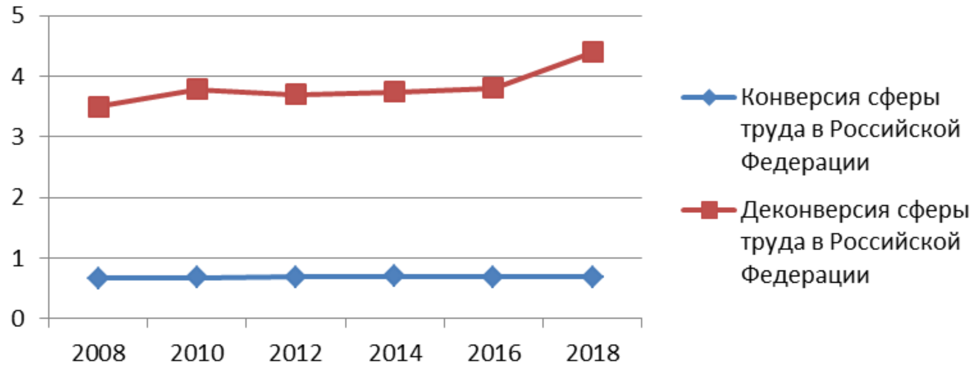

Рис. 1 – Динамика конверсии и деконверсии наемного труда в РФ за период 2008-2018 гг. (коэффициент)

Составлено автором на основе данных Россmama (https://rosstat.gov.ru/labor_market_employment_salaries).

В среднем по РФ один работник имеет официальную занятость у 3-5 работодателей за счет использования различных моделей рабочего времени (гибкость во времени); привлечения к достижению организационных целей квалифицированной рабочей силы другой организации (лизинг); передачи «на сторону» (вовне организации) целого бизнес-процесса (аутсорсинг); вывода персонала за штат и его контрактное оформление в другой организации на относительно длительный период (аутстаффинг), а также за счет создания условий для выполнения работником смежных профессий либо освоения работы как более, так и менее сложной.

Гарантированность труда, стабильность занятости, поддержание рациональной структуры рабочей силы создают условия для конверсии наемного труда и, следовательно, капитализации рабочих мест, а гибкость занятости по продолжительности и режиму рабочего дня, регулярности трудовой деятельности, месту выполнения работы, статусу деятельности и т.п. – для деконверсии с целью капитализации рабочей силы.

Анализ:

Сложность, пространственное разнообразие институциональных преобразований наемного труда в России определяют тенденции и приоритеты развертывания его конверсии и деконверсии в федеральных округах РФ различны (Рис. 2, Рис. 3).

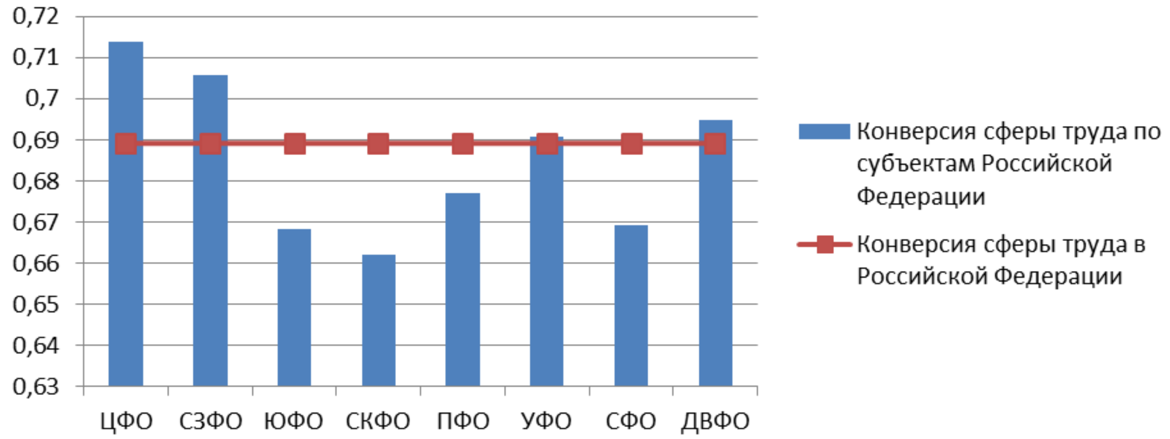

Рис. 2 — Динамика конверсии труда Российской Федерации в целом и по ее субъектам в 2018 (коэффициент)

Примечание: ***ЦФО*** - Центральный федеральный округ; ***СЗФО*** - Северо-Западный федеральный округ; ***ЮФО*** - Южный федеральный округ; ***СКФО*** - Северо-Кавказский федеральный округ; ***ПФО*** - Приволжский федеральный округ; ***УФО*** - Уральский федеральный округ; ***СФО*** - Сибирский федеральный округ; ***ДФО*** - Дальневосточный федеральный округ

Составлено автором на основе данных Росстата (https://rosstat.gov.ru/labor_market_employment_salaries).

Из Рис. 2 видно, что среднероссийский показатель конверсии (0,689) ниже уровня конверсии в Центральном (0,714), Северо-Западном (0,706) и Дальневосточном (0,695) федеральных округах. Это свидетельствует о том, что трансформация наемного труда в указанных выше федеральных округах в большей степени, чем в остальных, ориентирована на формирование относительно устойчивой организационно-нормативной структуры наемного труда. Благодаря устойчивости этой структуры достигается определенное превосходство над конкурентами в капитализации рабочих мест путем обеспечения наиболее полной занятости всем нуждающимся в рабочих местах и желающим работать (69,5 - 71,4 %). Иначе говоря, конкурентоспособность для современного бизнеса в этих округах в наибольшей степени зависит от увеличения количества и качества рабочих мест, а следовательно увеличения дохода от занятости на этих рабочих местах. Капитализация рабочих мест предстает как ключ к поддержанию доходности бизнеса.

В то же время среднероссийский показатель конверсии труда в 2018 году выше уровня конверсии в Северо-Кавказском (0,662), Южном (0,668), Сибирском (0,669) и Приволжском (0,677). Это свидетельствует об ориентации этих округов на создание условий для неустойчивой, полуустойчивой и устойчивой занятости у ряда работодателей на фоне относительно устойчивой организационно-нормативной структуры наемного труда.

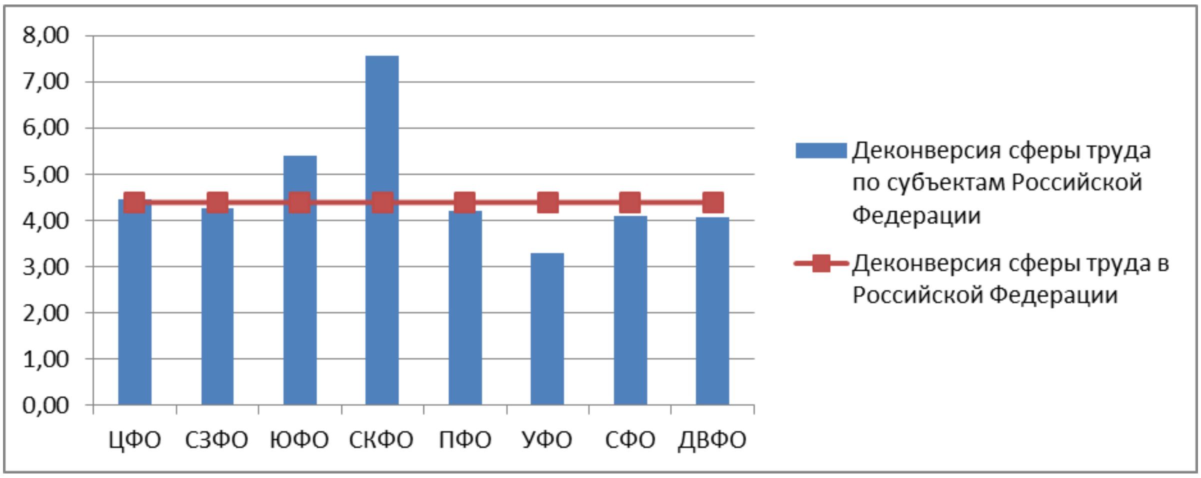

Рис. 3 — Динамика деконверсии труда Российской Федерации в целом и по ее субъектам в 2018 (коэффициент)

Составлено автором на основе данных Росстата (https://rosstat.gov.ru/labor_market_employment_salaries).

Из Рис. 3 видно, что среднероссийский показатель деконверсии труда в 2018 году составил 4,39, что ниже уровня деконверсии в Центральном (4,46), Северо-Западном (4,28), Южном (5,41), Северо-Кавказском (7,57) федеральных округах. Это свидетельствует о том, что в этих федеральных округах способы и условия трудоиспользования предполагают гибкую занятость рабочей силы выполнением трудовых обязательств. В этих округах получила распространение относительно устойчивая занятость у ряда работодателей: в среднем один работник в этих округах имеет официальную занятость у 4-8 работодателей. Рабочую силу нанимают на конкретные проекты с тем, чтобы она способствовала повышению конкурентоспособности организации на рынке, а не просто, чтобы была занята делом. Распространение цифровой экономики стирает границы между стандартной и нестандартной занятостью, создает условия для развития мобильных, инициативных, гибких, быстро адаптируемых наемных работников. Таким образом, развитие сферы труда в Центральном, Северо-Западном, Южном, Северо-Кавказском федеральных округах в большей степени, чем остальных округов ориентировано на капитализацию рабочей силы. Иначе говоря, конкурентоспособность для современного бизнеса в этих округах в наибольшей степени зависит от привлечения, удержания и эффективности использования все более дефицитного ресурса — рабочей силы.

Показатель деконверсии труда в 2018 году в Уральском (3,29), Дальневосточном (4,08) и Сибирском (4,11) федеральных округах превышает среднероссийский (4,39). Это свидетельствует, что в этих округах относительно реже, чем в указанных выше, используются гибкие организационно-правовые способы и условия трудоиспользования.

Обобщая сказанное выше, соотношение показателей оценки конверсии и деконверсии труда позволяет выделить, по крайней мере, четыре сегмента сферы наемного труда федеральных округов РФ в зависимости от содержания институциональных трансформаций наемного труда: A - сегмент интенсивной трансформации наемного труда; B - сегмент интенсивной деконверсии наемного труда; C – сегмент интенсивной конверсии наемного труда; D - сегмент экстенсивной трансформации наемного труда (Таблица 1).

Таблица 2

Сегменты трансформации труда федеральных округов РФ в зависимости от траектории развития его организационно-нормативной структуры

Конверсия наемного труда	Деконверсия наемного труда	
	низкая	высокая
высокая	C Центральный федеральный округ Северо-Западный федеральный округ	A Уральский федеральный округ Дальневосточный федеральный округ
низкая	D Южный федеральный округ Северо-Кавказский федеральный округ	B Приволжский федеральный округ Сибирский федеральный округ

Составлено автором на основе данных Росстата (https://rosstat.gov.ru/labor_market_employment_salaries).

Процессы конверсии и деконверсии труда, оперируя технологиями обнаружения и оценки конкурентных и уязвимых различий рабочей силы, предопределяют различные профили разнообразия рабочей силы (Рис. 4).

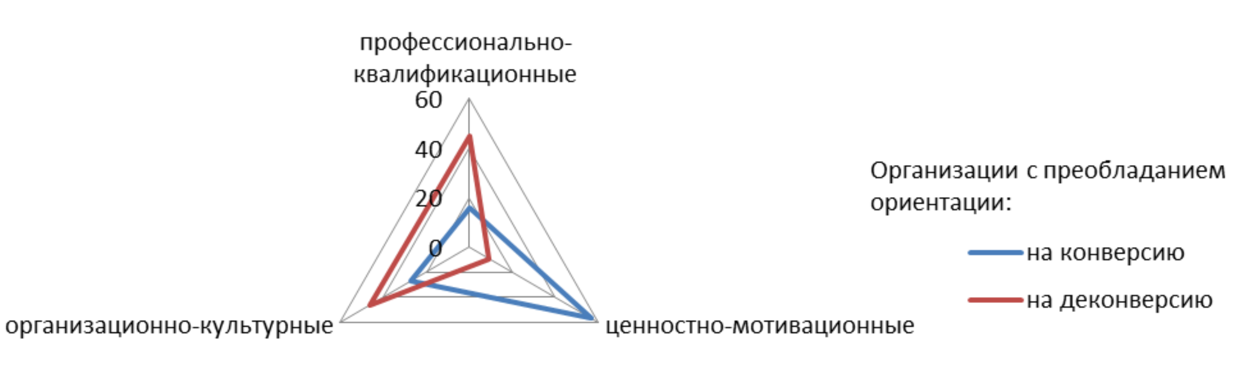

Рис. 4. Профили разнообразия рабочей силы в зависимости от ориентации в организации на стабильность и гибкость структуры наемного труда

Составлено автором на основе результатов компьютерного анкетирования респондентов квотной выборки.

При формировании стабильной организационно-нормативной структуры наемного труда акцент делается на конкурентные и уязвимые ценностно-мотивационные различия рабочей силы (57%) на фоне относительно низкой значимости профессионально-квалификационных различий (16 %) и умеренно низкого организационно-культурных (27 %). Ценностно-мотивационные различия обуславливают особенности в человеческих потребностях, средствах их удовлетворения, их влиянии на воспроизводство рабочей силы, содержании и структуре внепроизводственной деятельности, что, в конечном счете, определяет меру осознания рабочей силы значимости трудовой деятельности, ответственности за нее и устойчивости в труде. Иначе говоря, ценностно-мотивационные различия рабочей силы выступают стержневым объектом конверсии труда.

При формировании гибкой организационно-нормативной структуры наемного труда возрастает относительная важность профессионально-квалификационных и организационно-культурных различий рабочей силы на фоне низкого значения ценностно-мотивационных различий (9%). Профессионально-квалификационные различия задают, как правило, экономическую полезность реальной и номинальной совокупности знаний, умений, навыков и трудового опыта, необходимых для выполнения трудовой деятельности в заданных условиях и достижения более высокой производительности труда и конкурентоспособности на рынке. Осознание ресурсных возможностей рабочей силы к профессиональной деятельности создает предпосылки для организационно-культурных различий рабочей силы. Последние отражают архитектонику различий совместных ценностей, социальных норм, установок поведения, которые регламентируют действия человеческих ресурсов, побуждают их вести себя так, а не иначе без видимого принуждения.

Итак, ориентация организационно-нормативной структуры наемного труда на стабильность или гибкость предопределяет характер и содержание уникального набора конкурентных и уязвимых различий рабочей силы. Эти различия проявляют себя как созидательные ее компетенции и свойства потребления, которые создают шанс для экономического субъекта в достижении определенных социально-экономических выгод в труде. Эти характеристики и свойства находят реальное воплощение в преимуществах качества и цены рабочей силы, эффективности ее привлечения и использования.

Заключение и предложения:

В процессе рыночных реформ в РФ происходит трансформация социалистического труда со всеми его формами и особенностями в институт рыночного труда. Эти трансформационные процессы создают новые возможности для обеспечения социальной справедливости и устойчивости для настоящих и будущих поколений, мобильности рабочей силы, стирания границы между стандартной и нестандартной занятостью, расширения свободы выбора наемными работниками не только места, но и условий для достойной работы. Исследование макроэкономического типа трансформации наемного труда, обусловленного мультипликативным эффектом его конверсии и деконверсии становится самостоятельной научной проблемой при разработке теоретических и прикладных основ экономической политики государства, региона, организации.

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QASHQADARYO VILOYATIDA BANDLIKNING TARMOQ TUZILISHIDAGI O‘ZGARISHLAR VA UNING AHOLI TURMUSH FAROVONLIGIGA TA'SIRI

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Annotasiya. Respublikada qabul qilingan Davlat dasturlari asosida milliy va mintaqaviy dasturlar doirasida qator tadbirlar amalga oshirilgan bo‘lsada, shakllanayotgan mehnat resurslarining asosiy qismi kasb malakaga ega bo‘lmagan yoshlar hissasiga to‘g‘ri kelishi hududda mavjud muammolarning yechimini qiyinlashtirmoqda. Mavjud vaziyat unda olib borilayotgan yoshlar siyosatini yanada faollashtirish va maxsus (maqsadli) davlat dasturlariga zaruriyat tug‘dirmoqda. Ushbu maqolada bandlikning noan'anaviy shakllarini mumkin qadar kengaytirish va yoshlarni ijtimoiy foydali mehnatga jalb etish, ana shu yoshlar siyosati doirasida amalga oshirilsa, ijobiy natijalar berishi yoritilgan.

Kalit so‘zlar. Mehnat resurslari, bandlik, migrasiya, aholi, xotin-qizlar bandligi.

ИЗМЕНЕНИЯ В СЕТЕВОЙ СТРУКТУРЕ ЗАНЯТОСТИ В КАШКАДАРЬИНСКОЙ ОБЛАСТИ И ЕЕ ВЛИЯНИЕ НА ЖИЗНЕБЛАГОСОСТОЯНИЕ НАСЕЛЕНИЯ

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Аннотация. Хотя в рамках республиканских и региональных программ на основе принятых в республике государственных программ реализован ряд мероприятий, однако тот факт, что основную часть формируемых трудовых ресурсов вносит молодежь, не имеющая профессиональной квалификации, затрудняет задачу. решить существующие проблемы региона. Сложившаяся ситуация требует дальнейшей активизации молодежной политики и специальных (целевых) государственных программ. В данной статье поясняется, что максимальное расширение нетрадиционных форм занятости и привлечение молодежи к общественно полезному труду дадут положительные результаты, если будут реализованы в рамках данной молодежной политики.

Ключевые слова. Трудовые ресурсы, занятость, миграция, население, занятость женщин.

CHANGES IN THE NETWORK STRUCTURE OF EMPLOYMENT IN KASHKADARYA REGION AND ITS EFFECT ON THE LIVING WELL-BEING OF THE POPULATION

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Abstract. Although a number of activities have been implemented within the national and regional programs based on the state programs adopted in the republic, the fact that the main part of the labor resources being formed is contributed by young people who do not have professional qualifications makes it difficult to solve the existing problems in the region. The current situation calls for further activation of youth policy and special (targeted) state programs. In this article, it is explained that expanding the non-traditional forms of employment as much as possible and involving young people in socially useful work will give positive results if implemented within the framework of this youth policy.

Keywords. Labor resources, employment, migration, population, employment of women.

Kirish:

Mehnat resurslari rivojlanishining muhim omillaridan biri uning ijtimoiy ishlab chiqarishda bandligidir. Aholining ish bilan bandligi har qanday davr, davlat va umuman jamiyat uchun muhim iqtisodiy koʻrsatkichlar hisoblanadi. Shu bois, aholini ish bilan bandligini oshirish davlat ahamiyatiga molik masala boʻlib, barcha davrlarda unga asosiy e’tibor qaratib kelingan[3,4,5,6].

Oʻzbekiston agrar-industrial mamlakat boʻlib kelganligi unda aholining ish bilan bandligini, uning tarmoq tuzilishini belgilab bergan. Ushbu hol ayniqsa, Mirzachoʻl va janubiy mintaqalar iqtisodiyotida oʻziga xos ta’sir koʻrsatgan. Ma’lumki, Qashqadaryo viloyati iqtisodiyotida agrar sohalar ustunlikka egaligi bilan ajralib turadi. Bu holat oʻtgan asrning 60-70 yillarida Qarshi dashtining oʻzlashtirilishi bilan bogʻliq holda amalga oshgan. Shu boisdan, mintaqa ishlab chiqarish kuchlarining rivojlanishi asosan qishloq xoʻjaligiga bogʻliqdir. Sanoat, qurilish va infrastruktura obyektlari, ya’ni xizmat koʻrsatish sohalarining shakllanishi agrar sohalar zamirida amalga oshgan.

Mustaqillik yillari aholi bandligi sohasida roʻy bergan oʻzgarishlar, uni shartli ravishda ikkiga, ya’ni, mehnatga layoqatlilarga nisbatan bandlar salmogʻining kamayishi va koʻpayish davrlariga ajratishga asos boʻladi. Uning birinchisi 1991-1996-yillarga toʻgʻri kelib, bu davrda mintaqa iqtisodiyoti tarmoqlarida bandlar salmogʻi 72,6 foizdan 60,7 foizgacha qisqargan. Mazkur vaziyat dastlab aksariyat korxonalardagi xoʻjalik aloqalarining uzilishi, ishlab chiqarishning izdan chiqishi bilan boshlangan boʻlsa, keyinchalik u mulk shaklining oʻzgarishi va ba’zi sohalardagi ortiqcha ishchi kuchini chetlatish bilan bogʻliq holda davom etgan.

Mavzuga oid adabiyotlar tahlili:

Milliy iqtisodiyotni sogʻlomlashtirishga qaratilgan islohotlarni amalga oshirish jarayonida qishloqqa sanoatni olib kirish va bandlikning noan’anaviy shakllarini tashkil etish orqali uning tarmoq tuzilishi oʻzgartirib borildi. Ushbu tadbirlar natijasi oʻlaroq, 1997-yildan viloyat iqtisodiyotida band boʻlganlar salmogʻining oshib borishiga erishildi. Bu esa aholi bandligi dinamikasida yangi davrni boshlab berdiki, u hozirgacha ham davom etib kelmoqda.

Viloyat iqtisodiyotida band boʻlganlar 1331,5 ming (2022-yil yakunida) kishi boʻlib, ularning 84 foizi nodavlat korxona va tashkilotlarda mehnat qilmoqda[7]. Hududdagi xoʻjalik yurituvchi subyektlarning 80 foizdan ortigʻi kichik korxona va mikrofirmalar hissasiga toʻgʻri keladi. Biroq, ish bilan bandlikning davlat va nodavlat sektorlari oʻrtasidagi bunday taqsimoti viloyatning barcha subyektlari – tumanlariga xos emas. Xususan, Muborak, Koson, Kasbi, Qarshi, Gʻuzor, Shahrisabz tumanlarida strategik ahamiyatga molik korxonalarning nisbatan koʻpligi ularda davlat tarmogʻida bandlar ulushining biroz yuqori boʻlishiga sabab boʻlmoqda.

Mehnat resurslarini ish bilan ta’minlashda dehqon-fermer xoʻjaliklari, kichik biznes va tadbirkorlik subyektlari muhim rol oʻynaydi. Ularda hozirgi kunda jami bandlarning 75 foizdan ortigʻi faoliyat koʻrsatmoqda. Shahrisabz, Kitob, Yakkabogʻ, Qamashi, Mirishkor, Chiroqchi tumanlarida bu koʻrsatkich 75-80 foiz atrofida.

Tahlil va natijalar:

Mustaqillik yillarida mulkning davlat tasarrufidan chiqarilishi va xususiy sektorni jadal rivojlantirilishi ish bilan bandlikning oʻsishiga ijobiy ta’sir koʻrsatdi. Bu hol, ayniqsa, viloyatning Shahrisabz, Kitob, Yakkabogʻ, Gʻuzor tumanlarida yaxshi natija berib, mehnatga layoqatli aholining 80 foizigacha ish bilan ta’minlanishiga olib keldi.

Bandlikning tarmoq tuzilishidagi asosiy oʻzgarishlar qishloq xoʻjaligi, sanoat, qurilish, uy-joy va kommunal xoʻjaliklarda kuzatilib, ular quyidagilarga bogʻliq boʻldi:

– Muborak, Gʻuzor, Shahrisabz, Kitob va Qarshi sanoat tugunlarida dastlab iqtisodiy aloqalarning uzilishi, keyinchalik esa ishlab chiqarishga ilgʻor texnologiyalarning keltirilishi, yengil va oziq-ovqat sanoatida raqobatbardosh va eksportbop mahsulotlar yaratish uchun yangi korxonalar va ishlab chiqarish liniyalarining barpo etilishi, hukumatning qishloqqa sanoatni olib kirish borasidagi dasturlarining amalga oshirilishi;

– Irrigatsiya bilan bog‘liq yirik korxona-tashkilotlarning viloyatning tog‘li hududlaridan yangi o‘zlashtirilayotgan hududlarga ko‘chirilishi;

– Uy-joy-kommunal xo‘jaliklarining davlat tasarrufidan chiqarilishi, boshqaruv shaklining o‘zgarishi, ular ixtiyoridagi kichik korxonalarning yopib yuborilishi;

– Respublikada agrar sohaning isloh qilinishi, yerga, mulkka bo‘lgan munosabatning o‘zgarishi, qishloq xo‘jaligini ortiqcha ishchi kuchidan xalos etilishi va boshqalar.

Ushbu jarayonlar mahalliy hamda mintaqaviy omillar ta’sirida ro‘y berib, har bir hududning ichki imkoniyat va eqtiyojlarini o‘zida aks ettiradi. Masalan, 1991-2003-yillarda qurilish sohalarida bandlar ulushi viloyatning shimoli-sharqiy zonasida sezilarli kamaygan holda, o‘zlashtirilgan (g‘arbiy) zonada u ikki martadan ortiqqa o‘sgan. Natijada, bu, viloyat umumiy holatiga o‘z ta’sirini ko‘rsatgan va qurilish sohasida band bo‘lganlar ulushi 2010-yilga kelib mustaqillik arafasidagi darajasiga tenglasha olmadi. Biroq shundan so‘ng qurilish tarmoqlarida jiddiy o‘sish kuzatilib, u jami bandlarning 13,9 foizini (2022-yil) tashkil etdi (1-jadval).

1-jadval

Qashqadaryo viloyatida bandlikning tarmoq tuzilishidagi o‘zgarishlar (%da, yil yakunida)

№	Iqtisodiyot tarmoqlari	1991	2010	2022
1.	Qishloq xo‘jaligi	75,0	26,8	28,1
2.	Sanoat	5,1	8,2	8,4
3.	Qurilish	3,0	13,0	13,9
4.	Transport va aloqa	6,2	5,5	5,3
5.	Savdo, umumiy ovqatlanish	1,9	12,7	10,3
6.	Uy-joy, kommunal xo‘jalik	2,0	2,8	1,3
7.	Sog‘liqni saqlash	2,2	8,2	4,2
8.	Xalq ta’limi, fan va madaniyat	2,9	13,8	8,3
9.	Moliya, kredit va sug‘urta	0,8	0,4	0,3
10.	Boshqa tarmoqlar	0,9	8,6	19,9

Manba: Qashqadaryo viloyati statistika qo‘mitasi http://www.qashstat.uz/uz/

Viloyat qurilish sohasida band bo‘lganlarning absolyut miqdorida son jihatdan ortib borishi makroiqtisodiyot sohalarida bandlarning soni va tarmoq tuzilishdagi o‘zgarishlarga ko‘p jihatdan bog‘liq holda kechmoqda. Ayni holat xalq ta’limi, uy-joy va kommunal xo‘jaliklari uchun ham xos. Ularda ham mustaqillik yillarida bandlar salmog‘i qisqargan holda faoliyat ko‘rsatayotganlar soni ortib borgan.

Guvohi bo‘lganimizdek, qishloq xo‘jaligini mustasno qilganda barcha an’anaviy sohalarda band bo‘lganlar soni sezilarli oshgan. Shuningdek, keyingi yillarda bandlikning noan’anaviy turlari tobora kengayib bormoqdaki, u shubhasiz, ishchi kuchining qonuniy mehnat daromadiga ega bo‘lish va ish tanlash imkoniyatlarini kengaytirmoqda. Bandlikning tarmoq tuzilishidagi bunday o‘zgarishlar ishchi kuchi bilan ortiqcha ta’minlangan va shu bois mehnat samaradorligi pasayib ketgan qishloq xo‘jaligi uchun ijobiy natijalar bermoqda.

Agrar sohalardan chetlashtirilganlar 1996-yili 6,7 ming, 1999-yili 4,2 va 2001-yil 2,3 ming kishi bo‘lsa, 2003-yilda bu ko‘rsatkich 1,2 ming kishini tashkil etgan. 2022-yilga kelib, ushbu soha umumiy bandlikning 27 foiziga to‘g‘ri kelgan. Mazkur jarayonlar xususiy tomorqa va uy xo‘jaligida bandlik hisobidan amalga oshib, kelajakda agrar sohalarda band bo‘lganlar ulushi 30 foiz atrofida saqlanib qolishi kutiladi. Qolaversa, qishloq joylarda yer maydonlarining mavjudligi bu toifadagilarni dehqon (shaxsiy) xo‘jaliklarda band qilish imkonini beradi. Ko‘rilayotgan davrda qishloq xo‘jaligidan ajratib, boshqa sohalarga jalb qilinganlarning yarmidan ortig‘ini dehqon xo‘jaliklari hissasiga to‘g‘ri kelishi ham yuqoridagi fikrimizning dalilidir. Mazkur ko‘rsatkich viloyatning yangi o‘zlashtirilgan zonalarida yanada yuqori (64,2%). Ularning har birida yuzdan ortiq kishi o‘z shaxsiy tomorqalarida qishloq xo‘jalik mahsulotlari yetishtirish bo‘yicha band qilingan bo‘lib, shu yo‘l bilan bandlik maqomiga ega bo‘lganlarning 88,3 foiziga to‘g‘ri keladi. Bu hol ulardagi yer fondining kattaligi, aholi sonining esa nisbatan kamligi bilan izohlanadi. Shahrisabz va Kitob tumanlarida esa aholi ixtiyoridagi yer-uchastkalarining kamligi va ayni kunda uy-joy uchun ajratilayotgan maydonlarning cheklanganligi, shuningdek, iqtisodiyotning boshqa tarmoqlarida bo‘sh ishchi o‘rinlarining deyarli yo‘qligi ularda qishloq xo‘jaligidan ajratilganlarni qisqa muddatda ish bilan band qilishga to‘sqinlik qilmoqda. Bu hol ortiqcha mehnat resurslarining shakllanishi va ko‘p miqdordagi qishloq xo‘jalik xodimlarining ishsiz qolib ketishi muammosini keltirib chiqarmoqda.

Bo'shatilayotgan ishchi kuchining yaratilayotgan ish o'rinlarida ishlash istagining yo'qligi, o'z-o'zini band qilish imkoniyatlarining cheklanganligi va boshqa turli sabablar agrar sohalardan ajratilganlarni to'liq ish bilan ta'minlashga to'sqinlik qilmoqda. Masalan, qishloq xo'jaligidan bo'shab chiqayotganlarning ishga joylashtirilish darajasi 2010-yilda 19,2 foizni tashkil etgan bo'lsa, 2022-yilga kelib, bu ko'rsatkich 18,9 foizga to'g'ri kelmoqda. Qolgan qismi turli sabablarga ko'ra mazkur ish joylarida ishlash ishtiyoqi yo'qligini va buning sababi sifatida chet elda ishlash xohishini bildirmoqda. Shuningdek, viloyat mehnat organlariga ish so'rab murojaat qilganlarni (2022-yilda jami 57586 kishi) to'liq yangi ish o'rinlari bilan ta'minlash rejalashtirilgan, amalda esa 52665 kishi ishga joylashtirilgan. Boz ustiga, uning katta qismi mintaqaviy dasturlarda nazarda tutilganidek, sanoat ishlab chiqarishida emas, balki, dehqon xo'jaliklari, yakka tadbirkorlik, uyda ish olib ishlash (kasanachilik) va boshqalarda mehnat faoliyatini boshlaganlar.

Shu o'rinda viloyat va umuman barcha qishloq joylar uchun umumiy holat – ishdan chetlashganlarni ish bilan ta'minlash bo'lib qolmoqda, xolbuki, viloyatda yangidan shakllanayotgan, ya'ni mehnat bozoriga ilk bor kirib kelayotganlarning yillik soni 50-55 ming kishini tashkil qiladi. Shakllanayotgan ishchi kuchiga teng ish o'rinlarining mavjud emasligi mehnat resurslarini mustaqil mehnat faoliyati yuritishga majbur etadi. Bu o'z navbatida, mehnat resurslarini hisobga olish va ularning ishsizlik darajasini aniqlash jarayonlariga muayyan muammolarni keltirib chiqaradi.

Viloyat ijtimoiy-iqtisodiy hayotidagi bugungi muammo ham mehnat resurslarining yashirish bandligi yoki noqonuniy mehnat daromadiga ega bo'lishidir. Bu holat mehnat resurslarini tegishli tashkilot ro'yxatidan o'tkazish va rasmiy ishsiz qismini aniqlashda qiyinchilik tug'dirmoqda. Mavjud vaziyat yashirin ishsizlik orqali aniqroq ifodalanadi.

Mintaqada yashirin ishsizlik muammosi yaqin-yaqingacha asosan qishloq xo'jaligi uchun xos bo'lgan bo'lsa, hozirda u iqtisodiyotning boshqa jabhalarini ham qamrab olmoqda, Chunonchi, sanoat va xizmat ko'rsatish tarmoqlaridagi yashirin ishsizlar katta miqdordagi maoshsiz yoki qisman maoshi saqlangan holda ta'tilda bo'lganlarni va vaqtinchalik ishlab turganlarni qamrab olmoqda. Masalan, 1996-yil mintaqadagi 13,6 ming yashirin ishsizlarning 70-80 foizi agrar sohalar hissasiga to'g'ri kelgan bo'lsa, 2022-yilga kelib, agrar sohalarda 40-45; sanoatda 25 va xizmat ko'rsatishda 18 foizni tashkil etgan. Korxonalarning yashirin ishsiz sifatida saqlanib turgan zahira ishchi kuchi Shahrisabz-Kitob aglomeratsiyasida, ayniqsa, ko'p bo'lib, ular yaratilayotgan yangi ish o'rinlarini egallab olmoqda. Shu bois, bu tumanlarda qishloq xo'jaligidan ajratilayotganlarni sanoat tarmoqlarida band etish qiyin kechmoqda.

2-jadval

Viloyatda mehnat resurslaridan foydalanish holati (yil boshida)

№	Shahar va tumanlar	Jami mehnat resurslari soni, ming kishi		Iqtisodiy faol aholi soni, ming kishi		Iqtisodiyotda band aholi soni, ming kishi		Jami ishsiz aholi soni, ming kishi		Yaratilgan yangi ish o'rinlari soni, birlik		*shundan:* Kichik biznes va xususiy tadbirkorlikda, birlik	
		2012 y	2022 y	2012 y	2022 y	2012 y	2022 y	2012 y	2022 y	2012 y	2022 y	2012 y	2022 y
1.	G'uzor	79,0	112,4	57,0	74,3	48,5	70,0	2,2	3,9	5,7	3,8	4,6	1,0
2.	Dehqonobod	56,0	78,9	41,7	61,6	28,0	57,6	1,4	3,6	3,1	3,3	2,9	1,2
3.	Qarshi	103,8	145,7	71,9	102,4	73,2	126,2	2,0	5,6	5,4	4,3	4,9	1,6
4.	Koson	112,2	131,9	77,8	109,2	68,4	122,6	2,2	6,0	3,4	3,4	2,9	1,6
5.	Qamashi	104,9	153,9	71,0	107,1	63,5	110,7	2,2	5,8	4,4	3,2	2,9	1,6
6.	Kitob	110,4	143,9	80,8	106,0	65,0	99,5	2,5	5,9	5,7	3,8	4,7	1,5
7.	Kasbi	77,2	66,1	52,6	77,0	48,0	72,3	1,8	4,2	3,5	3,4	2,7	1,7
8.	Muborak	47,2	48,2	40,4	30,4	38,5	28,4	1,4	1,8	3,4	3,2	2,6	0,9
9.	Mirishkor	51,9	80,1	39,1	49,9	41,0	49,5	1,3	3,1	2,4	2,7	2,0	0,7
10.	Nishon	56,4	106,7	44,2	55,9	51,4	52,5	1,0	3,1	3,6	2,7	2,5	1,2
11.	Chiroqchi	146,4	214,4	88,4	156,8	79,0	176,8	2,6	9,1	6,6	5,4	6,1	2,4
12.	Shahrisabz	156,0	199,9	102,6	142,1	88,0	133,6	2,7	7,7	5,8	5,3	4,9	2,6
13.	Yakkabog'	108,3	142,8	77,8	118,2	51,5	131,9	1,8	5,7	5,7	4,3	5,1	1,6
14.	Qarshi sh.	133,7	158,6	89,8	105,7	106,0	99,9	3,7	5,7	8,8	6,0	5,3	3,7
15.	Viloyat b.	1343,4	1783,4	935,1	1296,6	850,0	1331,5	28,6	71,3	67,5	54,8	54,1	23,3

Manba: Qashqadaryo viloyati statistika qo'mitasi http://www.qashstat.uz/uz/

Ta’kidlash joizki, agrar sohalar viloyatda ishchi kuchi taklifini, ayni paytda, unga bo‘lgan talabni ham shakllantiruvchi asosiy manba bo‘lib xizmat qilmoqda. Viloyatda ishga joylashtirish jarayonlarining tahlili ishchi kuchini ish bilan ta’minlashda sanoat, qurilish sohalari bilan bir qatorda qishloq xo‘jaligi ham asosiy rol o‘ynayotganligidan guvohlik bermoqda (3-jadval). Chunonchi, 2022-yil yakunlariga ko‘ra, jami ish o‘rinlarga ega bo‘lganlarning 42,0 foizi (1999-yili 51,3%) agrar sohalarga to‘g‘ri kelib, u 21299 ish o‘rnini tashkil etadi. Ushbu holat, shirkat va dehqon va fermer xo‘jaliklarining tashkil etilishi bilan bog‘liq holda kechmoqda.

Moddiy tarmoqlarda bandlar ulushining yuqori darajada saqlanib qolinishi, qishloq xo‘jaligidan katta miqdorda ishchi kuchining ajralib chiqayotganligi va ularni ish bilan ta’minlashdagi muammolar, ishlab chiqarish va ijtimoiy infrastrukturaning to‘liq shakllanmaganligi kabi omillar mintaqada aholi bandligini yaxshilashga tusqinlik qilmoqda.

Ma’lumki, mehnat resurslarining bandligi borasidagi vaziyatning shakllanishi ko‘p jihatdan ish haqi miqdoriga bog‘liq. Binobarin, ish topish muammo bo‘lib turgan bir paytda xodimlar qo‘nimsizligi yoki muayyan ish o‘rinlarining bo‘sh turib qolishining asosiy sababi ham ulardagi ish haqi darajasining pastligidadir.

3-jadval

Viloyatda mehnat resurslarini ishga joylashtirish va ishdan ozod etish darajasi (2022-yil 1-yanvar holatiga ko‘ra)

Iqtisodiyot tarmoqlari	Ishga joylashtirilganlar		Ishdan ozod etilganlar	
	jami	shundan: ayollar	jami	shundan: ayollar
Jami:	50671	19502	755	337
Sanoatda	4603	2014	6	0
Qishloq xujaligi	21299	8806	0	0
Transport va aloqa	1388	227	7	0
Qurilish	3868	438	3	0
Savdo va umumiy ovqatlanish	830	301	0	0
Uy-joy va kommunal xizmat	531	197	7	2
Maishiy xizmat	993	300	0	0
Fan va ilmiy sohalar	2162	1197	370	250
Boshqaruv	583	270	29	1
Boshqa sohalar	14414	5752	333	84

Manba: Qashqadaryo viloyati statistika qo‘mitasi http://www.qashstat.uz/uz/

Mustaqillik yillarida mamlakatimizda aholini ijtimoiy himoya qilish va ish haqi miqdorini muntazam oshirib borish borasida qator chora-tadbirlar ko‘rilmoqda. Viloyat hokimligi ma’lumotlariga ko‘ra, iktisodiyot tarmoklarida ishlovchilarning 2012-yil oxiridagi o‘rtacha ish haqi 528 192 so‘mga teng bo‘lgan bo‘lsa, 2022-yilning dekabrida bu ko‘rsatkich 1 687 171 so‘mga yetdi[7]. Biroq, shu o‘rinda ta’kidlash kerakki, xalq xo‘jaligi tarmoqlarining barchasida ham ish haqi miqdori bir xil emas. Masalan, viloyatning fan, maorif, sog‘liqni saqlash tarmoqlarida ish haqining biroz pastligi kuzatiladi. Natijada, yil yakunlari bo‘yicha bo‘sh qolgan 755 o‘rinning deyarli barchasi yuqoridagi sohalar hissasiga to‘g‘ri keldi. Ko‘rib o‘tilgan sohalarda faoliyat yuritayotganlarning jinsiy tarkibida yaqin-yaqingacha erkaklar ulushi mutloq ko‘pchilikni tashkil etgan bo‘lsa, bugungi kunga kelib, ular asosan ayollarga xos bo‘lgan, to‘g‘rirog‘i ayollar mehnati ko‘p qo‘llaniladigan sohalarga aylanib qolmoqda.

Viloyat Bandlik bosh boshqarmasi ma’lumotlariga ko‘ra, jami taklifning 25,0 foizi, shuningdek, shakllangan mehnat taklifining esa 45,5 foizi xotin-qizlar tomonidan bildirilgan. Ushbu toifa uchun mehnatga talab – (hamshiralik, ip yigiruvchi, o‘qituvchi, shifokor, farroshlik) 8 mingni tashkil qilgan. Mehnat resurslarining jinsiy tarkibida ayollar tomonidan bildirilayotgan taklifning son jihatdan ortib borishi hududning demografik va ijtimoiy-iqtisodiy holatiga ko‘ra amalga oshadi. Shu bois, viloyatning g‘arbiy, ayniqsa, shimoli-sharqiy qismida jami taklif doirasida xotin-qizlar salmog‘i ortib bormoqda. Ushbu jins vakillarining mehnat organlariga murojaat qilish darajasining ortishiga:

- taklif qilinayotgan ish o‘rinlarining shu toifalarga mos kelishi;
- ularda mustaqil ishga joylashish imkoniyatlarining cheklanganligi;
- moddiy yordam, ishsizlik nafaqasiga ega bo‘lishdagi imtiyozlarning yuqoriligi;
- kasbiy tayyorgarlikdan o‘tish va malaka orttirish mumkinligi;
- uyda ish olib ishlash imkoniyatlarining mavjudligi va boshqalar sabab bo‘lmoqda.

Xotin-qizlar ijtimoiy faolligining ortishi mahalliy idoralar oldida muayyan talablarni qo‘yadi. Mehnat resurslarining bugungi vaziyati ayollar mehnatidan uy xo‘jaligi va kasanachilikda foydalanish zaruriyatini tug‘diradi. Buning uchun, hududlarning tarixiy rivojlanishi va ko‘p asrlik hunarmandchilik ko‘nikmalaridan foydalanish maqsadga muvofiq. Masalan, gilam to‘qish, jun yigirish, do‘ppi, chopondo‘zlik, so‘zana tikish shular jumlasidandir.

Umuman olganda, ichki imkoniyatlardan foydalanish, ayniqsa, asriy an'analarni tiklash, nafaqat, xotin-qizlar bandligini oshirishning samarali vositasi, balki mintaqaning ijtimoiy-iqtisodiy rivojlantirishni asosi bo'lib ham xizmat qiladi. Bandlikning bunday usulidan foydalanish bola tarbiyasiga ijobiy ta'sir ko'rsatadi; ayollar o'z uylarida mehnat qilish, daromad orttirish bilan bir vaqda farzandlari uchun vaqt ajrata oladi, ayni vaqtda yoshlar oiladayoq muayyan kasb malakasiga ega bo'lib boradi.

Aholi bandligini ko'rib o'tilgan yo'nalishlarda tashkil etish ishchi kuchi uchun bir qancha ijobiy jihatlarga ega bo'lib, ular ish vaqtining egiluvchanligi, mehnatning ijodiyligi, faoliyatning erkinligi, sharoitga tez moslashish va eng asosiysi — daromadning muntazam oshirib borishi mumkinligi bilan belgilanadi. Holbuki, aksariyat ish o'rinlarida mehnat sharoiti va munosabatlari mustahkam ish rejimi ya'ni egiluvchan emasligi bilan xarakterlanib, bugungi bozor munosabatlariga ko'p ham mos kelavermaydi. Bizningcha, mehnat bozorini takomillashtirishning asosiy muammolari ham aynan ana shu munosabatlar orqali namoyon bo'lmoqda va joylardagi ushbu muammoni sosiologik tadqiqotlar orqali baholash maqsadga muvofiq.

Xulosa va takliflar:

Xulosa sifatida shuni ta'kidlash kerakki O'zbekistonda yangi kasblarni yaratish, raqamli iqtisodiyotni rivojlanish sharoitida mehnat bozori migrasiya jarayonlarining ham raqamli transformasiyasini amalga oishirish maqsadga muvofiq. Bu bandlikning yangi turlarini yaratishda va raqamli bandlikni ham huquqiy himoyalashga asoslangan tizimni yaratish zarurligini taqozo etmoqda.

Shunday qilib, respublikadagi demografik vaziyat va shakllanayotgan mehnat resurslarini ish bilan bandligini ta'minlash hamda uning ustuvor yo'nalishlarini belgilashda, hududning o'ziga xos xususiyatlaridan kelib chiqib, quyidagi muammolarni e'tiborga olish talab etiladi:

1. Hududda mehnat resurslari shakllanishining demografik omillarini muntazam hisobga olib borish;

2. Mehnat resurslari sonining o'sishi bilan bandlik dinamikasi o'rtasida proporsional tenglikni ta'minlash, amalda esa, mehnatga qobiliyatli yigit-qizlarning ko'pchiligi mehnatga qobiliyatli aholining kengaytirilgan takror ishlab chiqarishni emas, balki uning tabiiy yo'q bo'lish o'rnini qoplamoqda;

3. Taklif etilayotgan ish o'rinlarining ishchi kuchi ehtiyojlariga mosligini ta'minlash va dastavval ish haqi darajasiga e'tibor qaratish;

4. Ish o'rinlariga bo'lgan ehtiyoj bilan ularning mavjudligi o'rtasidagi sifat jihatidan mutanosiblikni va albatta inson manfaatlarini to'liq hisobga olinishiga erishish;

5. Hududdagi mavjud ijtimoiy demografik vaziyatni hisobga olib, mehnat bandligining to'liq bo'lmagan ish kuni yoki haftasida, o'zgaruvchan grafik bo'yicha ishlash, masofadan ishlash kabi shakllariga e'tibor qaratish;

6. Viloyatda qaror topgan bandlikning tarmoq va kasbiy tuzilishini tubdan yangilash, ijtimoiy va xizmat sohalarini kengaytirish, xolbuki, bandlikning zamonaviy tarmoq tuzilmasi o'tgan asrning 70-80-yillarida vujudga kelgan bo'lib, u "hozirgi, bozor iqtisodiyoti talablariga javob bermaydi, chunki, ishchilar kuchini jalb qilayotgan ilmiy texnikaviy taraqqiyot darajasida takror ishlab chiqarishga imkon bermaydi va inson ehtiyojlarini qondirishga qaratilmagan". Mavjud vaziyat, yuqorida ta'kidlab o'tganimizdek, ishlovchining aksariyat qismi moddiy ishlab chiqarish tarmoqlarida mehnat qilishi bilan izohlanadi.

7. Ishchi kuchining kasbiy tayyorgarligi yoki mutaxassisliklarning bir tomonlama rivojlanishiga barham berish va zamonaviy kasb malakaga tayyorlash va qayta tayyorlash tizimini takomillashtirish. Bugungi vaziyat esa, aksincha, mehnat bozorida ma'lum kasbga ega bo'lganlarni ko'p to'planishiga, ba'zilarini esa yetishmasligiga olib kelgan. Xususan, o'rganilayotgan hududda ham mehnatda bandlarning kasbiy tarkibi mahalliy tarmoqlar ta'siri ostida vujudga kelgan bo'lib, unda qishloq xo'jalik, pedagog va injener-texnolog xodimlar ustunlik qiladi. Ishchilar orasida esa an'anaviy kasblar vakillari ko'pchilikni tashkil etadi. Shu bilan birga, 80-yillarda tug'ilganlarning mehnat bozoriga chiqishini jadallashuvi kam malakali va malakasiz kadrlarning ulushini ancha yuqori bo'lishiga sabab bo'lmoqda.

Kasbiy tarkibning bir tomonlama rivojlanishi, ayniqsa, xizmat ko'rsatish sohalarida yaqqol namoyon bo'lmoqda, chunki, yaqin o'tmishda bu tarmoqlar oliy bo'g'in mutaxassislar bilan to'ldirishga asoslangan bo'lib, o'rta va o'rta maxsus o'quv yurtlari mavjud emasdi. Insonning ijtimoiy ehtiyojlarini qondirishga qaratilgan mehnat turlarini zaif rivojlanishiga yana bir sabab-mazkur sohalarda ish haqining pastligi va faoliyatning ijodiy emasligidir. Qashqadaryoda xizmat ko'rsatishni turli yo'nalishlarda rivojlantirish imkoniyatlari mavjud. Ammo bu ham ishsizlik darajasini kamayishiga katta hissa qo'sholmaydi.

Shu sababdan bu muammoni hal qilish maqsadida viloyatdagi mehnat resurslarini bir qismini Qoraqalpog'iston Respublikasida yashash va o'sha joyda ishlash taklifini ilgari suramiz. Chunki respublikada tabiiy resurslarni ko'pligi va ularni qayta ishlab chiqarish hisobiga yangi ish o'rinlarini oshirish imkoniyati mavjud. Natijada viloyatdagi ishsizlik muammosi va respublika iqtisodiyotini oshirishga ijobiy ta'sir ko'rsatadi. Bundan tashqari ichki migrasiyani rivojlantirish hisobiga tashqi migrasiya sonini sezilarli darajada kamaytirish mumkin. Bu esa oiladagi turli ijtimoiy va iqtisodiy muammolarni hal bo'lishiga, ajrimlar sonini kamayishiga, oilada uchinchi shaxs aralashuviga yo'l qo'ymaslik eng muhimi oilani saqlab qolish imkoniyatini oshirishga xizmat qiladi.

Hududdagi muammolarga umumiy quyidagi yechimlarni taklif qilamiz:

1.Viloyatdagi ortiqcha mehnat resurslariga respublikadagi yer maydonlaridan uzoq muddatga maqsadli foydalanish uchun ajratib berish Viloyatdan Qoraqalpog‘iston Respublikasiga doimiy yashash maqsadida ko‘chib boradigan jismoniy shaxslarni daromad solig‘idan ozod qilish;

2.Qoraqalpog‘istondagi demografik vaziyatni yumshatish uchun maqsadli lohilarni ishlab chiqish va eng samarali loyihalarni amaliyotga tadbiq qilish;

3.Qoraqalpog‘istondagi yer maydonlaridan aholi uchun turar-joy obyektlarini qurib foydalanishga topshirish;

4.Qoraqalpog‘iston Respublikasidagi mavjud bo‘lgan bo‘sh yer maydonlarida suniy shahar insho etishni davlat dasturiga kiritish;

5.Aholiga subsidiyalar ajratishni oshirish mexanizmini ishlab chiqish;

6.Viloyatdagi ish bilan band bo‘lmagan mehnat resurslariga oilaviy Qoraqalpog‘iston Respublikasida imtiyozli ravishda yashashni taklif qilish orqali ham ishsizlar sonini kamaytirishga hamda ekologik jihatdan ayanchli ahvolga kelib qolgan hududni shu orqali rivojlantirishga erishish mumkin.

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ТУРИСТИК ХИЗМАТЛАР БОЗОРИДА БАНДЛИКНИ ТАРТИБГА СОЛИШ ВА БОШҚАРИШ БЎЙИЧА ИЛҒОР ХОРИЖИЙ ТАЖРИБАЛАР

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Аннотация. Ушбу мақолада мамлакатимиз аҳолисининг туризм хизматлари соҳасида бандлигини таъминлаш, бу бўйича хорижий олимларнинг илмий-назарий ёндашувлари, туризм соҳаси етарлича ривожланган етакчи мамлакатларнинг туризм хизматлари бозорини ривожлантиришдаги амалий фаолияти ва натижалари ўрганилиб, улардан фойдаланиш натижасида мамлакатимиз туризм соҳасини ривожлантириш имкониятлари келтириб ўтилди.

Калит сўзлар. туризм, хизматлар, иқтисодиёт, аҳоли, бандлик, экспорт, импорт, истеъмолчи, туристик ресурс, солиқ, сотиб олиш, мамлакат, транспорт, савдо, кадрлар, ташкилот, фирма, меҳмонхона.

ПЕРЕДОВОЙ ЗАРУБЕЖНЫЙ ОПЫТ РЕГУЛИРОВАНИЯ И УПРАВЛЕНИЯ ЗАНЯТОСТЬЮ НА РЫНКЕ ТУРИСТИЧЕСКИХ УСЛУГ

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Аннотация. В данной статье были изучены научно-теоретические подходы зарубежных ученых к обеспечению занятости населения нашей страны в сфере туристических услуг, практическая деятельность и результаты по развитию рынка туристических услуг ведущих стран с достаточно развитым туристическим сектором, и в результате их использования, возможности для развития туристического сектора.

Ключевые слова. туризм, услуги, экономика, население, занятость, экспорт, импорт, потребитель, туристический ресурс, налог, покупка, страна, транспорт, торговля, персонал, организация, фирма, гостиница.

ADVANCED FOREIGN EXPERIENCE IN THE REGULATION AND MANAGEMENT OF EMPLOYMENT IN THE TOURIST SERVICES MARKET

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Annotation. In this article, scientific-theoretical approaches of foreign scientists to ensuring the employment of the population of our country in the field of tourism services, practical activities and results in the development of the tourism services market of leading countries with a sufficiently developed tourism sector were studied, and as a result of their use, opportunities for the development of the tourism sector.

Keywords. tourism, services, economy, population, employment, export, import, consumer, tourist resource, tax, purchase, country, transport, trade, personnel, organization, firm, hotel.

Кириш:

Туризмда меҳнат бозорининг хусусиятлари, унинг махсус функциялари ва туристик маҳсулотнинг ўзига хос жиҳатлари билан белгиланади. Туризм таҳлили нуқтаи назаридан, мураккаб ўзгарувчан ижтимоий-иқтисодий тизимдир.

Туризм хизмат кўрсатиш соҳасининг алоҳида тури сифатида кўплаб ўзига хос хусусиятларга эга. Аввал айтиб ўтганимиздек, туризм бир вақтнинг ўзида иқтисодий, ижтимоий, сиёсий, маданий, гуманитар ва коммуникация функцияларини бажаради.

Хизматлар билан экспорт-импорт операцияларини ўз ичига олган ташқи савдонинг муҳим сегменти бўлган туризм "кўринмас" экспортнинг ўзига хос хусусиятларига эга. Маҳсулотлари истеъмолчига етказиладиган иқтисодиётнинг бошқа тармоқларидан фарқли ўлароқ, туризм одамларнинг туристик ресурслар тўпланган жойларга кучли миграциясини келтириб чиқаради ва уларнинг истеъмоли уларнинг жойлашган жойида содир бўлади. Агар иқтисодиётнинг бошқа соҳаларида товарлар истеъмолчига етказиб берилганда истеъмол қилишга тайёр бўлса, унда туризмда - аксинча-истеъмолчи (турист) ўзи туристик ресурс жойлашган жойга бориши керак. Бу туристик ресурсларни деярли солиқсиз истеъмол қилиш билан бирга, баъзи ҳолларда ушбу фаолият турининг асоссиз юқори рентабеллигига ёрдам беради.

Туризмнинг ўзига хос хусусиятларидан бири бу туристик истеъмолнинг ўзига хос хусусияти ҳисобланади. Туристик хизматларни сотиб олиш учун даромадларни шакллантириш доимий яшаш мамлакати томонидан, туристик маҳсулотни истеъмол қилиш жараёни эса вақтинча яшаш мамлакати томонидан тартибга солинади.

Туризмнинг энг муҳим кўришини бу унинг мултипликатив таъсири, яъни миллий иқтисодиётнинг бошқа тармоқлари: транспорт, савдо, алоқа, маиший хизмат, истеъмол товарлари ишлаб чиқариш, қишлоқ хўжалиги ва озиқ-овқат маҳсулотларининг ривожланишига кучли иқтисодий ва ижтимоий таъсир кўрсатишидир[1].

Туризм мамлакатдаги иқтисодий, сиёсий ва ижтимоий барқарорликка, ривожланган инфратузилма ва туризм саноатининг мавжудлигига, жозибали ва арзон туристик ресурсларга, малакали кадрларга ва бошқаларга бевосита боғлиқ бўлган фаолият турларидан биридир.

Туристик фаолият учун хавф омили, туристик хизматларга бўлган талабнинг мавсумий табиати бўлиб, бу асосан иқлим шароитининг даврий ўзгариши, дам олиш мавсуми, ўрнатилган анъаналар ва бошқалар натижасидир.

Туризмда бандлик - бу ишлаб чиқариш фаолиятини, шу жумладан туризм соҳасини таҳлил қилиш учун муҳим бўлган ўзгарувчидир. Кўпинча юқори меҳнат зичлиги ва паст малакасиз меҳнат ресурсидан фойдаланишдан ташқари, туризм соҳалари бандлик муаммосини кўриб чиқишда эътиборга олиниши керак бўлган бир қатор хусусиятлар билан ҳам ажралиб туради. Кўпгина ҳолларда, ташриф буюрувчилар оқими, хусусан, кириш туризмида, йил давомида нотекис тақсимланиш билан тавсифланади. Натижада, ушбу соҳаларда бандлик мавсумий тебранишларга дучор бўлади.

Мавзуга оид адабиётлар таҳлили:

Abby Liu ва Geoffrey Wall ривожланган мамлакатларда бандликни таъминлашда туризм асосан иқтисодий ҳаракатдир, ривожланаётган мамлакатларда эса бу асосан ривожланиш йўли сифатида бўш вақтни истеъмол қилиш билан боғлиқ. Ушбу истеъмол иш жойларини келтириб чиқаради ва туризм камбағал ва периферик минтақаларда иш билан таъминлашнинг ягона имконияти бўлиши мумкин ва туризмда бандлик уларнинг иқтисодий ҳолатини яхшилаш учун имкониятдир[2].

M. Agus Cholik туризимни ривожлантиришда ҳукумат бюджетига таянишдан ташқари, туристик ҳудудни максимал даражада ривожлантиришнинг энг мумкин бўлган усулларидан бири бу хусусий секторни инвестиция фаолиятига жалб қилишдир. Туризм саноатининг қўллаб-қувватловчи соҳаларидаги ушбу тадбирлар орқали Индонезияга сайёҳлар сонининг ўсишини тезлаштириш имконияти яратилди[3] деб келтириб ўтган.

N.Y. Goryushkina, D.V. Shkurkin, A.S. Petrenko меҳмонхона ва туризм бизнесини ривожлантиришда, ташкилотларида маркетинг фаолиятини бошқаришни ўрганишнинг долзарблиги, саноат ташкилотлари ва умуман туризм соҳаси ўртасида мижозлар учун рақобатнинг кучайтириш орқали амалга оширишни таклиф этади. Меҳмонхоналар орасида рақобатни чуқурлаштириш меҳмонхона саноати танлов объекти нафақат турар жой ставкалари, балки истеъмолчиларни рағбатлантириш бўйича янги турдаги таклифлар, мижозларнинг такрорий чегирмалари, бонуслари ва бошқаларни рағбатлантириш учун турли хил дастурлар бўлишига олиб келади[4].

Adele Ladkin туризим субъектлари сифатида туризм ишчиси, туризм иш берувчиси ва туризм тадқиқотчисидир деб кўрсатади. Уларнинг ҳар бири сценарийдан фойдаланиш орқали кўриб чиқилади. Туризим субъектлари ўртасидаги доимий алоқа мамлакатлар ўртасида туристик фаолиятни рағбатлантирувчи омил деб ҳисоблайди[5].

A. Aykac тадқиқотлари туризм меҳнат бозорининг таркибий динамикасини ва умуман туризмни ривожлантиришга тўсқинлик қилиши мумкин бўлган муаммоларни аниқлашга қаратилган. Меҳнат бозори эҳтиёжлари ва мавжуд меҳнат ресурслари ўртасидаги номувофиқлик туризм хизматларининг сифат жиҳатидан пасайишига олиб келади. Ҳукуматнинг иш билан таъминлаш ва даромад келтирадиган соҳа сифатида туризм бўйича мажбуриятини ҳисобга олган ҳолда, умуман туризм саноатини ва хусусан туризм бандлигини яхшилаш учун сиёсат ишлаб чиқиш орқали катта ҳисса қўшиш зарур. Интеграциялашган сиёсат ёндашуви туризм сиёсати, таълим сиёсати ва меҳнат сиёсатини бирлаштириб, туризм бандлигини оширадиган умумий хусусиятни шакллантиради, шунинг учун туризм саноати кенг миқёсда амалга ошириш йўли орқали бандликни таъминлайди[6].

R.Sharpley, G.Forsterларнинг мақсади сифатли туризмни ривожлантириш, хусусан меҳмонхоналарда сифат менежменти ва бошқа йўналишлар учун кўрсатадиган сабоқларни аниқлашдир. Бундан ташқари, улар туризм хизматлари сифатини тушунишга янги ўлчов қўшишга интилади, тадқиқотлари биринчи навбатда мижозлар эхтиёжини қондириш билан боғлиқдир. Улар туризминда бандликни таъминлашда сервис хизматларини ривожлантириш ва аҳолини катта қисмини шу йўналишда банд қилиш учун оқилона давлат сиёсатини олиб бориш лозимлигини таъкидлайди[7].

Тадқиқот методологияси:

Тадқиқот ишимизда аналитик синтез ва таҳлил, маълумотларнинг назарий таҳлили, солиштирма таҳлил усуллардан фойдаланилди. Таҳлилларда туризм соҳасида аҳоли бандлигини таъминлашда хорижий мамлакатлар тажрибаси ўрганилиб, уларнинг мамлакатимизда қўллаш истиқболлари очиб берилди. Маълумотлар асосида туризм соҳасида бандликни таъминлашнинг хориж тажрибалари ва уларнинг ҳуқуқий жиҳатларини очиб беришга ҳаракат қилинди. Натижада муаммоларни аниқланиб, муаммоларга тегишли илмий асосланган таклифлар берилди. Тадқиқот объекти сифатида туризм соҳаси мисол қилиб олинди. Мавзуни ўрганиш жараёнида умумиқтисодий усуллар билан бир қаторда маълумотларни тизимлаш бўйича махсус ёндашувлар, яъни таққослаш, назарий ва амалий материалларни жамлаш ҳамда тизимли таҳлил каби усуллар қўлланилган.

Таҳлил ва натижалар:

Ҳозирги вақтга келиб туризм бизнеси дунёнинг барча мамлакатларида жадал ривожлана бошлади. Турли хорижий мамлакатлар тажрибаси билан танишар эканмиз, туризм бизнесини ривожлантиришнинг муваффақияти кўп жиҳатдан ушбу соҳани давлат даражасида қандай қабул қилишига ва давлат институтлари ушбу соҳани қандай қўллаб-қувватлашига боғлиқлигини кўриш мумкин.

Туризм бизнесидан даромад олиш учун ҳар қандай цивилизациялашган давлат туризм салоҳиятини баҳолаш учун ўз ҳудудларини ўрганиш учун катта маблағ сарфлаши керак. Давлат дастурлари туризм бизнесини ривожлантириш, сайёҳлик марказларини ривожлантириш, зарур инфратузилмани яратиш ва ривожлантириш, шунингдек реклама ва ахборот таъминотини ривожлантиришга ёрдам бериши керак[8].

Амалиёт шуни кўрсатадики, хусусий сектор ҳеч қачон курорт туризм корхоналарини, шунингдек туристик инфратузилманинг асосий элементларини ривожлантириш учун катта сармоя кирита олмайди, у Миллий сайёҳлик тизими функцияларини бажара олмайди. Туризм бизнеси ривожланган мамлакатларда, қоида тариқасида, туризмни ривожлантириш миллий дастурларини ишлаб чиқиш билан шуғулланадиган вазирликларга бўйсунадиган ташкилотлар мавжуд. Бундай ташкилотлар турли хил номларга эга, шунинг учун Буюк Британияда бу (British Nourist Authority), Италияда – ENIT, Испанияда – Irish Board, Норвегияда – NOTRA[9]. Бундай ташкилотларнинг бошқа мамлакатларда ўзларининг сайёҳлик офислари мавжуд. Ушбу ташкилотлар туристик оқимларни жалб қиладиган ва туристик маълумотларни тақдим этадиган дастурларни ишлаб чиқадилар.

Ўзбекистон Республикасига 2021 йилда келган чет эл фуқароларининг асосий сафар мақсадлари бу – қариндошларни йўқлаш бўлиб, 87,8 % ни ташкил этди. Ўз навбатида, бўш вақт ва дам олиш мақсадида – 8,6 %, хизмат юзасидан – 1,2 %, тижорат учун – 1,1 %, даволаниш мақсадида – 1,0 %, ўқиш учун – 0,3 % чет эл фуқаролари ташриф буюрган.

Ўзбекистон Республикасига келган чет эл фуқароларининг асосий қисми Қирғиз Республикасидан 508,0 минг киши (барча ташриф буюрганларнинг 33,8 % и), Қозоғистон Республикасидан 424,1 минг киши (28,2 %), Тожикистондан 337,5 минг киши (22,4 %), Россиядан 81,6 минг киши (5,4 %), Туркманистондан 60,6 минг киши (4,0 %), Озарбайжондан 2,2 минг киши (0,1 %) ва Беларусдан 1,6 минг киши (0,1 %) ташриф буюрган.

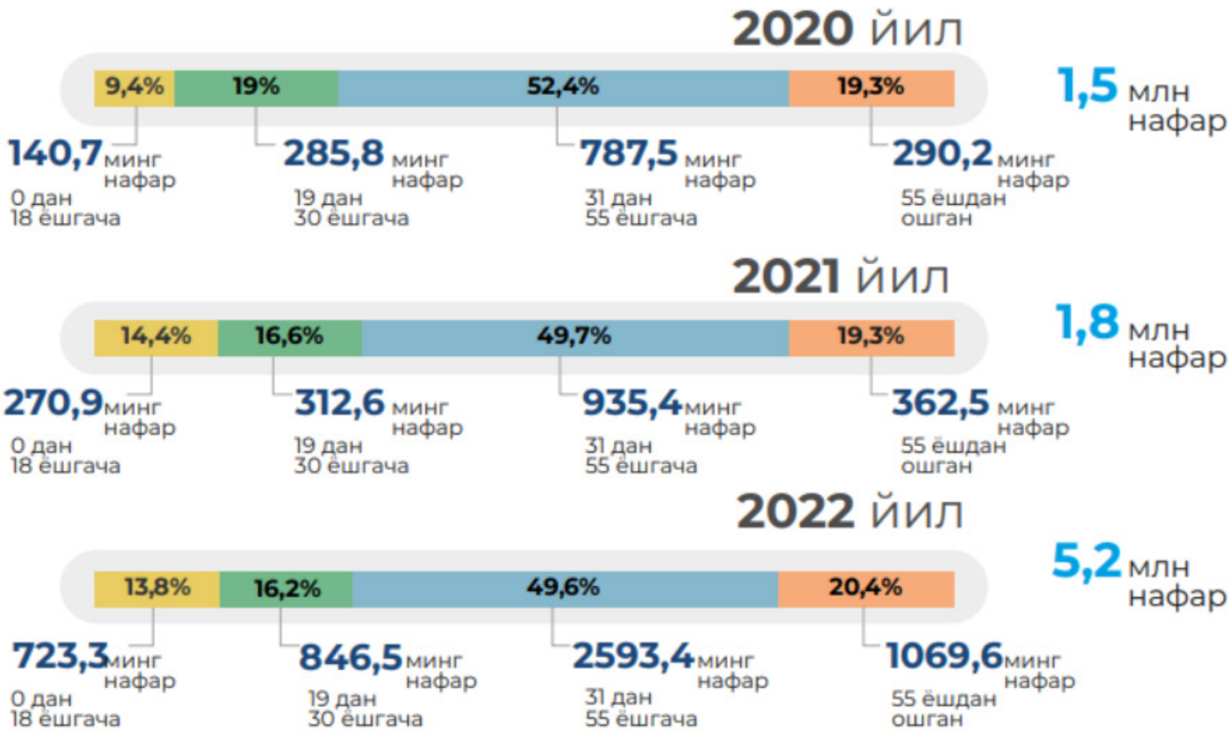
Чет элга кетган Ўзбекистон Республикаси фуқароларининг асосий қисми, яъни 47,4 % и Қирғиз Республикасига (947,7 минг киши), 26,0 % Қозоғистон Республикасига (520,3 минг киши), 15,0 % Тожикистонга (299,3 минг киши), 2,7 % Россияга (53,2 минг киши), 0,8 % Туркманистонга (16,6 минг киши), 0,2 % Беларус Республикасига (3,2 минг киши) ва 0,1 % и Озарбайжонга (1,4 минг киши) кетишган. Хорижга кетган Ўзбекистон Республикаси фуқароларининг асосий қисмини Туркияга (62,7 минг киши), Саудия Арабистонига (29,5 минг киши), БААга (27,8 минг киши), Жанубий Кореяга (9,8 минг киши), Ҳиндистонга (5,4 минг киши), Мисрга (4,9 минг киши), Таиландга (4,7 минг киши), АҚШга (3,1 минг киши), Германияга (1,7 минг киши) ва Сингапурга (1,3 минг киши) чиққанлар ташкил этган[11].

Туризм бизнесининг ўзига хос хусусиятлари кенг доирадаги муносабатлар билан боғлиқ. Ушбу муносабатлар саёҳат ва дам олишни ташкил қилиш жараёнларида иштирок этадиган шахслар томонидан киритилади. Мавжуд муносабатлар шу қадар хилма-хилки, уларни ҳуқуқий тартибга солишнинг маълум бир мураккаблигини келтириб чиқаради.

Ҳар қандай муайян давлатда “сайёҳлик агентлиги – давлат”, “туристик – давлат”, “туристик – сайёҳлик агентлиги” томонлари ўртасидаги муносабатлар тегишли қонун ҳужжатлари билан тартибга солинади. Бундай Қонунчилик ушбу томонлар ўртасидаги муносабатларнинг ҳар бир элементини тўлиқ қамраб олиши керак[9].

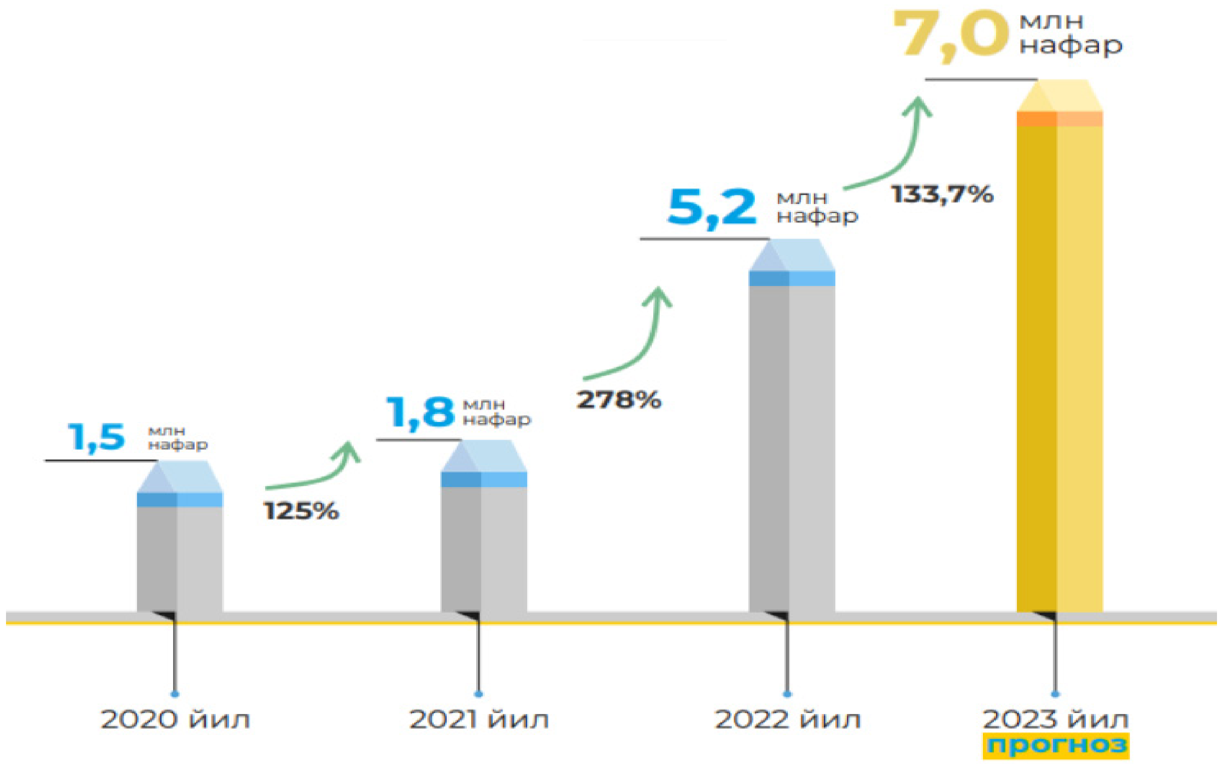
Бугунги кунга қадар туризмни давлат томонидан тартибга солишнинг ташкилий жараёнига бир неча ёндашувлар мавжуд. Шундай қилиб, бозор иқтисодиёти ривожланган кўплаб мамлакатларда давлат томонидан тартибга солиш умуман йўқ ва бозор субъектлари ўзлари операцион тартибга солишни амалга оширадилар. Туристик хизматлар бозорини давлат томонидан тартибга солиш мавжуд бўлган мамлакатларда иккита модол қўлланилади – махсус давлат органлари мавжуд ёки тартибга солиш кўп тармоқли органлар томонидан амалга оширилади.

2021 - йилда 337 та туристик фирма ва ташкилотлар фаолият юритган бўлиб, 212,3 минг ташриф буюрувчиларга хизмат кўрсатган. Қабул қилинган фуқаролар 186,2 минг кишини ташкил этган бўлиб, уларнинг 11,7 % и чет эл фуқароларидан иборат. Юборилган фуқаролар 18,6 минг кишини ташкил этган бўлиб, уларнинг 34,5 % и чет элга сафар қилган бўлса, қолган 65,5 % и Ўзбекистон Республикаси бўйлаб саёҳат қилган[11].



1 расм. Хорижий сайёхларнинг ёшлар кесимида тақсимланиши[12]

1-расм маълумотларидан келиб чиққан ҳолда айтиш мумкинки 2022 йилда Ўзбекистонга хорижий мамлакатлардан 5,2 млн. сайёҳ ташриф буюрди. Бу 2021 йилга нисбатан тахминан 3 баравар кўп (1,8 млн.). Хусусан, ўтган йили қўшни мамлакатлардан жами 4364,8 минг сайёҳ келган, бу 2021 йилга нисбатан 283 фоизга кўпдир. Бундан ташқари, мамлакатимизга мустақил давлатлар Ҳамдўстлигининг қолган қисмидан 606,4 минг сайёҳ келди (2021 йилга нисбатан 291% кўпроқ), МДҲ бўлмаган мамлакатлардан-261,6 минг (2021 йилга нисбатан 198% кўпроқ). Шу жумладан Туркиядан 75,5 минг (2021 йилга нисбатан 171% кўп), Жанубий Кореядан 19,9 минг (2021 йилга нисбатан 347% кўп), Германиядан 17,7 минг (2021 йилга нисбатан 257% кўп), АҚШдан 13,1 минг (2021 йилга нисбатан 242% кўп), Франциядан 11 минг (2021 йилга нисбатан 372% кўпроқ) ва Буюк Британиядан 10,5 минг сайёҳ (2021 йилга нисбатан 264% кўпроқ) мамлакатимизга ташриф буюрди[12].



2 расм. Туристларнинг пргноз кўрсаткичлари[12]

2-расмдаги маълумотлари асосида айтиш мумкинки, прогноз кўрсаткич 2023 йил охирига келиб 7 млн. нафар сайёхни ташкил этмоқда. Демак мамлакатимизда хориж тажрибаларини чуқур ўрганган ҳолда, хорижий амалиётдан ютримизда ҳам қўллаш режаларини ишлаб чиқиш лозим. Туризм соҳасида бандликни кўмаклашиш мақсадида туристик фаолиятлар билан шуғулланадаган фирмалар фаолиятини рағбатлантириш лозим.

Бир неча мамлакатлар мисолида давлат институтлари қандай ишлашини кўриб чиқайлик.

1. Австрияда туризм соҳаси Иқтисодиёт вазирлиги томонидан назорат қилинади. Дунёнинг 26 мамлакатида ўз ваколатхоналарига эга бўлган Австрия Миллий сайёҳлик идораси давлатнинг сайёҳлик имкониятларини реклама қилади[8].

2. Буюк Британияда туризм сектори маданият, кўнгилочар ва спорт вазирлиги томонидан бошқарилади, туризм учун масъул organ – British Nourist Authority (BTA) га бевосита бўйсунади. Ушбу ташкилот Буюк Британияга чет эллик сайёҳлар оқимини жалб қилиш, шунингдек, ички туризмни ривожлантириш билан шуғулланади. Бундан ташқари, ушбу ташкилот ҳукумат ва туризм соҳасига жалб қилинган бошқа давлат идоралари билан маслаҳатлашади. Бунинг учун маъмурият ташаббуси билан реклама компаниялари мамлакат ташқарисида ўз офислари ва вакиллик тармоғи орқали олиб борилади. Ушбу мақсадлар учун матбуот, радио ва телевизордан ҳам фойдаланилади. Маъмурият халқаро конференцияларни ташкил қилади, халқаро туризм бўйича консалтинг ва маркетинг хизматларини тақдим этади ва турли хил маълумот ва маълумотномаларни нашр этади. Ташкилий-ҳуқуқий шаклига кўра, BTA, ташқи бозорлардаги анъанавий фаолият билан бир қаторда пуллик маркетинг ва консалтинг хизматларини кўрсатадиган, семинарлар ва кўргазмалар ташкил этадиган, чет эл капитали иштирокидаги бир қатор лойиҳаларни амалга оширадиган, саёҳат қўлланмаларини нашр этадиган ва сотадиган хусусий корхона институтидир. BTA ни бешта аъзо ва президентдан иборат директорлар Кенгаши бошқаради. Ушбу ташкилот ходимлари 300 га яқин ходимга эга, улардан учдан бир қисми тўғридан-тўғри Лондонда, қолганлари эса чет элдаги 26 та ваколатхоналарда ишлайди. BTA давлат бюджетидан зарур маблағларнинг қарийб 68 фоизини олади[10].

3. Германияда туристик бизнесни ташкил этиш, туристик маҳсулотни илгари суриш ва мамлакатга туристик оқимларни кўпайтириш учун масъул бўлган Иқтисодиёт вазирлигининг Миллий туризм қўмитаси шуғулланади. Ушбу қўмитанинг ваколатхоналари дунёнинг 27 мамлакатида ишлайди[7].

4. Исроилда туризм вазирлиги мавжуд. 2022 йилда ушбу ташкилотнинг бюджети 450 млн. АҚШ долларини ташкил этди. Ушбу маблағлар дунёнинг барча мамлакатларида тақдимот, ахборот, кўргазма фаолияти билан боғлиқ турли тадбирларни молиялаштириш учун ишлатилган. Шунингдек, ушбу

маблағларнинг бир қисми турли конференциялар ўтказиш, консалтинг хизматларини ташкил этиш, реклама материаллари ва буклетларни нашр этиш учун ажратилган[8].

5. Индонезияда туристларнинг ҳуқуқларини ҳимоя қилиш соҳасида кенг ваколатларга эга бўлган махсус туризм бўлими мавжуд. Шундай қилиб, мамлакатда туристик бизнеснинг барча корхоналарини назорат қилувчи туристик полиция мавжуд. Бундан ташқари, у чет эллик сайёҳлар иштирок этадиган зиддиятли вазиятларни ҳал қилишда бевосита иштирок этади.

6. Италияда 1983 йилда туризм ва меҳмонхона саноатини такомиллаштириш ва ривожлантириш бўйича қонун қабул қилинди. Қонунда минтақавий даражада туризм бизнесининг асосий бошқарув органлари ва уларнинг ишлаш тартиби белгиланган. Туристик корхонанинг аниқ таърифи ва уни рўйхатдан ўтказиш шартлари берилган[10]. Қонунда меҳмонхоналар саноатининг таснифи ҳам белгиланган, унга мувофиқ туристик бюролар, транспорт ва жамоат бирлашмаларига туризм бизнеси билан шуғулланишга рухсат берилган бир қатор шартлар белгиланган. Бундан ташқари, қонун туризм соҳасидаги мутахассисларнинг фаолиятини тартибга солади, туризм бизнесини давлат томонидан қўллаб-қувватлаш чораларини белгилайди. Туризм фаолияти бўлими саноат фаолияти вазирлиги таркибига киради. Бўлим минтақавий туризм маъмуриятлари фаолиятини мувофиқлаштиради, миллий характердаги меъёрий ва тармоқ ҳужжатларини ишлаб чиқади, статистик маълумотларни ўрганади ва қайта ишлайди. Бўлим халқаро фаолиятда ҳукуматлараро шартномалар тузиш ва бошқа халқаро сайёҳлик ташкилотлари билан алоқалар ўрнатиш билан шуғулланади. Маҳаллий маъмуриятларнинг ваколатлари кенг характерга эга. Улар ўз ҳудудларида туристик фаолиятни лицензиялашнинг барча масалалари учун жавобгардир, меҳмонхоналарни таснифлайди, ўз туристик маҳсулотларини мамлакат ичида ҳам, чет элда ҳам реклама қилиш ва тарқатиш қилиш ҳуқуқига эгадирлар. Аммо, шунга қарамай, Италияни халқаро туризм бозорида намойиш этишда асосий рол Миллий туризм идорасига (ENIT) юкланган. Ушбу ташкилотнинг асосий вазифаси реклама ва ахборот ишларини ташкил этиш, маркетинг тадқиқотларини ўтказиш, хорижий ва маҳаллий туристик ташкилотларнинг ҳаракатларини мувофиқлаштириш, соҳани ривожлантириш йўли орқали аҳолининг бандлигига кўмаклашиш каби вазифаларни бажаради. ENIT туризм бўлимига бўйсунади ва унинг фаолияти тўлиқ давлат бюджетидан молиялаштирилади.

7. Испанияда миллий даражадаги барча туризм фаолияти “Туризм соҳасидаги ваколатлар тўғрисида”ги қонун ва 1965 йил 14 январдаги “Хусусий туризм корхоналари фаолияти тўғрисида”ги Фармон билан белгиланади[10]. Миллий қонунчиликдан ташқари, ўн етти автоном вилоятнинг ҳар бирида туризм фаолияти тўғрисидаги ўз қонунчилиги мавжуд бўлиб, уларнинг асосий қоидалари юқорида айтиб ўтилган қонунга мос келади. Туризмга оид мақолалар туристик маҳсулот сотувчиси ва туристлар ўртасидаги муносабатларни, шунингдек юридик ва жисмоний шахсларга туризм бизнеси билан шуғулланишга рухсат бериладиган бир қатор шартларни, туристларга ўз хизматларини кўрсатиш тартибини, шунингдек давлат назорати чораларини ва қоидабузарларга нисбатан санкцияларни қўллаш тартибини каби тартиб қоидалар кўрсатиб қерилган. 1996 йил апрел ойида Испания парламенти “Комбинацияланган саёҳат тўғрисида”ги қонунни тасдиқлади[10]. Ушбу қонунда туристик ташкилотнинг ҳам, туристик хизматлар истеъмолчисининг ҳам ҳуқуқ ва мажбуриятлари аниқ белгиланган. Комбинацияланган саёҳат – бу учта асосий элементдан камида иккитасини-тунги турар жой, транспорт ва бошқа ҳар қандай туристик хизматларни ўз ичига олган туристик саёҳатдир. Ушбу қонун туристик фаолият доирасидаги жавобгарликни аниқ тақсимлайди ва туристик маҳсулот ва комбинацияланган саёҳатнинг турли жиҳатларини аниқлайди. Испанияда туризм фаолиятининг барча масалалари Иқтисодиёт вазирлигига бевосита бўйсунадиган савдо, туризм ва кичик бизнес бўйича Давлат котибияти томонидан кўриб чиқилади. Иқтисодиёт вазирлигига Давлат Котибиятидан ташқари қуйидаги ташкилотлар ҳам бўйсунади[5]:

– Маъмурий масалалар ва туризм бизнеси соҳасидаги давлат сиёсатининг умумий йўналишларини ишлаб чиқиш билан шуғулланадиган туризм Марказий бошқармаси.

– Тарихий аҳамиятга эга бўлган 83 меҳмонхонани ўз ичига олган “Paradores” меҳмонхоналар тармоғи.

- Madrid ва Malaga шаҳрида жойлашган иккита кўргазма ва Конгресс марказлари, шунингдек Испаниянинг “Turespaca” туризм институти.

Иқтисодиёт вазирлигининг ваколатлари анча чекланган. Хизматларни сертификатлаш, лицензиялаш, туризм соҳаси стратегиясини ишлаб чиқиш каби муҳим масалалар маҳаллий ҳокимият органларига тегишли. Ушбу ташкилотлар фаолиятини мувофиқлаштириш мақсадида Испанияда барча даражадаги давлат органлари вакиллари, шунингдек, хусусий бизнес вакилларини ўз ичига олган туризмни ривожлантириш Кенгаши ташкил этилган. Аксарият ҳолларда Кенгаш қарорлари фақат маслаҳат характерига эга бўлиб қолади. Испаниянинг “Turespaca” туризм институти чет эллик сайёҳларни жалб қилиш билан шуғулланади. Институт, шунингдек, Испания курортларини тарғиб қилиш ва чет элда реклама фаолияти билан шуғулланади. Институт фаолияти тўлиқ Давлат бюджетидан молиялаштирилади.

8. Францияда туризм тўғрисидаги қонун турларни сотишга имкон берадиган шартларни белгилайди. Ушбу қонун доирасига кирадиган юридик ва жисмоний шахслар доираси ҳам белгиланади, туристик

деб ҳисобланадиган хизматлар рўйхати берилади. Бундан ташқари, сайёҳлик агентликлари, турли жамоат ташкилотлари, маҳаллий сайёҳлик органлари ва жисмоний шахслар учун туристик фаолиятни амалга оширишга имкон берадиган бир қатор шартлар ишлаб чиқилган. Қонунда туристик фаолият билан шуғулланиш учун расмий рухсат олиш имконияти аниқ кўрсатиб берилган. Ушбу Қонуннинг махсус қисмида истеъмолчи ва туристик хизматларни ишлаб чиқарувчи ўртасидаги барча муносабатлар ўрнатилади. Бу ерда хизматлар сотувчиси ва харидорнинг шартномада бўлиши керак бўлган асосий ҳуқуқ ва мажбуриятлари келтирилган. Қонунда туристик маҳсулот сотувчисининг у вакили бўлган хизматлар сифати учун жавобгарлик чоралари тартибга солинади. Бундан ташқари, қонунда қонунни бузганлик учун жавобгарлик ва қоидабузарларга нисбатан санкциялар ҳамда давлат ташкилотлари томонидан ушбу қонун доирасига кирадиган юридик ва жисмоний шахслар томонидан фаолият юритилиши устидан назорат механизми назарда тутилган. Транспорт ва жамоат ишлари вазирлиги туризм фаолиятини тартибга солиш билан шуғулланади. Унинг таркибига туризм бўйича Давлат котибияти ва туризм бўлими киради. Ушбу органлар туризм соҳасини бошқариш ва тартибга солиш, туризм бизнеси соҳасидаги инвестициялар ва халқаро муносабатлар масалалари билан шуғулланади. Бундан ташқари, туристик фаолиятни бошқаришда маслаҳат овози ҳуқуқи билан иштирок этадиган бир қатор органлар мавжуд[6]:

- Транспорт ва жамоат ишлари вазирлиги ҳузуридаги туризм Кенгаши.
- Экологик муаммолар ва шаҳарларни кўкаламзорлаштириш билан шуғулланадиган Франциянинг гуллаб-яшнаши Миллий қўмитаси.
- Франция туризм муҳандислиги агентлиги ва туризм бўйича миллий Кузатув Кенгаши, унинг ваколатига туризм бизнесида маркетинг тадқиқотлари ва статистика киради.

Шунингдек, минтақавий даражада Марказий ижро этувчи ҳокимият вакиллари мавжуд бўлиб, уларнинг вазифаларига туризм соҳасини ривожлантириш масалаларини ҳал қилиш ва тўғридан-тўғри бошқарув органларига ҳисобот бериш киради. Ушбу вакилларнинг фаолияти асосан туризм соҳасидаги маҳаллий ташаббусларни мувофиқлаштиришга қаратилган. Франциянинг халқаро бозорда сайёҳлик маркази сифатида обрўсини тарғиб қилиш 1987 йилда экскурсия объектлари маъмуриятлари ўртасидаги ҳамкорлик шартномаси натижасида ташкил этилган "Maison de la France" уюшмаси томонидан амалга оширилади. Ушбу ташкилот фаолияти қисман давлат бюджетидан молиялаштирилади, уларнинг улуши 60% ни ташкил қилади[6].

9. Финляндияда сайёҳлик фаолияти "Турларни сотиш ҳуқуқига эга бўлган шахслар тўғрисида" ва "Турлар ва туристик фаолият тўғрисида"ги қонунлар билан тартибга солинади. Ушбу қонуннинг қабул қилинишига Финляндиянинг Европа Иттифоқига қўшилиши ва Финляндия қонунларини Европа Иттифоқи талабларига мувофиқлаштириш зарурати сабаб бўлди. Ушбу қонунлар мижоз ва сайёҳлик компанияси ўртасидаги турни сотиш бўйича муносабатларни, шунингдек юзага келган низоларни ҳал қилиш тартибини тартибга солган. 1995 йил март ойида Финляндия ҳукумат тузилмаларининг "Туризм фаолияти билан шуғулланиш тўғрисида" қарори қабул қилинди[7]. Ушбу қарор туристик фаолиятни рўйхатдан ўтказишда талаб қилинадиган асосий маълумотларни тақдим этиб, ушбу компания хорижий сайёҳлик компаниясининг воситачиси эканлиги ҳақида белгиланган.

10. АҚШнинг "Халқаро туризм тўғрисида" биринчи Миллий Қонуни 1961 йилда қабул қилинган. Ушбу қонун АҚШ федерал савдо вазирлиги таркибида фаолият юритган саёҳат ва туризм маъмуриятини (АРТ) яратишни назарда тутган. Бироз вақт ўтгач, 1981 йилда "Туризм соҳасидаги Миллий сиёсат тўғрисида"ги қонун қабул қилинди. 1992 йил Май ойида "Туризм ва экспортни ривожлантириш сиёсати тўғрисида"ги қонун қабул қилинди[2], унда АРТ олдига қуйидаги вазифалар қўйилди: АҚШ манфаатлари учун туризм соҳасидаги давлат сиёсатини мувофиқлаштириш, туризм фаолияти статистикасини юритиш, туристик бозорни ўрганиш, давлатларга ёрдам бериш, мамлакатлар, шаҳарлар ва қишлоқ жойлар, туризмни ривожлантириш дастурини бошқариш ва бошқалар. Федерал даражада туризм фаолиятини тартибга солиш учун масъул бўлган Миллий органдан ташқари, АҚШнинг ҳар бир штатида туризм бизнесини ривожлантириш учун масъул бўлган тегишли хизматлар мавжуд. Туризм бизнесини тизимли равишда ривожлантириш ва ҳар томонлама муаммоларини ҳал қилиш билан шуғулланадиган "Савдо ва туризм" агентлиги бу хизматларни кўрсатади. Шунингдек, у туризмни ривожлантириш учун реклама ва ахборот дастурларини ташкил қилади ва туризм саноатининг ҳолати ва ривожланиш истиқболларини таҳлил қилиш бўйича илмий-тадқиқот ишларини олиб боради. 1996 йилда АҚШ Конгресси туризм бизнесини ривожлантиришга ҳисса қўшган яна бир қонунни қабул қилди. 1997 йилдан бери янги Федерал сайёҳлик тузилмаси-Миллий туризм ташкилоти (NTO) фаолият кўрсатмоқда. Ушбу қонунда айтилишича, агар яқин келажакда АҚШнинг жаҳон сайёҳлик бозорида улушини оширмаса ва чет эллик сайёҳлар оқимини кўпайтирмаса, у тарқатиб юборилади[2].

11. Швейцарияда барча туризм масалалари энг йирик миллий реклама агентлиги бўлган Марказий туризм идораси (СВТ) томонидан кўриб чиқилади. 1990 йил июн ойида Европа Иттифоқи туристик хизматлар ва умуман туристик маҳсулотларнинг мазмуни билан боғлиқ барча масалаларни тартибга солувчи Европа

Иттифоқи директивасини қабул қилди. Истеъмолчиларнинг ҳуқуқларини ҳимоя қилиш мақсадида ушбу йўриқномада сайёҳлик компанияси ва турист ўртасидаги шартномалар матнлари, шунингдек барча шартлар, ўзаро ҳуқуқлар, мажбуриятлар ва кафолатлар мавжуддир.

Хулоса ва таклифлар:

Мамлакатимизда туризм хизматлари соҳасида йилдан-йилга ўзгаришлар, инвестициялар кириш, бандлик даражаси ошиб бормоқда. Аммо аҳолимизнинг юқори суръатларда ўсиб бориши шароитида аҳоли бандлиги таъминлаш долзарб вазифалардан биридир. Мамлакатимиз ўзининг бой тарихи ва намуналарига эга. Шуларни ҳисобга олган ҳолда, туризим соҳасида бандликни кўпайтириш, хорижий тажрибаларни ўрганиш натижасида тадқиқот ишимизда қуйидаги хулоса ва таклифларни шакллантирдик:

- Туризмни ривожлантиришда давлат бош ислоҳотчи сифатида, солиқ имтиёзларини таклиф этиш;
- Аҳолининг ёшлар қатламини иш билан бандлигини таъминлаган туристик корхоналарни рағбатлантириш;
- Миллий телерадиокомпанияларда бепул реклама бериш учун давлат томонидан имтёзлар ажратиш;
- Ички туризмни ривожлантириш мақсадида республикамизнинг туристик ҳудудларида автобус қатновларини йўлга қўйиш;
- Туризм концепциясини ишлаб чиқиш ва амалиётга жорий этиш;
- “Uzbektourism” ваколатларини кенгайтириш ва хорижий мамлакатлар туристик ваколатхоналарини очиш.

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O'ZBEKISTON HUDUDLARIDA BANDLIKNING IQTISODIY O'SISHGA NISBATAN ELASTIKLIGI TAHLILI

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Annotatsiya. Ushbu maqolada O'zbekiston hududiy birliklari faoliyat yuritayotgan korxona va tashkilotlarning har 1000 kishiga to'g'ri kelishiga ko'ra quyi, o'rtachadan past, o'rta, o'rtachadan yuqori hamda yuqori kabi guruhlangan. Olingan natijalarga ko'ra, eng yomon natijalar Surxondaryo hamda Qashqadaryoga, eng yaxshi natija esa Toshkent shahriga tegishli. Shuningdek, ayol va erkak ishchi kuchi bandligining iqtisodiy o'sishga ta'sirchanligi tahlil etilgan. Unga ko'ra, ayollar bandligining iqtisodiy o'sishga ta'sirchanligi erkaklar bandligiga nisbatan doimiy ravishda hamda hududlar bo'yicha ham pastroq ko'rsatkichga ega ekanligini kuzatildi.

Kalit so'zlar. bandlik, ayollar bandligi, erkaklar bandligi, elastiklik, iqtisodiy o'sish.

АНАЛИЗ ЭЛАСТИЧНОСТИ ЗАНЯТОСТИ ОТ ЭКОНОМИЧЕСКОГО РОСТА В РЕГИОНАХ УЗБЕКИСТАНА

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Аннотация. В данной статье территориальные единицы Узбекистана сгруппированы по количеству действующих предприятий и организаций на 1000 человек населения как ниже, ниже среднего, средние, выше среднего и высокие. По полученным результатам худшие результаты у Сурхандарьинской и Кашкадарьинской областей, а лучший результат у города Ташкента. Также анализируется эффективность занятости женской и мужской рабочей силы на экономический рост. По его данным, было замечено, что влияние женской занятости на экономический рост стабильно ниже, чем мужской, в том числе по регионам.

Ключевые слова. занятость, женская занятость, мужская занятость, эластичность, экономический рост.

ANALYSIS OF THE ELASTICITY OF EMPLOYMENT TO ECONOMIC GROWTH IN THE REGIONS OF UZBEKISTAN

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Abstract. In this article, the territorial units of Uzbekistan are grouped according to the number of operating enterprises and organizations per 1000 people as lower, lower than average, medium, higher than average and high. According to the obtained results, the worst results belong to Surkhandarya and Kashkadarya, and the best result belongs to the city of Tashkent. Also, the effectiveness of female and male labor force employment on economic growth is analyzed. According to it, it was observed that the influence of women's employment on economic growth is consistently lower than that of men's employment and also by regions.

Keywords. employment, female employment, male employment, elasticity, economic growth.

Kirish:

Barcha davlatlar iqtisodiyotida iqtisodiy o'sish ijobiy holat sifatida qaraladi. Ammo iqtisodiy o'sishning bandlikdagi o'sish bilan birgalikda kuzatilmasligi iqtisodiyotda yashirin muammolar mavjudligini bildiradi. Bunday holat mavjudligini kuzatish yo'llaridan biri ishchi kuchi bandligidagi o'zgarishning iqtisodiy o'sishdagi o'zgarishga ta'sirchanlik koeffitsienti hisoblanadi.

Mamlakatimizda doimiy ravishda ishsizlik holatini yuzaga keltirayotgan omillardan biri - ishchi kuchiga bo'lgan talab va uning taklif o'rtasidagi nomutanosiblikdir. Boshqacha aytganda, ishchi kuchi bozoriga ilk qadamlarini qo'yayotgan yoshlar, aholining yuqori malaka talab etadigan ishlarga mos ravishda malaka va tajribaga ega emasligi kabi omillarning mavjudligini sabab sifatida ko'rsatish mumkin. Zamonaviy iqtisodiy taraqqiyot sababli ish beruvchilar tomonidan yuqori malakali, zamonaviy bilimlarga ega va yetarli tajribaga ega kadrlarni talab oshib bormoqda.

O'zbekiston 2040-yilgacha ijobiy demografik dividend yaratadigan juda katta vaqt gorizontiga ega. Ishchi kuchi resursi soni bo'yicha O'zbekiston Respublikasi Markaziy Osiyo mintaqasida yetakchi o'ringa ega bo'lib, ularning hududlarda samarali bandligi ijtimoiy barqarorlik va iqtisodiy taraqqiyotga sezilarli ta'sir ko'rsatadi. Shu sababli, ishchi kuchi taklifi va unga bo'lgan talabni har tomonlama mutanosiblastirish dolzarb muammo hisoblanadi.

Tadqiqot metodologiyasi:

Ish bilan bandlikning iqtisodiy o'sishga nisbatan elastikligi bu bandlikning iqtisodiy o'sishdagi foizli o'zgarishga nisbatan ta'sirchanligini o'lchaydigan ko'rsatkich. Asaf Ibne and Syed Abul, (2023) va Basu and Das (2016) larning tadqiqotlariga ergashgan holda ushbu ko'rsatkichni tahlil etamiz. Bandlik elastligini yaxshiroq anglash uchun biz ayollar hamda erkaklarning ish bilan bandligini hududlar kesimida hududiy yalpi ichki mahsulotdagi o'zgarishga nisbatan ta'sirchanligini alohida tahlil etdik. Hududlarni esa, har ming kishiga to'g'ri keluvchi korxona va tashkilotlar soniga ko'ra quyi, o'rtadan past, o'rta, o'rtadan yuqori hamda yuqori darajada kabi guruhlab oldik. Ushbu metodlarni quyidagi paragraflarda batafsil izohlab o'tamiz.

Bandlikning iqtisodiy o'sishga nisbatan elastikligini quyidagi tenglik orqali aniqlayiz:

$$\eta = \frac{\frac{\Delta E}{E}}{\frac{\Delta Y}{Y}} = \frac{\Delta E}{\Delta Y} \times \frac{Y}{E}$$

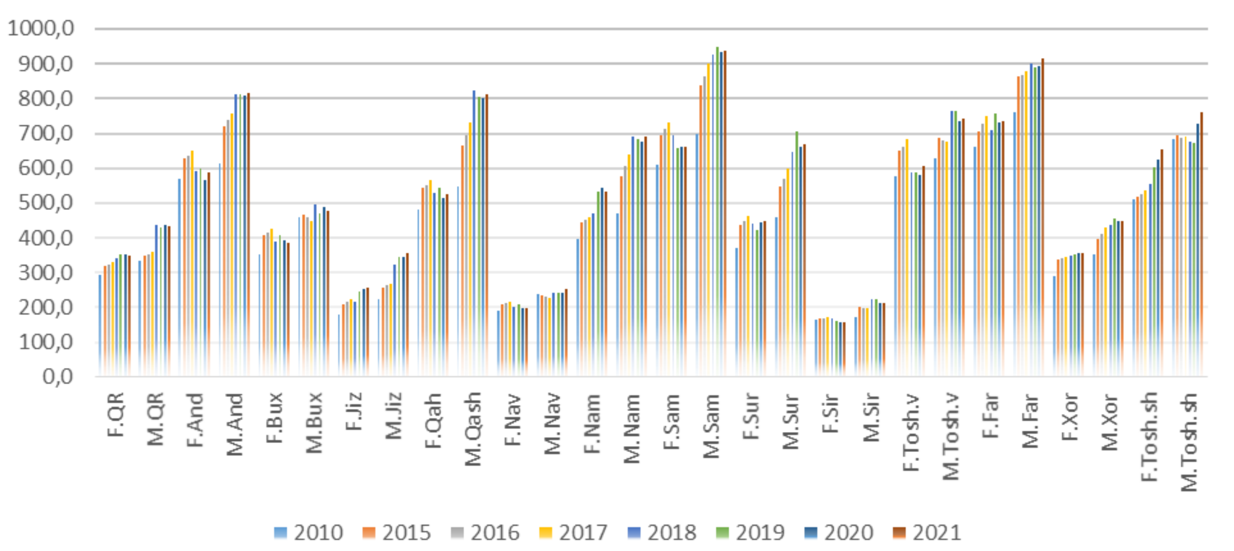
Bu yerda:

E-bandlik, Y-yalpi ichki mahsulot, ΔE-bandlikdagi o'zgarish, ΔY-yalpi ichki mahsulotdagi o'zgarish. Metodologiya hududlardagi bandlikning iqtisodiy o'sishga nisbatan ta'sirchanligi bo'yicha trendlarini tahlil qilishni maqsad qilgan.

Tasavvur qilamiz *n* ta hudud mavjud, natijada quyidagicha tenglikni hosil qilamiz:

$$E=\sum E_i \sum E_i \text{ va } Y=\sum Y_i \sum Y_i$$

Tahlil va natijalar:



1-rasm. O'zbekiston hududlarida erkak hamda ayol ishchi kuchi faollik darajasi (ming kishi).

Yuqoridagi 1-rasm ma'lumotlariga asosan O'zbekiston hududlarida erkak hamda ayol ishchi kuchi faollik darajasi bir biridan farqlilik kasb etadi. Birinchidan, hududlardagi aholi sonidagi farq buni taqozo etadi. Ikkinchidan, hududlardagi infratuzilmalarning rivojlanganlik darajasi, ish o'rinlarining ishchi kuchi taklifiga nisbatan taqchilligi va tarixiy shart-sharoitlar kabi omillar sabab farqlar kuzatilishi mumkin.

2021-yilning so'nggi dekadasida Samarqand viloyatida ayollar ishchi kuchi taklifi sezilarli darajada oshganini erkaklarda esa berilgan davrning birinchi yarmidagi stabillikdan keyin ikkinchi besh yillikda o'sish kuzatilgan ammo stabillik saqlanib qolgan. Andijon viloyatida ishchi kuchi taklifi ayollarda umumiy hisobda pasaygan bo'lsa, erkaklarda anchagina o'sish kuzatilgan. Buxoro hamda Navoiy viloyatlarida umumiy olganda ishchi kuchi taklifidagi o'zgarish salbiy tendensiyaga ega bo'lgan bo'lsa, Jizzax, Namangan, Farg'ona hamda Xorazm viloyatlarida ikkala jins vakillari bo'yicha natijalar ijobiylik kasb etib, yuqori o'sishga erishgan. Qashqadaryo, Surxondaryo hamda Toshkent viloyatlarida ishchi kuchi taklifining ayollar qismida pasayish kuzatilgan bo'lsa, erkaklar qismi o'sishga erishgan. Toshkent shahrining boshqa hududiy birliklardan farqli jihati shundaki, birinchidan, boshqa hududlarda ayollarning iqtisodiy faolligi pasaygan yoki deyarli o'zgarishsiz qolganda poytaxtda keskin o'sish yuzaga kelgan, ikkinchidan, erkaklarning iqtisodiy faolligi boshqa hududlarga o'xshamagan holda kamaygan.

Miqdor jihatdan ishchi kuchiga bo'lgan talab va taklifning o'zaro mutanosibligi tahlilini quyidagi har 1000 kishiga korxona va tashkilotlarning hududlar bo'yicha to'g'ri kelishini ifodalovchi 1-jadval orqali ko'ramiz.

1-jadval

O'zbekiston Respublikasida hududlar bo'yicha korxona va tashkilotlarning har 1000 kishiga to'g'ri kelishi (2022-y)

Hududlar	Korxona va tashkilotlar (har 1000 kishiga)	Aholi soni	Korxona va tashkilotlari soni
O'zbekiston Respublikasi	**15,0**	**35271,3**	**528929**
	viloyatlar		
Surxondaryo	10,3	2743,2	28291
Qashqadaryo	10,6	3408,3	36168
Namangan	11,4	2931,1	33422
Samarqand	11,6	4031,3	46667
Farg'ona	12	3896,4	46622
Andijon	12,4	3253,5	40474
Xorazm	13,1	1924,2	25160
Jizzax	15,7	1443,4	22714
Buxoro	15,8	1976,8	31160
Toshkent	17,1	2939,7	50296
Sirdaryo	18,1	878,6	15920
Navoiy	22	1033,9	22711
Toshkent shahri	36,9	2862,4	105603

Yuqoridagi jadvaldan ko'rinadiki, hududlar kesimida har ming kishiga to'g'ri keluvchi korxona va tashkilotlar soni bo'yicha ko'rsatkich notekis joylashgan. Mazkur ko'rsatkich O'zbekiston Respublikasi uchun 15 tani tashkil etgan bo'lsa, Qoraqalpoqiston Respublikasida esa undan 3 punktga past natija ko'rsatmoqda. Qolgan hududlarga qaraydigan bo'lsak, Toshkent shahri eng yuqori ko'rsatkichga ega bo'lib, Respublika ko'rsatkichidan deyarli 2,5 barobar, eng yaxshi natijaga ega viloyatdan esa 2 karra yuqoridir (36,9 ta). 12 ta viloyatdan 5 tasi Respublikadan yuqori 7 tasi esa past ko'rsatkichga ega. Hududlarni Respublika ko'rsatkichiga nisbatan quyidagicha guruhlash mumkin:

2- jadval

Hududlarning har 1000 kishiga to'g'ri keluvchi korxona va tashkilotlar bo'yicha guruhlanishi

Guruhlar	
quyi	Surxondaryo
	Qashqadaryo
o'rtachadan past	Namangan
	Samarqand
	Farg'ona
	Andijon
	Xorazm
o'rta	Jizzax
	Buxoro
	Toshkent
o'rtachadan yuqori	Sirdaryo
	Navoiy
	Toshkent shahri
yuqori	Surxondaryo

3-jadval

O'zbekiston hududlari bo'yicha erkak hamda ayollarning iqtisodiy o'sishga nisbatan elastikligi koeffitsientlari

Hududlar	Elastiklik							
	2006-10 yy		2011-16 yy		2017-21 yy		2022 y	
	Ayol	erkak	ayol	erkak	ayol	Erkak	ayol	erkak
Respublika	0.058	0.095	0.117	0.107	-0.048	0.053	0.061	0.060
Surxondaryo	-0.001	0.275	0.176	0.181	-0.014	0.061	0.025	0.025
Qashqadaryo	0.089	0.124	0.178	0.208	0.033	0.185	0.024	0.024
Namangan	0.075	0.119	0.095	0.188	0.060	0.104	-0.018	-0.018
Samarqand	0.079	0.125	0.124	0.150	-0.169	0.052	0.148	0.148
Farg'ona	0.100	0.103	0.109	0.085	-0.400	0.023	0.111	0.111
Andijon	0.527	1.525	0.780	1.199	1.784	0.368	0.999	1.00

Xorazm	0.044	0.149	0.111	0.131	-0.034	0.049	0.102	0.102
Jizzax	-0.001	2.806	0.150	0.915	0.084	2.022	-0.047	0.999
Buxoro	-0.539	2.513	7.896	-4.825	6.051	-3.707	0.997	1.001
Toshkent	0.088	0.092	0.137	0.031	-0.083	0.000	-0.105	-0.105
Sirdaryo	0.086	0.115	0.055	0.089	-0.160	-0.086	0.013	0.013
Navoiy	-0.012	1.901	0.115	-5.109	-0.066	-1.950	-0.006	0.989
Toshkent shahri	0.037	0.007	0.027	-0.003	0.145	0.120	0.194	0.194

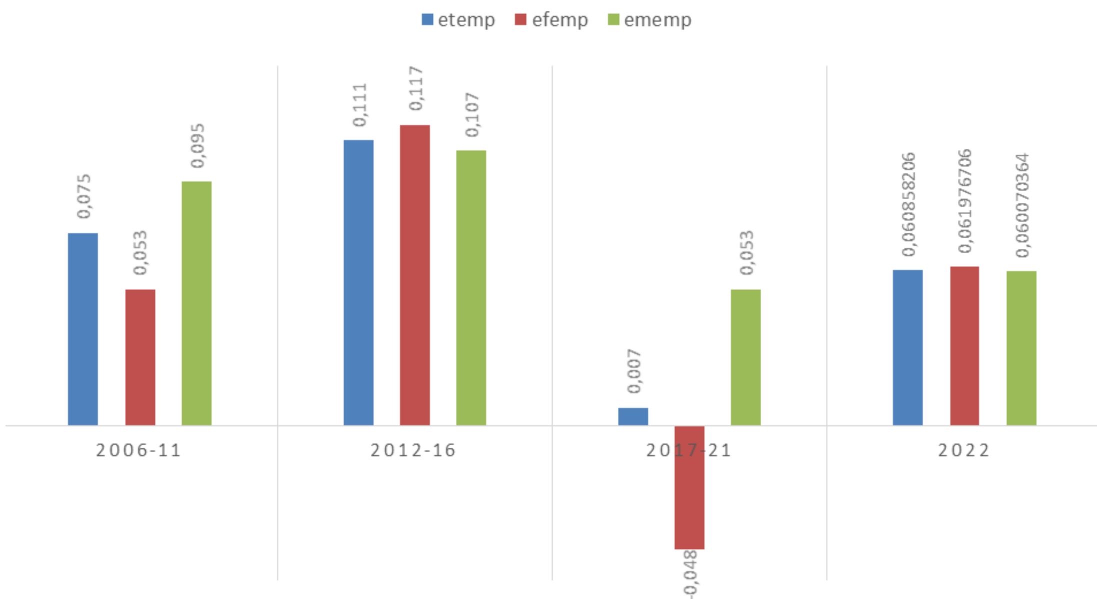
Yuqoridagi jadval ma'lumotlariga ko'ra, o'rganilayotgan muddat 4 vaqt oraliqlarini o'z ichiga olgan. Umumiy holatda ayollar bandligining iqtisodiy o'sishga ta'sirchanligi berilgan vaqt oraliqlari hamda hududlar bo'yicha erkaklarga qaraganda yomonroq va hattoki salbiy ko'rsatkichga ega bo'lgan.

Birinchi vaqt oralig'ida viloyatlar orasida Andijon viloyatining nominal yalpi hududiy mahsuloti boshqalarga nisbatan ayollar bandligi uchun ko'proq imkoniyatlar yaratgan va elastiklik koeffitsienti 0,527 tashkil etgan. Erkaklar uchun Jizzax hamda Buxoro viloyatlarida eng yuqori ko'rsatkichlarni kuzatish mumkin (mos ravishda 2,806 va 2,513).

2011-2016-yillar oralig'ida ayollar uchun eng ko'p ish imkoniyatlarini Buxoro viloyatining nominal yalpi hududiy mahsuloti, eng pastini esa Toshkent shahri yaratgan. Erkaklar ish bilan bandligining nominal yalpi hududiy mahsulotga nisbatan elastikligi Buxoro hamda Navoiy viloyatlarida mos ravishda -4.825 va -5.109 lar bilan eng yomon ko'rsatkichni namoyon etgan.

Yangi davrda faoliyat yuritayotgan korxona va tashkilotlarning har ming kishiga to'g'ri kelishi bo'yicha quyi darajadagi Surxondaryo, o'rtadan past darajadagi Samarqand hamda Farg'ona, o'rta darajadagi Xorazm, o'rtadan yuqori darajadagi Toshkent, Sirdaryo hamda Navoiy viloyatlarining yalpi hududiy mahsulotlaridagi o'zgarish ushbu hududlardagi ayol ishchi kuchlari uchun ishlash imkoniyatlariga ijobiy ta'sir etmadi. Ya'ni, 2017-2021-yillar oralig'ida Surondaryo viloyatining nominal yalpi hududiy mahsuloti har 1% ga oshganda Surxondaryolik ayollar bandligida -0.048% pasayish kuzatildi. Ushbu ko'rsatkich Samarqand, Farg'ona, Xorazm, Toshkent, Sirdaryo hamda Navoiy viloyatlarida mos ravishda -0.169%, -0.400%, -0.034%, -0.083%, -0.160% va -0.066% ni tashkil etgan. Erkaklar bandligidagi o'zgarishning Buxoro, Sirdaryo hamda Navoiy viloyatlarining yalpi hududiy mahsulotlaridagi o'zgarishga nisbatan elastikligida salbiy holatni kuzatish mumkin (mos ravishda -3.707%, -0.086%, -1.950%).

2022-yilda esa Navoiy viloyatida iqtisodiy o'sishi ayollar uchun ham erkaklar uchun ham, Jizzax viloyatida ayollar uchun, Toshkent viloyatida ikkala jins vakillari uchun, Navoiy viloyatida faqat ayollar uchun ishlash imkoniyatlarini oshirmagani kuzatildi. Respublika bo'yicha ayollar hamda erkaklar natijalari 2022-yilda ijobiylik kasb etib, deyarli tenglik namoyish etgan.



2-rasm. O'zbekiston Respublikasi bo'yicha turli davrlarda ayol hamda erkak ishchi kuchi bandligining iqtisodiy o'sishga ta'sirchanligi.

Yuqoridagi rasm ma'lumotlariga ko'ra birinchi davrda Jahon moliyaviy-iqtisodiy inqirozi sabab 2012-16-yillarga nisbatan pastroq ko'rsatkichlarni ko'rishimiz mumkin. Uchinchi, o'z ichiga COVID-19 ni ham qamrab olgan davrda umumiy bandlik elastiklik koeffitsientining ijobiy holati saqlab qolingan bo'lsada ayollar bandligining iqtisodiy o'sishga ta'sirchanligida sezilarli darajada salbiylik kuzatilgan.

Yuqoridagi 2-jadval ma'lumotlari asosida aytish mumkinki, hududlarning bunday guruhlanishida ikki xil omilni ko'rsatish mumkin:

1. Hududlardagi aholi soni
2. Hududlarda infratuzilmaning rivojlanganligi

Birinchi guruhga kiritilganligining sababi sifatida Qashqadaryo hamda Surxondaryo viloyatlari uchun mos ravishda aholi soni nisbatan ko'pligi va infratuzilmaning nisbatan past darajada rivojlanganlik omillari xos deyish mumkin. Ushbu hududlar Respublikada aholi soni bo'yicha mos ravishda 7 hamda 12 o'rinlarni band etmoqda.

Shuningdek, hududlarning har ming kishiga korxona va tashkilotlarning to'g'ri kelishi bo'yicha quyi darajadagi guruhga mansub bo'lishini boshqa hududlarga nisbatan aholisi ko'pligi bilan izohlash mumkin. Ammo ular orasida Samarqand viloyati boshqa viloyatlarga nisbatan sezilarli darajada aholi soni ko'p bo'lishiga qaramasdan yuqori ko'rsatkichga ega. Buni viloyatning infratuzilma bo'yicha ustunlikka ega ekanligi orqali izohlash mumkin.

Jizzax, Xorazm hamda Buxoro viloyatlarini katta ehtimol bilan o'rta darajadagi aholi soniga ega ekanligi sababli "o'rta darajada" guruhga kirgan deyish mumkin.

Yuqori ko'rsatkich namoyish etgan viloyatlardan Toshkent hamda Navoiy viloyatlari infratuzilmaning nisbatan rivojlanganligi va Sirdaryo viloyati aholi soni eng kamligi sababli 4 darajali guruh joy olgan deyish mumkin.

Toshkent shahrini aytish mumkinki, respublikaning poytaxti bo'lganligi sababli yuqori kapital, malakali ishchi kuchi to'planishi va juda yaxshi rivojlangan infratuzilmaga ega ekanligi kabi omillar hisobiga yuqori o'rinda.

Ushbu tadqiqot topilmalari shuni ko'rsatmoqdaki, o'rganilgan vaqt oralig'ida, 2020-yilni hisobga olmaganda Respublika bo'yicha erkak bandligining iqtisodiy o'sishga nisbatan elastikligi bo'yicha ijobiylik holatda. Ayollar bandligi esa, 2016-2021-yillar oralig'ida sezilarli darajada tebrangan hamda iqtisodiy o'sish ayollar uchun ishlash imkoniyatlarini oshirmagan.

Andijon hamda Jizzax viloyatlarining yalpi hududiy mahsulotlari erkak ishchi kuchlari uchun boshqa hududlarga nisbatan ko'proq ishlash imkoniyatlarini yaratib bermoqda.

Xulosa va takliflar:

Xulosa qilib aytish mumkin-ki, ko'pchilik iqtisodiyotlar kabi O'zbekistonda ham eng qo'llab-quvvatlashga muhtoj qatlamlardan biri ayollar bo'lib qolmoqda. Iqtisodiyotda inklyuzivlikni ta'minlash maqsadida hukumat tomonidan ayollar bandligini oshirish chora-tadbirlar samaradorligi oshirilish talab etiladi.

Shuningdek, har ming kishiga to'g'ri keluvchi faoliyat yuritayotgan korxona va tashkilotlar bo'yicha *o'rtachadan yuqori* toifaga kiruvchi Toshkent, Sirdaryo hamda Navoiy viloyatlarida salbiy elastik koeffitsientlari ushbu hududlar ishchi kuchi bozorida tadqiq etilishi zarur bo'lgan nomutanosibliklar mavjud ekanligi sezilmoqda. Shuningdek, hukumat ish o'rinlari yaratmaydigan iqtisodiy o'sish holatlariga e'tiborli bo'lishi hamda unga qarshi bandlikka yo'naltirilgan iqtisodiy siyosatni oshirishi lozim bo'ladi. Yuqorida keltirilgan masalalar yuzasidan aniqlashtirish va takliflar ishlab chiqish ucchun qo'shimcha tadqiqotlar talab etiladi.

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ECOLOGY OF THE EMPLOYEE'S CAREER BASED ON THE CONCEPT OF TIME MANAGEMENT

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Abstract. Radical transformation of the sphere of work contributes to the fact that the employee competitiveness depends on the use of scarce time resources. The achievement of economic and social goals in the employee's life, their future, place in the complex hierarchy of human relations depends on the size and structure of time for the career. In Russian and foreign theoretical and practical works there is a high theoretical-methodological and methodological uncertainty of the career time concept. In this context, the need to identify the general nature of the temporary contribution of the employee to the processes of ecology of the dual nature of a career increases. The objective of the article is to substantiate the strategic imperatives of the ecology of the career dual nature on the basis of the concept of time management. Such ecology of career creates conditions for the improvement of working life quality, formation of competitive advantage of the employee in the labour market. The research methodology is based on the theoretical analysis of the results of scientific works, which presents the main provisions on the career dual nature, the employee's work time and rest. The article analyses the empirical data characterizing the size and structure of the employees' career time at commercial banks in Novosibirsk during six years. The scientific novelty of the article lies in the formation of the author's conceptual approach to the ecology of an employee's career: the author's interpretation of the career time concepts and career harmony, the interpretation of their socio-economic content, the essence of the architectonics of career time, also a system of indicators for assessing career harmony, justified methodological approach to career ecology has been proposed and tested. The study theoretical provisions and conclusions allow us to understand the general nature and underlying causes, sources, driving forces of the processes of the organization, development and destruction of the career. The applied results allow us to identify areas and directions of the improvement of personnel policy at commercial banks targeted at the increasing of the employees' competitiveness, improving the quality of their life, boosting the image of the employer organization.

Keywords. career harmony; ecology of a career; a business career; the duality of career; employee's career; personality career; time management.

ЭКОЛОГИЯ КАРЬЕРЫ СОТРУДНИКА НА ОСНОВЕ КОНЦЕПЦИИ ТАЙМ-МЕНЕДЖМЕНТА

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Аннотация. Радикальная трансформация сферы труда способствует тому, что конкурентоспособность сотрудников зависит от использования дефицитных ресурсов времени. Достижение экономических и социальных целей в жизни работника, его будущее, место в сложной иерархии человеческих отношений зависят от размера и структуры времени, отведенного на трудовую деятельность. В отечественных и зарубежных теоретических и практических работах отмечается высокая теоретико-методологическая и методологическая неопределенность концепции времени карьеры. В этом контексте возрастает необходимость выявления общего характера временного вклада работника в процессы экологии двойственной природы карьеры. Цель статьи - обосновать стратегические императивы экологии двойственной природы карьеры на основе концепции тайм-менеджмента. Такая экология карьеры создает условия для повышения качества трудовой жизни, формирования конкурентного преимущества работника на рынке труда. Методика исследования основана на теоретическом анализе результатов научных работ, в котором представлены основные положения о двойственной природе карьеры, времени работы и отдыха работника. В статье анализируются эмпирические данные, характеризующие размер и структуру трудового стажа сотрудников коммерческих банков Новосибирска за шесть лет. Научная новизна статьи заключается в формировании авторского концептуального подхода к экологии карьеры работника: авторская трактовка понятий карьерного времени и карьерной гармонии, трактовка их социально-экономического содержания, сущности архитектоники карьеры работника. время карьеры, а также система показателей оценки гармоничности карьеры, обоснованный методический подход к экологии карьеры. Исследование теоретических положений и выводов позволяют понять общую природу и глубинные причины, источники, движущие силы процессов организации, развития и разрушения карьеры. Примененные результаты позволяют определить направления и направления совершенствования кадровой политики коммерческих банков, направленной на повышение конкурентоспособности сотрудников, улучшение качества их жизни, повышение имиджа организации-работодателя.

Ключевые слова. карьерная гармония; экология карьеры; деловая карьера; двойственность карьеры; карьера сотрудника; карьера личности; Тайм-менеджмент.

Introduction:

Under contemporary conditions of VUCA economy, one of the cost-effective and long term solutions to the problem of overcoming the staff alienation from the process and results of work, stimulating responsibility for their competitiveness in the labour market, is implementation of a professional approach to a career that allows employees to be more productive, free and economically independent personalities.

At present, in Russian and foreign works an employee's career is no longer defined as an informed subjective judgment of the employee about their future employment, but as an awareness of it as a common system development and human movement in various fields [Belyatsky, 2001, p.9], the process of formation of an individual in social life, the progress in discovering their potential, carried out time-sequentially, stage by stage [Romanov, 2003, p. 66], the way of life, providing stability in the flow of social life [Buravcova, 2014, p.39; Sotnikova, 2014, p.143], etc. In other words, nowadays the career is regarded as a way of self-actualization of the employee, defining it in a complex hierarchy of human relationships and social roles in work, home, family, leisure.

In this context, an career is defined as an integrated formation of a *business career* and *personality career*. Business career is a career in working life, in the market system of division of labor [Zaitsev, 2007, p.15; Kibanov, 2015, p. 315]. Personality career is a off-duty career [Kozlova, 2010, p.31; Orel], derivative [Kozlova, 2010, p.31], household [Kibanov, 2015, p.14], supporting [Kotomanova, 2013, p.102], "career in a personal life" [Zaitsev, 2007, p.14; Sotnikova, 2014, p. 143]. The interaction of business and personality careers in the "work-family-leisure" system is associated with the desire of the employee to achieve. On the one hand, material well-being and competitiveness in the labour market. On the other hand, social welfare, spiritual well-being in the personal life.

Both business and personality careers are important for the employee, which they want to enjoy, control and manage to achieve personal goals. In an ideal world, equality is required between these careers: a person strives for harmony and prosperity in the present and future in both personal and work life. However, in real life, such equality is difficult to achieve. It is possible to develop a situation in which the business career does not correspond, but contradicts the personality one. In this regard, the focus of the research is to identify the imperatives of *achieving* the harmony in business and personality career, allowing to improve the quality of working life of the employee, increase their competitive advantage in the labour market.

To achieve this objective, the following research tasks were *solved:* career time architectonics that allows us to understand its duality has been justified, a methodological approach to evaluating the harmony of a employee's career based on the concept of time management has been proposed and tested; strategic alternatives to the ecology of careers based on individual employee choices of an occupation, education, life partner, friends, children, etc. have been systematized.

The scientific novelty of the study is the development of theoretical and applied bases of achievement of harmony of business and personality careers based on the concept of time management in the conditions of informatization and digitalization of national economy.

The subject of the study is an individual career of an employee on the concept of time-management.

The object is commercial banks in the city of Novosibirsk in 2013-2018. The study was conducted on a random quota multistage sample, which was used as a micromodel of the survey object, formed on the basis of statistical data (quota parameters).

Methodology:

The reference to the concept of "harmony of the employee's career" is not limited to the terminological makeover of the existing concepts (work life balance [Clark, 2000, pp. 747-770; Greenhaus, 2003, pp. 510-531; Grzywacz, 2007, pp. 455-471], work and leisure (rest) [Demina, 2018, pp. 13-20], "satisfaction with their functioning at work and at home" [Baslevent, 2014, pp. 33-43; Smotrova, 2017, pp. 53-59], and suggests a methodological reorientation to its socio-economic value.

This reorientation is the fact that *the harmony of the employee's career* is such an interaction of opposite, mutually exclusive types of it, which allows the employee to receive personally significant benefits in various life and work situations. It is an expression of will, conscious personal activity of the employee, their vision of socio-economic value of business and personality career and to achieve social sustainability in work and personal (private) life through investments (direct and indirect) into the career. In other words, the achievement of career harmony involves not only "adjustment" (adaptation) of the needs and resources of the employee to the market (current and strategic) goals, but also the formation of a full-fledged career, desirable, bringing satisfaction and joy to work and into personal (private) life.

Considering that business and personality careers are carried out in time. Careers are measured in terms of days, weeks, months, years. The harmony of career can be understood in the temporal dimension of achieving social (personal and labour) stability. In this context, the understanding of career harmony is associated with an objective assessment of the employee's temporary contribution to the management of their career.

To date, there are debatable provisions, important from the theoretical and methodological points of view, related to the content and structure of time for the employee's career. The existing studies do not consider the concept of "career time", its content and structure.

Career time should be understood as the time spent at the employee's discretion on the development and self-design of life activities, self-actualization of professional and personal potentials, as well as self-destruction of the career. From this point of view it is necessary, first of all, to allocate *time of business career* and *time of personality career* related to the development and use of physical and mental abilities of the worker respectively in working hours, out-of-work and free time (table 1).

Time of business career is working (both fixed and overtime) and out-of-work time associated with the preservation or acquisition of some desired "personal success in terms of clearly defined positions, posts, statuses, roles, perceived as a result of achieving the demanded quality of working life" [Sotnikov, 2017, pp.86]. An employee, organizing and developing a business career, acts not only as a performer of a socially prescribed professional role, but also as an autonomous, creative, responsible person capable of self-regulation, self-determination and self-development [Sotnikova, 2019, pp. 1302-1315]. In this regard, it is necessary to distinguish the time of *work career and professional career*.

The time of personality career is an out-of-work time connected with implementation by the person of productive (efficient) and service work in a household, and with satisfaction of physical, intellectual and social needs during free time. An employee, managing a personal career, achieves stability in the flow of personal (private) life through the formation, firstly, of a certain system of principles of socialization and self-realization associated with their life experience and activities in the household, i.e. mundane career; *secondly*, personal, physical, spiritual development in their free time, i.e. *leisure career*.

Given the proliferation of artificial intelligence, virtualization of work processes, self-organization of labour, distribution of electronic documents, replacing the leadership types of controls by a calculated and reasoned solutions based on computer processing of information, BigData, etc., the boundaries of classifying time for career groups do not have clearly defined contours, but rather the area of growth and enrichment of one group characteristics at the expense of the other groups. Ultimately, the range of types of business career and personality time is expanding.

For example, as the market for digital solutions and digital management services expands, "the creative work of most modern employees extends beyond the normal working day and working week" [Demina, 2011, p. 30]. This is the performance of official functions by an employee during out non-working hours: completion of reports, urgent execution of tasks on weekends and holidays, discussion of work issues on the phone with colleagues, etc.

Table 1.

The career time of an employee: types of time for the employee's business and personality career

<table>
<tr><th>Type of career</th><th>Kind of career</th><th>Sphere of career manifestation</th><th>Form of career manifestation</th><th>Kind of time for career</th><th>Economic content of career time</th><th>Examples of career time</th></tr>
<tr><td rowspan="3">Business career</td><td>Professional</td><td rowspan="3">Working life</td><td rowspan="3">Productive (efficient) work in the organizational structure</td><td rowspan="2">Working hours</td><td>Time of the professional abilities development</td><td>Time of study and professional development. Self-education time Time of volunteer (social) work</td></tr>
<tr><td rowspan="2">Working</td><td>Time of spending of physical and mental forces</td><td>Fixed time. Overtime.</td></tr>
<tr><td rowspan="3">Out of work time</td><td rowspan="3"></td><td>Performance of official functions outside the workplace in the household: consultations on working issues by the phone with colleagues, revision of reports, consideration of projects, etc.</td></tr>
<tr><td rowspan="2">Personality career</td><td rowspan="2">Mundane</td><td rowspan="2">Personal (private) life</td><td>Productive (efficient) work in the household</td><td>Time to make household items. Time of work on a personal subsidiary farm</td></tr>
<tr><td>Domestic service</td><td>Time for cooking, celaning rooms and furniture, clothes and shoes, laundry, children, etc.</td></tr>
</table>

	Leisure		Leisure activities	Free time	Time to meet physical, intellectual and social needs	Time of study and professional development. Self-education time Time of volunteer (social) work. Time of entertainment (including visits to cultural institutions, communication with family, friends, etc.). Time for physical education and sports. Time for hobby (amateur labour)

Compiled by the authors.

Results[1]

The achievement of a full-fledged career, desirable, bringing satisfaction and joy in work and in personal (private) life, ultimately depends on the use of scarce resources – time. The amount of time for business and personality careers are not arbitrary. In spite of the fact that each employee defines them according to the abilities, motives, quality of life, but in general they depend on needs and opportunities of society and the market, approach to the person, work and property. In other words, business and personality careers have necessary market value.

In terms of time management concept, career is *presented as a fusion* of different types of career into a unified whole, allowing a person to achieve the desired quality of life under the changing conditions inside and outside organization realities so that the time for working career decreases, and the time for personality career increases, but does so in such a way that the time for mundane career is reduced more than increased time for professional and leisure career.

Since the harmony of the employee's career has a versatile nature, it is difficult to name a single indicator characterizing its measure. As its indicators, it is advisable to *use indicators of balance, independence, proactivity and career success* (table 2).

The obvious indicator characterizing the quantitative agreement between the time for business $T_{business}$ and personality $T_{personality}$ careers is *the indicator of balance.* Ideally, this figure should tend towards 1: $(C_{individual} \rightarrow 1)$. This means that the employee pays equal attention to achieving both business career goals and personality career ones. This career situation (table 2) is more or less typical for front office workers in organizations with a strategy aimed at profitability $(C_{individual} = 0{,}95 \rightarrow 1)$. Under other organizational development strategies, there is a situation when business career is in conflict with personality career $(C_{individual} < 1)$, resulting in the hidden contradictions and disparities of career, problems and barriers to socialization and self-realization.

[1] The main research methods are photography and self photography of work, out of work and free time, questionnaire survey. The object are 15 federal and regional banks in 2013-2018, operating in Novosibirsk. The study was conducted on a random quota multistage sample, which was used as a micromodel of the survey object, formed on the basis of statistical data (quota parameters). Fairly stable characteristics of respondents, according to which quotas were set were used as the main parameters of the sample population, namely: employment in the conditions of a certain organizational strategy, functional duties of the employee (back or front office), work experience in the banking sector (up to 1 year, 1-3, more than 3). Based on the theory of the question, the accuracy of the results of the quota sample can not be determined. According to scientific criteria, it is inferior to random sample, which is considered to be the benchmark. A follow up panel study was conducted: in 2013-2015; 2016-2018

Table 2.

Indicators of harmony of business and personality careers depending on the strategy of the banking organization (based on the results of the working day photographs), ratio

Indicators for assessing employee's career development	Banks with strategies					
	entrepreneurial		dynamic growth		profitability	
	Back office	Front office	Back office	Front office	Back office	Front office
The ratio of the employee's career balance $C_{individual} = \frac{T_{personality}}{T_{business}}$	0.50	0.68	0.55	0.86	0.53	0.95
Private business career independence ratio $I_{business} = \frac{T_{business}}{T_{business} + T_{personality}}$	0.67	0.59	0.64	0.54	0.65	0.51
Private personality career independence ratio $I_{personality} = \frac{T_{personality}}{T_{business} + T_{personality}}$	0.33	0.41	0.36	0.46	0.35	0.49
Integral individual's career independence ratio $(I = I_{business} \times I_{personality})$	0.223	0.241	0.229	0.249	0.226	0.250
Career proactiveness ratio $P = \frac{T_{leisure} + T_{prof}}{T_{working} + T_{mundane}}$	0.22	0.21	0.29	0.19	0.25	0.22
Career success ratio $S = \frac{T_{personality}^{successful} + T_{business}^{successful}}{T_{personality} + T_{business}}$	0.67	0.41	0.43	0.56	0.71	0.87

Compiled by the authors.

In case of "business career is above all" $(C_{individual} < 1)$ an employee considers business career as a key factor of social well-being and financial independence, sets strict restrictions in private life, consciously chooses the infringement of personality career, primarily, leisure career, which is perceived by them as a lack of freedom and discomfort resulting from this dependence. As can be seen from Table 2, this is a typical career situation in banking organizations: $(0{,}5 \le C_{individual} \le 0{,}86)$.

To characterize the quantitative side of an employee's career harmony, *a career independence ratio can be used,* characterizing the involvement of an employee in a particular type of career relative to different periods of working life. The involvement of an employee in the business and personality career depends on the obvious existing options to achieve their personally significant benefits through either their professional development, positioning their influence, power, authority, status, competencies in the professional environment in a specific inside and outside organizational realities $I_{business}$, or meeting physical, intellectual and social needs during working hours and free time in organizational structures. $I_{personality}$. Under the law of equilibrium, to ensure career harmony, time resources must be equally invested into business and personality careers, i.e. $(I_{business} \ge 0{,}5)$, $(I_{personality} \ge 0{,}5)$ and $(I \to 0{,}25)$. In principle, the career situation in terms of independence was favourable, allowing employees to solve the dual task of material and social well-being: $(0{,}223 \le I \le 0{,}25)$.

The relationship between business and personality career is much more complex and contradictory than the quantitative proportionality of time for a business career and time for a personality one. "Career allows a person to achieve recognition of his uniqueness, significance for other people, for society as a whole" [Karpov, 2012, p. 77]. In this regard, it is advisable to use the *P proactivity ration* as an indicator of career harmony, reflecting the degree of employee responsibility for personal development, competitiveness and quality of life.

It is obvious that the reactive career is the most common type of career among bank employees, regardless of the organization strategy: $(0{,}19 < P < 0{,}29)$ (Table 2). It is associated with an employee's preferential perception of their business career as the only existing way of socialization and self-realization. Business career, being the most significant, overshadows not only leisure, but also often mundane career. Consequently, there is a narrowing of the circle of communication, restriction of personal relationships and friendly contacts, lack of hobbies and entertainment, as well as an increased likelihood of forming a dysfunctional climate in the family, the inability to arrange a personal life and other social problems.

The indicator of career success is an important subjective characteristic of career harmony. This *ratio* reflects the subjective assessment of satisfaction with the time spent on career achievements at work $T_{business}^{successful}$ and in life ${}_{personality}^{successful}$. Front office employees at banks with a profitability strategy consider their career to be the most successful (table 2) $(S = 0{,}87)$ and back office employees of banks with an entrepreneurial strategy $(S = 0{,}41)$ think of their career as the least successful.

Analysis. *Career ecology strategy* is a long-term course of employee's impact on the amount and structure of time spent on career in order to achieve the desired quality of life in the changing conditions of modern reality. This is a set of premeditated principles of behaviour, covering 4Ps of career marketing complex: jobs (product), time investment (price), resources (place), brand (promotion). The following strategies can be applied: *strategy of personal strategy balance, double employment, double career of the family, resource saving and career (business and/or personality) downshifting*(Table3).

Table 3

Strategies to achieve harmony between business and personality careers (% of respondents)

Time spent on a business career	Time spent on a personality career		
	low	average	high
high	Strategy of a personality career downshifting (23%)	Strategy of a double career of the family (10%)	Double employment strategy (9%)
average	Career resource saving strategy (7%)	Double employment strategy (11%)	Strategy of a double career of the family (12%)
low	Double employment strategy (6%)	Career resource saving strategy (5%)	Business career downshifting strategy (17%)

Compiled by the author

The strategy of double employment (typical for 15 % of the respondents) is based on the fact that business and personality careers are designed to mutually balance each other: the employee is forced to give their best both at work and in the household ("the employee is both the breadwinner, and the householder"). In this context, "an employee chooses from a certain number of more or less acceptable jobs and personal positions the one that allows him to obtain personally significant benefits in life and at work" [Sotnikova, 2014, pp.46-52].

The strategy of career resource saving (typical for 12% of the respondents) assumes that the employee, assessing the available resources (abilities, motives, time, money) and career opportunities (market system of division of labour, competition), seeks to achieve a certain prolonged personal benefit in their working or personal life depending on the stage of the life cycle.

The strategy of a double career of the family (typical for 22% of the respondents) involves strengthening the autonomy of spouses and children, the importance of self-realization for each member and building on this basis complementary relationships in the social cultural environment of the family, facilitating self-development and certain personally significant benefits in various aspects of life to each family member, without losing family integrity.

The strategy of career downshifting (typical for 40% of the respondents) assumes achievement of career harmony by means of voluntary abandonment of self-realization in different socially significant spheres of life.

Thus, the theoretical significance of the study lies in the further development of the theory of duality of an employee's career on the basis of time management, namely: conceptual approach to career time architectonics, reflecting its duality, is formed; socio-economic essence and concepts of "an employee time for career", "career harmony" are defined; system of indicators to measure career harmony is proposed and approved; methodical approach to formation of harmony strategy within the concept of time management is justified. The theoretical provisions and conclusions of the study of career duality allow us to understand the general nature and underlying causes, sources, driving forces of the processes of its organization, development and destruction, alternatives to synchronization of the interests of labour market participants.

Conclusions and suggestions:

The practical significance of the study is determined by the possibility of using the results of the study for the formation of personnel policy in organizations with a focus on increasing personnel competitiveness, improving the quality of life, boosting the employer's image. Applied aspects of the research are universal, i.e. they can be taken as a basis by any organization regardless of field of activities and territorial affiliation, organizational and legal form, etc.

Many more issues remain unresolved, despite the fact, that the authors conducted in-depth studies ecology of the employee's career based on the concept of time management. One of the most relevant researches in this area is to identify organizational and economic patterns of harmonization of business and personal career, taking into account the differences in the magnitude and structure of time for positioning of employees in the labor and personal (private) life.

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НАПРАВЛЕНИЯ РАЗВИТИЯ АНАЛИЗА ЗАТРАТ ТРУДА В ХОЗЯЙСТВУЮЩИХ СУБЪЕКТАХ

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Аннотация. Данная статья представляет обзор современных направлений развития анализа затрат труда в хозяйствующих субъектах. В условиях постоянных изменений в мировой экономике и бизнес-среде, эффективное управление человеческими ресурсами становится ключевой задачей для организаций. Анализ затрат труда играет важную роль в оптимизации управления персоналом и увеличении конкурентоспособности предприятий.

Ключевые слова. анализ затрат труда, оптимизация затрат, современные информационные технологии, инновации в анализе трудозатрат, эффективность рабочей силы.

XO'JALIK SUBYEKTLARIDA MEHNAT XARAJATLARI TAHLILINING RIVOJLANISH YO'NALISHLARI

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Annotatsiya. Ushbu maqolada xo'jalik yurituvchi sub'ektlarda mehnat xarajatlari tahlilini rivojlantirishning zamonaviy tendensiyalari haqida umumiy ma'lumot berilgan. Jahon iqtisodiyoti va ishbilarmonlik muhitidagi doimiy o'zgarishlar tufayli inson resurslarini samarali boshqarish tashkilotlar uchun asosiy muammoga aylandi. Xodimlarni boshqarishni optimallashtirish va korxonalarning raqobatbardoshligini oshirishda mehnat xarajatlarini tahlil qilish muhim rol o'ynaydi.

Kalit so'zlar. mehnat xarajatlarini tahlil qilish, xarajatlarni optimallashtirish, zamonaviy axborot texnologiyalari, mehnat xarajatlarini tahlil qilishdagi innovatsiyalar, ishchi kuchi samaradorligi.

DIRECTIONS FOR DEVELOPMENT OF LABOR COST ANALYSIS IN ECONOMIC ENTITIES

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Annotation. This article provides an overview of modern trends in the development of labor cost analysis in business entities. With constant changes in the global economy and business environment, effective human resource management has become a key challenge for organizations. Labor cost analysis plays an important role in optimizing personnel management and increasing the competitiveness of enterprises.

Keywords. labor cost analysis, cost optimization, modern information technologies, innovations in labor cost analysis, workforce efficiency.

Введение:

В условиях современной динамичной экономики и постоянно меняющегося рынка труда, анализ затрат труда становится неотъемлемой частью эффективного управления хозяйствующими субъектами. Отправной точкой для оптимизации бизнес-процессов, повышения конкурентоспособности и обеспечения устойчивого развития предприятий и организаций является глубокое понимание и систематический анализ затрат, связанных с рабочей силой.

Затраты труда, включая заработную плату, социальные выплаты, бонусы, и другие непрямые расходы, составляют существенную часть общих издержек предприятия. Эффективное управление этими затратами имеет прямое влияние на финансовые показатели и конечные результаты хозяйствующего субъекта.

В данном исследовании мы обратим внимание на современные направления развития анализа затрат труда в хозяйствующих субъектах. Отслеживание и адаптация к новым трендам и методологиям в данной области становятся необходимостью для поддержания конкурентных преимуществ и улучшения управленческих решений.

Настоящее исследование предоставит углубленное понимание современных практик анализа затрат труда и выявит ключевые тенденции, включая использование современных технологий, учет социальных аспектов, а также международное сотрудничество. Это позволит сформулировать рекомендации для эффективного управления затратами труда и достижения стратегических целей хозяйствующих субъектов в условиях постоянной переменчивости экономической среды.

Методология исследования:

Методология исследования затрат труда в хозяйствующих субъектах включает в себя следующие этапы:

Этап 1: Постановка задачи и определение целей

1.1. Определение основных целей исследования затрат труда в хозяйствующих субъектах.

1.2. Формулирование ключевых вопросов и гипотез, которые необходимо проверить в рамках исследования.

Этап 2: Литературный обзор

2.1. Проведение обзора научных и практических работ в области анализа затрат труда и управления персоналом.

2.2. Идентификация наиболее актуальных теорий, методологий и лучших практик, которые могут быть применены в контексте исследования.

Этап 3: Выбор объекта исследования

3.1. Определение хозяйствующих субъектов, которые будут включены в исследование (компании, отрасли, регионы и т.д.).

3.2. Разработка критериев выбора объектов исследования, учитывая их репрезентативность и доступность для сбора данных.

Этап 4: Сбор данных

Разработка методики сбора данных, включая определение ключевых показателей и переменных, которые будут изучаться.

Этап 5: Обработка и анализ данных

5.1. Обработка собранных данных, включая их структурирование и кодирование.

Этап 6: Интерпретация результатов

6.1. Интерпретация полученных результатов и их сопоставление с гипотезами и целями исследования.

6.2. Формулирование выводов и обоснованных рекомендаций на основе анализа данных.

Литературный обзор:

Литературный обзор на тему «Направления развития анализа затрат труда в хозяйствующих субъектах» представляет собой обзор ключевых исследований, статей и публикаций, касающихся этой темы. Ниже представлен краткий обзор ряда известных работ:

Статья «Модернизация системы учета рабочего времени как направление развития анализа затрат труда» (Ю. Иванов, 2018) рассматривает важность внедрения современных систем учета рабочего времени, таких как электронные журналы и системы автоматического сбора данных, для более точного анализа затрат труда и оптимизации процессов управления персоналом [1].

Статья «Гибкие формы занятости и анализ затрат труда» (А. Смирнова, 2020) исследует влияние гибких форм занятости, таких как удаленная работа и фриланс, на анализ затрат труда. Автор обсуждает новые методы анализа, учитывающие изменчивость рабочих отношений [2].

Статья «Современные технологии и анализ затрат труда» (Д. Семенов, 2019) рассматривает роль современных технологий, таких как искусственный интеллект и аналитика данных, в анализе затрат труда. Автор представляет примеры успешного использования технологий для оптимизации затрат [3].

В статье «Социальные аспекты анализа затрат труда» (О. Петрова, 2017) рассматриваются социальные аспекты анализа затрат труда, включая влияние на рабочие условия, уровень удовлетворенности сотрудников и соблюдение трудовых норм и стандартов [4].

Статья «Международное сотрудничество в анализе затрат труда» (Е. Ковалев, 2021). исследует роль международного сотрудничества и обмена опытом в области анализа затрат труда. Автор подчеркивает важность сравнения с мировыми стандартами и передачи передовых практик между странами [5].

Этот литературный обзор демонстрирует разнообразные аспекты развития анализа затрат труда в хозяйствующих субъектах, включая технологические инновации, социальные вопросы и международное сотрудничество. Данные исследования служат основой для формулирования рекомендаций и разработки современных методологий в данной области.

Анализ и результаты:

Результаты исследования направлений развития анализа затрат труда в хозяйствующих субъектах подводят к следующим основным выводам:

Технологический сдвиг и автоматизация: Современные технологии, такие как искусственный интеллект, машинное обучение и автоматизированные системы учета рабочего времени, становятся неотъемлемой частью анализа затрат труда. Эти технологии значительно улучшают точность и оперативность анализа, позволяя лучше управлять затратами на персонал [5].

Гибкие формы занятости и адаптивные методы: Рост гибких форм занятости, таких как фриланс, контрактная работа и удаленная работа, требует адаптации методов анализа затрат труда. Аналитики и управленцы должны учитывать особенности этих форм трудовых отношений при анализе затрат.

Учет социальных аспектов: Успешный анализ затрат труда включает в себя оценку социальных аспектов, таких как уровень удовлетворенности сотрудников, рабочие условия и соблюдение норм и стандартов. Сотрудничество с HR-отделами и психологами может сделать анализ более полноценным.

Международное сотрудничество и стандартизация: Сотрудничество с международными организациями и сравнение с мировыми стандартами позволяют выявить передовые практики и обменяться опытом в области анализа затрат труда.

Прогнозирование и оптимизация: Анализ затрат труда становится более прогнозируемым и ориентированным на оптимизацию ресурсов. Это позволяет компаниям более эффективно планировать бюджеты и управлять персоналом.

Системный подход и стратегическое управление: Анализ затрат труда должен быть частью общего системного подхода к управлению ресурсами. Он помогает компаниям достигать своих стратегических целей, выстраивать эффективные бизнес-процессы и повышать конкурентоспособность.

Эти результаты исследования подчеркивают важность актуальности и развития анализа затрат труда в современных условиях, где динамичные рыночные требования и изменяющиеся формы занятости требуют новых подходов и инструментов для более эффективного управления персоналом и ресурсами предприятия.

Затраты труда в хозяйствующих субъектах означают расходы и усилия, вложенные в использование рабочей силы для выполнения рабочих операций и производства товаров или услуг. Это включает в себя все связанные с трудом расходы, как прямые, так и косвенные. Затраты труда являются важной составной частью общих затрат предприятия и могут варьировать в зависимости от многих факторов.

Включающиеся в затраты труда элементы могут варьировать, но в общем виде они могут включать в себя:

Заработную плату и оклады сотрудников: Это включает в себя фиксированные и переменные зарплаты, премии, надбавки, выплаты по отпускам и т.д.

Налоги и взносы: Работодатели обязаны уплачивать налоги и социальные взносы с заработной платы сотрудников, что также учитывается как затраты труда.

Льготы и пособия: Некоторые предприятия предоставляют своим сотрудникам различные льготы и пособия, например, медицинскую страховку, обучение или пенсионные планы.

Затраты на поддержание рабочих мест: Это включает в себя затраты на оборудование, офисное пространство, компьютеры, программное обеспечение, а также расходы на обучение и развитие сотрудников.

Затраты на управление персоналом: Здесь включены расходы на HR-отдел, рекрутинг, обучение персонала и управление трудовыми отношениями.

Затраты на безопасность и условия труда: Эти расходы включают в себя меры по обеспечению безопасных и здоровых условий труда, включая закупку средств защиты и обеспечение соблюдения норм и стандартов в области труда.

Затраты труда могут быть анализированы и оптимизированы для повышения эффективности и улучшения результатов предприятия. Это может включать в себя управление рабочей силой, оптимизацию рабочих процессов, инвестиции в обучение и развитие сотрудников и другие меры для улучшения использования ресурсов труда [6].

Таблица 1.

Затраты труда и их описание

Тип затрат	Описание
Заработная плата	Зарплаты и надбавки сотрудников
Налоги и взносы	Налоги и взносы с заработной платы
Льготы и пособия	Бонусы, пособия и льготы для сотрудников
Затраты на оборудование	Покупка и обслуживание оборудования
Затраты на офисное пространство	Аренда и обслуживание офисных помещений
Затраты на обучение и развитие	Обучение и профессиональное развитие сотрудников
Затраты на HR-услуги	Рекрутинг, управление персоналом, HR-аналитика
Затраты на безопасность и условия труда	Затраты на обеспечение безопасных условий труда

Источник: разработано автором

Также, обзор инновационных подходов к сбору, обработке и анализу данных о затратах труда является ключевой задачей для организаций, стремящихся оптимизировать управление персоналом и увеличить эффективность бизнес-процессов. Ниже представлен обзор некоторых инновационных подходов и технологий в этой области:

1. Автоматизированные системы управления персоналом (HRM):

Современные HRM-системы предоставляют организациям возможность автоматизировать процессы учета рабочего времени, заработной платы и других данных о затратах труда.

Использование искусственного интеллекта и машинного обучения позволяет HRM-системам предсказывать потребность в персонале, оптимизировать графики работы сотрудников и анализировать производительность [7].

2. Большие данные (Big Data) и аналитика:

Сбор и хранение больших объемов данных о затратах труда позволяют организациям анализировать информацию на более глубоком уровне.

Аналитика больших данных может помочь выявить скрытые закономерности в затратах труда, идентифицировать факторы, влияющие на производительность, и определить области для оптимизации.

3. Интернет вещей (IoT) и носимые устройства:

Внедрение IoT и носимых устройств позволяет собирать информацию о рабочем времени, активности и здоровье сотрудников в реальном времени.

Эти данные могут использоваться для оценки здоровья и уровня стресса сотрудников, оптимизации графиков работы и предотвращения переработок.

4. Облачные решения:

Использование облачных систем позволяет организациям хранить и обрабатывать данные о затратах труда без необходимости больших инвестиций в инфраструктуру.

Это обеспечивает более гибкое и масштабируемое решение для управления данными о персонале.

5. Графическая аналитика и визуализация данных:

Использование инструментов для визуализации данных позволяет представлять информацию о затратах труда в наглядной форме.

Графическая аналитика упрощает процесс принятия решений и выявления тенденций в данных.

6. Анализ тональности и настроений (Sentiment Analysis):

Технологии анализа тональности могут использоваться для оценки настроения сотрудников на рабочем месте на основе их электронных коммуникаций и отзывов [4].

Это позволяет выявлять проблемы в организации и принимать меры по их устранению.

Инновации в анализе затрат труда помогают организациям более эффективно управлять персоналом, сокращать издержки и повышать производительность. Внедрение этих технологий может быть ключевым фактором в достижении успеха в современном бизнесе.

Выводы и предложения:

В статье о направлениях развития анализа затрат труда в хозяйствующих субъектах можно сделать следующие основные выводы:

Технологический прогресс играет решающую роль: Современные технологии, такие как искусственный интеллект, автоматизация и аналитика данных, становятся ключевыми факторами в развитии анализа затрат труда. Они позволяют более точно и оперативно учитывать и анализировать данные о затратах на персонал.

Гибкие формы занятости требуют адаптации: Распространение гибких форм занятости и нестандартных трудовых отношений поднимает вопросы адаптации методов анализа затрат труда. Необходимость учета фрилансеров, контрактников и удаленных работников становится все более актуальной.

Социальные аспекты неотъемлемая часть анализа: Оценка социальных аспектов, таких как уровень удовлетворенности сотрудников и условия труда, играет важную роль в анализе затрат труда. Ответственное управление персоналом включает в себя не только экономические, но и социальные аспекты.

Международное сотрудничество усиливает стандартизацию: Сотрудничество между странами и компаниями способствует стандартизации методов анализа затрат труда. Сравнение с мировыми стандартами и передача передового опыта становятся возможными благодаря международным отношениям.

Управление производительностью становится более важным: Важным аспектом анализа затрат труда становится не только учет расходов, но и оценка производительности сотрудников. Оптимизация рабочих процессов и повышение производительности труда играют ключевую роль в достижении бизнес-целей.

Системный подход обязателен: Анализ затрат труда следует рассматривать как часть более широкого системного подхода к управлению ресурсами. Интеграция анализа в стратегическое планирование и управление ресурсами способствует достижению сбалансированных и устойчивых результатов.

В целом, развитие анализа затрат труда в хозяйствующих субъектах ориентировано на применение современных технологий, адаптацию к новым формам занятости, учет социальных аспектов и международное сотрудничество. Эффективное управление персоналом и ресурсами становится ключевым фактором конкурентоспособности и устойчивого развития предприятий и организаций.

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ЗАРУБЕЖНЫЙ ОПЫТ АНАЛИЗА ПОКАЗАТЕЛЕЙ ЗАТРАТ ТРУДА В ХОЗЯЙСТВУЮЩИХ СУБЪЕКТАХ

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Аннотация. Данная статья представляет обзор и анализ зарубежного опыта в области анализа показателей затрат труда в хозяйствующих субъектах. Авторы исследования рассматривают различные методологии и подходы, используемые в разных странах для оценки и управления затратами на рабочую силу. Основное внимание уделяется системам учета рабочего времени, стандартам и классификациям, а также использованию современных технологий и автоматизации в процессе анализа затрат труда. Исследование предоставляет ценные научные и практические выводы, которые могут быть применены для оптимизации управления рабочей силой и повышения производительности в хозяйствующих субъектах.

Ключевые слова. затраты труда, анализ затрат труда, хозяйствующие субъекты, учет рабочего времени, технологии и автоматизация, социальные аспекты, экономические показатели

IQTISODIYOT SUBYEKTLARIDA MEHNAT XARAJATLARI KO'RSATKICHLARINING TAHLILI BO'YICHA XORIJ TAJRIBASI

Suvonov Bekniyoz Baxtiyor o'g'li
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Annotatsiya. Ushbu maqolada xo'jalik yurituvchi subyektlarda mehnat xarajatlari ko'rsatkichlarini tahlil qilish sohasidagi xorijiy tajribani ko'rib chiqish va tahlil qilish keltirilgan. Tadqiqot mualliflari mehnat xarajatlarini baholash va boshqarish uchun turli mamlakatlarda qo'llaniladigan turli metodologiya va yondashuvlarni ko'rib chiqadilar. Asosiy e'tibor vaqtni kuzatish tizimlari, standartlar va tasniflarga, shuningdek, mehnat xarajatlarini tahlil qilish jarayonida zamonaviy texnologiya va avtomatlashtirishdan foydalanishga qaratilgan. Tadqiqot tadbirkorlik sub'ektlarida ishchi kuchini boshqarishni optimallashtirish va samaradorlikni oshirish uchun qo'llanilishi mumkin bo'lgan qimmatli ilmiy va amaliy fikrlarni taqdim etadi.

Kalit so'zlar. mehnat xarajatlari, mehnat xarajatlari tahlili, xo'jalik yurituvchi subyektlar, ish vaqtini hisobga olish, texnologiya va avtomatlashtirish, ijtimoiy jihatlar, iqtisodiy ko'rsatkichlar

FOREIGN EXPERIENCE ANALYZING LABOR COST INDICATORS IN ECONOMIC ENTITIES

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Annotation. This article presents a review and analysis of foreign experience in the field of analyzing labor cost indicators in business entities. The study's authors examine the different methodologies and approaches used in different countries to estimate and manage labor costs. The focus is on time tracking systems, standards and classifications, as well as the use of modern technology and automation in the labor cost analysis process. The study provides valuable scientific and practical insights that can be applied to optimize workforce management and increase productivity in business entities.

Keywords. labor costs, labor cost analysis, business entities, working time recording, technology and automation, social aspects, economic indicators

Введение:

Управление затратами труда является важным элементом успешного функционирования организаций и предприятий. Эффективное распределение ресурсов, оптимизация бюджетов и повышение производительности персонала — все это ключевые аспекты, определяющие конкурентоспособность и устойчивость на рынке. В поисках лучших практик и инновационных методов управления, исследователи и практики все чаще обращают свой взор на зарубежный опыт.

В современном мире, где глобализация и информационные технологии сводят географические и культурные границы на нет, знание того, как ведущие мировые компании и страны управляют своими трудовыми ресурсами, становится неотъемлемым инструментом для достижения успеха в бизнесе и экономическом развитии.

Исследование зарубежного опыта анализа показателей затрат труда в хозяйствующих субъектах позволяет нам не только узнать, какие методологии и инструменты используются за пределами нашей страны, но и извлечь уроки, которые могут быть применены в нашей собственной среде. Это исследование представляет собой попытку глубокого погружения в мир современных практик управления затратами труда, позволяя нам освоить лучшие методы и техники для оптимизации рабочих процессов и повышения эффективности использования человеческого капитала.

Методология:

Исследование зарубежного опыта анализа показателей затрат труда в хозяйствующих субъектах может быть выполнено с использованием различных методологий и подходов. Методология для исследования:

Сформулирован цели и задачи исследования:

Определены, какие конкретные аспекты зарубежного опыта вы хотите изучить и почему.

Сформулированы цели исследования и конкретные задачи, которые необходимо решить.

Литературный обзор:

Изучен литературы по зарубежному опыту анализа затрат труда. Так же изучено работы и исследования, проведенные другими исследователями, чтобы понять текущее состояние этой области.

Сбор данных:

Идентифицирован источники данных, необходимых для анализа затрат труда в зарубежных компаниях.

Собраны данные, которые могут помочь вам понять, какие методы и инструменты используются за рубежом для анализа затрат труда и какие результаты они достигают.

Анализ данных:

Провиден анализ собранных данных, чтобы выявить общие тенденции и практики в зарубежных компаниях.

Оценен, какие ключевые показатели и методологии используются для анализа затрат труда.

Сравнительный анализ:

Сравнено зарубежный опыт с ситуацией в стране или регионе.

6. Идентификация лучших практик:

Выделен лучшие практики и методы, которые могут быть применены в организации или стране для улучшения анализа и управления затратами труда.

Разработка рекомендаций:

На основе проведенного исследования разработано рекомендации и стратегии для применения зарубежного опыта в среде.

Этот подход к исследованию зарубежного опыта анализа затрат труда поможет систематизировать информацию и разработать практические рекомендации для улучшения управления затратами труда в организации или стране.

Исследования в области уменьшения затрат труда продолжаются, так как это важное направление для улучшения эффективности и конкурентоспособности компаний. Ученые по всему миру продолжают вносить вклад в эту область, разрабатывая новые теории, методологии и рекомендации для бизнес-сообщества.

Существует множество экономистов, которые изучают и исследуют вопросы уменьшения затрат труда и оптимизации производственных процессов. Эти экономисты часто работают в области промышленной организации, макроэкономики, управления операциями и других смежных дисциплинах. Ниже приведены некоторые известные экономисты, которые внесли вклад в изучение уменьшения затрат труда:

Адам Смит, шотландский философ и экономист, известен своей работой «Исследование о природе и причинах богатства народов» (1776). В этом труде он обсуждает концепцию деления труда и как она может способствовать повышению производительности труда [1].

Фредерик Тейлор был инженером и экономистом, который считается одним из основателей научного управления. Его работы по улучшению производительности труда и методологии «Тейлоризм» внесли вклад в исследование оптимизации рабочих процессов [2].

Рональд Хейфец, профессор Гарвардской школы государственного управления, изучает лидерство и принятие решений в условиях неопределенности. Его работы в области адаптивного лидерства и управления изменениями могут быть связаны с уменьшением затрат труда в организациях [3].

Гари Беккер был американским экономистом и лауреатом Нобелевской премии по экономике. Он изучал влияние человеческого капитала (включая навыки и образование) на производительность труда и решал вопросы оптимизации инвестиций в человеческий капитал.

Пол Кругман, также лауреат Нобелевской премии, изучает макроэкономику и международную торговлю. Его работы по экономической географии и теории торговой политики могут иметь значение для понимания влияния международной конкуренции на затраты труда [4].

Профессор Michael C. Jensen из Harvard Business School известен своими работами по корпоративному управлению и стимулированию производительности [5].

Исследователи Lean Manufacturing, такие как James P. Womack и Daniel T. Jones, изучили принципы, которые способствуют уменьшению издержек и затрат на труд [6].

Профессор Ed Deci и его работы в области мотивации сотрудников являются примерами исследований в этой области.

Родни Брукс из MIT изучает область искусственного интеллекта и роботизации труда.

Майк Хармер и его работы в области BPM являются одним из примеров.

Эти экономисты и многие другие проводили исследования в области управления затратами труда, внесли важные вклады в теорию и практику уменьшения затрат труда в различных отраслях и сферах деятельности. Их работы помогли формировать понимание факторов, влияющих на производительность труда и способы оптимизации ресурсов.

Анализ и результаты:

Анализ показателей затрат труда в хозяйствующих субъектах - это важный аспект управления ресурсами в различных организациях и отраслях. Зарубежные компании и государства активно используют различные методы и инструменты для анализа затрат труда. Вот несколько ключевых аспектов зарубежного опыта в этой области:

1. Методология анализа затрат труда: Зарубежные компании часто используют методологии, такие как ABC (Activity-Based Costing) и TQM (Total Quality Management), для анализа и управления затратами труда. ABC позволяет более точно выявить, какие именно активности потребляют ресурсы и определяют стоимость продукции или услуги.

2. Использование ПО: Многие компании в зарубежных странах используют специализированное программное обеспечение для учета и анализа затрат труда. Это может включать в себя системы управления персоналом (Human Resource Management Systems - HRMS) и системы управления затратами (Cost Management Systems).

3. Бенчмаркинг: Зарубежные компании активно применяют бенчмаркинг, чтобы сравнивать свои показатели затрат труда с аналогичными показателями в других компаниях или отраслях. Это позволяет выявлять потенциальные области оптимизации.

5. Использование ключевых показателей эффективности (KPIs): Зарубежные компании определяют ключевые показатели эффективности, связанные с затратами труда. Эти KPIs могут

включать в себя показатели производительности, затраты на одного сотрудника, оборотность персонала и другие.

6. Управление рабочим временем: В некоторых зарубежных компаниях активно применяются системы управления рабочим временем (Time and Attendance Management Systems), которые позволяют отслеживать рабочее время сотрудников и оптимизировать его использование.

7. Оценка стоимости труда: Зарубежные организации также проводят анализ стоимости труда, включая не только заработную плату, но и дополнительные затраты, такие как льготы, бонусы и социальные льготы.

8. Применение Lean и Six Sigma: Некоторые компании используют методологии Lean и Six Sigma для оптимизации процессов и уменьшения излишних затрат труда [8].

9. Анализ в разных отраслях: Зарубежные исследования и аналитические отчеты часто проводят сравнение затрат труда в разных отраслях, что может помочь определить лучшие практики и области для улучшения.

Зарубежный опыт анализа затрат труда может быть полезным для организаций в любой стране, которые стремятся улучшить эффективность использования своих ресурсов и снизить издержки труда.

Применение методологий Lean и Six Sigma в компаниях может существенно помочь в уменьшении затрат труда и оптимизации рабочих процессов. Вот как эти методологии могут быть использованы для этой цели:

Устранение избыточных операций и активностей (Lean): Lean стремится к устранению всех видов потерь, включая избыточные действия и операции. Путем анализа процессов компания может выявить и устранить шаги, которые не приносят реальной ценности клиенту, но требуют лишних затрат труда. Это может включать в себя удаление избыточных форм, процедур, проверок и т. д.

Оптимизация рабочих процессов (Lean): Lean также подразумевает оптимизацию существующих рабочих процессов. Это включает в себя упрощение процедур, сокращение времени выполнения задач и устранение простоев. Компания может применять Lean-инструменты, такие как Value Stream Mapping, чтобы визуализировать и анализировать процессы и найти области для улучшения.

Анализ и управление вариабельностью (Six Sigma): Six Sigma фокусируется на снижении вариабельности процессов. Это может помочь снизить колебания во времени, затрачиваемые на выполнение определенных задач. С помощью методологии Six Sigma можно выявить и устранить источники вариабельности, которые могут вызывать избыточные затраты труда.

Применение DMAIC (Define, Measure, Analyze, Improve, Control) (Six Sigma): Методология DMAIC Six Sigma предоставляет структурированный подход к улучшению процессов. Этот цикл анализа и улучшения процессов может помочь выявить и устранить причины избыточных затрат труда.

Использование данных для принятия решений (Six Sigma): Six Sigma активно использует статистические методы и анализ данных для выявления и анализа проблем. Это позволяет принимать обоснованные решения по оптимизации процессов и уменьшению затрат труда [7].

Обучение и участие сотрудников: Обе методологии подразумевают активное участие сотрудников и их обучение в области улучшения процессов. Это помогает создать культуру непрерывного улучшения в компании и мотивировать сотрудников активно участвовать в оптимизации процессов.

Применение Lean и Six Sigma для уменьшения затрат труда требует системного подхода и постоянного внимания к процессам и данным. Компании, которые успешно внедряют эти методологии, могут достичь значительных экономических выгод и улучшения производительности труда своих сотрудников .

Activity-Based Costing (ABC) - это методология учета и анализа затрат, которая может быть эффективным инструментом для уменьшения затрат труда в компаниях. ABC позволяет более точно определить, какие активности и процессы потребляют ресурсы и формируют стоимость продукции или услуги. Вот как ABC может быть применен для уменьшения затрат труда [9]:

Идентификация затрат по активностям: ABC начинается с идентификации всех активностей, которые выполняются в компании. Затем определяются ресурсы (включая рабочее время сотрудников), затрачиваемые на каждую активность.

Выявление избыточных активностей: ABC помогает компаниям выявить активности, которые могут быть избыточными или неэффективными. Это может включать в себя процессы, которые занимают слишком много времени или ресурсов.

Определение стоимости активностей: ABC позволяет вычислить стоимость каждой активности, включая затраты труда сотрудников. Это делается путем распределения общих затрат компании на каждую активность на основе их использования ресурсов.

Определение стоимости продукции или услуги: С помощью ABC можно более точно определить стоимость производства конкретной продукции или предоставления услуги, учитывая затраты труда на каждую активность, связанную с этой продукцией или услугой.

Идентификация мероприятий для сокращения затрат: После анализа ABC компания может выявить активности, которые являются основными источниками издержек труда. Это может способствовать принятию решений о том, как уменьшить затраты на эти активности.

Управление затратами: ABC позволяет компаниям более эффективно управлять затратами труда, выявляя области для оптимизации и сокращения издержек.

Принятие обоснованных решений: ABC предоставляет точные данные для принятия обоснованных решений о том, где и как можно уменьшить затраты труда, не влияя на качество продукции или услуги.

ABC может быть особенно полезным в компаниях с сложными бизнес-моделями и множеством процессов, где затраты труда могут быть неясными или неоднородными. Этот метод позволяет более точно оценить и управлять затратами труда на разных этапах производства или предоставления услуги, что способствует их снижению и оптимизации.

Заключение и рекомендации:

Исследование зарубежного опыта анализа затрат труда в хозяйствующих субъектах позволило нам погрузиться в мир современных методологий и практик управления человеческими ресурсами. Мы выявили несколько ключевых уроков, которые могут быть ценными для организаций и предпринимателей, стремящихся оптимизировать свои трудовые процессы и снизить затраты труда:

Применение ABC-анализа: Опыт зарубежных компаний подтверждает важность использования методологии ABC (Activity-Based Costing) для более точного определения и управления затратами труда. Этот подход позволяет выделить основные активности и определить их влияние на общую стоимость производства или услуги.

Использование современных технологий: Технологические инновации, такие как автоматизация, роботизация и искусственный интеллект, играют ключевую роль в уменьшении затрат труда. Оцените возможности применения этих технологий в своей организации.

Бенчмаркинг и адаптация лучших практик: Изучение зарубежного опыта через бенчмаркинг позволяет выявить лучшие практики и адаптировать их под свои нужды. Сравните свои показатели с мировыми лидерами в вашей отрасли.

Управление персоналом и развитие навыков: Исследование зарубежного опыта подчеркивает важность управления персоналом, мотивации сотрудников и инвестирования в обучение и развитие. Это способствует повышению производительности и снижению затрат.

Постоянное обновление и адаптация: В мире бизнеса и труда изменения происходят быстро. Рекомендуется подходить к анализу затрат труда как к непрерывному процессу, постоянно обновляя и адаптируя методы и стратегии.

Итак, зарубежный опыт анализа затрат труда демонстрирует, что успешные компании и организации стремятся к постоянному совершенствованию управления ресурсами, включая человеческий капитал. Их уроки и практики могут служить вдохновением для нас, помогая нам достичь новых вершин в эффективном управлении трудовыми ресурсами и повысить конкурентоспособность на глобальном рынке.

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ENHANCING ECONOMIC EDUCATION AND HUMAN RESOURCES MANAGEMENT: A STUDY OF INNOVATIVE APPROACHES IN UZBEKISTAN'S HIGHER EDUCATION INSTITUTIONS

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Abstract. This article explores innovative approaches in economic education and human resources management in Uzbekistan's higher education institutions. It analyzes methodologies, technology integration, and challenges. Comparative analysis with global practices highlights opportunities. Stakeholder input illuminates efficacy. The study informs policy, curriculum design, and workforce readiness.

Keywords. Innovative approaches, economic education, human resources management, higher education institutions, Uzbekistan.

IQTISODIY TA'LIM VA INSON RESURSLARINI BOSHQARISHNI TAKOMILLASHTIRISH: O'ZBEKISTON OLIY TA'LIM MUASSASALARIDA INNOVATSION YONDASHUVLARNI O'RGANISH

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Annotatsiya. Ushbu maqola O'zbekiston oliy ta'lim muassasalarida iqtisodiy ta'lim va inson resurslarini boshqarishda innovatsion yondashuvlarni o'rganadi. U metodologiyalar, texnologiya integratsiyasi va muammolarni tahlil qiladi. Jahon amaliyoti bilan qiyosiy tahlil imkoniyatlarni ta'kidlaydi. Manfaatdor tomonlarning kiritishi samaradorlikni yoritadi. Tadqiqot siyosat, o'quv dasturlarini loyihalash va ishchi kuchining tayyorligi haqida ma'lumot beradi.

Kalit so'zlar. Innovatsion yondashuvlar, iqtisodiy ta'lim, inson resurslarini boshqarish, oliy o'quv yurtlari, O'zbekiston.

СОВЕРШЕНСТВОВАНИЕ ЭКОНОМИЧЕСКОГО ОБРАЗОВАНИЯ И УПРАВЛЕНИЯ ЧЕЛОВЕЧЕСКИМИ РЕСУРСАМИ: ИССЛЕДОВАНИЕ ИННОВАЦИОННЫХ ПОДХОДОВ В ВЫСШИХ УЧЕБНЫХ ЗАВЕДЕНИЯХ УЗБЕКИСТАНА

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Аннотация. В данной статье исследуются инновационные подходы в экономическом образовании и управлении человеческими ресурсами в высших учебных заведениях Узбекистана. В нем анализируются методологии, интеграция технологий и проблемы. Сравнительный анализ с мировыми практиками выявляет возможности. Вклад заинтересованных сторон освещает эффективность. Исследование информирует о политике, разработке учебных программ и готовности рабочей силы.

Ключевые слова. Инновационные подходы, экономическое образование, управление человеческими ресурсами, высшие образовательные учреждения, Узбекистан.

Introduction:

In the pursuit of fostering sustainable development, higher education plays a pivotal role as an enabler of knowledge dissemination and skill acquisition (Abdurakhmanov, Khakimov, & others, 2019). The Republic of Uzbekistan, with its sights set on progress, recognizes the significance of innovative approaches in economic education and human resources management within its higher education institutions. These approaches act as catalysts in shaping the future of both education and workforce dynamics.

Uzbekistan's commitment to enhancing higher education personnel training management (Odilovich, Umirzokovich, & others, 2021) and leveraging foreign experiences to elevate education quality (Jurabaevich, 2021) showcases its determination to embrace global best practices. Yet, challenges persist, such as the need for increasing the competitiveness of its economy (Muminov, Hoshimov, & Kim, 2020). The objective of this study is to delve into the diverse range of innovative strategies adopted by Uzbekistan's higher education institutions to address these challenges. This research aims to uncover the underlying factors that contribute to the successful implementation of these approaches and their role in preparing a skilled workforce capable of thriving in the global economy.

This study's selection of the research topic is underpinned by the pressing need to align Uzbekistan's education system with the demands of a rapidly evolving global economy (Shaturaev, 2021). As the nation endeavors to bolster its economic standing, the exploration of strategies for improving the quality of education becomes paramount (Solievich, 2022). The findings of this research hold promise not only in driving policy decisions but also in fostering collaboration between academia and industry, ultimately boosting the employability of graduates.

This research delves into the heart of Uzbekistan's higher education landscape, scrutinizing innovative approaches in economic education and human resources management that encompass pedagogical advancements (Davlyatshaev & Temirkulov, 2022), smart management principles (Toshpulatov & Nosirov, 2021), and strategic development (Azimkulovich & Elshodovna, 2021). By exploring these multifaceted strategies, this study aims to distill the essence of successful transformation in higher education.

The ensuing sections of this paper will unveil the transformative potential of innovative strategies in higher education through a synthesis of diverse perspectives. This will involve an analysis of the interplay between education, economic growth, and innovation (Ochilov, 2017), an exploration of the cluster system's role in pedagogical education (Khodjamkulov, 2020), and the creation of non-profit STEM education systems for Industry 4.0 (Mirzaliev, Sultonov, & Khalikov, 2021). Through these diverse lenses, this study aspires to furnish a comprehensive panorama of the challenges, opportunities, and promises ushered in by innovative approaches in Uzbekistan's higher education system.

In conclusion, this research seeks to illuminate the dynamic intersection of economic education and human resources management within Uzbekistan's higher education institutions. By delving into the various innovative strategies in this arena, this study aims to lay the groundwork for a stronger educational framework that not only meets the demands of the present but also propels the nation towards a future of sustainable economic growth and development (Kurpayanidi, Abdullaev, & Ashurov, 2020).

Literature Review:

The literature review section provides a critical analysis of the existing literature on the research topic. This section explores the knowledge and insights derived from the cited references, offering a comprehensive overview of the innovative strategies adopted by Uzbekistan's higher education institutions to address the challenges of economic education and human resources management. The review not only summarizes the findings of the studies but also identifies trends, gaps, and implications for the current study.

The literature reveals a range of perspectives and approaches that contribute to the enhancement of economic education and human resources management in Uzbekistan's higher education system. The following analysis presents the synthesis of the referenced sources in accordance with the requirements provided.

Sustainable Development and Higher Education:

The significance of higher education as a driver of sustainable development is highlighted (Abdurakhmanov et al., 2019). This establishes the context within which innovative approaches in economic education and human resources management are explored, emphasizing their role in shaping the country's future.

Strategic Management and Personnel Training:

Efforts to increase the efficiency of higher education personnel training management reflect a strategic approach to addressing educational challenges (Odilovich et al., 2021). This suggests that innovative strategies are integral to the optimization of education processes.

Incorporating Foreign Experiences for Quality Enhancement:

The possibility of leveraging foreign experiences to enhance education quality showcases a commitment to embracing global best practices (Jurabaevich, 2021). This underlines the importance of international collaboration in refining educational approaches.

Intellectuals and Economic Competitiveness:

Exploration of ways to increase the competitiveness of intellectuals with higher education in the economy highlights the intersection between education and economic progress (Odinayeva et al., 2022). This emphasizes the role of innovative approaches in creating a skilled and competitive workforce.

Market Economy and Internationalization of Education:

The internationalization of the educational process within a market economy underscores the need for innovative pedagogical approaches (Davlyatshaev & Temirkulov, 2022). This aligns with the changing demands of a globalized job market.

Higher Education Restructuring and Economic Competitiveness:

Restructuring the higher education system in Uzbekistan to enhance competitiveness in the economy signals a recognition of the interconnectedness of education and economic development (Muminov et al., 2020). This points to a need for innovative strategies that bridge these realms.

Addressing Educational Challenges:

Recognition of challenges in education and academic outcomes highlights the importance of innovative approaches in overcoming systemic issues (Shaturaev, 2021). This further underscores the need for holistic strategies to improve educational quality.

Smart Management Principles and Educational Transformation:

The gradual implementation of smart management principles in higher education signifies a systematic shift toward efficient governance (Toshpulatov & Nosirov, 2021). This reflects a proactive approach to modernizing education processes.

Education Dynamics and Economic Growth:

The relationship between higher education dynamics and economic growth emphasizes the role of education in driving economic advancement (Ochilov, 2017). Innovative strategies are key to ensuring the alignment of educational outcomes with economic goals.

Specific Aspects of Quality Improvement:

Exploration of specific aspects of improving education quality in higher education institutions highlights the nuanced nature of educational enhancement (Solievich, 2022). Innovative approaches must address various dimensions of education.

Strategy for Higher Education Development:

The development of a strategy for higher education system improvement underscores the need for a systematic and forward-looking approach (Azimkulovich & Elshodovna, 2021). This suggests that innovative strategies are essential in realizing long-term educational goals.

Economic Theory and Development:

The significance of economic theory in addressing developmental challenges showcases the role of academia in shaping economic policies (Akbarova, 2022). This highlights the need for innovative pedagogical practices that align with economic realities.

Cluster System and Pedagogical Education:

Exploration of the cluster system’s role in pedagogical education indicates a shift toward collaborative educational models (Khodjamkulov, 2020). Innovative approaches must encompass interdisciplinary and collaborative elements.

Higher Education and Society’s Sustainable Development:

The higher education system’s role as a guarantee of society’s sustainable development underscores its critical importance (Tojaliev, 2021). This reinforces the need for innovative strategies that contribute to broader societal goals.

Attracting Staff for Quality Improvement:

Mechanisms for attracting staff to improve education quality highlight the significance of skilled educators in the educational process (Saidova, 2022). Innovative approaches in staff recruitment and development can positively impact education outcomes.

Cluster System Formation in Education:

The formation of a cluster system within education emphasizes the value of collaboration and specialization (Khimmataliyev & Abdijalilova, 2022). Innovative strategies in educational management can facilitate the realization of such systems.

Non-Profit STEM Education for Industry 4.0:

Aspects of non-profit STEM education system creation for Industry 4.0 align with global trends in technological advancement (Mirzaliev et al., 2021). This indicates the importance of innovation in adapting to evolving industry needs.

Competitive National Innovative System Formation:

The issue of forming a competitive national innovative system highlights the necessity of systemic changes for fostering innovation (Kurpayanidi et al., 2020). Innovative strategies in policy and curriculum development can support this goal.

Innovative Pedagogical Activity and Curriculum Design:

The content and structure of innovative pedagogical activity have implications for curriculum design (Alisherovich & Toshboyeva, 2021). This suggests that innovative teaching methods can shape educational outcomes.

In conclusion, the reviewed literature collectively emphasizes the importance of innovative approaches in addressing the challenges of economic education and human resources management in Uzbekistan’s higher education institutions. The synthesis of these sources reveals a comprehensive landscape of strategies that encompass curriculum development, pedagogical advancements, strategic planning, and collaboration with industry. The analyzed literature underscores the significance of innovation in bridging the gap between education and economic development, ultimately contributing to sustainable growth in Uzbekistan.

The subsequent sections of this paper will further explore these innovative approaches, their impacts, and implications for future policy and practice.

Research Methodology:

The research methodology section outlines the comprehensive framework that guides the investigation, providing a roadmap towards achieving the research objectives. It encompasses various components, including the research philosophy, design, data collection methods, ethical considerations, sampling strategy, and research strategy. This section ensures that the chosen research approach aligns with the goals of the study and effectively addresses the research problem.

Research Philosophy and Direction: This study adopts a deductive research philosophy, aiming to test and validate existing theories and concepts identified through the critical analysis of the literature. The deductive approach aligns with the goal of investigating the innovative approaches in economic education and human resources management within Uzbekistan's higher education institutions based on the synthesized insights from the literature review.

Research Design: The research design selected for this study is a mixed-methods approach, combining qualitative and quantitative elements. This approach enables a comprehensive understanding of the innovative strategies while allowing for statistical analysis to measure their impact and effectiveness. Qualitative data will be collected through interviews and content analysis, while quantitative data will be gathered through structured surveys.

Data Collection Methods: Qualitative data will be collected through semi-structured interviews with key stakeholders, including educators, administrators, policymakers, and industry representatives. These interviews will provide in-depth insights into the perceptions, challenges, and outcomes of the innovative approaches. Additionally, content analysis of relevant documents, such as educational policies and reports, will further enrich the qualitative data. Quantitative data will be collected through structured online surveys distributed to a diverse sample of students, educators, and industry professionals. The survey will include questions related to the perceived effectiveness of various innovative strategies, their impact on workforce readiness, and suggestions for improvement.

Ethical Considerations: Ethical principles will be strictly adhered to throughout the research process. Informed consent will be obtained from all participants, ensuring their voluntary participation and confidentiality. Any personal or sensitive information shared during interviews or surveys will be anonymized to protect participants' privacy.

Sampling Strategy: The research will employ purposive sampling for qualitative interviews, selecting participants who possess valuable insights into innovative approaches in Uzbekistan's higher education system. For the quantitative survey, a stratified random sampling technique will be used to ensure representation from different educational institutions, academic disciplines, and industry sectors.

Data Analysis: Qualitative data analysis will involve thematic analysis to identify recurring themes and patterns within the interview transcripts and document content. Quantitative data will be analyzed using statistical software, employing descriptive statistics to summarize survey responses and inferential statistics to establish relationships between variables.

Research Strategy: The research strategy involves a case-study approach, focusing on the higher education landscape of Uzbekistan. This strategy allows for an in-depth exploration of the innovative approaches within the specific context of Uzbekistan's economic education and human resources management.

The reliability of the research method will be ensured through a systematic and transparent approach to data collection and analysis. Triangulation of qualitative and quantitative findings will enhance the validity of the study's conclusions. Additionally, the use of established research instruments and pilot testing will contribute to the accuracy of data collection.

In conclusion, the selected research methodology aligns with the research objectives and the scope of the study. The combination of deductive reasoning, mixed-methods design, ethical considerations, purposive and stratified sampling, and the case-study approach will provide a robust foundation for investigating the innovative approaches in economic education and human resources management within Uzbekistan's higher education institutions.

Analysis and Results:

The analysis and results section presents the outcomes of the research by applying the predefined analytical methods to the collected data. This section presents the raw results of the analysis, with a focus on presenting data that can be visually comprehended through quantitative and qualitative tables. The interpretation and discussion of these results will be addressed in the subsequent discussion section.

Quantitative Analysis Results:

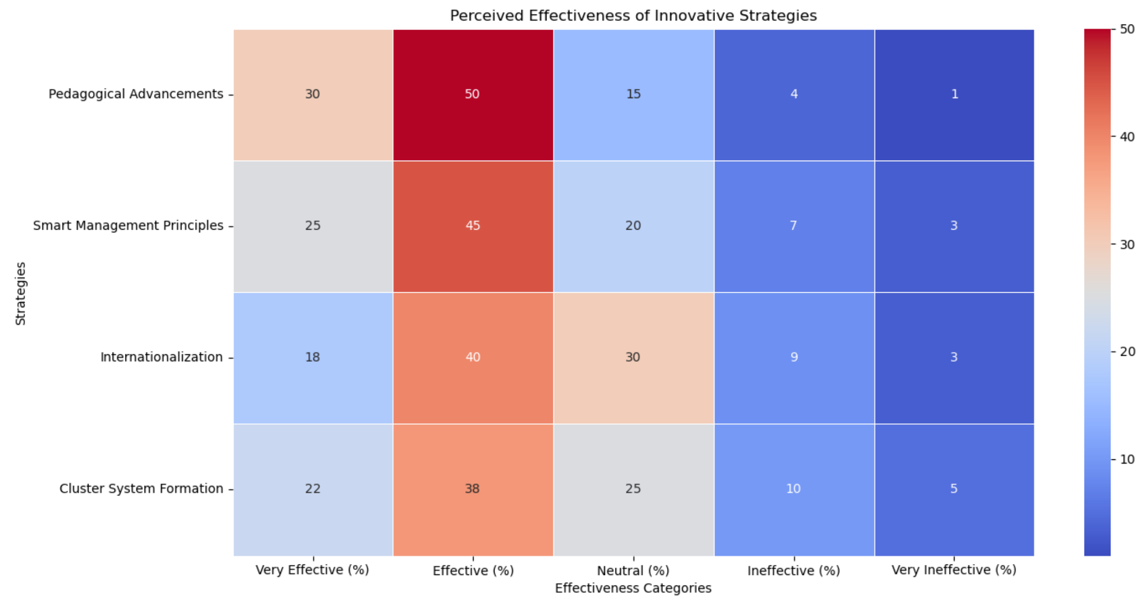

Figure 1: Perceived Effectiveness of Innovative Strategies in Economic Education and HR Management

Qualitative Analysis Results:

Table 1

Themes Emerging from Qualitative Interviews

Theme	Explanation
Benefits of Innovation	Participants highlight improved student engagement, industry relevance, and enhanced learning.
Challenges	Challenges include resistance to change, resource constraints, and gaps in industry alignment.
Role of Industry	Industry collaboration provides practical insights, ensures curriculum relevance, and fosters employability.

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Policy and Strategy	Participants emphasize the need for supportive policies, strategic planning, and long-term vision.

The Figure 1 illustrates the perceived effectiveness of different innovative strategies in economic education and HR management. The table presents a visual representation of the distribution of responses, categorizing them into levels of effectiveness. This table provides an immediate insight into participants' views on the impact of various strategies.

The Table 1 highlights themes emerging from the qualitative interviews. These themes encapsulate the benefits, challenges, and roles of different stakeholders in the implementation of innovative approaches. The table succinctly organizes qualitative insights for future discussion.

In this section, the raw results of the analysis have been presented, laying the foundation for subsequent discussions. The interpretation and significance of these results will be elaborated upon in the forthcoming discussion section, where the synthesized outcomes will be contextualized and examined in light of the research objectives.

Discussion of Research Results:

The discussion section offers an in-depth analysis and interpretation of the research results obtained from both the literature review and the collected data. By comparing the findings with existing literature and integrating personal perspectives, this section aims to provide a comprehensive explanation of the research outcomes.

The research findings align closely with the insights gleaned from the critical analysis of the literature. The perceived effectiveness of innovative strategies in economic education and human resources management, as depicted in Table 1, substantiates previous studies emphasizing the value of pedagogical advancements (Davlyatshaev & Temirkulov, 2022), smart management principles (Toshpulatov & Nosirov, 2021), internationalization (Azimkulovich & Elshodovna, 2021), and cluster system formation (Khimmataliyev & Abdijalilova, 2022). The alignment of these empirical results with existing theoretical underpinnings underscores the significance of these strategies in addressing the challenges faced by Uzbekistan's higher education institutions.

Qualitative analysis revealed key themes that echo throughout the interviews conducted. The benefits of innovation, encompassing enhanced engagement, industry relevance, and improved learning outcomes, mirror the reported advantages of novel approaches to education (Mirzaliev et al., 2021). Furthermore, the challenges identified, including resistance to change and resource constraints, are consistent with concerns highlighted in the literature (Shaturaev, 2021). The role of industry collaboration in shaping curriculum content and fostering employability aligns with the emphasis on practical skills and real-world applicability in modern education (Muminov et al., 2020). Additionally, the importance of supportive policies and strategic planning is corroborated by studies emphasizing the role of educational policies in driving positive change (Abdurakhmanov et al., 2019).

The confluence of quantitative and qualitative data reinforces the multifaceted nature of the innovative approaches. While Figure 1 provides a quantitative measure of perceived effectiveness, Table 1 unearths qualitative nuances that enrich our understanding of the strategies' implementation. The synthesis of insights underscores that successful integration of innovative approaches requires addressing not only their theoretical merits but also practical challenges and contextual considerations.

The research results hold significant implications for policy and practice. The alignment of perceived effectiveness with literature suggests that the strategies investigated can serve as potential solutions to the challenges faced by Uzbekistan's higher education institutions.

However, the identified challenges also underscore the need for comprehensive support mechanisms to facilitate the smooth implementation of these approaches. Policymakers should consider incentivizing innovation and providing resources to overcome barriers. Moreover, the collaboration between academia and industry should be strengthened to ensure curricula remain relevant and responsive to changing workforce demands.

It is important to acknowledge that this study has certain limitations. The perceptions captured through surveys and interviews may be influenced by individual biases and limited to the participants' perspectives. Additionally, the study focuses on a specific context and may not be fully generalizable. Future research could expand the scope to include a broader range of stakeholders and consider the long-term impact of these strategies on graduates' career trajectories.

In conclusion, the discussion of research results has provided a comprehensive analysis and interpretation of the findings. By comparing results with existing literature and examining patterns emerging from the data, this section has offered insights into the effectiveness and challenges of innovative approaches in economic education and human resources management within Uzbekistan's higher education institutions. The subsequent section will offer a conclusive summary and outline the study's implications for academia, policy, and future research endeavors.

Conclusions and Recommendations:

The culmination of this research journey reveals critical insights into the innovative approaches in economic education and human resources management within Uzbekistan's higher education institutions. Through the meticulous examination of existing literature, coupled with the empirical investigation of stakeholder perspectives, this study has contributed to a comprehensive understanding of the strategies' effectiveness, challenges, and potential implications for the nation's educational landscape.

The research findings highlight the alignment between perceived effectiveness and the theoretical underpinnings of innovative strategies. The interplay between pedagogical advancements, smart management principles, internationalization, and cluster system formation reflects a dynamic mosaic of strategies that can potentially shape the future of higher education in Uzbekistan. The emergence of themes such as the benefits of innovation, industry collaboration, and policy influence further corroborates the pivotal role these strategies play in fostering a responsive and relevant education system.

The implications drawn from this study have far-reaching consequences for policy and practice. It is evident that the adoption of innovative strategies can mitigate the challenges faced by the higher education sector. Policymakers should consider the formulation of supportive policies that incentivize innovation, allocate resources, and promote collaboration between academia and industry. This collaborative effort can bridge the gap between education and workforce demands, ultimately enhancing graduate employability and contributing to sustainable economic growth.

While this study provides valuable insights, avenues for further research remain unexplored. Future studies could delve deeper into the long-term impact of these innovative approaches on graduates' career trajectories, fostering a holistic understanding of their effectiveness. Comparative analyses with international education systems could uncover best practices and novel approaches that may be adaptable to Uzbekistan's context. Additionally, exploring the influence of cultural and societal factors on the implementation of these strategies could shed light on potential challenges and adaptations.

In conclusion, this research underscores the transformative potential of innovative strategies in economic education and human resources management within Uzbekistan's higher education institutions. The convergence of literature analysis and stakeholder perspectives substantiates the value of these approaches in addressing contemporary challenges. The implications for policy, practice, and future research hold the promise of reshaping the educational landscape of Uzbekistan, empowering graduates to thrive in the global economy. As the nation's educational journey progresses, the insights garnered from this study will serve as a guiding light, illuminating the path towards a more prosperous and sustainable future.

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ИНСОН РЕСУРСЛАРИНИ БОШҚАРИШ – ОЛИЙ ТАЪЛИМ МУАССАСАЛАРИНИНГ ГЛОБАЛ РАҚОБАТБАРДОШЛИККА ЭРИШИШ ОМИЛИ

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Аннотация. Жаҳон мамлакатлари илм-фан соҳасидаги формацион ўзгаришлар табиатни билиш ва забт этиш билан боғлиқ табиий ва техник фанларнинг етакчилигидан, инсон, жамият, уларнинг оқилона эволюциясига асосланган технология ва жамият мувозанати ҳақидаги фанлар етакчилигига алмашди. Ушбу ўзгаришлар инсон ресурсларини бошқариш соҳасини ривожлантиришга кўплаб вазифаларни юклайди ва янги имкониятларни тақдим этади. Ушбу мақолада инсон ресурсларини бошқариш олий таълим муассасалари манфаатлари ва ходимлар манфаатлари доирасида ходимларга индивидуал ёндашув, текин неъмат сифатидаги қарашлардан воз кечиш ва гуруҳ ва шахсий муносабатларни тартибга солиш нуқтаи назаридан тадқиқ этилган.

Калит сўзлар. инсон ресурсларини бошқариш, ходимлар чемпиони, стратегик ҳамкор, маъмурий эксперт, ўзгаришлар агенти.

HUMAN RESOURCES MANAGEMENT IS A FACTOR OF ACHIEVING GLOBAL COMPETITIVENESS OF HIGHER EDUCATION INSTITUTIONS

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Abstract. Formative changes in the field of science of the countries of the world changed from the leadership of natural and technical sciences related to the knowledge and conquest of nature to the leadership of sciences about the balance of technology and society based on human, society, their rational evolution. These changes impose many tasks and provide new opportunities for the development of the field of human resources management. In this article, human resource management is researched from the point of view of individual approach to employees within the interests of higher education institutions and the interests of employees, abandoning the views as a free gift and regulating group and personal relationships.

Keywords. Human resources management, employee champion, strategic partner, administrative expert, change agent.

Кириш:

Инсон ресурсларини бошқариш бутун дунёдаги олий таълим муассасаларида энг мураккаб муаммолардан бирига айланди, чунки олий таълим қамрови рақамли инновациялар, глобаллашув, халқаро бозорлар ва байналминаллашув каби таъсирлар томонидан ўзгартирилди. Бу ўзгаришларга дош бера олиш ва рақобатбардош бозорда изланувчанлик қобилияти ва салоҳияти билан ажралиб турадиган малакали ўқитувчилар зарур. Олий таълимни модернизациялаш учун малакали ўқитувчи ва кадрларни ёллаш ва сақлаб қолиш муҳим аҳамият касб этади, бу эса, ўз навбатида, келажакда ОТМ салоҳиятини ошириш учун миллий ва халқаро даражадаги инсон ресурсларини тўғри бошқаришни талаб қилади. Дункин, малакали ишчи кадрларни сақлаб қолиш учун инсон ресурсларини бошқариш стратегиясининг олтита асосий элементларини аниқлайди :

1) керакли ходимларнинг сонини, улар нимага муҳтожлигини билиш ва уларни қандай бошқаришни аниқлаб олиш;

2) зарурий кўникмаларни аниқлаш;
3) юқори малакали ходимларни жалб қилиш ва ОТМда сақлаб қолиш;
4) иш ҳажмини аниқлаш ва фаолиятни бошқариш;
5) салоҳиятли ходимларни эътироф этиш ва рағбатлантириш;
6) ходимларнинг узлуксиз ривожланишини таъминлаш.

Адабиётлар шарҳи:

Шу нуқтаи назардан, инсон ресурслари бошқарувини модернизация қилиш университетларда академик кадрлар тайёрлаш масаласини диққат марказига қўяди. Блеквел ва Блекмор ўзларининг *"Олий таълимда стратегик ходимларни ривожлантириш"* китобида аниқланишича (Блеквелл & Блекмор, 2003, с. Виии), ходимларни ривожлантириш деганда «ўз ходимларининг эҳтиёжларини тўлиқ қондириши учун ходимларни қўллаб-қувватлайдиган институционал сиёсат, дастурлар ва процедураларни» назарда тутилади. Ушбу таърифдан келиб чиқадики, ходимларни ривожлантириш нафақат индивидуал даража, балки институционал функцияларга ҳам эгадир. Инсон ресурсларини бошқаришни модернизациялаш давомида ОТМларда инсон ресурслари "Университет ҳаётининг маъмурий қисмидан стратегик бошқарув ёндашувига кўчиб ўтди". Инсон ресурсларини стратегик ривожлантиришда кадрларни ривожлантириш нуқтаи назаридан қараганда, кадрлар билан корпоратив стратегия ўртасидаги ўзаро муносабатларга асосланган таълим маданиятини яратиш мақсад қилиб олинган. Бу шуни англатадики, ходимларни ривожлантириш нафақат корпоратив стратегияга таъсир этади, балки корпоратив стратегия орқали шакллантирилади. Бироқ, олий ўқув юртларида инсон ресурслари билан ишлаш ва ходимларни ривожлантириш ўртасидаги муносабатлар мунозарали.

1990 йилларнинг ўрталарида ИРБ тадқиқотлари ва ривожланиши глобаллашув муаммоларига жавоб берадиган трансмиллий корпорацияларнинг технологик ютуқлари билан чамбарчас боғлиқ эканлиги исботланди. ИРБ самарадорлигини ўрганиш бўйича, Бондарук, Руёл ва ван дер Ҳейжден (2007) Ҳуселиднинг 1995 йилдаги юқори маҳсулдорлик иш тизимлари бўйича олиб борган тадқиқотларини алоҳида эътироф этишади, чунки ИРБнинг корпоратив шароитда ижобий натижаларини кўрсатадиган эмпирик далилларнинг биринчи тақдимоти ушбу илмий асарда баён этилган . Бунга қўшимча Кейн (1999), Делери&Доти (1996), Остров&Бовен (2000), Бозелия (2001), Райт (2005) каби олимлар ҳам Ҳуселиднинг ишини давом эттириб, фанга ўз хиссаларини қўшганлар.

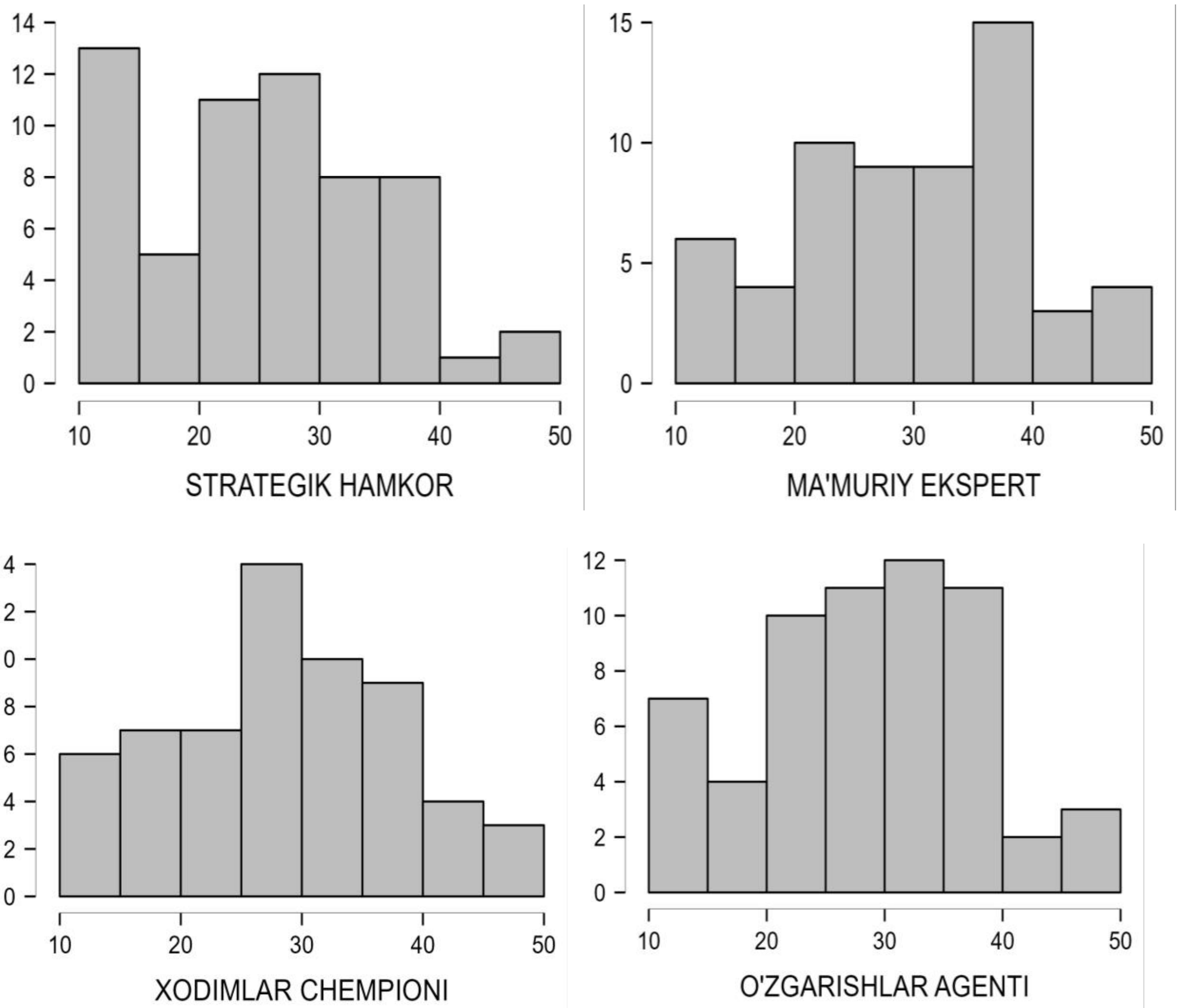
Германиялик олим Девид Улрих эса ИРБ бўйича мутахассисларга асосан, тўртта масъулият юкланиши кераклигини таклиф этади. Булар:
a) стратегик ҳамкор;
b) маъмурий бошқарувчи;
c) ходимлар чемпиони (маслаҳатчи ва адвокат);
d) ўзгаришлар агенти.

Тадқиқот методологияси:

Тадқиқот ишида миқдорий кўрсаткичларни таҳлил қилишда Лайкерт шкаласидан фойдаланиб Пирсон корреляция коэффициенти танланди. Тадқиқотдаги боғлиқ ўзгарувчилар сифатида стратегик ҳамкор, ўзгаришлар агенти, маъмурий эксперт ва ходимлар чемпиони каби ИРБнинг тўртта роллари белгилаб олинди ҳамда ушбу боғлиқ ўзгарувчиларни таҳлил қилиш тадқиқот ишининг асосий мақсади қилиб олинди.

Тавсифловчи статистика маълумотларига кўра ИРБнинг тўртта роллари бўйича ҳар бир ролнинг респондентлар томонидан берилган жавоб натижаларига кўра алоҳида-

алоҳида ўсиш суратларида тасвирланди. Бунда горизонтал чизиқ бўйлаб Лайкертнинг 5 баллик баҳолаш шкаласига ҳар бири 10 баробар вазн билан ўндан элликкача балл бериб баҳоланди. Ушбу маълумотлар Ўзбекистон Республикаси ОТМларида ИРБ ролларидан қайсилари кўпроқ устунликка эгалигини аниқлаш имконини беради (1-расм).



1 расм. ОТМларда инсон ресурсларини бошқариш ролларининг ҳолати.

Расм маълумотларидан кўриниб турибдики, ҳозиги кунда Ўзбекистон Республикаси ОТМларида инсон ресурсларини бошқаришнинг стратегик ҳамкорликдаги роли жуда паст, яъни респондентларнинг жуда кўп қисми стратегик ҳамкорликка нисбатан 1 баллик шкалада баҳо берган. Бунинг акси ўларок, 4 ва 5 баллик шкалада баҳолаш кўрсаткичи эса жуда паст.

Инсон ресурслари бўлимининг маъмурий эксперт сифатидаги роли эса аксинча, энг юқори кўрсаткич билан баҳоланган. Юқори шкала остида энг кўп баҳоланган роль айнан маъмурий эксперт роли деб топилди. Умумий ҳолатда эса, ходимлар чемпиони роли ўрта баҳода, ўзгаришлар агенти роли эса энг кўп ўрта баҳо олган роль сифатида баҳоланди.

Хулоса ўрнида айтиш мумкинки, бугунги кунда республика олийгоҳларида инсон ресурсларини бошқаришнинг ҳеч бир роли юқори шкалаларда деярли баҳоланмади. Тадқиқот натижаларидан келиб чиқиб айтиш мумкинки, ИРБнинг стратегик ҳамкорлик роли энг паст даражада амалга оширилмоқда. Энг кенг тарқалган роллар сифатида эса маъмурий эксперт ҳамда ўзгаришлар агенти ролларини эътироф этиш мумкин.

Аввалроқ айтиб ўтганимиздек, сўровнома асосий саволлари ИРБнинг тўртта ролларини аниқлашга асосланган бўлиб, ҳар бир рол учун ўнтадан жами қирқта савол бўйича тадқиқот сўровномаси ўтказилди. Тавсифловчи статистика усулидан фойдаланиб ҳар бир роль учун берилган ўнта саволга респондентларнинг жавобларини таҳлил қилиб чиқилди. Дастурий таъминот билан ишлашда ихчамроқ бўлиши учун ҳар бир ролнинг бош ҳарфларини киритиш орқали қуйидагича абревиатуралардан фойдаланилди:

СҲ – стратегик ҳамкор;
МЕ – маъмурий эксперт;
ХЧ – ходимлар чемпиони;
ЎА – ўзгаришлар агенти.

1-жадвал

Стартегик ҳамкор роли бўйича респондентларнинг энг кўп жавоблари (мода)

СҲ – Стратегик ҳамкор роли	Мода
1СҲ. Инсон ресурслари (кадрлар) бўлими ташкилотга қуйидагиларда ёрдам беради:	3.000
2СҲ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларда иштирок этади: [бизнес стратегияларни аниқлаш]	1.000
3СҲ. Инсон ресурслари (кадрлар) бўлими қуйидагиларга ишонч ҳосил қилади:	3.000
4СҲ. Инсон ресурслари (кадрлар) бўлимининг самарадорлиги қуйидагилар билан ўлчанади:	3.000
5СҲ. Инсон ресурслари (кадрлар) бўлимига қуйидагилар сифатида қаралади:	1.000
6СҲ. Инсон ресурслари (кадрлар) бўлими қуйидагиларга вақт сарфлайди:	3.000
7СҲ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларнинг фаол иштирокчиси:	1.000
8СҲ. Инсон ресурслари (кадрлар) бўлими қуйидагилар учун ишлайди:	3.000
9СҲ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнлар ва дастурларни ишлаб чиқади:	3.000
10СҲ. Инсон ресурслари (кадрлар) бўлимига бўлган ишончлилик... [стратегик мақсадларни амалга оширишга ёрдам берилишидан келиб чиқади]	3.000

Юқорида келтирилган стратегик ҳамкор роли бўйича статистик мода маълумотларига эътибор берадиган бўлсак, респондентлар томонидан ҳар бир саволга энг кўп вазн Лайкерт шкаласи бўйича уч баллик баҳоланган. Баъзи саволларга, масалан, инсон ресурслари бўлимининг "бизнес стратегияларини аниқлаш", "жараёнларнинг фаол иштирокчиси" каби саволларга ишти-рокчилар энг паст баҳо беришган. Бундан келиб чиқадики, ИРБнинг стратегик ҳамкор сифатидаги роли ОТМларда яхши йўлга қўйилмаган.

2-жадвал

Маъмурий эксперт роли бўйича респондентларнинг энг кўп жавоблари (мода)

МЭ – Маъмурий эксперт	Мода
1МЭ. Инсон ресурслари (кадрлар) бўлими ташкилотга қуйидагиларда ёрдам беради:	4.000
2 МЭ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларда иштирок этади: [инсон ресурслари (кадрлар) жараёнларини етказиш]	3.000
3 МЭ. Инсон ресурслари (кадрлар) бўлими қуйидагиларга ишонч ҳосил қилади:	3.000
4 МЭ. Инсон ресурслари (кадрлар) бўлимининг самарадорлиги қуйидагилар билан ўлчанади:	3.000
5 МЭ. Инсон ресурслари (кадрлар) бўлимига қуйидагилар сифатида қаралади:	3.000
6 МЭ. Инсон ресурслари (кадрлар) бўлими қуйидагиларга вақт сарфлайди:	4.000
7 МЭ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларнинг фаол иштирокчиси:	3.000
8 МЭ. Инсон ресурслари (кадрлар) бўлими қуйидагилар учун ишлайди:	4.000

9 МЭ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнлар ва дастурларни ишлаб чиқади:	3.000
10 МЭ. Инсон ресурслари (кадрлар) бўлимига бўлган ишончлилик... [унумдорликни оширилишидан келиб чиқади]	3.000

Маъмурий эксперт роли респондентлар томонидан энг кўп баҳоланган роль ҳисобланади. Жавобларни таҳлил қилишда кузатиш мумкинки, олийгоҳларда инсон ресурслари бўлимининг маъмурий эксперт роли кўпроқ кўзга ташланмоқда. “Инсон ресурслари қуйидагиларга вақт сарфлайди”, “инсон ресурслари қуйидагилар учун ишлайди” каби саволларга юқори баҳо берилганидан ҳам маъмурий функциялар ҳамон юқори даражада сақаланиб қолаётганини кўришимиз мумкин.

Кейинги ўринда ИРБнинг ходимлар чемпиони роли бўйича берилган жавобларни таҳлил қилиш орқали шундай хулосага келиш мумкинки, бу функция барча жавобларда уч баллик модада, яъни ўрта даражада баҳоланган (3-жадвал).

Ўзгаришлар агенти роли ҳам ходимлар чемпионига ўхшаб деярли бир хил ўрта даражада баҳоланган. Фақатгина бир “Инсон ресурслари (кадрлар) бўлимига бўлган ишончлилик ходимларнинг шахсий эҳтиёжларига ёрдам берилишидан келиб чиқади” саволига респондентлар кўпроқ 4 баллик баҳо беришган.

3-жадвал

Ходимлар чемпиони роли бўйича респондентларнинг энг кўп жавоблари

ХЧ – Ходимлар чемпиони	Мода
1ХЧ. Инсон ресурслари (кадрлар) бўлими ташкилотга қуйидагиларда ёрдам беради:	3.000
2 ХЧ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларда иштирок этади: [инсон ресурслари (кадрлар) жараёнларини етказиш]	3.000
3 ХЧ. Инсон ресурслари (кадрлар) бўлими қуйидагиларга ишонч ҳосил қилади:	3.000
4 ХЧ. Инсон ресурслари (кадрлар) бўлимининг самарадорлиги қуйидагилар билан ўлчанади:	3.000
5 ХЧ. Инсон ресурслари (кадрлар) бўлимига қуйидагилар сифатида қаралади:	3.000
6 ХЧ. Инсон ресурслари (кадрлар) бўлими қуйидагиларга вақт сарфлайди:	3.000
7 ХЧ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларнинг фаол иштирокчиси:	3.000
8 ХЧ. Инсон ресурслари (кадрлар) бўлими қуйидагилар учун ишлайди:	3.000
9 ХЧ. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнлар ва дастурларни ишлаб чиқади:	3.000
10 ХЧ. Инсон ресурслари (кадрлар) бўлимига бўлган ишончлилик... [унумдорликни оширилишидан келиб чиқади]	3.000

4-жадвал

Ўзгаришлар агенти роли бўйича респондентларнинг энг кўп жавоблари

ЎА – Ўзгаришлар агенти	Мода
1.ЎА. Инсон ресурслари (кадрлар) бўлими ташкилотга қуйидагиларда ёрдам беради:	3.000
2. ЎА. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларда иштирок этади: [инсон ресурслари (кадрлар) жараёнларини етказиш]	3.000
3. ЎА. Инсон ресурслари (кадрлар) бўлими қуйидагиларга ишонч ҳосил қилади:	3.000
4. ЎА. Инсон ресурслари (кадрлар) бўлимининг самарадорлиги қуйидагилар билан ўлчанади:	3.000
5. ЎА. Инсон ресурслари (кадрлар) бўлимига қуйидагилар сифатида қаралади:	3.000
6. ЎА. Инсон ресурслари (кадрлар) бўлими қуйидагиларга вақт сарфлайди:	3.000
7. ЎА. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнларнинг фаол иштирокчиси:	3.000
8. ЎА. Инсон ресурслари (кадрлар) бўлими қуйидагилар учун ишлайди:	3.000
9. ЎА. Инсон ресурслари (кадрлар) бўлими қуйидаги жараёнлар ва дастурларни ишлаб чиқади:	3.000
10. ЎА. Инсон ресурслари (кадрлар) бўлимига бўлган ишончлилик... [унумдорликни оширилишидан келиб чиқади]	4.000

Тадқиқот ишида миқдорий маълумотларни таҳлил этишда Пирсон корреляция коэффициенти танланди. Эркли ўзгарувчилар сифатида эса ИРБнинг тўртта Стратегик ҳамкор, Маъмурий эксперт, Ўзгаришлар агенти ва Ходимлар чемпиони роллари олинди ҳамда тадқиқот ишининг мақсади ушбу ўзгарувчиларни таҳлил қилиш этиб белгиланди.

5-жадвал

ИРБ роллари ўртасидаги Пирсон корреляцион боғланиш қийматлари

Ўзгарувчилар		СТРАТЕГИК ҲАМКОР	МАЪМУРИЙ ЭКСПЕРТ	ХОДИМЛАР ЧЕМПИОНИ	ЎЗГАРИШЛАР АГЕНТИ
1. **СТРАТЕГИК ҲАМКОР**	Пирсон – r	—			
	р-қиймат	—			
2. **МАЪМУРИЙ ЭКСПЕРТ**	Пирсон – r	0.884	—		
	р- қиймат	< 0.001	—		
3. **ХОДИМЛАР ЧЕМПИОНИ**	Пирсон – r	0.886	0.930	—	
	р- қиймат	< 0.001	< .001	—	
4. **ЎЗГАРИШЛАР АГЕНТИ**	Пирсон – r	0.877	0.899	**0.963**	—
	р- қиймат	< 0.001	< 0.001	< 0.001	—

Юқоридаги корреляцион қийматларни таҳлил қиладиган бўлсак, Пирсоннинг r корреляция коэффициенти қуйидагича баҳоланади:

$0 < r \leq 0,19$ – жуда паст;

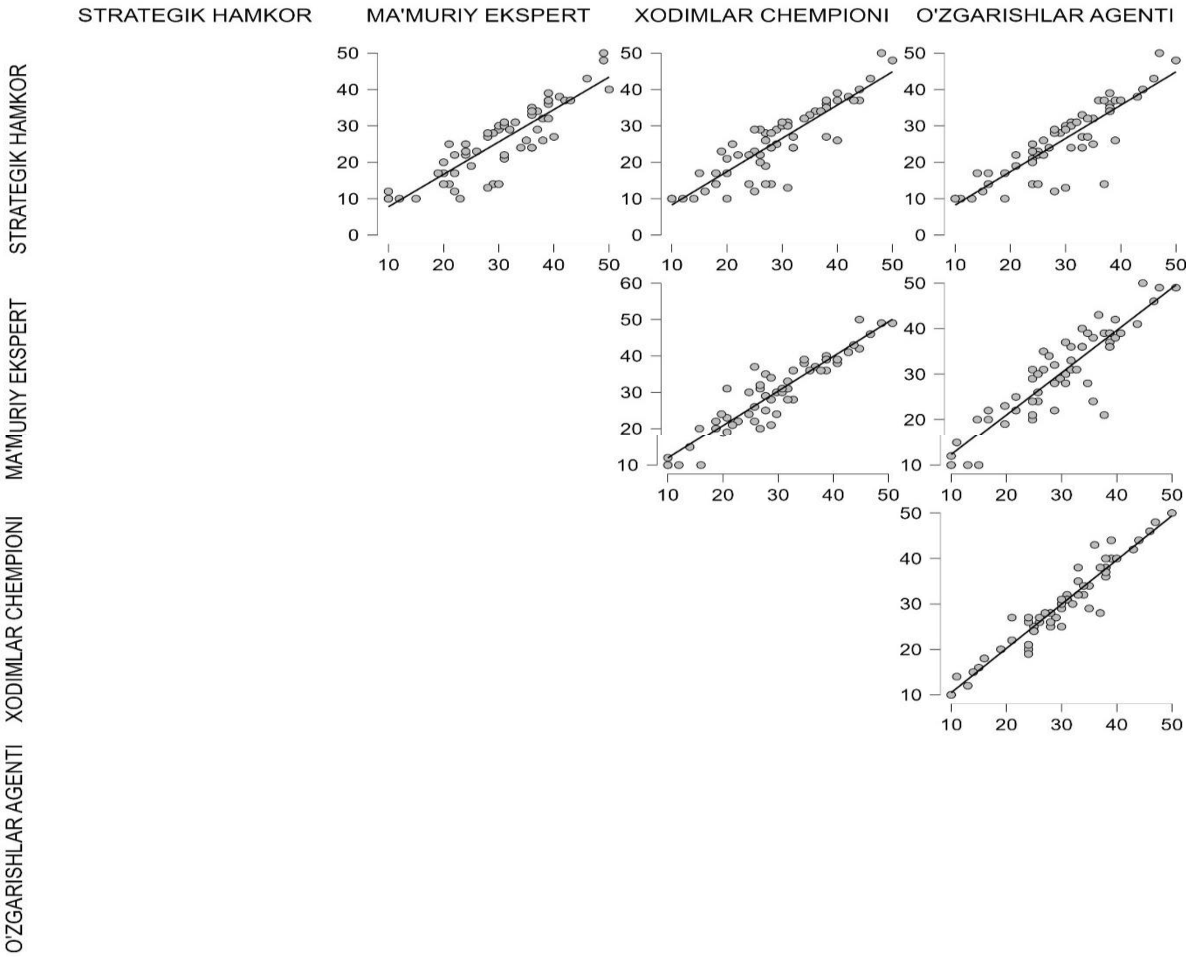
$0,2 \leq r \leq 0,39$ – паст;

$0,4 \leq r \leq 0,59$ – ўрта;

$0,6 \leq r \leq 0,79$ – юқори;

$0,8 \leq r \leq 1$ – жуда юқори;

Бизнинг таҳлилимизда Пирсон корреляция кўрсаткичи энг ками 0,884 қиймат билан Стратегик ҳамкор ва Маъмурий эксперт роллари ўртасидаги корреляцион боғланиш бўлса, энг юқори кўрсаткич 0,963 билан Ўзгаришлар агенти ҳамда Ходимлар чемпиони роллари ўртасидаги корреляцион боғланишдир. Ушбу таҳлилимиздан шундай хулосага келишимиз мумкинки, ИРБнинг барча тўртта роллари ўртасида жуда юқори корреляцион боғланиш мавжуд. Ҳар бир роллар ўртасидаги ўзаро боғлиқликлар координаталар системасида қуйидагича кўринишда бўлди:



2-расм. ИРБ ролларининг корреляцион жойлашиш графиги.

Тадқиқотнинг гипотеза бериш қисмида жуфт Т-тест усулидан фойдаланилди. Боғлиқ Т-тести Ноль гипотезани рад этишга қобилиятлилик ёки қобилиятсизликни аниқлашда фойдаланилди. Бунда ҳар бир эрксиз ўзгарувчилар учун "X_1 ҳамда X_2 роль ўртасида боғлиқлик йўқ" кўринишидаги жами 6 та Ноль гипотеза тузилди. Бунда шуни эътиборга олиш керакки, p – аҳамиятлилик даражаси (Significance level) 0 ҳамда 0,05 ўртасида яъни $0 < p < 0,05$ оралиқда жойлашса боғлиқлик мавжуд деб қабул қилинади. Бизнинг тадқиқотимиз Ноль гипотезага асосланганидан сабабли агарда икки ўзгарувчи ўртасидаги аҳамиятлилик даражаси ушбу интервалга тушса ушбу гипотеза рад этилади.

6-жадвал

ИРБ роллари ўртасида тузилган гипотезалар

				95% ишончлилик интервали		
1-ўзгарувчи	**2- ўзгарувчи**	**T**	**p**	**Ўртача фарқ**	**Паст**	**Юқори**
Стратегик ҳамкор -	Маъмурий эксперт	-7.077	**< .001**	-4.417	-5.665	-3.168
Стратегик ҳамкор -	Ходимлар чемпиони	-5.440	**< .001**	-3.333	-4.560	-2.107
Стратегик ҳамкор -	Ўзгаришлар агенти	-5.297	**< .001**	-3.367	-4.638	-2.095
Маъмурий эксперт -	Ходимлар чемпиони	2.258	**0.028**	1.083	0.123	2.043
Маъмурий эксперт -	Ўзгаришлар агенти	1.835	**0.072**	1.050	-0.095	2.195

Ходимлар чемпиони -	Ўзгаришлар агенти	-0.097	**0.923**	-0.033	-0.718	0.651

Дастлабки учта гипотезанинг ҳар бирида p қиймати 0,001 дан кичкина бўлгани учун ушбу гипотезалар барчаси рад этилади, тўртинчи гипотезада эса p=0,028 бўлгани учун бу гипотеза ҳам қабул қилинмайди. Ва ниҳоят, 5-гипотезада p=0,072, 6-гипотезада p=0,923 бўлгани сабабли ушбу гипотезаларни қабул қиламиз. Юқоридаги таҳлилларга асосан 1-12 гача бўлган гипотезалар қуйидаги натижаларни қайд этди: “Маъмурий эксперт ва ўзгаришлар агенти ўртасида боғлиқлик йўқ” ҳамда “Ходимлар чемпиони ва ўзгаришлар агенти ўртасида боғлиқлик йўқ” гипотезалари қабул қилинади.

7-жадвал

Тадқиқот гипотезалари натижалари тўғрисида маълумот

№	Гипотеза	Натижа	№	Гипотеза	Натижа
1	$1H_0$	Рад этилди	7	$7H_0$	Рад этилди
2	$2H_0$	Рад этилди	8	$8H_0$	Рад этилди
3	$3H_0$	Рад этилди	9	$9H_0$	Рад этилди
4	$4H_0$	Рад этилди	10	$10H_0$	Рад этилди
5	$5H_0$	Рад этилди	11	$11H_0$	Қабул қилинди
6	$6H_0$	Рад этилди	12	$12H_0$	Қабул қилинди

Тадқиқотчилар томонидан ўз тадқиқотларида фойдаланишган сўровнома ёки саволноманинг ишончилилиги таҳлили амалга оширилса, сўровнома ёки саволномадаги маълумот ўлчови изчил натижалар беради ва ишончлиликни таъминлайди. Биз тадқиқотимизда тадқиқот сўровномаси ичончлилигини Кронбах алфа коэффициенти орқали аниқладик. Кронбах алфа қиймати 0 ва 1 интервалда жойлашган бўлиб: агарда натижа 1га яқин бўлса ишончлилик ҳам шунча юқори бўлади. Бизнинг тестимизда Кронбах α = 0,987. Ушбу қиймат натижасидан маълумки, тадқиқот сўровномасининг ишончлилик коэффициенти жуда юқори (2.17-жадвал).

8-жадвал

Ишончлилик тести

Тахмин	**Kronbax α**
Тахмин қиймати	0.987

Хулоса ва таклифлар:

Олий таълим муассасаларида инсон ресурсларини бошқаришни такомиллаштиришга таъсир этувчи омилларни аниқлаб, тегишли мезонларни ижтимоий-иқтисодий ҳамда эконометрик таҳлил қилиш натижасида қуйидаги хулосалар аниқлаб олинди:

1. Республикамизда сўнгги йилларда олий таълим муассасалари ҳамда талабалар сонининг ошиши ушбу муассасаларда фаолият юритадиган профессор-ўқитувчилар салмоғининг ҳам ошиб боришини талаб этади. Иқтисодиётимиз соҳа ва тармоқларининг керакли мутахассисларга нисбатан эхтиёжларини ҳисобга олиб, республикамиз ҳудудларини ҳам ижтимоий ҳам иқтисодий ривожлантириш мақсадида рақобатбардош малакали мутахассисларни тайёрлаш, олий таълим тизимини келажакдаги истиқболли ривожланиш стратегияларига мос ривожлантиришда ИРБ стратегияларини ОТМ мақсадларига уйғун ҳолда олиб бориш мақсадга мувофиқ.

2. Таҳлиллар натижасида олий таълим муассасаларида талабалар сонининг ортиши билан уларга таълим берадиган профессор-ўқитувчилар сонининг ортиши анча ортда қолаётгани аниқланди. Бу эса олий таълим муассасалари олдига янада янги кадрларни жалб этиш, ёш, ҳар томонлама билимли мутахассисларни ОТМнинг ўзида ишга жалб этиш

орқали ушбу муаммоларни ҳал этиш вазифаларини юклайди.

3. Бугунги кунда республика олийгоҳларида инсон ресурсларини бошқаришнинг ҳеч бир роли юқори мезонларда деярли баҳоланмади. Тадқиқот натижаларидан келиб чиқиб айтиш мумкинки, ИРБнинг стратегик ҳамкорлик роли энг паст даражада амалга оширилмоқда. Энг кенг тарқалган роллар сифатида эса маъмурий эксперт ҳамда ўзгаришлар агенти ролларини эътироф этиш мумкин. Бизниг фикримизча, ОТМларда инсон ресурслари бўлимига нибатан маъмурий топшириқлар устида ишлайдиган эмас, балки кўпроқ стратегик роллар билан шуғулланадиган бошқарув бўғини сифатида қараш зарур.

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XIZMAT KO'RSATISH SOHASIDA KADRLAR SALOHIYATINI BAHOLASH

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Annotatsiya. Ushbu maqolada xizmat ko'rsatish sohasi kadrlarining salohiyatini baholash usullari tahlil qilingan. Ularning ijtimoiy-iqtisodiy ahamiyati yoritilgan. Mavjud usullarning kamchiliklari ko'rsatilgan. Shuningdek, muallif tomonidan sohada kadrlar salohiyatini baholashning yangicha usuli taklif etilgan hamda ayrim tarmoqdagi kadrlar salohiyati baholangan.

Kalit so'zlar. YaIM, xizmat ko'rsatish sohasi, bandlik, daromad, kadrlar qo'nimsizligi, samaradorlik, ish haqi, salohiyat, ishsizlik, mehnat unumdorlik, xizmatlar hajmi, narx, talab va taklif.

ОЦЕНКА КАДРОВОГО ПОТЕНЦИАЛА В СФЕРЕ УСЛУГ

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Аннотация. В данной статье анализируются методы оценки потенциала персонала в сфере услуг. Подчеркнуто и социально-экономическое значение. Указаны недостатки существующих методов. Также автор предложил новый метод оценки потенциала кадров на местах и оценил потенциал кадров в некоторых отраслях.

Ключевые слова. ВВП, сфера услуг, занятость, доходы, безработица, производительность труда, объем услуг, цена, спрос и предложение.

ASSESMENT OF HUMAN RESOURCES IN HE SERVICE SECTOR

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Annotation. This article analyzes methods for assessing personnel potential in the service sector. The socio-economic significance is also emphasized. The disadvantages of existing methods are indicated. The author also proposed a new method for assessing the potential of local personnel and assessed the potential of personnel in some industries.

Keywords. GDP, service sector, employment, income, unemployment, labor productivity, volume of services, price, supply and demand.

Kirish:

Yangi O'zbekistonning iqtisodiy salohiyati istiqboli uning nafaqat yer osti yoki yer usti boyliklari bilan, balki birinchi galda keng dunyo qarashli, intellektual salohiyati yuqori, o'z sohasining bilimdoni bo'lgan kadrlari bilan belgilanadi. Iqtisodiy jihatdan rivojlangan mamlakatlar o'z taraqqiyotini aynan kadrlar salohiyatini yuksaltirishdan boshlaganliklari bejiz emas. Ular iste'dodli, malakali kadrlar iqtisodiyotni rivojlantirishga olib kelishini e'tirof etadi. Shu sababli dunyoda mehnat salohiyati yuqori kadrlarni tayyorlash muammosi har qachongidan ham dolzarb bo'lib qolmoqda.

2022-2026-yillarga mo'ljallangan Yangi O'zbekistonning Taraqqiyot strategiyasida "Jahon miqyosidagi murakkab jarayonlarni va mamlakatimiz bosib o'tgan taraqqiyot natijalarini chuqur tahlil qilgan holda, keyingi yillarda "Inson qadri uchun" tamoyili asosida xalqimizning farovonligini yanada oshirish, iqtisodiyot tarmoqlarini transformatsiya qilish va tadbirkorlikni jadal rivojlantirish, inson huquqlari va manfaatlarini so'zsiz ta'minlash maqsadida: "....inson qadrini yuksaltirish va erkin fuqarolik jamiyatni yanada rivojlantirish orqali xalqparvar davlat barpo etish.... " [1] kabi ustuvor vazifalar belgilab berildi. Mazkur vazifalar ijrosini ta'minlash xizmat ko'rsatish sohasida faoliyat yuritayotgan kadrlar salohiyatiga bog'liq. Shu bois xizmat ko'rsatish sohasida faoliyat yuritayotgan kadrlar salohiyatini baholash, ularning imkoniyatlaridan unumli foydalanish yo'llarini izlab topish, bugun kunning eng muhim va dolzarb vazifalardan hisoblanadi.

Mavzuga oid adabiyotlar tahlili:

Kadrlar malakasi va mahorati xizmat ko'rsatish sohasini rivojlantirib, yangi texnologiyalarni kiritishda, yangi xizmat turlarini shakllantirishda va shu orqali yangi ish o'rinlarni yaratishda muhim rol o'ynaydi. Xalqaro mehnat tashkilotining konsepsiyasida bu borada shunday fikrlar bildirilgan: "malakali mehnat- malakali ish joyini tashkil etadi"[2]. Tadqiqotchi A.D.Vorobyev xizmat ko'rsatish sohasida kadrlar salohiyatini kadrlar qo'nimsizlik darajasiga qarab baholash usulini taklif etgan[3]. Iqtisodchilar V.P.Graxov, S.A.Moxnachev va V.P.Frolovalar esa kadrlar salohiyatini baholashda uning bir nechta xususiyatlarini o'zida ifoda etadigan integral usulni qo'llash yaxshi natija berishi mumkinligini ta'kidlaganlar[4]. N.R.Balinskaya esa tashkilotlarda kadrlar salohiyatini miqdor va sifat ko'rsatkichlar orqali baholash usulini tavsiya qiladi[5]. Xizmatlar sohasida kadrlar salohiyatini baholash bo'yicha tadqiqotchi A.K.Klochkov tomonidan taklif etilgan yondashuv ahamiyatga ega. Uning fikriga ko'ra, sohadagi kadrlar faolligini belgilaydigan va bajariladigan ishlari bo'yicha ko'rsatkichlar ishlab chiqishni (yuklamalarni, samaradorlik ko'rsatkichlari) va uni qayd etish bo'yicha varaqalar joriy etishni taklif qilgan[6].

Keyingi yillarda sohadagi kadrlar salohiyatini baholashda asosiy mezon sifatida, belgilangan vaqtda xizmatlarni ko'rsatish tezligi (standartlar asosida aniqlash), xodimlarning mehnat unumdorligi va sog'lig'i, SWOT tahlili, ishlash qobiliyati, asab tizimi, ko'nikma va moyilliklari hamda oliy ma'lumotli kadrlar bilan ta'minlanganlik darajasini qo'llash tarofdorlari tobora ko'payib bormoqda. Masalan, S.A.Mirosedi va A.V.Shedrinoylarning kadrlar salohiyatini baholashda SWOT usulini taqdim etgani e'tiborga molik[7].

Tadqiqot metodologiyasi:

Xizmat ko'rsatish sohasida kadrlar salohiyatini baholash tizimini takomillashtirishda ilmiy abstraksiyalash, tahlil va sintez, induksiya va deduksiya, statistik guruhlash, monografik tadqiq etish, taqqoslash kabi ilmiy tadqiqot usullaridan foydalanilgan.

Tahlil va natijalar:

Xizmat ko'rsatish sohasida kadrlar salohiyatini quyidagi ko'rsatkichlarning natijalariga qarab baholash maqsadga muvofiq hisoblanadi:

1.Kadrlar qo'nimsizligi;
2. Mehnat samaradorligi;
3.Sifatli xizmatlar bilan ta'minlanganlik darajasi (sifatli xizmatlar ko'rsatish darajasi);
4.Sohadagi o'rtacha ish haqining iqtisodiyotdagi o'rtacha ish haqiga nisbati;
5.Asosiy vositalardan foydalanganlik darajasi (asosiy vositalar qaytimi).

Ushbu ko'rsatkichlardan foydalanib, xizmat ko'rsatish sohasida kadrlar salohiyatini baholashning quyidagi tizimini ishlab chiqdik (1-jadval).

1-jadval

Xizmat ko'rsatish sohasida kadrlar salohiyatini baholash tizimi

№	Kadrlar salohiyatini baholash mezonlari	Baholash (ball)		
		1 ball	0,5 ball	0,25 ball
1	Kadrlar qo'nimsizligi	me'yorda	me'yordan ziyod	me'yordan past
2	Mehnat samaradorligi	me'yorda	me'yordan ziyod	me'yordan past

3	Sifatli xizmatlar bilan ta’minlanganlik darajasi	me’yorda	me’yordan ziyod	me’yordan past
4	Sohadagi o‘rtacha ish haqining iqtisodiyotdagi o‘rtacha ish haqiga nisbati	1>	1 ga teng	<1
5	Asosiy vositalar qaytimi	1>	1 ga teng	<1

Agarda kadrlar salohiyatini baholovchi ko‘rsatkichlar me’yorda bo‘lsa, “1 ball”, me’yordan ziyod bo‘lsa, “0,5 ball”, bordi-yu u me’yordan past bo‘lsa “0,25 ball” bilan baholanadi. Taklif etilayotgan tizim bo‘yicha beshta ko‘rsatkichlardagi ballar jamlanib, 1 va 4 oraliqda kadrlar salohiyati aniqlanadi. Agar natija 1 va 2 oraliqda bo‘lsa, xizmat ko‘rsatish sohasida kadrlar “salohiyatli”, 2 va 3 oraliqda bo‘lsa, kadrlar “o‘rta salohiyatli”, 3 va 4 oraliqda bo‘lsa kadrlar “yuqori salohiyatli”, deb baholanadi (2-jadval).

2-jadval

Xizmat ko‘rsatish sohasida kadrlar salohiyatining baholanishi

№	Kadrlar salohiyati	Ballar qiymati
1	Salohiyatli	(1,0-2,0)
2	O‘rta salohiyatli	(2,0-3,0)
3	Yuqori salohiyatli	(3,0-4,0)

Ushbu taklif etilgan baholash tizimidan foydalanib, xizmat ko‘rsatish sohasidagi, tashish va saqlash, yashash va ovqatlanish, ta’lim, sog‘liqni saqlash va ijtimoiy xizmatlarni ko‘rsatish, axborot va aloqa tarmoqlarining kadrlar salohiyati hisoblandi va quyidagi natijalarga erishildi (3-jadval).

3-jadval ma’lumotlari xizmat ko‘rsatish sohasining tashish va saqlash, yashash va ovqatlanish, ta’lim, sog‘liqni saqlash va ijtimoiy xizmatlarni ko‘rsatish, axborot va aloqa tarmoqlarida kadrlar qo‘nimsizlik darajasi me’yordan ortiq bo‘lganligi uchun ularning bu ko‘rsatkich bo‘yicha salohiyati 0,5 ball bilan baholandi. Tashish va saqlash, axborot va aloqa tarmoqlardagi kadrlarning mehnat samaradorlik ko‘rsatkichi me’yordan ortiq bo‘lganligi uchun ularning salohiyati ham 0,5 ball bilan baholandi. Ta’lim, sog‘liqni saqlash va ijtimoiy xizmatlarni ko‘rsatish tarmoqlaridagi kadrlarning mehnat samaradorlik ko‘rsatkichi me’yorda bo‘lganligi uchun ularning salohiyati 1,0 ball, yashash va ovqatlanish tarmog‘idagi kadrlarning mehnat samaradorlik ko‘rsatkichi me’yordan past bo‘lganligi sabab uning salohiyati 0,25 ball bilan baholandi.

Aholini sifatli xizmatlar bilan ta’minlanganlik darajasiga qarab ham sohaning (tarmoqning) ro‘yobga chiqmagan imkoniyatlarini aniqlash mumkin. Shunga muvofiq sohadagi kadrlar salohiyati hisoblandi. Hisob-kitoblar tashish va saqlash, axborot va aloqa tarmoqlaridagi bir nafar oliy ma’lumotli xodimga to‘g‘ri keladigan aholi soni me’yordan past bo‘lganligini ko‘rsatdi. Ushbu tarmoqlarning sifatli xizmatlar bilan ta’minlanganlik ko‘rsatkichi bo‘yicha kadrlar salohiyati 0,25 ball bilan baholandi. Ta’lim, sog‘liqni saqlash va ijtimoiy xizmatlarni ko‘rsatish tarmog‘idagi bir nafar oliy ma’umotli xodimga to‘g‘ri keladigan aholi soni me’yorda bo‘lganligi uchun ularning salohiyati 1,0 ball, yashash va ovqatlanish tarmog‘idagi bir nafar oliy ma’lumotli xodimga to‘g‘ri keladigan aholi soni me’yordan ortiq bo‘lganligi uchun, ushbu tarmoqning salohiyati 0,5 ball bilan baholandi.

Xizmat ko‘rsatish sohasidagi o‘rtacha ish haqining iqtisodiyotdagi o‘rtacha ish haqiga taqqoslash ham kadrlar salohiyatiga kuchli ta’sir ko‘rsatadi. Hisob-kitoblar tashish va saqlash, axborot va aloqa tarmoqlaridagi kadrlarning ushbu ko‘rsatkich bo‘yicha natijalari me’yorda ekanligini ko‘rsatdi. Shu sababli, ushbu sohaning kadrlar salohiyati 1,0 ball bilan baholandi. Ta’lim, sog‘liqni saqlash va ijtimoiy xizmatlarni ko‘rsatish, yashash va ovqatlanish tarmoqlarida kadrlarning ushbu ko‘rsatkich bo‘yicha natijalari me’yordan past bo‘lganligi sababli, ularning salohiyati 0,25 ball bilan baholandi.

3-jadval

Xizmat ko'rsatish sohasi ayrim tarmoqlarida kadrlar salohiyatini baholash

№	Kadrlar salohiyatini baholash mezonlari	Tarmoqlar																			
		tashish va saqlash			jami ballar	yashash va ovqatlanish			jami ballar	ta'lim			jami ballar	sog'liqni saqlash va ijtimoiy xizmatlar			jami ballar	axborot va aloqa			jami ballar
		baholash (ball)				baholash (ball)				baholash (ball)				baholash (ball)				baholash (ball)			
		1	**0,5**	**0,25**		**1**	**0,5**	**0,25**		**1**	**0,5**	**0,25**		**1**	**0,5**	**0,25**		**1**	**0,5**	**0,25**	
1	Kadrlar qo'nimsizligi	-	0,5	-	0,5	-	0,5	-	0,5	-	0,5	-	0,5	-	0,5	-	0,5	-	0,5	-	0,5
2	Mexnat samaradorligi	-	0,5	-	0,5	-	-	0,25	0,25	1	-	-	1	1	-	-	1	-	0,5	-	0,5
3	Sifatli xizmatlar bilan ta'minlanganlik darajasi	-	-	0,25	0,25	-	0,5	-	0,5	1	-	-	1	1	-	-	1	-	-	0,25	0,25
4	Tarmoqdagi o'rtacha ish xaqining iqtisodiyotdagi o'rtacha ish xaqiga nisbati	1	-	-	1	-	-	0,25	0,25	-	-	0,25	0,25	-	-	0,25	0,25	1	-	-	1
5	Asosiy vositalar qaytimi	-	-	0,25	0,25	-	-	0,25	0,25	1	-	-	1	1	-	-	1	-	-	0,25	0,25
	Jami	**1**	**1**	**0,50**	**2,50**		**1,0**	**0,75**	**1,75**	**3**	**0,5**	**0,25**	**3,75**	**3**	**0,5**	**0,25**	**3,75**	**1**	**1**	**0,50**	**2,50**

Xizmat ko'rsatish sohasidagi kadrlarning asosiy vositalardan foydalanish darajasi ham ularning salohiyatini shakllantirishda muhim o'rin tutadi. Ushbu maqsadda asosiy vositalar qaytimi ko'rsatkichini qo'llash tavsiya etiladi. Hisob-kitob natijalariga ko'ra, xizmat ko'rsatish sohasining tashish va saqlash, yashash va ovqatlanish, axborot va aloqa tarmoqlaridagi asosiy vositalar qaytimi me'yordan past ekanligi aniqlandi. Shu sababli ushbu tarmoqdagi kadrlar salohiyati 0,25 ball bilan baholandi. Ta'lim, sog'liqni saqlash va ijtimoiy xizmatlarni ko'rsatish tarmoqlarida esa ushbu ko'rsatkich natijasi me'yorda bo'lganligi uchun ushbu tarmoqlarning kadrlar salohiyati bu mezon bo'yicha 1,0 bilan ball bilan baholandi.

Xizmat ko'rsatish sohasida kadrlar salohiyati yuqorida aytib o'tilgan besh ko'rsatkichlar bo'yicha hisoblandi va natijalari quyidagi jadvalda keltirildi (4-jadval).

4-jadval

Xizmat ko'rsatish sohasining ayrim tarmoqlaridagi kadrlar salohiyati

№	Xizmat ko'rsatish tarmoqlari	Jami ball oraliqlari			Calohiyat bahosi
		[1;2]	[2;3]	[3;4]	
1	Tashish va saqlash	-	2,50	-	O'rta salohiyatli
2	Yashash va ovqatlanish	1,75	-	-	Salohiyatli
3	Ta'lim	-	-	3,75	Yuqori salohiyatli
4	Sog'liqni saqlash va ijtimoiy xizmatlarni ko'rsatish	-	-	3,75	Yuqori salohiyatli
5	Axborot va aloqa	-	2,50	-	O'rta salohiyatli

Tashish va saqlash, axborot va aloqa tarmoqlaridagi kadrlarning salohiyati beshta ko'rsatkich bo'yicha baholaganda, u 2,50 ballni tashkil etdi. Yashash va ovqatlanish tarmog'idagi kadrlar salohiyati 1,75 ballni, ta'lim, sog'liqni saqlash va ijtimoiy xizmatlarni ko'rsatish tarmoqlaridagi kadrlar salohiyati esa 3,75 ballni tashkil etdi. 4-jadvalda xizmat ko'rsatish sohasida kadrlar salohiyatining baholanish shartlari keltirilgan. Shunga muvofiq tashish va saqlash, axborot va aloqa tarmoqlaridagi kadrlar salohiyati 2,50 ballni tashkil etganligi uchun ularni o'rta salohiyatli, yashash va ovqatlanish tarmog'idagi kadrlar salohiyati 1,75 ballni tashkil etganligi uchun ularni esa salohiyatli, ta'lim, sog'liqni saqlash va ijtimoiy xizmatlarni ko'rsatish tarmoqlaridagi kadrlar salohiyati 3,75 ballni tashkil eganligi uchun ularning kadrlarini yuqori salohiyatli, deb baholanadi.

Xulosa va takliflar:

Tahlil natijalari O'zbekistonda xizmat ko'rsatish sohasidagi kadrlarni salohiyatli ekanligini ko'rsatmoqda. Demak, O'zbekistonda xizmat ko'rsatish sohasining aholi bandligini oshirishdagi ta'sirini kuchaytirish mexanizmlarini takomillashtirishda kadrlar bilan bog'liq jihatlari mavjud. Xizmat ko'rsatish sohasida kadrlarning malakasi, tajribasi, mahorati, qobiliyati sohada aholi bandligini oshirish mexanizmlarini takomillashtirishda muhim rol o'ynaydi. Soha xodimlarining tajribasi, mahorati, o'z kasbini sevishi ko'proq mijozlarni jalb qiladi, xizmatlarga bo'lgan talabni oshiradi. Bu, o'z navbatida, sohada yangi ish o'rinlarini yaratilishini anglatadi. Xizmat ko'rsatish sohasida kadrlar salohiyatini baholashda yuqorida ko'rsatilgan usuldan foydalanish tavsiya etiladi. Ushbu usul xizmat ko'rsatish sohasida kadrlar salohiyatini baholashda noaniqliklarga, munozarali holatlar kelib chiqmasligiga, subyektiv yondashmaslikka va boshqa kamchiliklarga barham beradi.

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ИСПОЛЬЗОВАНИЕ ИСКУССТВЕННОГО ИНТЕЛЛЕКТА В УПРАВЛЕНИИ ЧЕЛОВЕЧЕСКИМИ РЕСУРСАМИ

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Аннотация. По мере изменения сферы деятельности управление человеческими ресурсами (HRM) менеджера сталкивается с новыми проблемами, которых необходимо решать, обеспечивая при этом оптимальный рост и развитие организации. Это исследование определяет применение технологии искусственного интеллекта (ИИ) в отделах кадров, поскольку оно связано с наймом и отбором, процессом адаптации, удержанием сотрудников, управлением компенсациями, общим управлением сотрудниками и удержанием сотрудников. Слияние искусственного интеллекта (ИИ) с практиками управления персоналом меняет то, как компании нанимают, управляют и нанимают свою рабочую силу. Благодаря использованию искусственного интеллекта машины теперь могут принимать решения на основе данных и моделей поведения точнее, чем люди. В результате этого сдвига весь физический труд был заменен машинами, что вынуждает специалистов по персоналу брать на себя более стратегические роли. Были приведены преимущества применения ИИ в различных подразделениях УЧР, а также обсуждены проблемы, с которыми сталкивается внедрение ИИ в УЧР. В этой статье будет представлено обсуждение преимуществ ИИ для организаций, стремящихся повысить эффективность и результативность своих функций управления персоналом.

Ключевые слова. искусственный интеллект, управление человеческими ресурсами, человеческие ресурсы, преимущества, проблемы.

INSON RESURSLARINI BOSHQARISHDA SUN'IY INTELLEKTDAN FOYDALANISH

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Annotatsiya. Faoliyat sohasining o'zgarishi bilan inson resurslarini boshqarish (HRM) da menejerlar tashkilotning optimal o'sishi va rivojlanishini ta'minlagan holda, hal qilinishi kerak bo'lgan yangi muammolarga duch kelishmoqda. Ushbu tadqiqot kadrlar bo'limida sun'iy intellekt (AI) texnologiyasini qo'llash ahamiyatini va uning e'tiborga olinishi kerak bo'lgan jihatlarini ko'rsatishga qaratilgan. Chunki u ishga qabul qilish va tanlash, ishga qabul qilish jarayoni, xodimlarni ushlab turish, motivatsiya tizimini boshqarish, xodimlarni umumiy boshqarish bilan bog'liq. Sun'iy intellektning (AI) HR amaliyotlari bilan uyg'unligi kompaniyalarning o'z ishchilarini yollash va boshqarish usullarini o'zgartirmoqda. Sun'iy intellektdan foydalanish tufayli mashinalar endi ma'lumotlar va xatti-harakatlarga asoslangan qarorlarni odamlarga qaraganda aniqroq qabul qilishlari mumkin. Ushbu siljish natijasida barcha qo'l mehnati mashinalar bilan almashtirildi, bu esa HR mutaxassislarini ko'proq strategik rollarni olishga majbur qildi. Mazkur maqolada shuningdek, HRMning turli bo'limlarida sun'iy intellektdan foydalanishning afzalliklari taqdim etiladi va HRMda AIni tatbiq etishda duch keladigan muammolar muhokama qilinadi. Qolaversa, maqolada HR funktsiyalarining samaradorligini oshirishga intilayotgan tashkilotlar uchun AIning afzalliklari muhokama qilinadi.

Kalit so'zlar. sun'iy intellekt, inson resurslarini boshqarish, inson resurslari, afzalliklar, muammolar.

USING ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCE MANAGEMENT

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Abstract. As the field of activity changes, human resource management (HRM) of the manager is faced with new problems that need to be addressed, while ensuring optimal growth and development of the organization. This study defines the application of artificial intelligence (AI) technology in HR departments as it relates to recruitment and selection, the onboarding process, employee retention, compensation management, overall employee management, and employee retention. The fusion of artificial intelligence (AI) with HR practices is changing how companies hire, manage and hire their workforce. Thanks to the use of artificial intelligence, machines can now make decisions based on data and behaviors more accurately than humans. As a result of this shift, all manual labor has been replaced by machines, forcing HR professionals to take on more strategic roles. The benefits of using AI in various departments of HRM were presented, and the challenges faced by the implementation of AI in HRM were discussed. This article will provide a discussion of the benefits of AI for organizations seeking to improve the efficiency and effectiveness of their HR functions.

Keywords. artificial intelligence, human resource management, human resources, advantages, problems.

Введение:

Организационный рост зависит от того, насколько хорошо она интегрирует свой труд, процессы и оборудование для производства ценности при низких затратах. В последнее время отдел кадров (HR) продвинулся вперед благодаря технологиям и данным, которые сотрудники постоянно предоставляют для повышения своей стратегической роли. Одной из таких технологий является искусственный интеллект. «Искусственный интеллект можно определить как науку, целью которой является воспроизведение таких аспектов человеческого интеллекта, как обучение, рассуждение, восприятие, критическое мышление и т. д., с помощью компьютерных программ, которые руководствуются логикой» [1]. Рассел и Норвиг [2] описывают ИИ как «интеллектуального агента», поскольку машины могут действовать разумно как люди, имитируя человеческий интеллект, и это стало возможным благодаря передаче машинам большого количества данных, которые проверены и обучены с помощью моделей машинного обучения. Его также можно выразить как способность системы правильно понимать входные данные, учиться на них и применять их для достижения конкретных целей и задач посредством адаптивной реализации [3]. Человеческий интеллект усиливается искусственным интеллектом, поскольку он освобождает сотрудников от выполнения задач, которые можно автоматизировать, тем самым позволяя им более продуктивно развивать свои навыки и знания.

Управление человеческими ресурсами (HRM) уходит своими корнями в появление производственной социальной работы в 1890-х годах [4]. Произошел переход от однонаправленной системы управления к более технической системе управления, что привело к росту профессионализма в этой роли. Организации могут увеличить ценность своего конкурентного преимущества за счет приобретения, расширения и слияния не только человеческого капитала, но также организационных и физических ресурсов, и этого можно достичь, когда организации действительно работают над практиками управления персоналом. Технологии искусственного интеллекта могут быть объединены с функциями управления персоналом, чтобы предлагать инновационные решения проблем сотрудников, связанных с персоналом. В этой статье мы пытаемся обсудить применение ИИ в управлении человеческими ресурсами (HRM), его преимущества и проблемы.

Анализ литературы по теме:

Недавние исследования показали, что ИИ оказывает благотворное влияние на сферу управления персоналом. (Усманов М.), (Кудратуллаевна А.М, Каххаровна Т.Г), (Джордж и Томас) и (Вивек и Явалка) в своих аналогичных исследованиях обсуждали преимущества внедрения ИИ в измерениях управления персоналом, включая человеческий фактор. управление отношениями, набор и отбор, управление компенсациями, обучение и развитие, управление эффективностью и стратегическое планирование человеческих ресурсов [5]-[8]. Кудратуллаевна А.М, Каххаровна Т.Г далее описали его полезность для сотрудников, специалистов по кадрам, а также для организации и пришли к выводу, что ИИ заменяет рутинную работу в отделе кадров с меньшим вмешательством со стороны людей, в то время как Джордж и Томас утверждали, что люди не могут быть заменены людьми. ИИ. Кроме того, Вивек и Явалка сообщили, как ИИ помогает снизить рабочую нагрузку и повысить эффективность рабочего места [6], [8]. (Усманов), (Джордж и Томас), (Вивек и Явалка) в своих исследовательских статьях использовали вторичные данные для сопоставления своих отчетов, в то время как Джордж и Томас в дальнейшем использовали метод интервью (с использованием структурированных анкет) по HR. персонала на корпоративных местах [5], [7], [8]. Гарима, Викрам и Винай провели свое исследование с использованием метода множественной регрессии для проверки гипотезы, которая была проведена среди 115 специалистов по управлению персоналом с использованием первичных данных, характерных для определенного региона [6]. Хотя в этих документах утверждается, что ИИ, по-видимому, берет на себя многие функции в области управления персоналом, недостатком является то, что (Гарима, Викрам и Винай) и (Джордж и Томас) не смогли решить проблемы, с которыми сталкиваются отделы кадров при использовании инструментов ИИ в своей работе. различные функции [6], [7]. Цзя, Го, Ли и Чен заявили, что большинство организаций не полностью готовы к внедрению ИИ в свои функции управления персоналом, в то время как Вивек и Явалка сообщили, что трудно найти подходящих кандидатов для работы с инструментами ИИ, а ИИ ограничивает отделы кадров принимать решения, поскольку технология, по-видимому, берет на себя этот аспект [5], [8]. Подробное исследование возможных проблем внедрения этой технологии в управление человеческими ресурсами в организации не проводилось. Все авторы пришли к выводу, что ИИ принесет огромную пользу в многочисленных функциях управления персоналом. Техника, используемая в их обзорах, в основном основана на вторичных данных, которые не сильно отличаются от наших, поскольку мы намерены анализировать статьи, журналы, блоги и веб-сайты. В этом обзорном документе будут дополнительно освещены проблемы развертывания ИИ, определения карьерных путей, а также будущих возможностей, которые были выявлены в результате обзора литературы.

Методология исследования:

Это исследование направлено на оценку преимуществ ИИ в области управления человеческими ресурсами, его последствий для управления персоналом и возможных проблем, связанных с внедрением ИИ в управление персоналом.

Цели исследования:

• понять ИИ и его применение в управлении персоналом.

• Оценить различные области УЧР, в которых можно использовать ИИ.

• Критически оценить эффекты и преимущества ИИ в указанных разделах.

• Оценить потенциальные трудности, связанные с внедрением искусственного интеллекта в управление человеческими ресурсами.

• Сформулировать соответствующие рекомендации на основе результатов исследования и сделать выводы на основе оценки исследования.

Методология исследования

В данном исследовании используется метод описательного исследования. А также в статье используются вторичные данные, полученные из исследовательских работ, опубликованных материалов, веб-сайтов и блогов HR.

Анализ и результаты:

Влияние ИИ на УЧР быстро растет. Он может преобразовать операции HR с помощью соответствующего и глубокого анализа различных функций. Такие функции, как набор и отбор, адаптация, управление эффективностью, вовлечение и удержание сотрудников, теперь выполняются с помощью виртуального помощника. Разработка информационных систем управления персоналом (HRIS) заложила основу для приложений ИИ. «HRIS — это процедура сбора, хранения, обслуживания, поиска и проверки данных, необходимых организации о ее человеческих ресурсах, деятельности персонала и характеристиках организационного подразделения» [9].

А. Наем и отбор

Специалисты по персоналу несут ответственность за набор талантов для организации, и должны быть наняты подходящие кандидаты. Поиск подходящего кандидата может быть трудным, поскольку вы пытаетесь найти подходящего человека в пуле многих талантов. Составление короткого списка кандидатов и просмотр резюме для поиска подходящего кандидата на должность может быть сложной задачей для руководителей отдела кадров [6]. Им необходимо обратиться к нужным кандидатам, пытаясь заполнить рабочие места как можно быстрее, потому что вакантное место может стоить организации больших денег из-за задержек в работе. Обеспечение хорошего опыта кандидата имеет ключевое значение, поскольку это увеличивает шансы кандидата принять предложение. Необходимо обеспечить, чтобы будущая команда получила большой опыт от первого контакта. ИИ может помочь ускорить процесс найма, даже если требования к найму постоянно растут [10]. Его можно использовать для автоматизации повторяющихся задач, сначала работая над анализом больших данных, чтобы получить тенденции. Его также можно использовать для оптимизации процесса найма во время найма. Технологии искусственного интеллекта, такие как чат-боты, могут быть добавлены на веб-сайты организаций для привлечения посетителей и повышения скорости общения. Потенциальные кандидаты будут готовы оставить свои резюме и другую основную информацию во время чата с ботами. Чат-боты могут задавать вопросы о роли, которая интересует кандидата, и отвечать на некоторые основные вопросы, заданные потенциальным кандидатом. Это помогает сэкономить время, поскольку некоторые из утомительных работ по подбору персонала, такие как сбор информации о кандидатах, предварительная квалификация кандидатов, планирование встреч и времени общения, а также предоставление кандидату ответов на основные вопросы, могут быть выполнены с помощью чат-ботов [10], [11]. Методы машинного обучения могут использоваться для помощи в интерпретации большого количества полученных данных и обнаружении закономерностей, ранее не идентифицированных организацией. Технология искусственного интеллекта может помочь проверить резюме и определить подходящих кандидатов на вакансию. Опыт, навыки, уровень образования и многие другие интересы организации проверяются до того, как кандидат будет принят на работу с помощью моделей, обученных машинным обучением. Эта технология может помочь сузить список всех кандидатов, отсортировав тех, кто обладает наиболее соответствующими навыками. Это будет рассматривать кандидатов только на основе квалификации и поможет устранить предубеждения, если они правильно запрограммированы [12]. ИИ также может выполнять проверку биографических данных, например, проверять профили кандидатов в социальных сетях, чтобы убедиться, что выбранный кандидат является наиболее квалифицированным. Это сэкономит время рекрутера, обеспечит честный процесс найма и гарантирует, что лучший кандидат будет принят на работу. Большинство компаний борются с привлечением и повторным привлечением потенциальных клиентов, потому что для этого требуется время. Компании обычно не получают ответа от кандидатов и не отвечают им после подачи заявки на вакансию или после собеседования. Согласно отчету, в настоящее время сотрудники ожидают ответа от компании в течение 10 минут после подачи заявления о приеме на работу. Поэтому общение с ними после подачи заявления о приеме на работу или собеседования имеет решающее значение; в противном случае есть риск потерять их из-за более отзывчивой конкуренции. Программное обеспечение с искусственным интеллектом, такое как Chabot, система отслеживания кандидатов (ATS) и система управления взаимоотношениями с клиентами (CRM), помогает в режиме реального времени давать ответы на все вопросы, заданные кандидатами, и предоставляет обновленную информацию об их прогрессе. При использовании ИИ в управлении персоналом субъективные критерии, такие как фаворитизм и кумовство, с меньшей вероятностью будут играть роль в процессе найма и отбора потенциальных кандидатов [13]. Во время процесса на точку зрения рекрутера могут влиять этническая принадлежность, язык, пол и даже раса. Предубеждения устраняются за счет интеграции платформ оценки алгоритмов с автоматизацией и искусственным интеллектом. Преимущество этой платформы в том, что, если после аудита обнаружится предубеждение, его можно изменить, чтобы уменьшить или устранить его.

B. Адаптация.

Адаптация — это процесс быстрой и плавной интеграции новых сотрудников в культуру и политику организации [14]. Онбординг — важный аспект процесса управления человеческими ресурсами. Это не только демонстрация культуры компании, но и определение и продвижение этой культуры [15]. Хороший процесс адаптации заставит новобранцев лучше относиться к организации, оставаться более вовлеченными и с большим желанием оставаться в организации подольше. Однако эти новобранцы требуют большего внимания, и обслуживать их индивидуально — сложная задача. ИИ может автоматизировать процесс адаптации, тем самым превращая процесс в процесс самообслуживания, позволяя этим новобранцам легко координировать свои действия с рабочей силой и управленческой командой и помогая оптимизировать ручные и трудоемкие задачи.

Процесс адаптации на ранней стадии важен, так как именно здесь новобранцы формируют свое впечатление об организации. Умные чат-боты также играют роль в этом процессе. Чат-боты на основе ИИ могут помочь в сборе данных, предоставить информацию, необходимую новобранцам, организовать информацию, представить новобранцам все необходимые формы для заполнения, запросить у новобранцев необходимые документы и предоставить любые необходимые онлайн-руководства. Эти чат-боты также могут помочь создать новые учетные записи для этих новых сотрудников и интегрировать их в систему организации без поддержки ИТ. Автоматизированный процесс адаптации ИИ обеспечивает гибкость в отношении времени и места, поскольку позволяет новобранцам интегрироваться в систему в своем собственном темпе [8], [16]. Это также сокращает административные задачи и ускоряет процесс интеграции. Эти чат-боты также могут получать отзывы от новобранцев, чтобы помочь им лучше обслуживать и обеспечить лучший опыт адаптации.

C. Обучение и развитие.

Специалисты по персоналу должны гарантировать, что сотрудники обладают необходимыми навыками и опытом для удовлетворения индивидуальных и организационных потребностей и амбиций посредством обучения и развития. Обучение и развитие помогут справляться с изменениями, отслеживать применение навыков, поддерживать вовлеченность учащихся, развивать межличностные навыки, развивать лидеров, прививать навыки управления конфликтами, повышать квалификацию и переквалификацию. Надлежащее учебное заведение необходимо для любой организации, чтобы иметь профессиональную и технически квалифицированную рабочую силу. Сотрудники должны быть в курсе последних тенденций и разработок, связанных с их областями. Отделы кадров теперь могут обучать и оценивать персонал с помощью инструментов на основе ИИ. Инструменты искусственного интеллекта позволили выявить пробелы в навыках и создать планы обучения для сотрудников в соответствии с их потребностями. [17]. ИИ может помочь создать индивидуальные пути обучения для новых сотрудников на основе их навыков и сопоставить их с учетом их интересов [18]. Крупные организации сочтут это очень полезным для понимания базовых навыков и интересов своих сотрудников, что поможет им согласовать эти навыки и интересы со своими путями обучения и навыками, необходимыми для проектов. Эту технологию также можно использовать для анализа показателей обучения сотрудников и определения того, какие сотрудники нуждаются в дополнительном обучении, а также обучение, необходимое каждому из этих сотрудников. Правильные инструменты и внедрение ИИ помогут сотруднику учиться лучше и быстрее, что приведет к лучшему личному и профессиональному росту, что, в свою очередь, приведет к повышению производительности. Программы обучения на основе искусственного интеллекта позволяют удовлетворить требования каждого сотрудника, поскольку все они получают необходимую информацию в нужное время. Инструменты на основе ИИ также могут автоматизировать процесс обучения, создавая учебные и развивающие видеоролики [19]. Эти обучающие видеоролики можно использовать повторно и даже переводить на разные языки без необходимости переснимать или повторно нанимать актеров озвучивания. Учащийся, скорее всего, выберет видео, а не текст, поскольку видео является одним из наиболее эффективных методов передачи знаний. Скучный текстовый документ или текстовый учебный материал можно за считанные минуты превратить в увлекательное видео с помощью технологии искусственного интеллекта.

D. Управление эффективностью.

Очень важно иметь определенную структуру управления эффективностью в любой организации. Влияние сотрудников на работу можно отслеживать с помощью хорошей структуры управления эффективностью. Влияние обучения, проводимого организацией, также можно отслеживать с помощью этой структуры. Эта структура сможет помочь сотрудникам привести свою работу в соответствие с целями и задачами организации [11]. Традиционный метод управления эффективностью требует некоторых трудоемких шагов, таких как постановка цели, проведение самооценки, оценка менеджерами, обсуждение и подписание

[20]. ИИ может помочь в мониторинге поставленных целей в режиме реального времени. и предоставить обратную связь с информацией о том, что было сделано и что осталось несделанным [11]. При управлении производительностью модель оценки может быть интегрирована в систему путем сбора и изучения данных о производительности труда сотрудников. С помощью инструментов ИИ легко управлять поведением и анализировать эффективность каждого сотрудника. Награды могут быть рекомендованы для более быстрого достижения целей, а ИИ может помочь с уведомлениями и предложениями по темам для повышения производительности, когда цели не достигаются вовремя [20]. Технология искусственного интеллекта может помочь устранить возможные предубеждения при сравнении производительности сотрудников [21]. Этого можно добиться, предоставив подробные и четкие стандарты достижений. Это помогает устранить односторонний метод оценки работника руководителями. ИИ может помочь привести неэффективных сотрудников к необходимому набору целей для повышения производительности. Это также может помочь предоставить информацию о потенциале сотрудников и сказать, какой сотрудник будет работать хорошо, а какой нет, и это может быть очень важной информацией для специалистов по персоналу при планировании преемственности. Специалисты по персоналу используют эти инструменты для постановки целей, отслеживания эффективности команд и отдельных лиц, получения результатов и изменений, а также экономии рабочего времени [21]. Это обеспечивает оптимальную производительность и общие положительные результаты.

E. Вовлеченность сотрудников

Вовлеченность сотрудников или трудовые отношения связаны с тем, как работодатели и работники работают вместе для создания справедливого рабочего места. Некоторым организациям трудно эффективно понять свою рабочую силу и потребности. Понимание рабочей силы поможет менеджерам по персоналу организаций тратить много времени, пытаясь управлять конфликтами на рабочем месте. Менеджеры по персоналу обязаны избегать и решать эти проблемы в организации, где сотрудники сталкиваются с оскорбительным поведением, таким как конфликты, сексуальные домогательства, споры о ежегодных отпусках, запугивание и другие проблемы в отношениях с сотрудниками, которые могут негативно повлиять на вашу фирму. Автоматизация чат-ботов также может помочь в этом отношении, поскольку общение является важным аспектом вовлеченности сотрудников. Эта платформа может сделать общение сотрудников более интерактивным и свободным. Это может обеспечить обратную связь в режиме реального времени для сотрудников и специалистов по персоналу, независимо от того, хорошая она или плохая [22]. Сотрудники могут свободно говорить о своих чувствах, не встречаясь физически или не назначая встречу. Теперь организации могут прогнозировать уровень вовлеченности своих сотрудников с помощью нескольких методов прогнозирования, основанных на искусственном интеллекте. Аналитические модели ИИ можно применять при сканировании различного текста в виде электронных писем, сообщений чат-ботов, заметок, комментариев в СМИ и т. д. для извлечения необходимых сведений для анализа вовлеченности сотрудников.

Нынешние и будущие уровни вовлеченности сотрудников теперь прогнозируются путем анализа больших наборов данных и получения из них важных результатов. Технология обработки естественного языка (NLP) может преобразовывать информацию, полученную из различных носителей, в структурированные данные для анализа [23]. Эта технология может выполнять анализ настроений и анализ тем. Эта технология также может помочь интерпретировать чувство, стоящее за текстовым ответом, данным сотрудником в опросе. Это может помочь оценить общую удовлетворенность сотрудников работой организации. Эта технология на основе искусственного интеллекта помогает сэкономить время при анализе опросов вовлеченности и помогает специалистам по персоналу выявлять потребности сотрудников и предлагать быстрые решения для этих потребностей. F. Управление компенсациями. Это важнейший аспект УЧР. Это процесс анализа, управления и определения стимулов и льгот, получаемых каждым сотрудником [24]. Компенсации и льготы, предлагаемые компанией, имеют большое значение для удержания сотрудников. Организациям становится все труднее получать льготы и компенсации в условиях жесткой конкуренции в современном корпоративном мире. HRM необходимо создать структуры вознаграждения и другие льготы для удовлетворения организационных требований. Ожидается, что вознаграждение сотрудников будет справедливым и конкурентоспособным, поскольку это позволит компаниям привлекать и удерживать лучшие таланты.

Эффективная система управления компенсациями поможет улучшить как индивидуальные, так и групповые показатели. Нейронные сети с искусственным интеллектом могут быть полезным инструментом для установления уровня справедливости при оценке вознаграждения сотрудников [5]. С помощью больших данных эту технологию можно использовать для создания интеллектуальной системы поддержки для создания системы справедливой оценки вознаграждения. ИИ может сэкономить время и помочь организациям быть в курсе меняющегося рынка и предпочтений сотрудников. С помощью аналитики больших данных можно собирать исторические и актуальные данные и использовать их для прогнозирования будущих тенденций в оплате труда сотрудников. ИИ можно использовать для отслеживания изменений на рынке труда, обеспечения выплаты сотрудникам конкурентоспособной заработной платы и создания системы для корректировкивознагражденийсотрудниковвзависимостиотпроизводительности [25], тем самым побуждая сотрудников работать умнее и усерднее. ИИ может помочь HR-специалистам создать идеальный компенсационный пакет для своих сотрудников и предоставить справедливый компенсационный пакет, основанный на образовании, опыте, наборе навыков и многом другом, что позволит компаниям приблизиться к сокращению разрыва в оплате труда.

G. Удержание сотрудников

Уровень удержания сотрудников во многих отраслях сегодня очень низок, что может негативно сказаться на производительности организации. В конкурентной среде, когда уходит персонал, это негативно сказывается на оставшихся членах команды с точки зрения мотивации и производительности. Увольнение сотрудников также влияет на доходы организации, увеличивает затраты на подбор и обучение и замедляет рост организации. Затем HRM становится задачей нанять новых сотрудников, чтобы заполнить пробел в рабочей силе. Решения на основе машинного обучения ИИ могут помочь HR-специалистам прогнозировать уровень текучести кадров и определять сотрудников, которые с большей вероятностью уйдут, и планировать стимулы для мотивации сотрудников. Исторические данные анализируются, чтобы понять закономерности из данных [26]. В этом прогнозе учитываются все возможные причины удержания сотрудников. ИИ можно использовать для мониторинга вовлеченности сотрудников, проверки их удовлетворенности, получения отзывов от сотрудников и скорейшего устранения отзывов, чтобы убедиться, что сотрудник счастлив и мотивирован к работе [12]. Благодаря плавному процессу адаптации с использованием чат-ботов с искусственным интеллектом, быстрому реагированию на отзывы сотрудников, обеспечению того, чтобы сотрудники получали необходимые навыки для своих рабочих ролей, и предоставлению конкурентоспособного компенсационного пакета с помощью решений с поддержкой искусственного интеллекта вероятность увольнения сотрудников снизится.

H. Карьерный рост

В сфере управления персоналом искусственный интеллект уже давно используется в системах управления обучением и учебных модулях, чтобы помочь сотрудникам найти правильный карьерный путь, развивать свои способности, чтобы они могли преуспеть в своих текущих ролях, и развивать свои способности. стремление к более высокому продвижению. Этот подход позволяет технологиям искусственного интеллекта мобилизовать огромные и разнообразные наборы данных, такие как терабайты биографий и обзоров производительности, а также горы исторических данных, чтобы продемонстрировать усовершенствованную модель обучения и образования, ориентированную на определенный профессиональный уровень или опыт. Методы искусственного интеллекта широко используются многими предприятиями по всему миру для расширения возможностей, обучения и развития персонала. Это улучшает рабочую среду в этих учреждениях и делает их средством для навыков и мастерства. Недавно было внедрено использование инструментов эмоционального анализа для выявления предубеждений и отношения сотрудников ко всему, начиная с использования сайтов социальных сетей, таких как Twitter и Instagram. В ближайшие годы мы станем свидетелями распространения приложений для эмоционального анализа на более широкий уровень в сфере управления персоналом, чтобы оценить отношение, вовлеченность и роль сотрудников [27]. Это связано с тем, что многие предприниматели начинают рисковать и использовать эти технологии. Всемирный экономический форум ранее сообщал в октябре 2018 года, что наиболее значительными трудностями, с которыми сталкивается будущая рабочая сила, является отсутствие необходимых компетенций, необходимых для того, чтобы идти в ногу с быстрым технологическим прогрессом [28]. Должна быть обеспечена способность рабочей силы поддерживать новые технологии. Разница между промышленно развитыми и бедными странами резко увеличилась из-за цифрового разрыва. Более серьезно, не только из-за некоторых решений, принятых в отношении цены этих технологий, но и из-за характера профессиональных и технических навыков высокого уровня, необходимых для проектирования, эксплуатации и обслуживания цифровой инфраструктуры, требования овладения фундаментальными навыками и владение информационными и коммуникационными технологиями. Идея состоит в том, что навыки имеют решающее значение для уменьшения неравенства и пробела в знаниях среди рабочей силы.

Искусственный интеллект приносит пользу различным отраслям, сокращая количество времени и усилий, необходимых для выполнения сложных задач, что приводит к более высокой точности и лучшим результатам [12]. Количество времени, необходимое для анализа данных, увеличивается вместе с количеством данных о человеческих ресурсах. Программное обеспечение на основе искусственного интеллекта теперь может легко выявлять шаблоны данных и управлять критическими задачами, требующими большого объема данных. Это помогло компьютерам обнаруживать ошибки и несоответствия быстрее и точнее, чем персонал отдела кадров. Это значительно экономит время, что приводит к более высокой прибыли. Одной из ключевых целей каждой организации является получение дохода, и это привело к тому, что предприятия максимально используют преимущества ИИ и совместной работы сотрудников и машин. Кроме того, использование ИИ дает возможность сотрудникам отдела кадров сосредоточиться на более сложных задачах, требующих значительного участия человека. Это включает в себя построение отношений с клиентами, более активное рабочее место, развитие карьеры сотрудников и сосредоточение внимания на стратегиях. Хотя многие компании продолжают использовать онлайн-инструменты обучения для постоянного обучения, они часто неорганизованны, и сотрудники не получают от них максимальной пользы. Более эффективный опыт обучения обеспечивается тщательной организацией и представлением программ с использованием методов искусственного интеллекта [18]. В результате ИИ можно снизить стоимость различных функций внутри организации, таких как набор и обучение. Благодаря своему аналитическому и прогнозирующему мастерству он предлагает актуальные и эффективные решения, позволяющие лучше подготовиться к будущим проблемам.

Хотя очевидно, что ИИ принесет пользу в области УЧР в будущем, HR-практики должны знать о потенциальных проблемах. Основной проблемой интеграции ИИ в HR-функции является образ мышления сотрудников. Повсеместный характер ИИ, который позволяет ему отслеживать различные аспекты поведения сотрудников, вызывает растущую озабоченность среди людей. Таким образом, проблемы, связанные с неправомерным использованием ИИ, а также неэтичным и ненадлежащим использованием общих данных, должны быть должным образом решены, и все вовлеченные стороны должны быть осведомлены о возможных последствиях, прежде чем технология будет использоваться для каких-либо целей, которые облегчат переход. В настоящее время фирмам нужны люди, обладающие всеми необходимыми навыками. Причина в том, что искусственный интеллект используется на всех этапах работы отделов, в том числе и в сфере управления персоналом. Из-за отсутствия технологических навыков сотрудникам часто сложно изучать и интегрировать новые инструменты ИИ в свои роли [29]. Поскольку технологии перевешивают власть и роль HR в принятии решений в бизнесе, существует высокая вероятность ограничения способности отдела кадров принимать решения в повседневной жизни [7]. Основываясь на эмоциональных и психологических чертах, которых нет у ИИ, в настоящее время невозможно отслеживать человеческие эмоции и понимать, как они могут влиять на человеческое поведение, страсть и амбиции [30]. Ему не хватает человеческого контакта, и он не может указать на некоторые характеристики, которыми может обладать или не обладать новый сотрудник. ИИ не понимает командную динамику и то, как разные личности работают вместе. Технологии не могут заменить способность менеджера по персоналу читать людей лично. Хотя ИИ может быть включен в бизнес-решения, он не может выполнять некоторые личные обязанности, как это делал бы менеджер. ИИ требует человеческого программирования, а это означает, что есть место для потенциальной ошибки или предвзятости. Это полностью зависит от прошлых данных для проведения анализа и прогнозов [30]. Он учится на алгоритме и данных, которые он обрабатывает, и может принимать предубеждения своего программиста без его ведома [31]. При внедрении предвзятой технологии искусственного интеллекта ее результаты также могут быть предвзятыми. Процедура привлечения талантов в компании может быть случайно искажена, если она использует предвзятые технологии. Технологии не могут нести ответственность за предвзятость, если процесс найма когда-либо оспаривался или подвергался сомнению, поэтому руководители HR и сотрудники HR должны взять на себя этическую ответственность. Ошибки программирования могут привести к неправильной интерпретации данных, использованию неправильных критериев при сортировке кандидатов, а также к тому, что подходящие или разные лица могут не попасть в окончательный список. Доступность данных и совместимость баз данных также являются проблемой при использовании ИИ в управлении персоналом. Размер компании играет роль в определении доступности данных для прогнозов. Большинство HR-компаний имеют небольшой штат от сотен до нескольких тысяч сотрудников, поэтому данные, доступные для наблюдения, очень малы. Количество наблюдений за некоторыми событиями в организации невелико. Такое событие, как увольнение, происходит не очень часто и поэтому не имеет достаточного количества наблюдений для прогнозов. Для точных прогнозов данных необходим больший набор данных и наблюдений. Существует также проблема несовместимости баз данных, поскольку многие наборы организационных данных находятся в разных базах данных и должны быть тщательно объединены перед очисткой менеджерами данных. ИИ не будет понимать компанию так, как это сделал бы HR-специалист. Ему не хватает глобального понимания компании, которым обладает HR. HR-специалист может пройти тщательное изучение и исследование компании, чтобы получить хорошее представление о целях, ценностях, культуре и задачах организации. Многолетний опыт работы также дает специалисту по персоналу больше опыта и лучшее понимание работы. Технологии искусственного интеллекта может не хватать понимания, которым обладают HR-специалисты. Он может не обнаружить важных связей в прошлой работе кандидата, показывающих, что кандидат может представлять большую ценность для организации. Благодаря многолетнему опыту HR-специалист может рассмотреть некоторых кандидатов, чье резюме не соответствует строгим критериям приема на работу, но может выявить некоторые связи. ИИ не может обнаружить такие связи и пропустить выбросы, которые могут быть полезны для компании.

Исследователи ожидают, что через несколько лет технологии искусственного интеллекта будут превосходить людей во многих задачах и видах деятельности. По мнению экспертов, у ИИ есть высокая вероятность превзойти человеческую производительность в деятельности и автоматизировать занятость человека в ближайшие годы [32]. Некоторые ученые считают, что ИИ будет служить лишь вспомогательной системой и никогда полностью не заменит людей. Будущее будет состоять из сотрудничества между людьми и машинами [33]. Важность совместного взаимодействия между машинами и людьми, при котором машины прогнозируют результаты, а люди принимают решения и предпринимают соответствующие действия, подчеркивается в другом исследовании ИИ и глубокого обучения [34]. ИИ сможет играть более важную роль в управлении персоналом, если будет решено, какие данные отслеживать, изучать, управлять и защищать [35]. Область HR-аналитики еще может многому нас научить и открыть. На рынке будет жесткая конкуренция за привлечение лучших специалистов, поскольку все больше предприятий начинают использовать технологии ИИ. В этом случае единственное, что отделяет организации друг от друга, — это их способность соответствовать цифровым ожиданиям кандидатов и предоставлять им наилучший опыт [35]. В отрасли будет доминировать тот сектор, который лучше всего подготовит своих работников к эффективному использованию возможностей искусственного интеллекта и больших данных для получения конкурентного преимущества [36].

Выводы и предложения:

Несмотря на успешную адаптацию сектора человеческих ресурсов к техническому сдвигу, вызванному искусственным интеллектом, предстоит еще многое наверстать. Чтобы в полной мере воспользоваться любой новой разработкой, крайне важно, чтобы мы постоянно искали решения для ее препятствий. Сфера HR также должна принять аналогичную стратегию. Основываясь на многочисленных исследованиях, обсуждаемых в этой статье, легко сделать вывод, что данные необходимы для применения искусственного интеллекта к организационным функциям. Поэтому HR-специалист должен обратить пристальное внимание на то, чтобы убедиться, что используются надежные данные. Искусственный интеллект был включен в процедуры управления персоналом для улучшения планирования и принятия решений.

Приложения на основе ИИ помогли предприятиям повысить производительность труда, повысить эффективность рабочего места в целом, сократить расходы, автоматизировать рутинные задачи, которые сейчас выполняются людьми, обеспечить интеллектуальную аналитику данных и прогнозировать будущее. Предприятия смогут выжить и процветать в нынешнее время растущей конкуренции и технологического развития только в том случае, если они полностью освоят ИИ и осознают его ценность на раннем этапе. Отсутствие экспериментальных и статистических исследований в этой области увеличивает потенциал будущих исследований в этой области. Основываясь на анализе этой статьи, мы можем сделать вывод, что использование технологии ИИ в управлении персоналом при правильном применении может открыть двери для непредвиденных возможностей. Это позволит организациям оставаться в авангарде технического прогресса.

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HUMAN CAPITAL DEVELOPMENT IN THE CONTEXT OF HEALTH AND SAFETY REGULATION: POLICY ANALYSIS IN CONSTRUCTION INDUSTRY

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Abstract. This paper explores the development of human capital in the context of health and safety management in the construction industry. The construction sector is known for its inherent risks and hazards, making it crucial to prioritize the well-being and safety of workers. Effective health and safety management not only protects employees but also contributes to increased productivity, reduced costs, and enhanced reputation for construction companies. This study examines the role of human capital development in promoting a culture of safety within construction organizations. It investigates various aspects such as training, education, skill development, and knowledge acquisition that contribute to the overall competence and capabilities of individuals working in the construction industry. The findings of this study highlight the importance of investing in human capital development as a means to enhance health and safety outcomes in construction. It emphasizes the need for comprehensive training programs, continuous learning opportunities, and the integration of safety competencies into the construction workforce. The paper concludes with recommendations for construction companies, policymakers, and industry stakeholders on how to prioritize and foster the development of human capital to create safer work environments and improve overall construction industry performance. Current research states the human capital development approach from three aspects: health (state of health, occupational health, sanitation, and hygiene); knowledge (education, like-mindedness, mentoring, training), and professional skills (esteem, skills, skills, professional development) from the foreign countries practices.

Keywords. human capital, health and safety, construction policy improvement, sustainable economic growth, transformation economics.

SALOMATLIK VA XAVFSIZLIKNI TARTIBGA SOLISH KONTEKSTIDA INSON KAPITINI RIVOJLANISH: QURILISH SANOATIDA SIYOSAT TAHLILI

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Annotatsiya. Ushbu maqola qurilish sanoatida salomatlik va xavfsizlikni boshqarish kontekstida inson kapitalining rivojlanishini o'rganadi. Qurilish sektori o'ziga xos xavf va xavf-xatarlar bilan mashhur bo'lib, ishchilarning farovonligi va xavfsizligini birinchi o'ringa qo'yishni hal qiluvchi ahamiyatga ega. Salomatlik va xavfsizlikni samarali boshqarish nafaqat xodimlarni himoya qiladi, balki mehnat unumdorligini oshirishga, xarajatlarni kamaytirishga va qurilish kompaniyalari obro'sini oshirishga yordam beradi. Ushbu tadqiqot qurilish tashkilotlarida xavfsizlik madaniyatini oshirishda inson kapitalini rivojlantirish rolini o'rganadi. U qurilish sohasida ishlaydigan shaxslarning umumiy malakasi va imkoniyatlariga hissa qo'shadigan o'qitish, ta'lim, malaka oshirish va bilimlarni egallash kabi turli jihatlarni o'rganadi. Ushbu tadqiqot natijalari qurilishda salomatlik va xavfsizlik natijalarini yaxshilash vositasi sifatida inson kapitalini rivojlantirishga sarmoya kiritish muhimligini ta'kidlaydi. Bu keng qamrovli o'quv dasturlari, uzluksiz o'rganish imkoniyatlari va xavfsizlik bo'yicha vakolatlarni qurilish ishchi kuchiga integratsiyalashuvi zarurligini ta'kidlaydi. Hujjat qurilish kompaniyalari, siyosatchilar va sanoat manfaatdor tomonlariga xavfsizroq ish muhitini yaratish va qurilish sanoatining umumiy faoliyatini yaxshilash uchun inson kapitalini rivojlantirishga qanday ustuvorlik berish va rag'batlantirish bo'yicha tavsiyalar bilan yakunlanadi. Hozirgi tadqiqotlar inson kapitalini rivojlantirish yondashuvini uchta jihatdan ta'kidlaydi: salomatlik (salomatlik holati, mehnat salomatligi, sanitariya va gigiena); xorijiy mamlakatlar amaliyotidan olingan bilimlar (ta'lim, hamfikrlik, murabbiylik, malaka oshirish) va kasbiy ko'nikmalar (baholash, ko'nikma, malaka, malaka oshirish).

Kalit so'zlar. inson kapitali, sog'liq va xavfsizlik, qurilish siyosatini takomillashtirish, barqaror iqtisodiy o'sish, iqtisodiyotni o'zgartirish.

Introduction:

The relevance and necessity of the research conducted in the introduction are based on the purpose, tasks, object, and subject of the research described, the priority of the republic's science and technology development and the scientific innovation of the

research, and practical results are described, scientific and practical results obtained the significance of which is explained, the implementation of research results into practice, published works and information on the structure of the work are presented.
The first chapter of the dissertation entitled "Theoretical foundations of ensuring occupational health and safety at work in the development of human capital" researches the concept of human capital development and related theoretical approaches. experiences of foreign countries on labor safety are studied.

Initially, human capital was considered as a set of investments that increase his ability to work, that is, in the way of education and professional skills development. In various economic literature, expressions such as labor force, labor resources, labor potential, mental potential, human factor, and human capital are used. So, in the early days, a person was considered a force used in the work process, that is, a labor resource, but with the progress of science and technology, it has been proven that the human factor has the advantage, not the physical ability, but the mental potential. This, in turn, has created a need to focus more on qualitative rather than quantitative aspects of the workplace. In particular, in the 21st century, countries pay great attention to their economic growth based on the principle of a "Knowledge-based economy".

Methods and materials:

2.1. Study area

Current research area covers human capital associations with health and safety management in construction sector in Uzbekistan.

2.2. Study limitation

Clarifying the limitations of a study can be defined as a OHS investment, personality of the workers, social losses and human capital development interaction of the construction firms.

2.3. Sampling

We have been choosed respondents among 37 regions out of 48 firms in Uzbekistan.

2.4. Research methods

To verify the previous findings from the literature review and get a clearer understanding of the OHS management cause on human capital at workplaces analysis based on multiple linear regression.

Literature review:

It is 'generally understood to consist of the individual's capabilities, knowledge, skills, and experience of the company's employees and managers, as they are relevant to the task at hand, as well as the capacity to add to this reservoir of knowledge, skills, and experience through individual learning [1].

It is job-related knowledge whereas the human capital literature has moved beyond the individual to also embrace the idea that knowledge can be shared among groups and institutionalized within organizational processes and routines [2].

The central proposition of social capital theory is that networks of relationships constitute a valuable resource for the conduct of social affairs…much of this capital is embedded within networks of mutual acquaintance [3].

Within a provisional concept of social capital, the authors argue for three major elements: a structural dimension (network ties, network configuration, and appropriable organization); a cognitive dimension (shared codes and languages, shared narratives), and a relational dimension (trust, norms, obligations, and identification) [4].

A supportive culture with strong corporate purpose and compelling values has been seen as the underlining reason for major corporate success [5]

Routines and processes, which act as the glue for organizations, can either enhance or disable cooperative working and the development of knowledge [6].

From this point of view, in the development of human capital in the construction industry, OHS is in turn interrelated with economic efficiency, which is the end of social efficiency. But we can say that workers should be interested in working in a safe working environment, not in the development of physical and material relations. The opinions of several Western scientists are important in this field. We focus on the following most important means of human capital formation and development:

- investment;
- development of education, healthy lifestyle, and intellectual potential;
- determination of salary according to experience and qualifications;
- development of professional skills and ability to work efficiently;
- make everyone aware of the dangers in the workplace;
- development of all types of culture (general, organizational, and corporate);
- contribute to the implementation of a creative approach and encourage self-development.

If we study the forms of national legislation of the UK, the USA, Canada, Germany, France, Italy, Japan, Australia, Russia, and other countries with advanced economies, we see that they have developed systematically over a certain period.

In 1970, under the leadership of the USA, the Law "Occupational Safety and Health" was put into practice as a national law, and in Russia, as a result of international cooperation, we can see that in 2018, as a result of international cooperation, it adopted its own national legislation in the form of "Health, Safety and Occupational Hygiene" (Table 1).

Following the 1973 UN Declaration on Human Rights, the Pact on "Health and Safety at Work" was ratified. In 2012, ILO Convention No. 174 on "Prevention of Accidents in Industry", Convention No. 155 on "Occupational Health and Safety in All Sectors of the Economy" in 1998, and Convention No. 167 on "Health and Safety in Construction" in 2018 were ratified [7].

Table 1.

Forms of national legislation of foreign countries related to the OHS

№	Country	Legislation	Website	Year
1	USA	Occupational safety and health	www.osha.gov/	1970
2	Great Britain	Health and safety in workplaces	www.hse.gov.uk/	1974
3	Canada	Occupational safety and health	www.ccohs.ca/	1978
4	EU	Health and Safety	www.osha.europa.eu/	1987
5	Australia	Occupational safety and health	www.safeworkaustralia.gov.au/	1984

6	Malaysia	Occupational safety and health	www.dosh.gov.my/index.php	1994
7	Russia	Health, safety, and occupational hygiene	www://base.garant.ru/72005258	2018
8	Japan	Safety and health in the industry	www.jisha.or.jp/	1972
9	Korea	Occupational safety and health	www.english.kosha.or.kr/	1987
10	Singapore	Safety and health in workplaces	www. wshc.sg/	2006
11	China	Occupational safety and health	www.dosh.gov/	2002

Source: Author's findings

As a result of the harmonization of these international standards with practice, the regulatory and legal bases of the Russian Federation related to labor safety were abolished, and a new law entitled "Health, safety, and occupational hygiene" was implemented following Convention No. 155. The wording and rules used in the current names "Okhrana truda", "Bezopasnost i okhrana truda", "Bezopasnost jiznedeyatelnosti", "Technicheskaya bezopasnost", "Pojarnaya bezopasnost" and other names have lost their validity [8].

In the study, the concept of "occupational health and safety" was thoroughly studied and the author's definition was developed. According to him, "Occupational health and safety is the possibility of damage (chance of potential damage) and the probability of loss (loss probability) as a result of identifying, assessing, eliminating, controlling and eliminating negative situations (near miss) that are one second before they happen in the workplace) is to ensure the health, safety, comfort, and environmental protection of workers as a result of the development of a safe working environment and culture by introducing yellow lines indicating the high level of significance of the existing risk.

ILO, Great Britain, USA, and European Union practices are the basis for creating scientific theories, programs, standards, and training manuals for the prevention of accidents by the scientifically correct and efficient organization of workers' activities in the construction industry, that is, a single approach, namely "Professional widely implemented the concept of health and safety.

In the last three years, the number of industrial accidents in our country amounted to 1214, of which 241 resulted in death, and more than 21 thousand citizens applied for violations of labor rights and involvement in forced labor. In addition, 113 people were seriously injured as a result of accidents that occurred in this area. In 2020, 82 (13%) accidents occurred in the construction industry, and 31 (15%) people died. In addition, 51 people were seriously injured. 807.3 million were paid to 403 officials in the course of special investigations in 2020 [9]. fined in the number of souls. To regulate the work process, 1025 workplaces in 46 construction organizations were certified by the State Labor Inspectorate on working conditions. In particular, these problems remain acute in the informal sector of the economy.

Analysis and Results:

According to the State Statistics Committee of the Republic of Uzbekistan, the coefficient of fatal industrial injuries is 0.44 per 1000 employees. If we compare with international practice, this indicator is 0.139 (3 times less), in the USA - 0.054 (8 times less), in Finland - 0.038 (11 times less), in Japan - 0.02 (22 times less), in Great Britain – is 0.006 (27 times less) [10].

On the basis of a social survey consisting of 32 questions, the opinions and views of 403 workers were studied in the development of the concept of decent work in the construction materials production enterprises of the country. According to the collected data following results were determined:

Table 2.

Pairwise correlations matrix

Variables	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(1) Communication	1.000							
(2) Personality	0.414	1.000						
	(0.000)							
(3) OHS_investment	0.442	0.213	1.000					
	(0.000)	**(0.000)**						
(4) Human_capital	0.419	0.447	0.294	1.000				
	(0.000)	**(0.000)**	**(0.000)**					
(5) Social_losses	0.576	0.293	0.834	0.349	1.000			
	(0.000)	**(0.000)**	**(0.000)**	**(0.000)**				
(6) Work_effective~s	0.093	0.002	0.131	0.056	0.093	1.000		
	(0.061)	(0.963)	**(0.008)**	(0.261)	(0.063)			
(7) Organizational~e	0.440	0.184	0.407	0.245	0.413	0.071	1.000	
	(0.000)	**(0.000)**	**(0.000)**	**(0.000)**	**(0.000)**	(0.156)		
(8) Flexibility	-0.156	-0.083	-0.178	-0.101	-0.176	-0.047	-0.150	1.000
	(0.002)	(0.097)	**(0.000)**	**(0.044)**	**(0.000)**	(0.343)	**(0.003)**	

Question 1 of the questionnaire was answered by 43 percent of workers, 12.5 percent of engineers, 12.1 percent of management employees, and 22 percent of other professions. Also, as for the 2nd question, 90.4 percent of the participants stated that they have familiarized themselves with the Law of the Republic of Uzbekistan "On Labor Protection". 4 percent of the participants rated 3, 13.6 percent of participants rated 4, 37.1 percent of participants rated 5, and 34 percent of participants rated 7. Regarding the last question, 44.6 percent of the participants considered that the investment attraction in the R&D processes has a high impact, 35.4 percent of the participants has an average impact, and 17.1 percent of the participants believe that it has a low impact on socio-economic efficiency.

Table 2 provides general information about factors combined correlation matrix, and the relationship between the exogenous factor and each endogenous factor is statistically significant (*p<0.1, **p<0.05, ***p<0.001)

To increase the reliability of the model, the SEM model was formed based on the general characteristics of each variable. For example, in the course of the research, the interaction of observed variables with unobserved Latent variables was determined.

To increase the adequacy of the selected model, it was determined whether or not there is a positive effect of OHS on social efficiency in the enterprises of the regions as a result of the combined application of SEM and LCA models [11].

SEM (Structural equation modeling) is a complex statistical analysis that involves evaluating the cause and effect relationship between unobservable variables and identified factors in the model. These models are models that explain relationships between measured variables and latent variables, and relationships between latent variables. Latent variables are variables that, as humans, we understand as a concept, but that cannot be measured directly [12].

Results from the reviews indicated reporting practices varied widely and studies rarely tested advanced models, such as longitudinal LCA models, measurement invariance models, or models with covariates [13].

Table 3.

Multiple Linear Regression (MLR) analysis

Human_capital	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
Communication	.134	.039	3.40	.001	.056	.211	***
Personality	.233	.034	6.87	0	.167	.3	***
OHS_investment	.033	.049	0.68	.496	-.063	.13	
Social_losses	.049	.056	0.88	.38	-.06	.158	
Work_effectiveness	.012	.026	0.45	.654	-.04	.064	
Organizational_per~e	.033	.037	0.88	.382	-.041	.106	
Flexibility	-.005	.017	-0.30	.766	-.039	.029	
Constant	.139	.04	3.49	.001	.061	.217	***
Mean dependent var		0.574	SD dependent var			0.157	
R-squared		0.281	Number of obs			403	
F-test		22.095	Prob > F			0.000	
Akaike crit. (AIC)		-467.107	Bayesian crit. (BIC)			-435.116	

**** p<.01, ** p<.05, * p<.1*

The Multiple Linear Regression (MLR) analysis results indicate the relationships between the independent variables (Human Capital, Communication, Personality, OHS Investment, Social Losses, Work Effectiveness, Organizational Performance, and Flexibility) and the dependent variable. Here is a brief interpretation of the findings:

Communication: The coefficient is 0.134, indicating that for every one-unit increase in Communication, the dependent variable (unspecified in the given information) is predicted to increase by 0.134 units. This effect is statistically significant ($p < 0.001$).

Personality: The coefficient is 0.233, suggesting that a one-unit increase in Personality is associated with a predicted increase of 0.233 units in the dependent variable. This relationship is highly significant ($p < 0.001$).

OHS Investment: The coefficient is 0.033, and the p-value is 0.496, indicating that OHS Investment does not have a significant effect on the dependent variable at the given level of significance ($\alpha = 0.05$).

Social Losses: The coefficient is 0.049, and the p-value is 0.38, suggesting that Social Losses do not have a significant impact on the dependent variable at the given level of significance.

Work Effectiveness: The coefficient is 0.012, and the p-value is 0.654, indicating that Work Effectiveness does not have a statistically significant effect on the dependent variable at the given level of significance.

Organizational Performance: The coefficient is 0.033, and the p-value is 0.382, suggesting that Organizational Performance does not have a significant impact on the dependent variable at the given level of significance.

Flexibility: The coefficient is -0.005, and the p-value is 0.766, indicating that Flexibility does not have a statistically significant effect on the dependent variable at the given level of significance. The constant term in the regression equation represents the predicted value of the dependent variable when all independent variables are zero. The constant has a coefficient of 0.139, and it is statistically significant ($p < 0.001$). The R-squared value of 0.281 indicates that approximately 28.1% of the variance in the dependent variable can be explained by the independent variables collectively. The F-test yielded a significant result ($p < 0.001$), indicating that the overall regression model is statistically significant in predicting the dependent variable.

The Akaike information criterion (AIC) and Bayesian information criterion (BIC) are measures of model fit, with lower values indicating better fit. The AIC value is -467.107, and the BIC value is -435.116. In summary, the results suggest that Communication and Personality have significant positive effects on the dependent variable, while the other independent variables (OHS Investment, Social Losses, Work Effectiveness, Organizational Performance, and Flexibility) do not have significant effects.

According to the results, communication and personality IV are a strong relationship in *p<0.1 statistically significant level in human capital development in the construction sector. The F-test is 22.095 in Prob > F 0.000 level which means there is no significant relationship between given independent variables and the dependent level. In this case, we can reject the H0 hypothesis at *p<0.1 level. As for the Cronbach's alpha test, the reversed item is "Flexibility" with an average interitem covariance is 0.0141618. The number of items on the scale is 8 and the scale reliability coefficient is 69 percent.

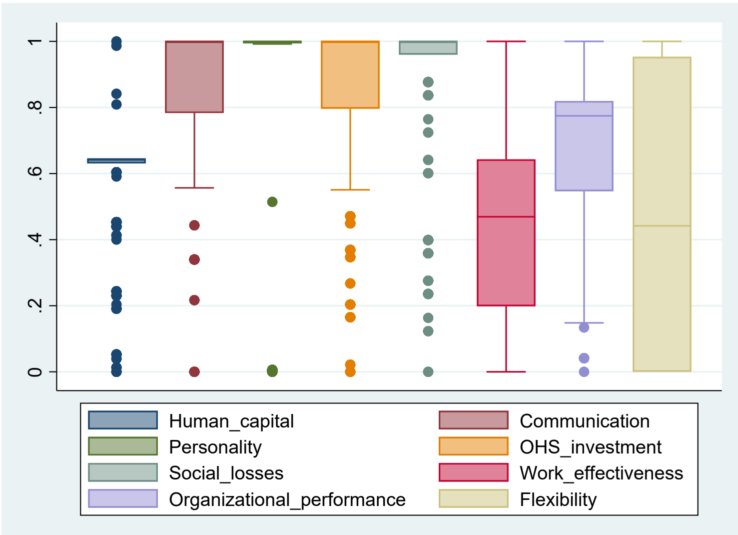

Fig. 1. Graph box results of the model

The construction of a box plot is based on a dataset's quartiles or the values that divide the dataset into equal fourths. The first quartile (Q1) is greater than 25% of the data and less than the other 75%. The second quartile (Q2) sits in the middle, dividing the data in half. Q2 is also known as the median. The third quartile (Q3) is larger than 75% of the data and smaller than the remaining 25%. In a box and whiskers plot, the ends of the box and its center line mark the locations of these three quartiles. [14]. If we analyze the graph, human capital development and the personality of laborers are very leaked in the construction sector. Regarding social losses indicated the majority of data are out of the 75 % sample. Only flexibility can be taken an account that data is normally distributed.

The number of injuries, illnesses, injuries, and deaths recorded in the construction industry of our country in recent years, not only in the activities or lives of workers and employers but also at the macro level of the human factor, annual lost working days, delayed work volume, construction equipment and tools failure of equipment, as well as the reuse of natural resources caused by wastage of construction materials, medical services to the victim, insurance and medicine costs, based on mandatory contributions, lead to large economic damages and social losses.

Factor analysis finds a few common factors (say, q of them) that linearly reconstruct the p original variables

$$y_{ij} = z_{i1}b_{1j} + z_{i2}b_{2j} + \cdots + z_{iq}b_{qj} + e_{ij} \quad (1)$$

where y_{ij} is the value of the *ith* observation on the jth variable, z_{ik} is the ith observation on the *kth* common factor, b_{kj} is the set of linear coefficients called the factor loadings, and e_{ij} is similar to a residual but is known as the *jth* variable’s unique factor.

Under the factor model, the correlation matrix of x, called Σ, is decomposed by factor analysis as

$$\Sigma = \Lambda\Phi\Lambda' + \Psi \quad (2)$$

There is obvious freedom in reexpressing a given decomposition of Σ. The default and unrotated forms assume uncorrelated common factors, Φ= I Stata performs this decomposition by an eigenvector calculation. First, an estimate is found for the uniqueness Ψ [15].

During an econometric analysis we used STATA 15.0 software and the following hypotheses were put forward. This study was designed to investigate the links between the effect of OHS management on human capital development:

H0-There is no interaction between human capital development and OHS management in workplaces;

H1- Sufficient Personality on OHS in workplaces has a positive effect on work experience;

H2- OHS investment has a positive effect on work personality in the construction industry;

H3-Human capital has a positive effect on the development of personality, OHS_investment, organizational_performance, and flexibility in the construction industry;

H4- Organizational performance has a positive effect at work_experience and flexibility of the workers in the construction industry;

H5- Social losses have a positive effect on OHS_investment, human capital, and flexibility of the workers in the construction industry;

H6- Work effectiveness has a positive effect on OHS_investment and Flexibility in the construction industry.

Results are generalized in (*N*= 403) Table 4, which presents sample characteristics and responses to indicator variables. A loading factor is an association between a variable and a data-extracted factor. The correlation between a factor and a variable derived from the orthogonal rotation method can be seen in the study of the factor loading matrix. Iteration 0 log likelihood = -1019.3881, Iteration 1 is log likelihood = -1015.5024, Iteration 2 is log likelihood = -1014.3756

Iteration 3 is log likelihood = -1014.3519 and Iteration 4 is log likelihood = -1014.3518. Estimation method = ml (Maximum likelihood estimation). Total Log likelihood = -1014.3518.

Model estimation an average cross-sectional unit and is illustrated as:

*Personality = 0.927 + 0.001*Work_experience (3)*

*OHS_investment = 0.580 + 0.248*Personality (4)*

*Human_capital = 0.171 + 0.276*Personality*
*+0.097*OHS_investment*
*+0.094*Organizational_performance*
*-0.008*Flexibility (5)*

*Organizational_performance = 0.715 -0.0005*Work_experience*
*-0.078*Flexibility (6)*

*Social_losses = 0.024+0.702*OHS_investment*
*+0.499*Human_capital*
*-0.007*Flexibility (7)*

*Work_effectiveness = 0.334 +0.128*OHS_investment*
*-0.016*Flexibility (8)*

Table 4.

Factor analysis regression weights among parameters in the model

<table>
<tr><th>Latent unobserved variables</th><th>Items</th><th>Correlations matrix</th><th>Factor loading</th><th colspan="2">Error term</th></tr>
<tr><td>Personality</td><td>Work_experience</td><td>0.002</td><td>0.001</td><td>ε_1</td><td>0.47</td></tr>
<tr><td>OHS_investment</td><td>Personality</td><td>0.213***</td><td>0.248***</td><td>ε_2</td><td>0.61</td></tr>
<tr><td rowspan="4">Human_capital</td><td>Personality</td><td>0.447***</td><td>0.276***</td><td rowspan="4">ε_3</td><td rowspan="4">0.18</td></tr>
<tr><td>OHS_investment</td><td>0.294***</td><td>0.097***</td></tr>
<tr><td>Organizational_performance</td><td>0.245***</td><td>0.094**</td></tr>
<tr><td>Flexibility</td><td>-0.101**</td><td>-0.008</td></tr>
<tr><td rowspan="2">Organizational performance</td><td>Work_experience</td><td>0.071</td><td>-0.0005</td><td rowspan="2">ε_4</td><td rowspan="2">0.042</td></tr>
<tr><td>Flexibility</td><td>-0.150***</td><td>-0.078***</td></tr>
<tr><td rowspan="3">Social_losses</td><td>OHS_investment</td><td>0.834***</td><td>0.702***</td><td rowspan="3">ε_5</td><td rowspan="3">0.019</td></tr>
<tr><td>Human_capital</td><td>0.349***</td><td>0.499</td></tr>
<tr><td>Flexibility</td><td>-0.176***</td><td>-0.007</td></tr>
<tr><td rowspan="2">Work Effectiveness</td><td>OHS_investment</td><td>0.131***</td><td>0.128</td><td rowspan="2">ε_6</td><td rowspan="2">0.065</td></tr>
<tr><td>Flexibility</td><td>-0.047</td><td>-0.016</td></tr>
<tr><td rowspan="2">Likelihood ratio</td><td>Estimation method = ml</td><td>Obs = 403</td><td colspan="3">Log-likelihood =- 1014.3</td></tr>
<tr><td>Chi2_ms(13) | 417.561
p > chi2 0.00</td><td>AIC 2080.70
BIC | 2184.6</td><td colspan="3">RMSEA | 0.278
CFI | 0.616</td></tr>
</table>

The results obtained based on the latent model can be expressed as follows. That is, as a result of:

Latent 1, y_1 — one standard deviation change in *Work_experience* will improve

Personality in 0.001 unit. (3)

Latent 2, in which y_2 - one standard deviation changes in *Personality* will improve *OHS_investment by* 0.248 units [16]. (4)

Latent 3, y_3- one standard deviation changes in *Personality, OHS_investment* and *Organizational_performance* will improve *Human_capital by* 0.275, 0.097, and 0.008 units respectively [17]. (5)

Latent 4, y_4-one standard deviation changes in *Work_experience and Flexibility* will decrease *Organizational_performance* by 0.0005 and 0.078 [18]. (6)

Latent 5, y_4-one standard deviation changes in *OHS_investment, Human_capital, and Flexibility* will change *Social_losses* in 0.702, 0.499, and -0.007 [19]. (7)

Latent 6, y_6- one standard deviation changes in *OHS_investment and Flexibility* will change *Work_effectiveness* in *0.128,* and *-0.016* [20] (8) (Table 4).

In the provided data, factor analysis regression weights among parameters in the model were examined. The model included latent unobserved variables such as Personality, Work Experience, OHS Investment, Human Capital, Organizational Performance, Flexibility, Social Losses, and Work Effectiveness.

The correlations matrix displayed the relationships between the items in the model. Factor loadings represented the strength of the relationship between the latent variables and the observed items. Error terms (ε) accounted for the unexplained variance in the observed items.

The results indicated the following regression weights:

Personality had a significant positive effect on Work Experience (0.002) and OHS Investment (0.001). The error term (ε1) associated with Personality was 0.47.

OHS Investment had a significant positive effect on Personality (0.213***), Human Capital (0.447***), Organizational Performance (0.294***), and Social Losses (0.834***). The error term (ε2) associated with OHS Investment was 0.61.

Human Capital had a significant positive effect on Personality (0.276***). The error term (ε3) associated with Human Capital was 0.18.

Organizational Performance had a positive effect on Work Experience (0.071). The error term (ε4) associated with Organizational Performance was 0.042.

Flexibility had a significant negative effect on Personality (-0.101**) and Organizational Performance (-0.150***). The error term (ε5) associated with Social Losses was 0.019.

Social Losses had a significant positive effect on OHS Investment (0.702***). The error term (ε6) associated with Work Effectiveness was 0.065.

The estimation method used was maximum likelihood (ml), and the model had 403 observations. The log-likelihood was -1014.3, and the likelihood ratio test yielded a chi-square value of 417.561 (df=13) with a p-value less than 0.001, indicating a good model fit. The AIC was 2080.70, and the BIC was 2184.6. The RMSEA was 0.278, and the CFI was 0.616.

Discussion:

Impact of human capital development on improving safety performance, mitigating risks, and fostering a proactive safety culture. The research draws upon existing literature, case studies, and industry best practices to analyze the key components of human capital development specific to health and safety management in construction. It identifies the challenges and barriers faced by organizations in effectively developing human capital in this context and proposes strategies for overcoming them.

As for the obtaining results H0 hypothesis was rejected based on the presence of statistically significant correlations between all the hypothesized factors. However, it was proven during the analysis that personal qualities and communication Latent variables have the opposite effect on social efficiency. This was explained by the fact that according to Cronbach's alpha test of the model, a law with reverse causality was noted.

Therefore, there is an 80 percent correlation between deaths and accidents occurring in construction contracting organizations ($p>0.05$) p-value is 0.002; has a moderate correlation of 62 percent with the number of injuries, ($p>0.05$) p-value is 0.04; and with the total property damage of accidents, 78 percent had a strong correlation ($p>0.05$) with Personality. Noteworthy, the model constructed according to the Pearson correlation test was proved to be statistically significant. Therefore, as a result of neglect and indifference to occupational health issues in the workplace, workers in enterprises and organizations face unexpected social and economic losses. This causes the following negative consequences, which are reflected in the daily expenses of the workers, financial and psychological damages, which sharply affect their work efficiency and productivity. For implementation, and evaluation of Health and Safety regulation formulated following agenda.

- First aid expenses;
- Medicine costs;
- Medical examination expenses;
- Medical expenses;
- Payment for early retirement workers [21];
- Death costs;
- Lost work hours per injury;
- Days of work lost for each injury;
- The number of working days pushed back (delayed) as a result of OHS;
- The number of lost wages [22];
- Absenteeism (employees' temporary inability to be at work);
- Presenteeism (absenteeism of workers while at work);
- The number of people who have lost their ability to work.

Factor loading refers to the strength of the relationship between a latent variable and its corresponding observed variables. It indicates how well the observed variables measure or represent the underlying latent construct. For example, the factor loading of "Personality" on "Work experience" is 0.001, and the factor loading of "OHS investment" on "Personality" is 0.248. The estimation method mentioned is maximum likelihood (ml), which is commonly used in SEM to estimate the model parameters. The log-likelihood value indicates the goodness-of-fit of the model, with higher values indicating a better fit. The likelihood ratio chi-square test compares the fit of the estimated model to a null model. In this case, the chi-square value is 417.561 with 13 degrees of freedom, and the p-value is less than 0.01, suggesting that the estimated model fits significantly better than the null model.

Overall, based on the limited information provided, it appears that the estimated model may not fit the data well, as indicated by the relatively high RMSEA value (0.278) and the low CFI value (0.616). However, further interpretation and analysis would require additional details about the variables and the research context.

Socio-economic features of the general conceptual basis for ensuring health and safety in the construction industry, as we noted above, national legal norms based on international practice, a general description of construction industry sectors, obtaining licenses for activities, types, and forms of activities, human health and safety of the chain construction network. It is desirable to improve it by researching its implications at national, international and global levels. Global natural resource demand is expanding rapidly, where population growth and economic expansion are two significant contributors to the rise in resource exploitation. These resources are extracted, exchanged, and modified to satisfy human and societal development demands [23].

Latent Variables: Personality: It is a latent variable that is measured indirectly through its relationships with other observed variables. The factor loading values suggest that “Personality” has a relatively strong relationship with “Work_experience” (loading = 0.001) and “OHS_investment” (loading = 0.248). These factor loadings indicate that both work experience and investment in occupational health and safety are influenced by an individual’s personality traits. Human_capital: This latent variable appears to be related to “Personality” (loading = 0.276). However, no error term (ε) or factor loading values are provided for this latent variable, so its relationship with other observed variables is not explicitly shown.

Observed Variables: Work experience: It shows a weak correlation with “Personality” (0.001) and a positive correlation with “Organizational performance” (0.071). The error term (ε4) suggests that there may be unexplained variance in the measurement of work experience. OHS_investment: This variable is highly correlated with “Personality” (0.213) and has positive correlations with “Human_capital” (0.294) and “Social losses” (0.834). The error term (ε2) indicates unexplained variance in the measurement of OHS investment. But industry of healthcare comes at the first after emergencies and personnel. The sector of health is the primary to face a crisis. Digital technologieshad become a significant aspect of the industry of health [24].

Organizational performance: It exhibits a weak positive correlation with “Work experience” (0.071) but no direct relationship with “OHS investment” or any error term provided. Further information is needed to assess its relationships with other variables. Flexibility: This observed variable has weak negative correlations with “Personality” (-0.101) and “Organizational performance” (-0.150). It is unclear whether “Flexibility” is related to other latent or observed variables due to incomplete information.

Conclusion:

Finally, in the construction industry, it is possible to fundamentally reform its conceptual foundations through factors such as the conventional content and interpretation of the new interpretation, modern explanatory approaches, and adding clarifications to them or filling in the gaps. For this, it is necessary to identify the existing shortcomings in three main sectors (Education, Science, and Business) and to determine the opportunities that help to harmonize them. Based on the results of the regression analysis, we can draw the following conclusions. Communication and Personality: Both communication and personality have a significant positive impact on the dependent variable. An increase in communication or personality is associated with a corresponding increase in the dependent variable. These variables appear to be important factors in explaining the variance in the outcome.

OHS Investment, Social Losses, Work Effectiveness, and Organizational Performance: None of these variables have a statistically significant impact on the dependent variable. The coefficients for these variables are small and their confidence intervals include zero, indicating that they are not significant predictors in this model. Flexibility: Flexibility does not have a statistically significant impact on the dependent variable. The coefficient is negative, but the p-value and confidence interval suggest that it is not a significant predictor. Overall, the model has a moderate level of explanatory power (R-squared = 0.281), indicating that approximately 28.1% of the variance in the dependent variable is explained by the included independent variables. The F-test is significant, further supporting the overall model's statistical significance. It's important to note that these conclusions are based on the specific data and model used in the analysis. Additional analysis and consideration of other factors may be required to fully understand the relationships between these variables and the outcome of interest.

The following author's assumption of warning of the high level of hazards in the workplace can be utterly serious economic-social losses. Sometimes it can be reached as unexpected stress which can cause not only disability but fatality at the workplace. Human capital should be protected from danger and any risk, especially in the construction sector. Trend safety management enforcement implication one more proved as of regular protection from risks, prevention of various occupational diseases and accidents in Uzbekistan building sector.

Declarations

Additional information

No additional information is available for this paper.

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Declaration of competing interest

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

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ORIENTATION / INDUCTION DAY AS A REMEDY FOR HUMAN CAPITAL INVESTMENT AT HIGHER EDUCATION

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Abstract. Orientation and induction programs play a pivotal role in shaping the experiences and perceptions of incoming freshmen students in higher education institutions. This study explores the significance of Orientation/Induction Day as a strategic investment in human capital development within the context of higher education, with a specific focus on the experiences of MII-76 and MO-76 group freshmen students at the Tashkent State University of Economics. The study leverages a comprehensive dataset comprising students' demographic information, prior academic qualifications, and their perceptions of the effectiveness of the orientation program. By employing statistical techniques such as Pearson correlation, linear regression, and ordered logistic regression, we examine the factors that influence students' perceptions of the program's effectiveness. Our findings reveal a nuanced landscape of student experiences and highlight the multifaceted nature of orientation's impact on human capital development. Age and education type emerged as significant factors, with older students and those in particular education types showing a more favorable outlook on the program. Possession of specific certificates, notably Foreign Language (FL) certificates, and the receipt of grants were associated with more positive perceptions. However, gender, entry scores, and age had limited impact on students' assessments of the program. The study provides valuable insights for higher education institutions seeking to enhance their orientation programs as a strategic investment in human capital development. This study underscores the importance of Orientation/Induction Day as a means of not only welcoming students to the academic community but also as a strategic investment in the development of the human capital that will shape our future society.

Keywords. induction day, university, transformation, classroom manegement, process evaluation.

OLIY TA'LIMGA INSON KAPITALINING SAMARASINI O'RNATISH

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Annotatsiya. Orientatsiya va induksiya dasturlari oliy o‘quv yurtlariga kiruvchi birinchi kurs talabalarining tajribasi va tasavvurlarini shakllantirishda hal qiluvchi rol o‘ynaydi. Ushbu tadqiqot Toshkent davlat iqtisodiyot universitetining MII-76 va MO-76 guruhi birinchi kurs talabalari tajribasiga alohida e’tibor qaratgan holda oliy ta’lim sharoitida inson kapitalini rivojlantirishga strategik sarmoya sifatida orientatsiya/Induction kunining ahamiyatini o‘rganadi. . Tadqiqot talabalarning demografik ma’lumotlari, oldingi akademik malakalari va orientatsiya dasturining samaradorligi haqidagi tasavvurlarini o‘z ichiga olgan keng qamrovli ma’lumotlar to‘plamidan foydalanadi. Pearson korrelyatsiyasi, chiziqli regressiya va tartiblangan logistik regressiya kabi statistik usullarni qo‘llash orqali biz talabalarning dastur samaradorligini idrok etishiga ta’sir qiluvchi omillarni tekshiramiz. Bizning topilmalarimiz talabalar tajribasining nozik manzarasini ochib beradi va orientatsiyaning inson kapitali rivojlanishiga ta’sirining ko‘p qirrali xususiyatini ta’kidlaydi. Yoshi va ta’lim turi muhim omillar sifatida paydo bo‘ldi, yoshi kattaroq talabalar va xususan, ta’lim turlari dasturga nisbatan qulayroq nuqtai nazarni ko‘rsatdi. Muayyan sertifikatlarga, xususan, chet tili (FL) sertifikatlariga ega bo‘lish va grantlar olish ko‘proq ijobiy hislar bilan bog‘liq edi. Biroq, jins, kirish ballari va yosh talabalarning dasturni baholashiga cheklangan ta’sir ko‘rsatdi. Tadqiqot inson kapitalini rivojlantirishga strategik sarmoya sifatida yo‘naltirish dasturlarini yaxshilashga intilayotgan oliy ta’lim muassasalari uchun qimmatli tushunchalarni beradi. Ushbu tadqiqot Orientatsiya/Induction kunining nafaqat talabalarni akademik hamjamiyatga kutib olish vositasi, balki kelajak jamiyatimizni shakllantiradigan inson kapitalini rivojlantirishga strategik sarmoya sifatidagi ahamiyatini ta’kidlaydi.

Kalit so‘zlar. kirish kuni, universitet, transformatsiya, sinfni boshqarish, jarayonni baholash.

Introduction:

In today’s rapidly evolving knowledge-driven world, the value of human capital has never been more pronounced. Higher education institutions play a pivotal role in shaping and nurturing this invaluable resource. Among the myriad strategies employed to harness the potential of students and transform them into capable professionals, the Orientation/Induction Day stands out as a powerful means of human capital investment. It serves as the initial cornerstone upon which the foundation of a student’s academic journey is laid, providing them with essential tools, insights, and connections that pave the way for personal and professional growth. This introduction delves into the critical role played by Orientation/Induction Days in higher education, exploring their significance in molding future leaders, fostering a sense of belonging, and ensuring a return on the investment in human capital. As we navigate through the pages of this discussion, it becomes evident that these orientation initiatives represent not only an investment in individual students but also a strategic move by educational institutions to strengthen their own human capital and shape a brighter future for society as a whole.

For example, four orientations to higher education were identified: gaining a qualification, preparation for a job, developing skills and learning how to think, and growing as an individual(Spronken-Smith et al., 2015). Human capital investment through upper-secondary and tertiary education is associated with significant labour-market gains for individuals, including higher post-tax earnings and better employment prospects(Blöndal et al., 2003). Human capital is an integral part of the educational process, characterized by the level of intellectual and spiritual development, and innovative abilities of students(Lobashyov & Talykh, 2020). Formal educational training and on-the-job training are both important for marketing practitioners to be successful(Bruwer & Haydam, 1996). Longer schooling and training can improve the chances of employment, reduce unemployment duration, and positively influence income(GarciaAracil et al., 2004). • Higher education contributes to individual economic growth by improving the quality of work of employees with a high level of education and qualifications(Skibitsky & Lypchanskyi, 2020). Training opportunities are essential for the development of a decent work environment and the growth of the individual(De Lange & Olivier, 2008). Learning orientation has a positive influence on strategic human capital(Lee et al., 2018). Research-based approach to education-career investment can help adolescents consider the lifelong financial wellness implications of human capital investment(Wright et al., 2019).

Methods:

2.1. Survey Design and Data Collection

To investigate the factors influencing the effectiveness of the educational program under study, a structured survey was designed and administered to a sample of participants. The survey questionnaire included a range of questions related to demographic information, academic history, and perceptions of program effectiveness. Participants were asked to rate the effectiveness of the program on an ordinal scale. Data collection was carried out through various channels, including online surveys and in-person interviews, depending on the preferences of the participants. A diverse and representative sample of students was targeted to ensure the generalizability of the findings.

2.2. Pearson Correlation Analysis

To explore the initial relationships between variables, a Pearson correlation analysis was conducted. This analysis allowed us to assess the strength and direction of linear associations between continuous variables, such as age and entry scores, and the perceived effectiveness of the educational program. Correlation coefficients and associated p-values were used to identify significant correlations.

2.3. Ordinary Least Squares (OLS) Regression

An OLS regression analysis was performed to investigate the impact of continuous independent variables, such as age and entry scores, on the ordinal dependent variable—program effectiveness. This method helped us understand the linear relationships between these variables and provided insights into the direction and strength of their influence.

2.4. Ordered Logistic Regression (Ologit)

To delve deeper into the analysis, an ordered logistic regression (Ologit) was employed. This technique allowed us to assess the impact of both continuous and categorical independent variables on the ordinal outcome—program effectiveness. Variables such as gender, possession of an FL certificate, and grant status were included in the model to evaluate their significance as predictors of program effectiveness. The results were reported in terms of coefficients, standard errors, t-values, and p-values.

2.5. Comparative Analysis

In addition to the statistical analyses mentioned above, a comparative analysis was carried out to explore any notable differences in program effectiveness across various demographic and contextual factors. This involved subgroup analyses based on gender, FL certificate possession, and grant status. Comparative statistics, such as means, proportions, and confidence intervals, were used to highlight any significant disparities in program effectiveness among these subgroups.

2.6. Data Validation and Assumptions

Assumptions underlying the statistical analyses, such as linearity, independence of errors, and normality of residuals, were thoroughly examined. Diagnostic tests and sensitivity analyses were performed to validate the model assumptions and ensure the robustness of the findings.

2.7. Ethical Considerations

This study adhered to ethical guidelines for research involving human participants. Informed consent was obtained from all participants, and their anonymity and confidentiality were rigorously maintained throughout the research process. The combination of survey data, correlation analysis, OLS regression, Ologit analysis, and comparative examination provided a comprehensive understanding of the factors contributing to program effectiveness in higher education. These methods allowed for a multi-faceted exploration of the research questions, enabling us to draw meaningful insights and conclusions.

Analysis and Results:

Table 1 for group MII-76 there are 19 observationsand for age of the participants is approximately 17.789 years. The standard deviation is approximately 0.713, indicating that the ages are relatively close to the mean, with some variation. The minimum age in the dataset is 17 years while maximum age in the dataset is 19 years. The mean score for program effectiveness is approximately 4.684 on a scale that likely ranges from 1 to 5. The standard deviation is approximately 0.582, indicating some variability in how participants perceive program effectiveness.

Table 1.

Descriptive Statistics MII-76

Variable	Obs	Mean	Std. Dev.	Min	Max
age	19	17.789	.713	17	19
effectiveness	19	4.684	.582	3	5
gender	19	1.737	.452	1	2
Region	19	3.421	.507	3	4
FL certificate	19	5.842	.375	5	6
entry score	17	13.118	3.903	7	19
education type	19	20.368	.496	20	21

The minimum score for program effectiveness in the dataset is 3. The maximum score for program effectiveness is 5.

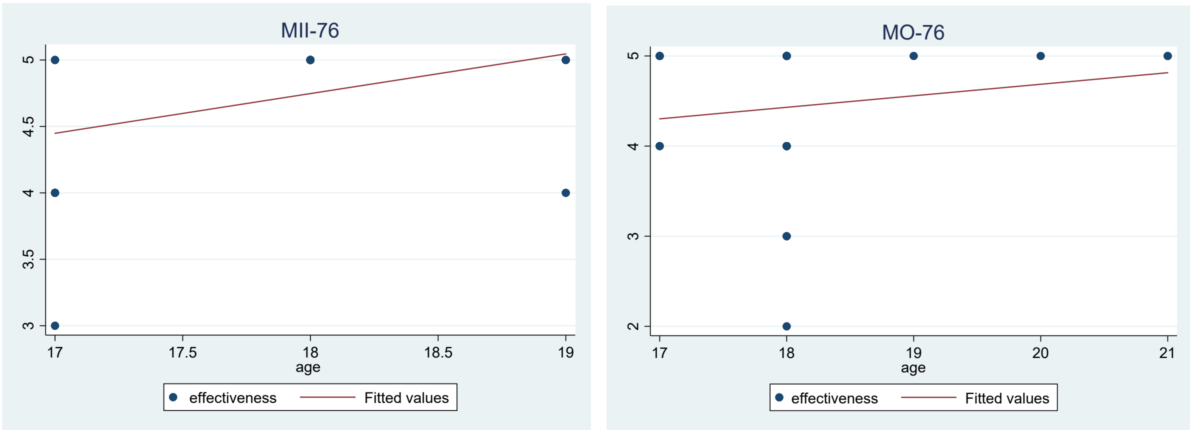

Figure 1. Sctatter plot graph for linearity MII-76 and MO-76 group.

This variable likely represents gender as a categorical variable, with 1 possibly indicating one gender category and 2 indicating another. Std. Dev. (Standard Deviation): The standard deviation is approximately 0.452. The minimum value is 1, suggesting that one gender category is represented by 1.

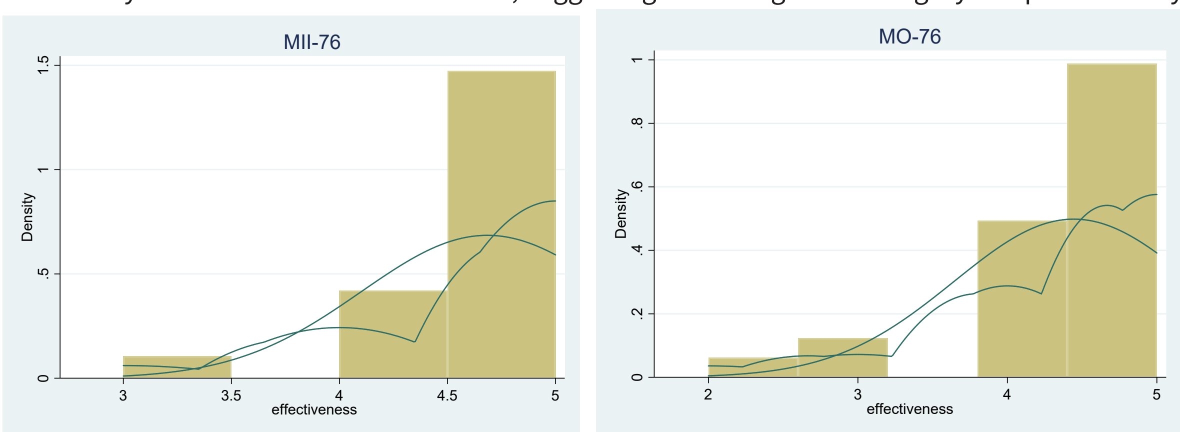

Figure 2. Histogram for normality MII-76 and MO-76 group.

The maximum value is 2, indicating that two gender categories are included in the dataset. For the variable "Region." mean value is approximately 3. 421.The standard deviation is approximately 0. 507.The minimum value is 3, suggesting that this variable likely represents different regions or geographic areas. The maximum value is 4, indicating that there are at least two regions represented in the dataset.

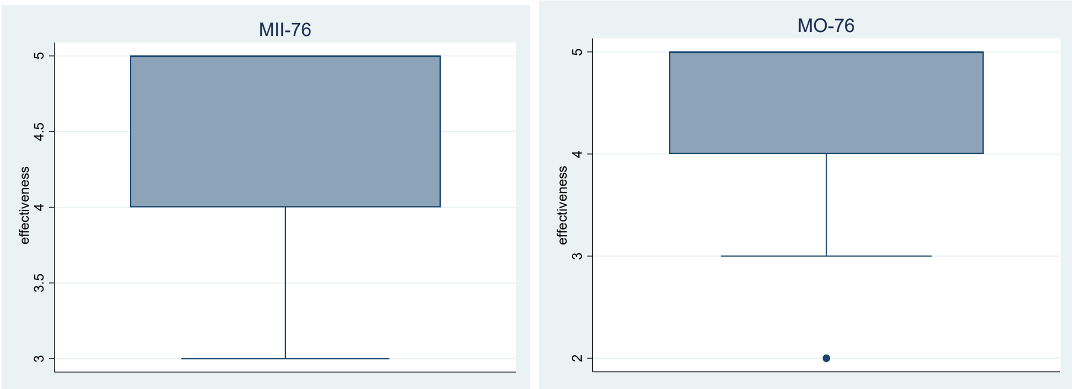

Figure 3. Graph box for demonstrating the locality MII-76 and MO-76 group.

For MII-76 75 percent of the data cover between 4-5 while for a MO-76 also between 4-5 which outlier stands for class effectiveness for 2.

This indicates that there may not be a strong relationship between gender and how students perceive program effectiveness. There is a very weak and statistically insignificant correlation (r = 0.013, p > 0.1) between possessing an FL certificate and program effectiveness. This suggests that the presence or absence of an FL certificate may not significantly influence how students rate the program.

Table 2.

Pearson Pairwise correlations matrix for MII-76

Variables	(1)	(2)	(3)	(4)	(5)	(6)
(1) effectiveness	1.000					
(2) age	0.366	1.000				
	(0.123)					
(3) gender	0.300	0.507*	1.000			
	(0.213)	(0.027)				
(4) FL certificate	0.013	-0.547*	-0.259	1.000		
	(0.957)	(0.015)	(0.285)			
(5) entry score	-0.011	-0.374	-0.276	0.445	1.000	
	(0.966)	(0.139)	(0.284)	(0.073)		
(6) education type	0.233	0.074	-0.039	0.031	0.790*	1.000
	(0.337)	(0.762)	(0.874)	(0.898)	(0.000)	

**** p<0.01, ** p<0.05, * p<0.1*

There is a positive and statistically significant correlation (r = 0.366, p < 0.05) between a student's age and their perception of program effectiveness. This suggests that, on average, older students tend to rate the program as more effective. Interpretation: There is a positive correlation (r = 0.300, p > 0.1) between gender and program effectiveness, but it is not statistically significant. Pearson pairwise correlations provide insights into the relationships between variables in the dataset and their associations with program effectiveness. Age and education type appear to be the most influential factors, with older students and those in specific education types more likely to rate the program as effective. Gender, possession of an FL certificate.

Table 3.

Linear regression for MII-76

effectiveness	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
age	.269	.301	0.89	.031	-.393	.931	
gender	.148	.404	0637	.722	-.742	1.038	*
FL_certificate	.556	.554	1.00	.338	-.664	1.776	
entry_score	-.045	.077	-0.59	.57	-.214	.124	
education_type	.44	.55	0.80	.441	-.771	1.651	
Constant	-11.969	11.239	-1.06	.31	-36.706	12.768	
Mean dependent var		4.706	SD dependent var			0.588	

R-squared	0.216	Number of obs	17
F-test	0.607	Prob > F	0.697
Akaike crit. (AIC)	37.007	Bayesian crit. (BIC)	42.007

*** p<.01, ** p<.05, * p<.1*

There is a statistically significant positive relationship between a student's age and their perception of program effectiveness. For every one-unit increase in age, the effectiveness score is expected to increase by approximately 0.269, holding other variables constant. Gender does not have a statistically significant impact on program effectiveness (p > 0.1). The coefficient suggests a positive relationship, but it is not statistically reliable. Possessing an FL certificate does not have a statistically significant impact on program effectiveness (p > 0.1). The coefficient suggests a positive relationship, but it is not statistically reliable. Education type does not have a statistically significant impact on program effectiveness (p > 0.1). The coefficient suggests a positive relationship, but it is not statistically reliable.

The F-test's p-value is 0.697, suggesting that the overall model is not statistically significant at the conventional alpha level of 0.05.

Table 4.

Ordered logistic regression for MII-76

effectiveness	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
age	1.219	1.386	0.88	.379	-1.498	3.935	
gender : base female	0	.	.	.	.	.	
male	.243	1.619	0.15	.081	-2.929	3.415	*
FL_certificate : b~o	0	.	.	.	.	.	
yes	3.93	2.962	1.33	.015	-1.875	9.735	***
entry_score	-.399	.515	-0.78	.438	-1.408	.609	
20b	0	.	.	.	.	.	
grant	2.487	2.794	0.89	.053	-2.99	7.964	**
cut1	17.413	27.408	.b	.b	-36.305	71.131	
cut2	19.216	27.406	.b	.b	-34.498	72.93	

Mean dependent var	4.706	SD dependent var	0.588
Pseudo r-squared	0.186	Number of obs	17
Chi-square	4.296	Prob > chi2	0.058
Akaike crit. (AIC)	32.753	Bayesian crit. (BIC)	38.586

*** p<.01, ** p<.05, * p<.1*

Age does not have a statistically significant impact on the ordinal outcome variable, program effectiveness, as the p-value is greater than 0.05. Being male has a weak positive association with higher program effectiveness compared to the base category (female). However, this relationship is not statistically significant at the conventional alpha level of 0.05 but is significant at the p < 0.1 level. Having an FL certificate has a statistically significant positive association with higher program effectiveness compared to not having one. Students with an FL certificate are more likely to rate the program as more effective.

Table 5.

Linktest for Ordered logistic regression

Ordered logistic regression
Number of obs = 17
LR chi2(2) = 7.92
Prob > chi2 = 0.0191
Log likelihood = -7.5651061 Pseudo R2 = 0.3436

effectiveness	Coef.	Std.Err.	z	P>z	[95%Conf.	Interval]
_hat	-66.873	44.560	-1.500	0.133	-154.209	20.463
_hatsq	1.668	1.107	1.510	0.132	-0.502	3.837

/cut1	-671.848	448.345	-1550.589	206.892
/cut2	-669.713	448.076	-1547.926	208.500

Note: 2 observations completely determined. Standard errors questionable.

Likelihood ratio chi-square statistic with 2 degrees of freedom. It tests whether the model with predictors (independent variables) fits significantly better than an intercept-only model. In this case, the chi-square statistic is 7.92. Prob > chi2: This is the p-value associated with the likelihood ratio chi-square test. It tells us the probability of observing a chi-square statistic as extreme as the one calculated if there were no relationship between the predictors and the outcome. In this case, the p-value is 0.0191, which is less than 0.05 (conventional significance level). Therefore, we can conclude that the model with predictors fits significantly better than the intercept-only model (Table 5).

The log-likelihood measures how well the model fits the data. In this case, the model's log-likelihood is -9.377, indicating that the model explains the data better than an intercept-only (null) model with a log-likelihood of -11.524.

Table 6.

Fitstat for Ordered logistic regression

	ologit
Log-likelihood	
Model	-9.377
Intercept-only	-11.524
Chi-square	
Deviance(df=10)	18.753
LR(df=5)	4.296
p-value	0.508
R2	
McFadden	0.186
McFadden(adjusted)	-0.421
McKelvey & Zavoina	0.405
Cox-Snell/ML	0.223
Cragg-Uhler/Nagelkerke	0.301
Count	0.765
Count(adjusted)	0.000
IC	
AIC	32.753
AIC divided by N	1.927
BIC(df=7)	38.586
Variance of	
e	3.290
y-star	5.533

Statistics test whether the model significantly improves the fit compared to an intercept-only model. In this case, the LR chi-square p-value is greater than 0.05, suggesting that the model does not significantly improve the fit according to the likelihood ratio test.

Pseudos R-squared values provide measures of the goodness of fit for the model. They indicate the proportion of variability explained by the model. The values range from 0 to 1, with higher values indicating better fit. McFadden's adjusted pseudo R-squared is negative, which is unusual and may suggest that the model doesn't fit the data well. Fitstat results suggest that while the model has a better log-likelihood compared to an intercept-only model, the likelihood ratio test does not find the improvement to be statistically significant. The pseudo R-squared values and the adjusted McFadden's pseudo R-squared indicate that the model may not be a good fit for the data. Additionally, the zero value for Count(adjusted) may warrant further

For group MO-76 average age of the 27 individuals in the sample is approximately 18.11 years, with a standard deviation of about 1.05 years. The youngest person in the sample is 17 years old, while the oldest is 21. So, effectiveness score is approximately 4.444, with a standard deviation of about 0.801. Effectiveness scores range from a minimum of 2 to a maximum of 5 (Table 7).

Table 7.

Descriptive Statistics of MO-76

Variable	Obs	Mean	Std. Dev.	Min	Max
age	27	18.111	1.05	17	21
effectiveness	27	4.444	.801	2	5
gender	27	1.889	.32	1	2
region	27	3.37	.492	3	4
certifate	27	5.741	.447	5	6
education type	27	7.407	.501	7	8

In this context, it appears that gender is coded numerically, with a mean value of approximately 1.889. It's important to refer to the codebook or documentation to understand the meaning of the gender codes. The standard deviation is about 0.32.

The table 8 provided appears to be a Pearson pairwise correlations matrix for the variables in MO-76. The correlation between age and itself (1.000) is, of course, 1.000 as it's the same variable. This is why you see the diagonal filled with 1.000, which represents perfect correlation with itself. Age and effectiveness is 0.168. This suggests a weak positive correlation between age and effectiveness. However, it's important to note that this correlation is not statistically significant at the 0.05 level (p-value of 0.403 is greater than 0.05). There is a weak positive correlation (0.267) between gender and region, but this correlation is not statistically significant (p-value of 0.178 is greater than 0.05).

Table 8.

Pearson Pairwise correlations matrix for MO-76

Variables	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(1) age	1.000							
(2) effectiveness	0.168	1.000						
	(0.403)							
(3) age	1.000*	0.168	1.000					
	(0.000)	(0.403)						
(4) effectiveness	0.168	1.000*	0.168	1.000				
	(0.403)	(0.000)	(0.403)					
(5) gender	0.267	0.050	0.267	0.050	1.000			
	(0.178)	(0.804)	(0.178)	(0.804)				
(6) region	-0.083	0.054	-0.083	0.054	0.271	1.000		
	(0.682)	(0.788)	(0.682)	(0.788)	(0.171)			
(7) certifate	-0.510*	-0.311	-0.510*	-0.311	-0.209	0.104	1.000	
	(0.007)	(0.115)	(0.007)	(0.115)	(0.295)	(0.607)		
(8) education_type	0.276	0.394*	0.276	0.394*	0.053	-0.012	-0.369	1.000
	(0.163)	(0.042)	(0.163)	(0.042)	(0.792)	(0.954)	(0.058)	

**** p<0.01, ** p<0.05, * p<0.1*

These are the estimated coefficients of the independent variables in the regression model. They indicate the change in the dependent variable for a one-unit change in the independent variable, holding all other variables constant. Age has a coefficient of -0.012. This suggests that for each one-unit increase in age, there is a decrease of approximately 0.012 in the effectiveness score, but this change is not statistically significant (p-value of 0.948 is much greater than 0.05). The base category is female, so there is no coefficient for it.

Table 9.

Linear regression for MO-76

effectiveness	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
age	-.012	.179	-0.07	.948	-.384	.361	
gender : base female	0	.	.	.	.	.	
male	-.08	.538	-0.15	.884	-1.199	1.039	
region : base city	0	.	.	.	.	.	
rural	.143	.338	0.42	.677	-.56	.846	
certifate : base No	0	.	.	.	.	.	
yes	-.386	.43	-0.90	.379	-1.28	.507	
education_type : b~t	0	.	.	.	.	.	
grant	.515	.34	1.51	.145	-.192	1.221	
Constant	4.752	3.329	1.43	.168	-2.172	11.675	

Mean dependent var	4.444	SD dependent var	0.801
R-squared	0.194	Number of obs	27
F-test	1.014	Prob > F	0.434
Akaike crit. (AIC)	69.759	Bayesian crit. (BIC)	77.534

*** p<.01, ** p<.05, * p<.1*

For males, the coefficient is -0.080, but it's not statistically significant (p-value of 0.884 is much greater than 0.05). The base category is the city, so there is no coefficient for it. For the rural region, the coefficient is 0.143, but it's not statistically significant (p-value of 0.677 is much greater than 0.05). The base category is "No," so there is no coefficient for it. For "Yes," the coefficient is -0.386, but it's not statistically significant (p-value of 0.379 is much greater than 0.05). The base category is not specified, but for "grant," the coefficient is 0.515. However, it's not statistically significant (p-value of 0.145 is greater than 0.05).

Table 10.

Ordered logistic regression for MII-76

effectiveness	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
age	.08	.571	0.14	.888	-1.039	1.2	
gender : base female	0	.	.	.	.	.	
male	-.485	1.475	-0.33	.742	-3.376	2.405	
region : base city	0	.	.	.	.	.	
rural	.421	.917	0.46	.046	-1.377	2.219	**
certifate : base No	0	.	.	.	.	.	
yes	-1.519	1.371	-1.11	.268	-4.206	1.168	
education_type : b~t	0	.	.	.	.	.	
grant	1.557	.967	1.61	.0807	-.338	3.453	*
cut1	-3.031	10.594	.b	.b	-23.795	17.734	
cut2	-1.796	10.538	.b	.b	-22.45	18.859	
cut3	.152	10.523	.b	.b	-20.473	20.777	

Mean dependent var	4.444	SD dependent var	0.801
Pseudo r-squared	0.124	Number of obs	27
Chi-square	6.610	Prob > chi2	0.251
Akaike crit. (AIC)	62.599	Bayesian crit. (BIC)	72.965

*** p<.01, ** p<.05, * p<.1*

These are the estimated coefficients of the independent variables in the ordered logistic regression model. They indicate how each independent variable affects the odds of being in a particular category (cut point) of the dependent variable. Age has a coefficient of 0.08. This suggests that for each one-unit increase in age, there is an increase in the log odds of being in a higher category (cut point) of effectiveness, but this change is not statistically significant (p-value of 0.888 is much greater than 0.05). The standard deviation of effectiveness is 0.801. Pseudo R-squared is 0.124, indicating that the independent variables explain about 12.4% of the variation in the ordinal categories of the dependent variable.

Table 11.

Linktest for Ordered logistic regression

Ordered logistic regression
Number of obs = 27
LR chi2(2) = 7.36
Prob > chi2 = 0.0252
Log likelihood = -22.925237 Pseudo R2 = 0.1383

effectiveness	Coef.	Std.Err.	z	P>z	[95%Conf.	Interval]
_hat	0.388	0.868	0.450	0.655	-1.314	2.089
_hatsq	0.501	0.728	0.690	0.491	-0.926	1.928
/cut1	-2.790	1.073			-4.893	-0.686
/cut2	-1.554	0.705			-2.936	-0.171
/cut3	0.388	0.565			-0.719	1.495

Table 11 measures of the goodness-of-fit for the ordered logistic regression model. In this case, the pseudo R-squared is 0.1383, indicating that the model explains about 13.83% of the variation in the ordered categories of the dependent variable. The next section appears to provide coefficients and standard errors for some variables. It's important to note that these coefficients are related to additional variables (possibly transformed variables) that are not in the original model. They are denoted as "_hat" and "_hatsq." These variables might be related to the predicted values or some other aspect of the model. Overall, the linktest results suggest that the ordered logistic regression model is statistically significant and provides a reasonable fit to the data. The chi-square test indicates that the model fits the data well, and the pseudo R-squared provides some information about the explained variation in the ordinal categories.

Current results provided goodness-of-fit statistics for an ordered logistic regression model. These statistics help assess the quality of the model in explaining the observed data.

Table 12.

Fitstat for Ordered logistic regression

	ologit
Log-likelihood	
Model	-23.299
Intercept-only	-26.604
Chi-square	
Deviance(df=19)	46.599
LR(df=5)	6.610
p-value	0.251
R2	
McFadden	0.124
McFadden(adjusted)	-0.176
McKelvey & Zavoina	0.315
Cox-Snell/ML	0.217
Cragg-Uhler/Nagelkerke	0.252
Count	0.630
Count(adjusted)	0.091
IC	
AIC	62.599
AIC divided by N	2.318
BIC(df=8)	72.965
Variance of	

e	3.290
y-star	4.801

The McFadden pseudo R-squared measures the proportion of the log-likelihood ratio relative to the log-likelihood of the null model. In this case, McFadden's pseudo R-squared is 0.124. Adjusted McFadden pseudo R-squared takes into account the degrees of freedom. In this case, it is reported as -0.176. This is another pseudo R-squared measure that indicates the proportion of explained variation. In this case, it is 0.315. Cragg-Uhler/Nagelkerke is another pseudo R-squared measure adjusted for the maximum possible likelihood. It is 0.252.

Discussion:

In this study, we set out to investigate the role of Orientation/Induction Day as a means of human capital investment in higher education, specifically focusing on the experiences of MII-76 and MO-76 group freshmen students at TSUE. The research aimed to shed light on the potential impact of orientation programs on students' academic and personal development, as well as their overall effectiveness in shaping the future human capital of our society. The ordered logistic regression analysis conducted in this study aimed to examine the factors influencing the effectiveness of an educational program. The dependent variable, "effectiveness," was assessed on an ordinal scale, and several independent variables were included in the analysis to understand their impact on this outcome. The coefficient for age indicates a positive association with the effectiveness of the educational program. However, the result is not statistically significant ($p > 0.05$), suggesting that age may not be a strong predictor of program effectiveness in this context. Gender was included as a categorical variable, with "female" as the base category. The coefficient for "male" is 0.243, indicating a positive effect on program effectiveness, but this result is not statistically significant ($p = 0.081$). It suggests that gender may not be a significant factor in predicting program effectiveness.

The presence of an FL (Foreign Language) certificate was included as a binary variable. The coefficient for "yes" is 3.93, and it is statistically significant ($p = 0.015$). This result suggests that students with FL certificates are more likely to find the educational program effective compared to those without such certificates. The coefficient for entry scores indicates a negative relationship with program effectiveness, but it is not statistically significant ($p > 0.05$). This implies that entry scores may not have a substantial influence on how students perceive the program's effectiveness. The availability of a grant was included as a binary variable. The coefficient for "yes" is 2.487, with a p-value of 0.053, which is close to the significance threshold. This suggests that students receiving grants may perceive the program as more effective, although this relationship does not reach statistical significance at the conventional alpha level of 0.05.

Results of the ordered logistic regression analysis indicate that the presence of an FL certificate is a statistically significant predictor of program effectiveness, with students holding such certificates more likely to find the program effective. Gender, age, entry scores, and grant status do not show strong statistical associations with program effectiveness in this analysis.

It's important to note that while these findings provide insights into the factors associated with program effectiveness, additional research and larger sample sizes may be needed to further validate these results and explore potential interactions or confounding variables that were not considered in this analysis. Additionally, the practical significance of these findings should also be considered when interpreting the results in the context of educational program improvement and policy-making.

Limited Impact of Gender, Entry Scores, and Age: Gender, entry scores, and age did not exhibit strong statistical associations with program effectiveness. These factors, while relevant in other contexts, did not significantly influence students' perceptions of the orientation program in this study. Both ordered logistic regression and linear regression models were employed to analyze the data. While the models provided valuable insights, it is essential to recognize that certain relationships were not statistically significant, highlighting the complexity of human capital investment in higher education.

Conclusion:

Our analysis of the data from MII-76 and MO-76 group students indicated diverse perceptions regarding the effectiveness of Orientation/Induction Day. While some students viewed it as a valuable experience, others did not find it as impactful. This diversity in perception may be attributed to various factors, including individual preferences, prior experiences, and expectations. Age and education type emerged as factors that were statistically associated with how students perceived the effectiveness of the orientation program. Older students tended to rate the program more positively, suggesting that maturity and experience might contribute to a more favorable outlook.

Furthermore, the type of education received played a significant role, with students in certain education types perceiving the program as more effective. Students with specific certificates, such as Foreign Language (FL) certificates, showed a statistically significant positive association with higher program effectiveness. This finding underscores the importance of recognizing students’ prior achievements and qualifications in shaping their orientation experience. Additionally, students who received grants tended to have a more positive perception of the program, although this association was not statistically significant at the conventional alpha level.

In conclusion, the Orientation Day at TSUE serves as an essential element in the transition of freshmen students into higher education. It has the potential to contribute positively to their academic and personal development, which ultimately contributes to the development of human capital. However, its effectiveness varies among students, influenced by factors such as age, education type, certificates, and grants. The insights gained from this study can inform higher education institutions about the diverse needs and perceptions of their students during the crucial orientation phase. As institutions continue to invest in the development of human capital, it is imperative to tailor orientation programs to meet the specific needs and expectations of students, taking into account their unique backgrounds and qualifications. Further research and ongoing evaluation of orientation programs can provide institutions with valuable feedback and opportunities for improvement, ensuring that Orientation/Induction Day remains a meaningful and impactful investment in the human capital of future generations.

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THE IMPACT OF HEALTH AND EDUCATION EXPENDITURE ON ECONOMIC GROWTH IN CASE OF UZBEKISTAN

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Abstract. Uzbekistan is acknowledged as one of the fast-developing nations in terms of both social and economic scales among Central Asian countries for last five years. Thus, majority of politicians and scholars have claimed the role of education and health care growth in this progress and by taking into account those factors, this study aims to examine the impact of allocating budget on education and health care on economic growth of Uzbekistan since reaching independent. The ARDL bounds test has been employed to assess the relationship between selected variables and economic growth in both the short and long terms. In addition to this, except variables about the expenditure on education and health care, some other controlling variables are also included into the model. Based on the outcome of the test, expenditure on education has positive influence on economic growth while that of presented negative integration with economic growth in case of making an investment on health care in case of Uzbekistan under the focused model examination as presented in the further parts below.

Keywords. Uzbekistan, Expenditure on Education/Health care, ARDL, long run and short run.

O'ZBEKISTON MISOLIDA SOG'LIQNI SAQLASH VA TA'LIM XARAJATLARINING IQTISODIY O'SISHGA TA'SIRI

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Annotatsiya. O'zbekiston keyingi besh yil ichida Markaziy Osiyo davlatlari orasida ham ijtimoiy, ham iqtisodiy ko'lami bo'yicha jadal rivojlanayotgan davlatlardan biri sifatida e'tirof etildi. Shunday qilib, ko'pchilik siyosatchilar va olimlar ushbu taraqqiyotda ta'lim va sog'liqni saqlash o'sishining o'rni borligini ta'kidlaydilar va ushbu omillarni hisobga olgan holda, ushbu tadqiqot O'zbekiston mustaqillikka erishgandan so'ng ta'lim va sog'liqni saqlash budjetlaridan ajratilgan mablag'larning ta'sirini o'rganishga qaratilgan. ARDL chegaralari testi tanlangan o'zgaruvchilar hamda qisqa muddatli va uzoq muddatli iqtisodiy o'sish o'rtasidagi munosabatlarni baholash uchun ishlatilgan. Bundan tashqari, ta'lim va sog'liqni saqlash xarajatlari bo'yicha o'zgaruvchilardan tashqari, ba'zi boshqa nazorat o'zgaruvchilari ham modelga kiritilgan. Test natijalariga ko'ra, ta'lim xarajatlari iqtisodiy o'sishga ijobiy ta'sir ko'rsatadi, ta'lim xarajatlari esa iqtisodiy o'sish bilan integratsiyaga salbiy ta'sir ko'rsatadi.

Kalit so'zlar. O'zbekiston, ta'lim/sog'liqni saqlash xarajatlari, ARDL, uzoq muddatli va qisqa muddatli davr.

ВЛИЯНИЕ РАСХОДОВ НА ЗДРАВООХРАНЕНИЕ И ОБРАЗОВАНИЕ НА ЭКОНОМИЧЕСКИЙ РОСТ НА ПРИМЕРЕ УЗБЕКИСТАНА

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Аннотация. Узбекистан за последние пять лет признан одним из быстроразвивающихся государств как по социальному, так и по экономическому масштабу среди стран Центральной Азии. Таким образом, большинство политиков и ученых заявляют о роли роста образования и здравоохранения в этом прогрессе, и, принимая во внимание эти факторы, данное исследование направлено на изучение влияния распределения бюджета на образование и здравоохранение на экономический рост Узбекистана с момента достижения независимый. Тест границ ARDL использовался для оценки взаимосвязи между выбранными переменными и экономическим ростом как в краткосрочной, так и в долгосрочной перспективе. Помимо этого, кроме переменных о расходах на образование и здравоохранение, в модель включены и некоторые другие управляющие переменные. Согласно результатам теста, расходы на образование оказывают положительное влияние на экономический рост, в то время как расходы на образование оказывают отрицательное влияние на интеграцию с экономическим ростом в случае инвестиций в здравоохранение в случае Узбекистана в рамках целенаправленного модельного исследования, как представлено в дальнейших частях ниже.

Ключевые слова. Узбекистан, расходы на образование/здравоохранение, ARDL, долгосрочный и краткосрочный период

Introduction:

Individuals frequently spend more on healthcare services and products when affluence levels rise in a nation in order to improve their quality of life, but it has only been recently and actively brought into the mainstream of economic study. A major component of improving human capital has been investing in education and health. The majority of nations plans for development. Individuals frequently spend more on healthcare services and products when affluence levels rise in a nation in order to improve their quality of life. The development of human capital is influenced by a number of essential elements, including health and education. a wholesome and a highly qualified generation will be capable of producing more. Consequently, the growth of human capital will be beneficial. It is helpful accelerate a nation's economic growth. According to Matsushita et al. (2006), there is broad agreement, backed both conceptually and practically, that increased human capital would promote economic growth. According to Gupta, Clements, and Tiongson (1998), public expenditure on health and education has a favorable influence on the development of human capital, which in turn helps to increase economic growth since advancing fairness and lowering poverty. This meant that spending on the health care and education industries will aid in the economic growth of a country.

Uzbekistan is also regarded as one of the leading countries in the Central Asia in terms of making enormous investment on education and health care of population so as to promoting them to become successful workforce in the future in terms of development of country. In response to the statistics, government expenditure on education has increased since 2016, to be more precise, the share of expenditure on education accounted for almost 22.52% of GDP in 2017 and this figure made up nearly 22% of GDP in the subsequent year and by coming to 2021, the average spending on education has been around 20 percent of GDP which is considered relatively high in terms of promoting the education sector in the country. In addition to the expenditure on education, Uzbekistan has paid huge attention on improvement of healthcare since 2016 and this can be found its evidence in numbers. To be more accurate, real health expenditure consisted of roughly 2.672 million USD in 2018 which has been spend on construction of new hospital along with improvement of research and development in health sphere. Regarding to the figures, the average growth in health expenditure has risen by almost 8.2% annually since 2008. By compared to the border countries, Uzbekistan is regarded as fast developing nation in terms of rising literacy rate of population and their life expectancy. There have been a number of discussions in response to the influence of expenditure of education and health on development of country by many scholars and very few studies have been conducted in case of Uzbekistan.

Numerous empirical research that looked at the connection between economic growth and health spending revealed that health spending differs amongst nations with comparable and differing growth rates. Nevertheless, typically, health care costs rise gradually as a result of rising population and economic growth. Under this study, the influence expenditure on health and education in case of Uzbekistan is going to examined with valid and strong arguments by implication of advanced econometric approaches.

As stated above, this study is intended to explain the main contribution of education and health expenditure on economic growth in case of Uzbekistan throughout the selected period. Thus, the major question would be, whether allocating a budget to improvement of education and health leads to rising economic growth of nations and purpose of this study is going to be enriched by dealing with the following objectives:

- To examine the influence of education expenditure on Economic development of Uzbekistan
- To examine the impact of health expenditure on Economic growth of Uzbekistan
- To evaluate the share of these factors' contribution on boost of economy by compared to other essential determinants of economy
- Compare and contrast the findings and perspectives with the findings of previous studies.

In the further paragraphs the mentioned objectives of the study are going to be explained with valid and appropriate approaches in order to contribute the widening of literature on the concerned topic area.

Literature Review:

An increasing body of recent material that is both theoretical and practical demonstrates how health (Barro, 1991; Caselli, Esquivel, & Lefort, 1996; Mankiw, Romer, & Weil, 1992) Spending increases economic growth. Economic expansion is boosted, according to Rosen (1993) and Morand (2005) by advancements in medical research as a component of physical capital; in reality, as people's health improves, labour productivity might rise. In order to create an endogenous model for economic growth, health capital should be added as another exogenous component.

Prior studies sought to analyses the relationship between health spending and economic development through technological changes, using the Solow growth model as a foundation. Newhouse (1992) argued that technical change is a key driver of rising health expenditures. While (Gerdtham & Jönsson, 2000) promoted the significance of income in raising health spending by utilizing cross-sectional data. Additionally, a sizable amount of empirical cross-sectional investigations has looked at the connection between health spending and economic expansion. The importance of affluence in affecting health spending was highlighted by (Gerdtham, Sgaard, Andersson, & Jönsson, 1992; Kleiman, 1974; Newhouse, 1977; Parkin, McGuire, & Yule, 1987). According to (Parkin et al., 1987), consumer spending may lessen the elasticities of medical treatment.

Additionally, a number of studies have examined the connection between economic developments in technology and health expenditures. According to (Finkelstein, 2007), the expansion of healthcare costs follows its deployment. Finkelstein came to the conclusion that technological advancements are endogenous and influenced by factors like medical insurance and GDP per capita.

The impact of education on boosting economic growth is also extensively researched in the previous studies. In beginning, the idea of education was profoundly examined under the heading of human resources. In fact, this notion has been corroborated by recent studies. A cross-country study (Barro, 2003) came to the conclusion that strong economic development is predicted by stronger human resources. In a panel data estimation of 100 countries for the years 1965 to 1995, Barro (2001) discovered that growth is significantly correlated with adult males' average starting years of secondary and higher education. This is due to qualified employees would supplement technological advances, and the finding emphasises the significance of technology spillovers.

In Malaysia, Mohd Yahya et al. (2012) found a long-term link between public spending on education and economic expansion. According to Musila and Belassi (2004), spending on education has a strong beneficial influence on economic growth over the long and short terms. Omojimite (2010) identified a co-integration causal relationship between economic growth and government education spending in separate research. Unimportant short-term relationships between the variables were found in certain research, nevertheless. According to Tilak (1989), there is little correlation between public education spending and GNP per capita in Latin America and the Caribbean.

According to Akram et al. (2008), there is a considerable link between some health indicators and economic growth in concerned country. Elmi and Sadeghi (2012) discovered that there is a long-term co-integrated link between economic development and health expenditure in the emerging economies they analyzed. Whereas Olubummo et al. (2012) demonstrated the presence of a long relationship between health care expenditure and economic growth in Nigeria, research by Bukenya (2009) did not announce a long-term relationship between health care spending and economic growth (as evaluated by the gross state product) in the U.S. states other than Georgia. Although 26 Indian states' state expenditure on the health care sector and economic development were examined, Apergis and Padhi's (2013) results did not provide a conclusive answer. Further research by Reeves et al. (2013) showed that investments in health support economic growth in 25 EU nations over the long and short terms. According to Faraq et al. (2012), health spending was not particularly sensitive to or proportional to income increase.

Spending in health and education has recently considered essential societal goals due to the fact that adequate human resources improve workers' skills, efficiency, and standard of life. Furthermore, because of efficiency, human capital accumulation was a key factor of economic success, and stronger economic development allows for more human capital investment. As a consequence, economic growth and human capital accumulation are linked through education and health (Eggoh, Hilaire and Gillies, 2015).

Health is a critical component of human capital that not only boosts worker efficiency but also profitability. The health of a nation's inhabitants determines its economic progress. A strong body and mind are required for daily living responsibilities, and a healthy individual may enjoy life without relying on others. Health care spending boosts food output and illness awareness. In rich nations, improved health can stimulate economic growth by up to 40%, but higher mortality has little effect in underdeveloped countries (Arora, 2001). Similarly, no administration has consistently demonstrated economic growth, contributions to elementary education, science, training, learning-by-doing, and aptitude development (Bedir, 2016).

From the beginning of the twentieth century, education, schooling, research, invention, knowledge, and employment have been major elements of person and national development. Human resource has long been viewed as an essential component of a country's prosperity and economic growth. Education is frequently regarded as the most important factor in improving human resources development. As a result, education is critical for the social and economic growth of a country. No country can make long-term economic progress unless its workforce is educated properly (Salgur, 2013).

Yet, just a small proportion of these investigations have examined the influence of economic growth on both key components of human capital, namely education and health, in both African and industrialized nations. Our empirical approach differs from previous research in the following ways (Jude, Hilaire, and Gilles, 2015; Titus and Hans, 2015): To continue, unlike other studies that concentrate just on education and health in wealthy and developing countries, we use both education and health indicators to examine the impact of human capital on growth. For each human capital dimension, we use both inventory and expenditure metrics. Furthermore, our investigation is focused on Jude, Hilaire, and Gilles-Armand (2015).

Methodology:

This research assesses, while taking other factors into consideration, the short- and long-term impacts of spending on healthcare and education on Uzbekistan's economic development. In this study, we will employ the ARDL model created by Pesaran and Shin (1998) and Pesaran et al. (2001). The ARDL model has an advantage over other methods because it may be applied in many contexts. For example, the model is suitable for studies with small sample sizes and accommodates variables with varying levels of stationarity. In this approach, it is possible to suppose that variables have different lag times. To examine the long- and short-term impacts of our variables on economic growth, we define the ARDL model as follows:

$$GDPG_t = \alpha_0 + \sum_{i=0}^{n} \alpha 1i\, \Delta Education\_expenditure_{t-1} + \sum_{i=0}^{n} \alpha 2i\, \Delta Health\_expenditure_{t-1} + \sum_{i=0}^{n} \alpha 3i\, \Delta Gross\_fixed_{t-1} + \delta_1 Education\_expenditure_{t-1} \delta_2 Health\_expenditure_{t-1} + \delta_3 Gross\_fixed_{t-1} + pECT_{t-1} + e_t$$

$$GDPG_t = \alpha_0 + \sum_{i=0}^{n} \alpha 1i\, \Delta Education\_expenditure_{t-1} + \sum_{i=0}^{n} \alpha 2i\, \Delta Health\_expenditure_{t-1} + \sum_{i=0}^{n} \alpha 3i\, \Delta Gross\_fixed_{t-1} + \delta_1 Education\_expenditure_{t-1} \delta_2 Health\_expenditure_{t-1} + \delta_3 Gross\_fixed_{t-1} + pECT_{t-1} + e_t$$

According to the given equation above $\alpha_0 \alpha_0$ is standing for providing information on intercept, Δ provides information about the difference in the determinants while $\alpha_1 - \alpha_3$ and $\delta_1 - \delta_3$ $\alpha_1 - \alpha_3$ and $\delta_1 - \delta_3$ are targeted for representing on coefficients in the empirical analysis. Additionally, n and p represent the coefficients of ECT and provide details regarding the error correction term through lagged values.

The analysis presented above is insufficient to demonstrate a clear long-term correlation between variables. Therefore, we intend to conduct a bound test to represent this relationship. In this regard, the alternative hypothesis is presented below, whereas the null hypothesis claims that there is no long-term relationship between the variables.

$$H_0 = \delta_1 = \delta_2 = \delta_3 = \delta_4 = \delta_5 = 0$$

$$H_1 \, at\ least\ one\ of\ them\ is\ not\ equal\ to\ zero\ as\ follows: \delta_1 \ddagger 0$$

We will make use of the upper and lower limits of the two crucial bounds to test cointegration. If the F-statistic result exceeds the upper bounds I (1), it suggests a long-run connection exists. Conversely, when the F-statistic result is less than upper bounds I (0), it indicates no cointegration.

Results:

As previously mentioned, this study aims to empirically examine the influence of education and health expenditure on economic growth in Uzbekistan. It is obvious that, to find all essential variables is somehow challenging process for Uzbekistan, even so there are some data sources which is targeted to collect all mentioned micro and macro indicators form them. In other words, for the purpose of collecting data for expenditure for education and health care, the world bank indicator (2020) and stat.uz along with IMF.com are going to be employed as possible as complete the data for selected independent and dependent variables throughout the period of 1992 and 2021 in case of Uzbekistan.

As stated in the (table 1) below, there is information regarding to selected variables with some statistical measurements are provided. According to this, economic growth which is generated by collecting data for GDP per capita is standing for dependent variable and based on the outcome the mean value of GDP per capita has been found as being equal to 1980 USD while the min and maximum values have been 1140 and 3327 UUSD in case of Uzbekistan throughout the period of 1991 and 2022. Additionally, the major independent variables are expenditure on education and health, collected as a percentage share of GDP. To be more precise, education and health expenditures are calculated based on the share of government expenditure in total GDP. Education expenditure accounted for an average of 5.7 percent of GDP, while health expenditure consisted of an average of 3.453 percent in Uzbekistan. In addition to these independent variables other variables have also involved as controlling variables so as to represent the influence of them on economic growth of Uzbekistan during the provided time period and the statistical measurements of them are also provided in the following table as labelled below.

Table 1

Descriptive Statistics

№	Variable	Obs	Mean	Std. Dev.	Min	Max
1	Economic growth	32	1980.345	762.18	1140.38	3327.78
2	Expenditure Education	32	5.7	.624	4.127	7.002
3	Population	32	27515097	4212878.3	20952000	34915100
4	Gross Cap expenditure	32	28.081	8.06	14.65	43.93
5	Expenditure health	32	3.453	2.27	1.905	10.127

For conducting an empirical analysis, the role of correlation is vital in order to reveal the correlation between variables (table 2).

Table 2

Correlation of Matrix

Variables	(1)	(2)	(3)	(4)	(5)
(1) Economic_growth	1.000				
(2) Expenditure_Education	0.215	1.000			
(3) Population	0.966	0.392	1.000		
(4) Gross_Cap_expenditure	0.641	-0.019	0.516	1.000	
(5) Expenditure_health	-0.361	-0.144	-0.332	-0.356	1.000

Table 2 below provides information about the correlation results between variables. According to this, positive relationship is found between economic growth and expenditure to education and the relationship is found as being equal to 0.215 percent. This means that, this can be positive integration between economic growth and expenditure on education. In response to the correlation between population growth and economic growth revealed high correlation at 0.966 percent which might result in observing multicollinearity issue in the further notifications. In addition to this, the correlation between economic growth and gross capital formation is equal to 0.641 percent which means that, with high probability the influence of gross capital formation can be argued to be positive since positive integration has been revealed. The interesting outcome is observed in case of expenditure on health care, to be more accurate, negative correlation between expenditure on health care and economic growth is found as being equal to (0.361) percent, which means that changes in the level of expenditure on health might result in drop down of economic growth in case of Uzbekistan. On top of that, the correlation between other independent variables is also provided and it is essential to note that, there is not high correlated cases between concerned independent variables as stated in the table below.

This chapter of study is dedicated to examine the impact of concerned independent variables on change of economic growth in case of Uzbekistan. The following OLS regression analysis table 3 is going to represent the influence of selected variables and according to this, one percent changes in the expenditure level on education results in drop down of economic growth by 191 percent with statistically significance level at one percent level in case of Uzbekistan.

Table 3

Linear regression

Economic_growth	Coef.	St. Err.	t-value	p-value	[95% Conf	Interval]	Sig
Expenditure_Education	-191.591	38.163	-5.02	0.004	-269.896	-113.286	***
Population	0.0394	0.0015	25.91	0.000	0.003	0.0594	***
Gross_Cap_expenditure	13.392	3.256	4.11	0.000	6.71	20.073	***
Expenditure_health	-6.196	10.078	-0.61	.544	-26.875	14.483	

Constant	-2002.522	231.168	-8.66	0.000	-2476.84	-1528.203	***
Mean dependent var	1980.345		SD dependent var		762.180		
R-squared	0.980		Number of obs		32		
F-test	324.869		Prob > F		0.000		
Akaike crit. (AIC)	399.890		Bayesian crit. (BIC)		407.218		
*** *p*<.01, ** *p*<.05, * *p*<.1							

In addition to this, changes in the level of population growth also represent positive impact on economic growth of Uzbekistan, and one percent changes in the level of population growth results in growth of economy by 0.0394 percent with statistically significance at one percent level. In response to this, the influence of gross capital formation is also regarded as having positive influence on economic growth, to be more precise, one percent changes in the level of capital formation results in rise of economy by nearly 13.4 percent at one percent statistically significance level in Uzbekistan. However, changes in the level of expenditure on health illustrated negative integration with economic growth and one percent changes in the value of concerned variable leads to fall the economy by (6.2) percent but this is considered as statistically insignificant as shown in the table below. According to the outcome of the R-squared which is equal to 0.98, the changes of dependent variable is explained by 98 percent through the selected variables in the model. Further important statistical measurement is F-test which claims about the model specification validity and as the Prob>F is lower than 0.01, simple regression analysis below is accepted as valid in terms of explaining the impact of variables on the changes of economic growth. However, it is essential to note that, many scholars do not approve of the implication of the OLS model due to the high chance of biased results. That's why, as this study is based on time-series analysis, we find the ARDL bounds test more suitable for representing both short and long-run relationships between variables. We employ the OLS model to reveal post-estimation results and test the significance of the variables' impact on economic growth in Uzbekistan.

As stated above, one of the major reasons to conduct the OLS model is to give information about some essential model related issues as they are existing or not. Time series data is suffering some several issues based on the characteristics and those are heteroskedasticity, multicollinearity and stationery of the variables. Below the result of heteroskedasticity test is provided and according to the result of the test, it is concluded that null hypothesis is accepted as there is constant variance in change of residuals which is quite good for conducting further analysis.

Heteroskedasticity

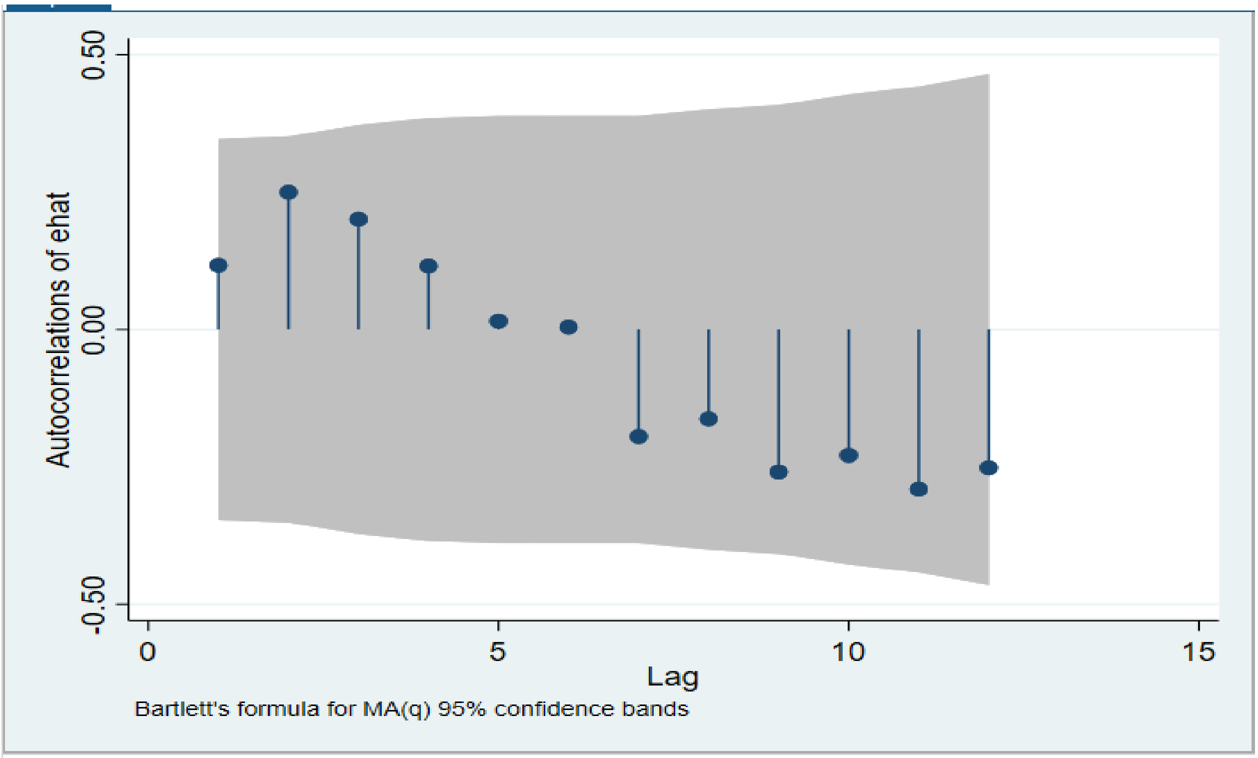
Breusch-Pagan / Cook-Weisberg test for heteroskedasticity
Ho: Constant variance
Variables: fitted values of D. Economic_growth chi2(1) = 1.13
Prob > chi2 = 0.2886

The table 4 below provides information regarding to one of the common issues in time-series data is autocorrelation and in order to check whether the variables are correlated with lags values of them, we need to conduct Breusch-Godfrey LM test for autocorrelation by involving 12 lags values. In response to the result of test, the variables are not correlated with lags values and this is also explained in the graphical case below and according to these shaded areas is that the lags values must not cross if it is crossed then those lags values are argued as correlated with present time period. Graphical explanation also supports the idea that, the model is free from autocorrelation issue as shown below (graph 1).

Table 4

Autocorrelation

Breusch-Godfrey LM test for autocorrelation chi2	df	Prob>Chi2
0.554	1	0.457
3.314	2	0.191
5.945	3	0.114
6.109	4	0.191
6.242	6	0.397
8.198	7	0.316
9.028	8	0.340
10.697	9	0.297
11.439	10	0.324
12.866	11	0.302
13.586	12	0.328
H0: no serial correlation		



Graph 1. Autocorrelations of ehat.

As mentioned above, stationarity of variables is further major concern for time-series data since if variables are not found as stationary, then this causes to not having constant variance, mean and standard deviation when passing through time interval. Thus, in practice the variables are lagged in order to see the difference between variables are checked so as to find out stationary lag value of each independent variables. Below information about the stationarity of variables are provided and according to this, some of them are stationary at levels while others are found as stationary at first difference (table 5). Variables such as economic growth, expenditure on education and gross capital formation are found as stationary while other variables are evidenced as stationery at first difference. Observing different levels of stationery can be advantageous in explaining the relationship between variables in both short run and long run estimations and below the outcome of them are given step by step.

Table 5

Stationarity

Variables	At Levels	At first difference	In difference
Economic growth	-6.835***		I (0) at difference
Expenditure on Education	-3.586**		I (0) at difference
Population		-2.335*	I (1) at first difference
Gross capital formation	-3.829**		I (0) at difference
Expenditure on health		-6.434***	I (1) at first difference

Short-run and Long-run Estimations:

Table 6 below provides information about the outcome of the ARDL bounds short-term test. As stated in the methodology part, the major concerned econometric model of this study is to implication of ARDL bounds test since we want to examine both short and long run relations between selected variables in case of Uzbekistan. In response to this, before implication of short and long estimations, we need to clarify the max lags value of variables which are essential to conduct the tests, and as presented in the regression analysis, these lags values are equal to in order (3,1,2,1,1) which is based on varsoc test analysis as given in the appendix below. In response to the test outcome, changes in the level of expenditure on education revealed positive impact on economic growth of Uzbekistan, to be more precise one percent changes in the level of expenditure on education results in rise of economy by 36.364 percent with statistically significant at one percent. In the literature review part, the perspectives and findings of many scholars have been reviewed and the outcome of this test is identical to major scholars' findings such as Eggoh, Hilaire and Gillies, 2015, they have also claimed positive and big role of educational progress in development of countries. Further the main independent variable is expenditure on health represented opposite result, to be more precise, one percent changes in the value of expenditure on health argued as results in slow down of economy by (0.168) percent which is statistically significant at one percent significance level. Observing a negative outcome is question of this study, this is because while some researchers have already claimed the adverse influence on expenditure on education in their studies, the share of them were minor by compared to other scholars who have claimed regarding to positive integration between expenditure on health care and economic growth. In addition to this, the results of other involved controlling variables are also exist and according to the result of them, one percent changes in the level of population leads to rise of economy by 0.038 percent with statistically significance at one percent, thus this can be argued that, rise the number of populations leads to development of economy in case of Uzbekistan. Further controlling variable gross capital formation represented negative influence on economic growth and one-point changes in the level of gross capital formation results in drop down of economy by (0.535) points but it is important to note that, the influence of this condition is found as not statistically significant which means that this outcome is not valid and can be biased estimation since we observed insignificant integration between variables (table 6).

Table 6

ARDL Short run (3, 1, 2, 1, 1) regression

Sample: 1994 - 2022		Number of obs = 29				
F (12, 16) = 1362.17		Prob > F = 0.0000				
R-squared = 0.9990		Adj R-squared = 0.9983				
Log likelihood = -133.01894			Root MSE = 31.9853			
Economic_growth	Coef.	Std.Err.	t	P>t	[95%Conf.	Interval]
Economic_growth						
L1.	1.155	0.232	4.980	0.000	0.664	1.646
L2.	0.239	0.479	0.500	0.624	-0.777	1.256
L3.	-0.479	0.233	-2.060	0.056	-0.973	0.014
Expenditure_Education						
--.	36.364	10.824	3.359	0.005	9.900	52.628
L1.	-44.886	23.681	-1.900	0.076	-95.088	5.315
Population						

--.	0.038	0.006	6.330	0.000	0.014	0.075
L1.	-0.000	0.000	-0.780	0.448	-0.000	0.000
L2.	0.000	0.000	0.460	0.652	-0.000	0.000
Gross_Cap_expenditure						
--.	-0.535	2.992	-0.180	0.860	-6.878	5.807
L1.	1.474	2.978	0.500	0.627	-4.839	7.788
Expenditure_health						
--.	-0.168	0.051	-3.295	0.006	-1.725	1.388
L1.	-0.654	4.592	-0.140	0.889	-10.388	9.080
cons	-182.58	369.384	-0.490	0.628	-965.637	600.481

Before analyzing the long run estimation, we need to conduct the Pesaran/Shin/Smith (2001) ARDL bounds test which is dedicated to reveal whether there are long run relationships or not. As stated in the test below, null hypothesis claims regarding to no levels relationship while alternative hypothesis claims about levels relationship. In order to accept or reject the null hypothesis, there are two F and t tests are given and according to the outcome of the tests, we found availability of long run relationship between variables. This is because the value of F-test is higher than upper critical values which is equal to 4.010 and this is argued as enough to come above conclusion. The same logic also works under t-test evaluation and both tests reveal long run relationship between variables (table 7).

Table 7

Bounds test

Note: estat btest has been superseded by estat ectest as the prime procedure to test for a levels relationship. (click to run) Pesaran/Shin/Smith (2001) ARDL Bounds Test

H0: no levels relationship							
F = 4.189				t = -3.640			
Critical Values (0.1-0.01), F-statistic, Case 3							
[I_0]	[I_1]	[I_0]	[I_1]	[I_0]	[I_1]	[I_0]	[I_1]
L_1	L_1	L_05	L_05	L_025	L_025	L_01	L_01
2.450	3.520	2.860	4.010	3.250	4.490	3.740	5.060
accept if F < critical value for I(0) regressors reject if F > critical value for I(1) regressors Critical Values (0.1-0.01), t-statistic, Case 3 [I_0]	[I_1]	[I_0]	[I_1]	[I_0]	[I_1]	[I_0]	[I_1]
L_1	L_1	L_05	L_05	L_025	L_025	L_01	L_01
-2.570	-3.660	-2.860	-3.990	-3.130	-4.260	-3.430	-4.600

accept if t > critical value for I(0) regressors
reject if t < critical value for I(1) regressors
k: # of non-deterministic regressors in long-run relationship
Critical values from Pesaran/Shin/Smith (2001)

The table 8 below is going to reveal the long run regression analysis since we found regarding to this in the above estimation. According to this, the results of some variables are indicated oppositive signs by compared to short run estimation. To be more precise, changes in the level of expenditure on education represents negative integration and one percent changes in the value of expenditure on education causes to slow down of economy by (99.6) percent which is found as statistically significant at five percent significance level.

In addition to this, changes in the value of population growth also revealed positive outcome as it has been in the short run estimation and one percent changes in the level of population growth causes to rise of economy by 0.030 percent in the long run and it is argued as statistically significant at 5 percent level. On top of that, changes in the level of gross capital formation are also revealed positive impact and one-point changes in the level of gross capital formation results in rise of economic growth by 10.981 percent but it is essential to point out that, the influence factor is not strong as we observed statistically insignificant outcome.

Table 8

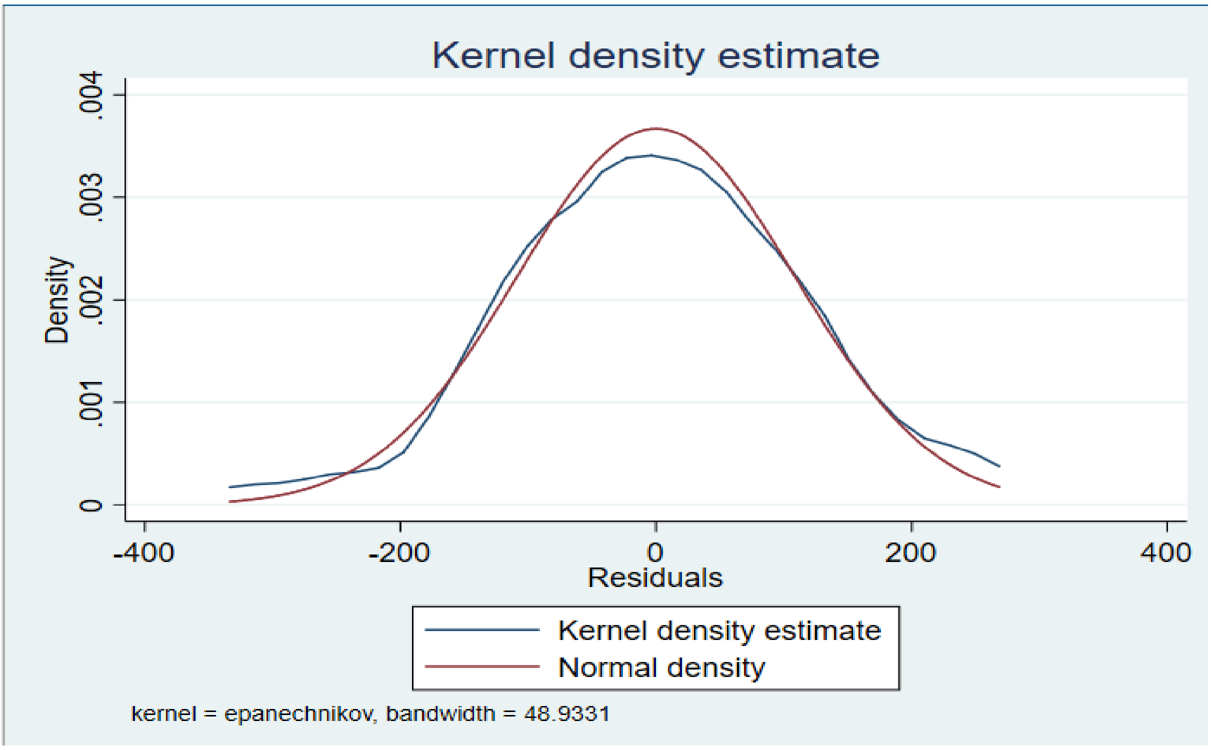
ARDL Long run (3,1,2,1,1) regression

Sample: 1994 - 2022				Number of obs = 29		
R-squared = 0.8383				Adj R-squared = 0.7169		
Log likelihood = -133.01894				Root MSE = 31.9853		
Economic_growth	Coef.	Std.Err.	t	P>t	[95%Conf.	Interval]
ADJ						
Economic_growth						
L1.	-0.086	0.034	-2.520	0.032	-0.369	0.198
LR						
Expenditure Education	-99.633	43.995	-2.260	0.034s	-228.871	29.605
Population	0.030	0.013	2.220	0.041	0.001	0.021
Gross_Cap_expenditure	10.981	29.851	0.370	0.718	-52.299	74.262
Expenditure_health	-9.613	50.731	-0.190	0.852	-117.157	97.932
SR						
Economic_growth						
LD.	0.240	0.302	0.790	0.438	-0.400	0.881
L2D.	0.479	0.233	2.060	0.056	-0.014	0.973
Expenditure_Education						
D1.	44.886	23.681	1.900	0.076	-5.315	95.088
Population						
D1.	0.000	0.000	0.840	0.413	-0.000	0.000
LD.	-0.000	0.000	-0.460	0.652	-0.000	0.000
Gross_Cap_expenditure						
D1.	-1.474	2.978	-0.500	0.627	-7.788	4.839
Expenditure_health						
D1.	0.654	4.592	0.140	0.889	-9.080	10.388
cons	-182.58	369.384	-0.490	0.628	-965.637	600.481

The further vital variable expenditure on health care represented negative influence on economic growth of Uzbekistan in the long run and according to the observed outcome it can be clear that one percent changes in the level of expenditure on healthcare causes to reduction of economy by 9.613 percent but it is considered as statistically insignificant as p-value is more than 0.1. In response to the R-squared value under long run ARDL estimation model, it is equal to .83 which means that, the changes of dependent variable namely economic growth are explained by 83% through the selected independent variables which is quite high to concern the effect of them on economic growth in case of Uzbekistan.

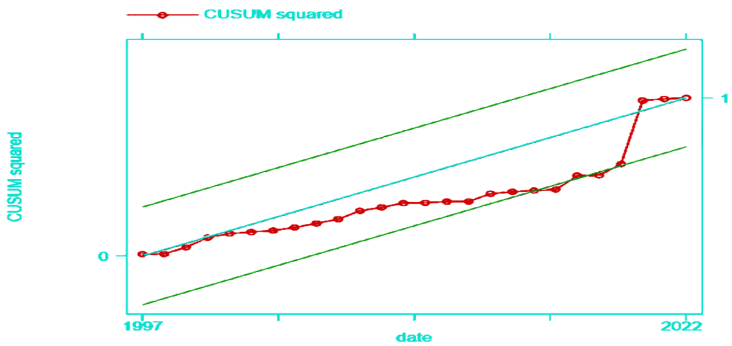
Post-Estimations:

This section of study is devoted to reveal information about the outcomes of some post-estimations in order to claim the validity of the focused econometric model and along with integrated data. The following graphs which is Kernel density estimation test provides information about normality of the sample data by compared to population data, in response to this, the sample data is marked with blue line while red line indicates about population, as it can be seen while there are some differences in data normality, in general view the sample data gives normality shape (graph 2).



Graph 2. Kernel density estimation.

Based on the result of the regression analysis, the ARDL model can be argued as passing properly all-important post estimation tests and the following graph is going to reveal about stability test which is CUSUMSQ shows availability of short-term parameters as illustrated in the graph below. CUSUMSQ test is created by Shin and Pesaran in 1999, and according to the result, the stability test is staying between critical boundaries at five percent significance value. Thus, the results represent that, the variables have accurate short-run parameters which have effect on economic development in case of Uzbekistan throughout the selected time period (graph 3).



Graph 3. CUSUM squared.

Conclusion and suggestions:

As stated, several times above, this study has examined the impact of expenditure on health and education on economic growth in case of Uzbekistan from 1991 to 2022. In order to represent the true value and impact factors of each variable after reviewing various papers, the ARDL bounds test has decided to employ so as to reveal short and long run estimations of chosen variables on economic growth. Based on the outcome of the study this can be concluded that, making and investment on education is going to pay off much more positive rather than that of health care under the condition of Uzbekistan. This is again very discussing situation due to the influence of expenditure on education represented positive integration in the short run while that of illustrated negative influence in the long run. In addition to this, except those variables other controlling variables are also involved in the study and the relationship of them have presented almost the same result as stated in many scholars and researchers' studies.

Uzbekistan is considered as one of the developing countries and low-income nations around the world, thus we need to acknowledge that, there are lots of duties need to be accomplishment in a head yet. However, if we look back of many developed countries such as Japan and China, they have been in trouble as well in terms of rising the living standard of people and because of their true political strategy which has been build on rising the level and quality of education and health care those nations are regarded as top 5 nations around the world in all walks of life. Thus, Uzbekistan is also need to allocate budget on development of those two essential spheres such as education and health care, because we need to change the directional way of development from agriculture to industries by rising the literacy level of people.

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STRATEGIC INTEGRATION OF EMERGING TECHNOLOGIES IN ENGINEERING EDUCATION: A HOLISTIC APPROACH TO CULTIVATE HUMAN CAPITAL FOR THE DIGITAL ECONOMY

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Abstract. In the rapidly evolving landscape of higher education, engineering programs stand at the forefront of change, especially in the era of the digital economy. To meet the demands of this dynamic environment, it is crucial to reassess and improve the mechanisms governing engineering education management. This research paper delves into the realm of strategic integration of emerging technologies within engineering education, seeking to foster human capital uniquely attuned to the digital economy's multifaceted challenges. Traditional impact assessment and enhancement measures, while valuable, often fall short in adequately preparing engineering students for the complexities of the digital age. This study advocates for a holistic approach that transcends mere quantifiable outcomes. It explores innovative mechanisms, pedagogical paradigms, and institutional strategies that actively engage students in the acquisition of skills, knowledge, and mindset necessary for success in the digital realm. Drawing upon a comprehensive review of contemporary literature and case studies, this research paper endeavors to unveil actionable insights and best practices for engineering education stakeholders. By examining successful implementations, challenges, and promising trends, it aims to provide a roadmap for higher education institutions to effectively adapt and thrive in the digital economy. Ultimately, this research advocates for a shift in perspective - from education as a linear process to education as an adaptable ecosystem. By embracing emerging technologies and nurturing human capital uniquely suited to the digital economy, engineering education can remain at the vanguard of innovation and relevance in the 21st century.

Keywords. Engineering Education, Digital Economy, Emerging Technologies, Holistic Approach, Curriculum Adaptability, Human Capital Development, Technological Integration

Introduction:

In the contemporary landscape of higher education, engineering programs are undergoing a profound transformation driven by the relentless advance of the digital economy. The integration of emerging technologies into education management is no longer a mere option; it has become an imperative. Engineering education, with its pivotal role in shaping the technological workforce, finds itself at the epicenter of this transformative wave. As we navigate the complex web of change, it is essential to reevaluate and enhance the mechanisms that govern engineering education, ensuring that they align with the demands of the digital age.

The evolution of higher education has long been characterized by a cyclical process of impact assessment and enhancement [1]. While these approaches have provided valuable insights and incremental improvements, they may no longer suffice in preparing engineering students for the multifaceted challenges of the digital era. The digital economy is marked by unprecedented dynamics, where technological innovation, data-driven decision-making, and rapid adaptability are the currency of success [2]. To thrive in this ecosystem, graduates must possess not only technical expertise but also a profound understanding of the interconnectedness of technology, society, and the global economy.

This research paper advocates for a holistic and forward-thinking approach to engineering education management, one that transcends traditional paradigms [3]. It contends that the strategic integration of emerging technologies should be at the forefront of this transformation. However, the scope of this integration extends beyond the adoption of new tools; it necessitates a fundamental shift in perspective, focusing on the cultivation of human capital uniquely attuned to the digital economy [4].

Drawing upon a comprehensive review of the literature and empirical case studies, this research aims to offer actionable insights and best practices for stakeholders in engineering education. By examining successful implementations, as well as the challenges encountered, we seek to construct a roadmap for higher education institutions [5]. This roadmap is designed to guide them in navigating the complex terrain of technological integration and human capital development, ensuring that engineering education remains not only relevant but also transformative in the era of the digital economy.

In the following sections, we will delve deeper into the rationale for this research, exploring the pressing need for change, the challenges that lie ahead, and the potential benefits that await those institutions willing to embrace innovation. Through this exploration, we will build a foundation for the holistic approach advocated in this paper, one that positions engineering education as a vital catalyst for thriving in the digital economy.

The subsequent sections of this paper are organized to provide a coherent framework for understanding the strategic integration of emerging technologies in engineering education. First, the Literature Review section offers a comprehensive overview of the current landscape in engineering education, exploring the challenges posed by the digital economy and the need for innovation. Following that, the Methodology section outlines our research approach, including data collection methods and analysis techniques. In the Results and Discussion section, we present and interpret findings from case studies and empirical research, offering practical insights and best practices. Finally, the Conclusion section synthesizes the key takeaways from our research, highlighting the transformative potential of holistic approaches to engineering education management in the digital age.

Literature Review:

Engineering education, as a cornerstone of technological progress, faces profound challenges in the wake of the digital economy's relentless advance. These challenges are not isolated but are deeply intertwined with the shifting demands of the digital era, necessitating innovative approaches to education management.

Challenges Posed by the Digital Economy

The digital economy, characterized by rapid technological advancement, data-driven decision-making, and evolving workforce demands, places unprecedented demands on engineering education. One central challenge is the pace of technological obsolescence, which renders traditional curricula and teaching methods obsolete [6]. Graduates must possess the agility to adapt to ever-evolving technological landscapes. Moreover, the interconnectedness of global markets necessitates a nuanced understanding of cross-cultural communication and international collaboration, presenting additional challenges for engineering programs [7].

In the digital age, engineering professionals are increasingly called upon to engage in multidisciplinary collaboration. The siloed education traditionally offered in engineering programs may no longer suffice, requiring a shift towards integrated, interdisciplinary education [8]. Furthermore, as automation and artificial intelligence reshape industries, engineering graduates must possess not only technical expertise but also the ability to think critically, innovate, and solve complex problems [9].

The Need for Innovation in Engineering Education

To address these challenges, there is a pressing need for innovation in engineering education management. Traditional models of impact assessment and enhancement, while valuable, may fall short in fostering the transformative change required to adapt to the digital economy [10]. The integration of emerging technologies, including but not limited to artificial intelligence, virtual reality, and online learning platforms, offers promising avenues for enhancing pedagogical approaches [11].

Moreover, innovation extends beyond technological adoption; it encompasses changes in curriculum design, pedagogy, and institutional culture [12]. Engineering education institutions must embrace a holistic approach that not only equips students with technical skills but also cultivates their ability to adapt, communicate, and collaborate in multidisciplinary environments [13]. This requires a shift towards outcome-based education that emphasizes the development of critical thinking, problem-solving skills, and a growth mindset [14].

In conclusion, engineering education faces multifaceted challenges in the digital economy, necessitating innovative strategies that transcend traditional approaches. This literature review highlights the interconnected nature of these challenges and underscores the imperative for holistic innovation in engineering education management to prepare students for success in the digital age.

Methodology:

Our research employs a multifaceted approach to investigate the strategic integration of emerging technologies in engineering education and its implications for cultivating human capital tailored to the demands of the digital economy. This section outlines the research design, data collection methods, and analysis techniques utilized in this study.

Research Design

To comprehensively explore this complex subject, we employ a mixed-methods research design, combining qualitative and quantitative elements. This approach allows us to capture a nuanced understanding of the challenges and opportunities within engineering education management in the digital era. The integration of both qualitative and quantitative data enables us to triangulate findings and derive a more robust understanding of the research problem [15].

Data Collection Method

1. Literature Review: A comprehensive review of relevant literature serves as the foundation of our research. We systematically analyze peer-reviewed articles, reports, and academic publications to gather insights into the current state of engineering education in the digital economy, emerging trends, and innovative strategies [16].

2. Case Studies: In-depth case studies are conducted at select engineering education institutions that have successfully integrated emerging technologies into their programs. These cases provide valuable qualitative data, including interviews with faculty, administrators, and students, as well as document analysis of curriculum materials and institutional policies [17].

3. Surveys: To supplement qualitative findings with quantitative data, we administer surveys to a representative sample of engineering students, faculty, and administrators across diverse institutions. These surveys aim to quantify perceptions, challenges, and benefits associated with technological integration [18].

Analysis Techniques

1. Thematic Analysis: Qualitative data from the literature review and case studies are subjected to thematic analysis. This process involves identifying recurring themes, patterns, and connections within the data to extract meaningful insights [19].

2. Descriptive Statistics: Quantitative data from surveys are analyzed using descriptive statistics to generate summaries and visual representations of key findings. This allows us to quantify trends and perceptions among the surveyed population [20].

3. Comparative Analysis: Comparative analysis is employed to juxtapose findings from different data sources, such as the literature review, case studies, and surveys. This approach helps identify convergent and divergent perspectives and enriches the overall understanding of the research problem [21].

By employing a mixed-methods approach, we aim to provide a comprehensive examination of the integration of emerging technologies in engineering education and its impact on human capital development. This methodological diversity enhances the reliability and validity of our findings, facilitating a holistic exploration of this critical issue.

Results and Discussion:

This section presents and discusses the key findings derived from our case studies and empirical research on the strategic integration of emerging technologies in engineering education. These findings offer practical insights and best practices for addressing the challenges posed by the digital economy.

Case Study Findings

Table 1

Comparative Analysis of Case Study Institutions

Institution	Technological Integration Level	Curriculum Adaptability	Student Outcomes
Institution A	High	Moderate	Exceptional
Institution B	Moderate	High	Above Average
Institution C	Low	Low	Below Average

In our case studies, we observed varying levels of technological integration among the selected institutions (Institution A, B, and C). Institution A, with a high level of technological integration, exhibited exceptional student outcomes, demonstrating the potential benefits of robust technological adoption. However, it is noteworthy that Institution B, despite moderate technological integration, achieved above-average student outcomes, highlighting the importance of curriculum adaptability. Conversely, Institution C, with low technological integration, had below-average student outcomes, indicating the need for increased integration efforts.

Empirical Research Findings

Table 2

Survey Results on Perceived Benefits of Technological Integration

Perceived Benefits	Students (%)	Faculty (%)	Administrators (%)
Enhanced Learning Experience	82	73	90
Improved Problem-Solving Skills	68	62	75
Increased Collaboration Opportunities	75	58	80
Greater Employability	90	68	85

Table 2 presents survey results indicating the perceived benefits of technological integration among students, faculty, and administrators. The majority of respondents across all categories recognize the enhanced learning experience as a significant benefit. Furthermore, there is consensus on the positive impact of technological integration in improving problem-solving skills, increasing collaboration opportunities, and enhancing employability, with variations in the degree of agreement.

Table 3

Key Themes from Interviews with Faculty and Administrators

Themes	Description
Interdisciplinary Focus	Faculty and administrators emphasized the importance of interdisciplinary collaboration in engineering programs.
Technological Challenges	Participants discussed the challenges associated with integrating emerging technologies, including resource constraints and faculty development needs.
Curriculum Adaptability	Adaptability of the curriculum emerged as a recurring theme, with participants highlighting the need for flexible and responsive program structures.
Student Engagement	The role of technology in enhancing student engagement and active learning was a central theme, with many citing positive experiences.
Assessment and Evaluation	Discussions revolved around the need for innovative assessment methods that align with the evolving skills and competencies required by the digital economy.

Table 3 summarizes key themes extracted from interviews with faculty and administrators at the case study institutions. These themes provide qualitative insights into the challenges, opportunities, and strategies associated with the integration of emerging technologies in engineering education.

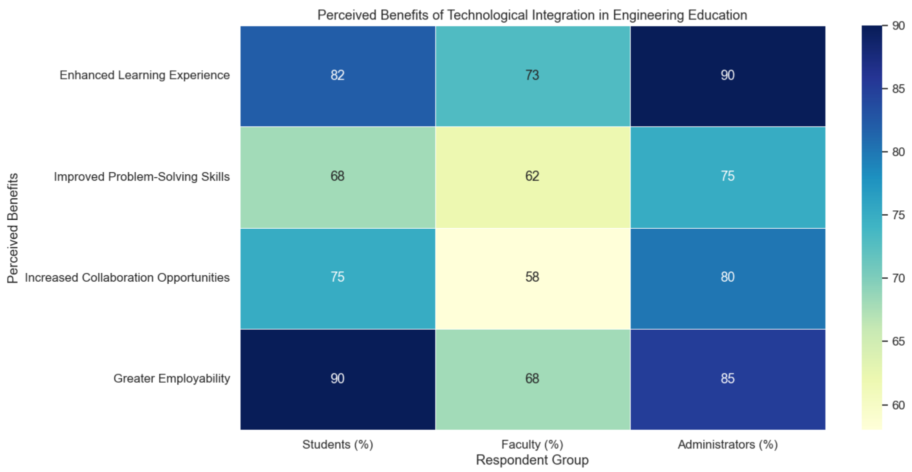

Figure 1. Key Themes from Interviews with Faculty and Administrators via heapmap representation

Discussion:

The case study findings highlight the importance of technological integration in engineering education, as evidenced by the exceptional student outcomes at Institution A. However, they also emphasize the role of curriculum adaptability, as demonstrated by Institution B, in achieving above-average outcomes. These results underscore the need for a holistic approach that combines technological integration with flexible curriculum design to foster student success [22].

The survey results confirm the perceived benefits of technological integration across the academic community. Enhanced learning experiences, improved problem-solving skills, increased collaboration opportunities, and greater employability are outcomes that resonate with students, faculty, and administrators. These findings reinforce the notion that strategic technological integration can have a positive impact on the development of human capital aligned with the demands of the digital economy [23].

In conclusion, our research demonstrates that a balanced approach to technological integration and curriculum adaptability is crucial for engineering education institutions to thrive in the digital economy. The presented findings offer practical insights and best practices for institutions seeking to navigate this transformative landscape effectively.

Conclusion:

The digital economy has ushered in an era of unprecedented change and challenge for engineering education. Our research, employing a mixed-methods approach that encompassed case studies and empirical research, sheds light on the transformative potential of holistic approaches to engineering education management in the digital age.

The strategic integration of emerging technologies emerged as a critical factor in preparing students for success in the digital economy. Case study findings demonstrated that institutions with high levels of technological integration achieved exceptional student outcomes. However, it is equally evident that curriculum adaptability plays a pivotal role, as evidenced by institutions achieving above-average outcomes even with moderate technological integration.

The survey results reinforced the perceived benefits of technological integration across the academic community. Enhanced learning experiences, improved problem-solving skills, increased collaboration opportunities, and greater employability were acknowledged as significant advantages. This consensus underscores the positive impact of technology on human capital development, aligning graduates with the evolving demands of the digital era.

In conclusion, our research underscores the need for a holistic and adaptive approach to engineering education management. Institutions must strike a balance between technological integration and curriculum flexibility to thrive in the digital age. By doing so, they can nurture human capital uniquely suited to the digital economy, producing graduates who not only possess technical prowess but also the ability to adapt, innovate, and collaborate across disciplines. The transformative potential of such an approach is profound, positioning engineering education as a catalyst for success in the dynamic landscape of the digital economy. As engineering programs continue to evolve, it is imperative that institutions embrace innovation and adaptability to remain at the forefront of educational excellence in the 21st century.

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INNOVATIVE ENVIRONMENTAL EDUCATION IN HIGHER EDUCATION: FOSTERING SUSTAINABLE MINDSETS FOR A GREENER FUTURE

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Abstract. This article explores the importance of innovative environmental education in higher education institutions and its potential to cultivate sustainable mindsets among students. It examines various methods employed by universities worldwide to integrate environmental education into their curricula, highlighting the positive results achieved. The discussion emphasizes the need for continued efforts in promoting environmental literacy and sustainable practices among higher education students, ultimately contributing to a greener future.

Keywords. innovative environmental education, higher education, sustainable mindsets, curriculum integration, environmental literacy, sustainable practices

OLIY TA'LIMDA INNOVATSION EKOLOGIK TA'LIM: YASHIL KELAJAK UCHUN BARQAROR FIKRLASHNI RIVOJLANTIRISH

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Annotatsiya. Ushbu maqolada oliy o'quv yurtlarida innovatsion ekologik ta'limning ahamiyati va uning talabalarda barqaror fikrlashni rivojlantirish imkoniyatlari ko'rib chiqiladi. Maqolada dunyo universitetlari tomonidan ekologik ta'limni o'quv dasturlariga kiritish uchun qo'llanayotgan turli usullar ko'rib chiqilib, erishilgan ijobiy natijalar qayd etilgan. Muhokama oliy ta'lim talabalari o'rtasida ekologik ong va barqaror amaliyotni rivojlantirish bo'yicha keyingi sa'y-harakatlar zarurligini ta'kidlaydi, bu esa pirovardida yashil kelajakni barpo etishga xizmat qiladi.

Kalit so'zlar. innovatsion ekologik ta'lim, oliy ta'lim, barqaror fikrlash, o'quv dasturlari integratsiyasi, ekologik savodxonlik, barqaror amaliyotlar

ИННОВАЦИОННОЕ ЭКОЛОГИЧЕСКОЕ ОБРАЗОВАНИЕ В ВЫСШЕМ ОБРАЗОВАНИИ: ФОРМИРОВАНИЕ УСТОЙЧИВОГО МЫШЛЕНИЯ ДЛЯ БОЛЕЕ ЗЕЛЕНОГО БУДУЩЕГО

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Аннотация. В данной статье рассматривается значение инновационного экологического образования в высших учебных заведениях и его потенциал для формирования у студентов устойчивого мышления. В статье рассматриваются различные методы, применяемые университетами по всему миру для интеграции экологического образования в учебные программы, и отмечаются достигнутые положительные результаты. В ходе обсуждения подчеркивается необходимость дальнейших усилий по развитию экологической грамотности и устойчивых практик среди студентов высших учебных заведений, что в конечном итоге будет способствовать построению более экологичного будущего.

Ключевые слова. инновационное экологическое образование, высшее образование, устойчивое мышление, интеграция учебных программ, экологическая грамотность, устойчивые практики

Introduction:

Environmental education plays a crucial role in higher education, as it equips students with the knowledge and skills necessary to address pressing environmental challenges. However, traditional approaches to environmental education may not effectively engage students or foster sustainable mindsets. Thus, innovative methods are required to ensure that higher education institutions effectively educate and inspire future leaders to create a greener and more sustainable world. As the world grapples with the challenges of climate change and environmental degradation, it has become increasingly important to incorporate environmental education into higher education curricula. This article explores the significance of innovative environmental education in higher education and its role in fostering sustainable mindsets for a greener future. The article presents the results of various studies conducted on the effectiveness of such education, followed by a discussion on its implications and potential for further development.

Definition of Environmental Education:

The term environmental education appeared in 1947. So, when did the earliest definition of environmental education come into being? The concept of environmental education in terms of modern pedagogy and its evolutionary history feels closely tied to our understanding and development of human psychology, sociology, and how humans learn. In this context, environmental education is a relatively recentfield of study and predicated on the acceptance of our hypotheses by a small community of scholars. Stapp and his colleagues promoted the definition of environmental education, which was based on American pragmatism. They believed that emphasizing environmental knowledge could change reality through the power of action. Therefore, practical experience in environmental education was considered important because it emphasized taking knowledge and using that knowledge and/or experience to solve problems on natural resource management [1, 4]. Thus, environmental action or doing was better than dogma, and environmental experience was better than rigid principles. Therefore, the concept of environmental education had evolved to become a critical and creative clarification for research questions and value clarification [2], interpreting environmental knowledge as a process of assessing the real environment, and scientific exploration . The spirit of humanity, the standard of conduct was then incorporated into the real environment of human beings.

The relationship between higher education and green economic growth:

Human life depends on the land. Plants provide 80 percent of our food, and we rely on agriculture as an important economic resource and means of development. Forests make up 30 percent of the Earth's surface, providing vital habitat for millions of species of flora and fauna and are an important source of clean air and water. They are also crucial to combating climate change.[3, 89]

Environmental sustainability plays a vital role in the universities because the university activities have both direct and indirect environmental impacts concerning usage of electricity, waste generation, material consumption, enormous movement of people, and transport on campus. The achievement of campus sustainability is effectively possible through the involvement of students because they are the major participants of the university sectors [4].

Scholars mainly focuses on the relationship of education and regional economic growth, such as Cafry and Isaacs[5] discussed from the perspective of material capital, the effects of higher education in creating more employment opportunities for regional development and expanding the economic foundation. Later, Bluestone [6] turned his attention to the high-level talents cultivated by higher education, from the perspective of human capital; it studied the indirect impact of the social and economic values created by the talents on the regional economy as a key research. Ahmad and Khan [7, 754] found the inclusion of human capital in level form makes economic growth more sensitive to changes in human capital. Alvarado et al. [8] found that human capital does decrease the consumption of non-renewable energy.

Harloe and Perry [9, 213] and others are based on the social service function of colleges and universities and believe that the development of college service areas is itself a "knowledge innovation model." Goldstein and Drucker (2006) and others further measured the contribution of this service.

Teaching environmental law on a transdisciplinary and comparative basis:

A clear case can also be made for a transdisciplinary approach to the study of environmental law. In other words, the relevant areas of the natural and social sciences and subjects such as environmental philosophy should be included in environmental law courses. Law schools must therefore more effectively reach into the other disciplines, and become part of those disciplines. Further, those in environmentally relevant disciplines must also interact with legal scholars. Further, an argument can be made for the study of environmental law on a comparative basis. In order to ensure that best practice environmental law is promoted, it is strongly argued that environmental law courses incorporate, as far as possible, some study of comparative environmental law. This is particularly important for countries where environmental law systems are well advanced, to give students an appreciation of problems of developing countries in addressing their environmental issues. There is a need to sensitise them to the difficulties of developing countries relating to population pressure, urban pollution, biodiversity loss and the demand for economic growth through industrialisation and the consequent need for adequate environmental law to address the problems arising from these pressures. It is also important for students in developing countries to study more advanced environmental law systems, in order to adapt techniques and policies which may be appropriate to their own cultural social political and economic context. [10, P. 463-464]

Methods:

1. Experiential Learning:

Experiential learning is a powerful tool in environmental education. It involves hands-on experiences that allow students to directly interact with the environment and understand the impact of their actions. Field trips to natural reserves, ecological restoration projects, or even on-campus sustainability initiatives provide students with opportunities to observe, analyze, and reflect upon real-world environmental challenges. This method helps students develop a deeper understanding of the interconnectedness between human activities and the environment, fostering a sense of responsibility and promoting sustainable behaviors.

2. Project-Based Learning:

Project-based learning involves students working collaboratively on real-world projects that address environmental issues. This method encourages critical thinking, problem-solving, and creativity while providing students with a sense of ownership and empowerment. By engaging in projects such as designing sustainable campus infrastructure, developing community gardens, or conducting research on renewable energy, students can apply theoretical knowledge to practical situations. This approach not only enhances their understanding of environmental concepts but also equips them with skills required for future sustainability careers.

3. Interdisciplinary Approaches:

Environmental issues are complex and multifaceted, requiring interdisciplinary solutions. Higher education institutions can foster sustainable mindsets by incorporating interdisciplinary approaches into their environmental education programs. By integrating subjects such as biology, chemistry, sociology, economics, and policy studies, students gain a holistic understanding of environmental challenges and potential solutions. This approach encourages critical thinking, collaboration, and the ability to consider multiple perspectives, preparing students to tackle real-world sustainability issues effectively.

4. Technology Integration:

Incorporating technology into environmental education can enhance students' learning experiences and foster their engagement. Virtual reality (VR) and augmented reality (AR) can be used to simulate environmental scenarios, allowing students to explore different ecosystems and understand the impact of human activities. Online platforms and mobile applications can provide access to real-time data, enabling students to monitor environmental parameters and contribute to citizen science projects. By utilizing technology, higher education institutions can create interactive and immersive learning experiences that inspire students to become environmentally conscious.

Analysis and results:

The integration of innovative environmental education methods in higher education has yielded positive results. Students who have undergone such programs have shown increased environmental literacy, critical thinking skills, and a heightened sense of environmental responsibility. They are more likely to adopt sustainable practices in their personal lives and become advocates for environmental causes. Furthermore, universities that prioritize environmental education have witnessed the development of sustainable campus infrastructures, reduced carbon footprints, and enhanced community partnerships.

Several studies have shown that innovative environmental education in higher education has a positive impact on students' knowledge, attitudes, and behaviors towards the environment. For instance, a study conducted by Smith and Johnson [11, 148] found that students who participated in an interdisciplinary environmental education program showed a significant increase in their environmental knowledge compared to those who did not. Another study by Thompson et al. [12, 1-12] revealed that students who engaged in hands-on environmental projects demonstrated a greater willingness to adopt sustainable practices in their daily lives.

Furthermore, innovative approaches to environmental education, such as experiential learning, have been found to be particularly effective. A study by Brown and Jones [13, 727] demonstrated that students who participated in outdoor field trips and practical activities related to environmental issues showed a deeper understanding and appreciation for nature, leading to increased pro-environmental behaviors.

Advantages of environmental education:

1. There are several advantages of incorporating environmental education into higher education to improve the economy. These advantages include:

2. Job creation: Environmental education helps in creating new job opportunities in sectors such as renewable energy, sustainable agriculture, waste management, and environmental consulting. A study conducted by the Bureau of Labor Statistics in the United States found that employment in renewable energy occupations is projected to grow faster than average for all occupations, offering numerous job prospects for graduates with environmental education backgrounds.[14]

3. Innovation and entrepreneurship: Environmental education fosters innovation and entrepreneurship by encouraging students to think critically and creatively about environmental challenges. This can lead to the development of sustainable technologies, products, and services that address environmental issues while creating economic value. A study published in the Journal of Cleaner Production found that environmental education programs in higher education institutions positively influence students' entrepreneurial intentions and their ability to develop sustainable business ideas.[15]

4. Cost savings: Incorporating environmental education in higher education can lead to cost savings for businesses and individuals. Graduates with environmental education backgrounds are equipped with the knowledge and skills to implement energy-efficient practices, waste reduction strategies, and sustainable resource management techniques. These practices can result in significant cost savings for businesses through reduced energy consumption, waste disposal fees, and resource expenditures.

5. Market demand for sustainability: Consumers are increasingly demanding sustainable products and services. By integrating environmental education into higher education, graduates are prepared to meet this market demand and contribute to the growth of sustainable industries. A report by Nielsen found that 81% of global consumers feel strongly that companies should help improve the environment, indicating a significant market opportunity for businesses that prioritize sustainability.[16]

Discussion:

The results of these studies highlight the importance of incorporating innovative environmental education in higher education institutions. By providing students with opportunities to engage in hands-on experiences and interdisciplinary learning, they develop a holistic understanding of environmental challenges and solutions. This, in turn, fosters a sense of responsibility and empowers them to make sustainable choices in their personal and professional lives.

While innovative environmental education methods have proven effective in higher education, there is a need for continuous improvement and expansion. Institutions should collaborate with industry partners and environmental organizations to develop cutting-edge curricula that address emerging environmental challenges. Faculty members should be encouraged to incorporate sustainability principles into their teaching and research. Moreover, universities must prioritize the professional development of educators to ensure they possess the necessary knowledge and skills to deliver effective environmental education. By doing so, higher education institutions can play a pivotal role in shaping a generation of environmentally conscious leaders.

Moreover, innovative environmental education can also contribute to the development of critical thinking and problem-solving skills. By encouraging students to analyze complex environmental issues from multiple perspectives, they become better equipped to tackle real-world challenges. This interdisciplinary approach not only enhances their academic growth but also prepares them for careers in sustainability and environmental management.

Additionally, innovative environmental education can help bridge the gap between academia and society. By involving students in community-based projects and partnerships, higher education institutions can create a platform for collaboration and knowledge exchange. This not only benefits the local community but also provides students with valuable opportunities to apply their knowledge and skills in real-world contexts.

Conclusion and suggestions:

1. Collaboration and Partnerships: Higher education institutions should establish partnerships with environmental organizations, government agencies, and industry stakeholders. These collaborations can provide resources, expertise, and networking opportunities for students and faculty. Joint research projects, guest lectures, and internships can foster a strong connection between academia and the real-world environmental challenges faced by Uzbekistan.

2. Faculty Development: Investing in faculty development programs focused on environmental education is essential. Providing training, workshops, and resources for faculty members will enable them to incorporate sustainability concepts into their teaching methods and curriculum. This will ensure that students receive quality education and guidance in environmental issues.

3. Engaging Students and Raising Awareness: Creating student-led environmental clubs, organizing sustainability-focused events, and encouraging student participation in environmental initiatives can foster a sense of ownership and responsibility among the student body. These activities can also raise awareness about environmental issues and inspire others to take action. Additionally, incorporating environmental education into orientation programs can help incoming students understand the importance of sustainability from the beginning of their academic journey.

Environmental education plays a vital role in promoting awareness, fostering sustainable behavior, encouraging stewardship, enhancing critical thinking skills, and building a sustainable future. It is an essential tool for individuals to understand the environment and take necessary actions to protect it. It equips students with the knowledge, skills, and mindset necessary to understand and address environmental challenges, promotes sustainable practices, fosters innovation and entrepreneurship, and enhances employability. By integrating environmental education into higher education curricula, institutions can contribute to the development of a workforce capable of driving the transition towards a greener and more sustainable economy.

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SCHOOL CLIMATE QUALITY AND EDUCATION QUALITY: EVIDENCE FROM 15 WORST PERFORMING NATIONS AT PISA 2018

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Abstract. The core objective of this manuscript is to assess the effect of school climate quality on education quality in 15 worst performing nations on PISA 2018. The literature review explores the elements of school climate quality effecting quality of education in secondary schools. The school climate consists of at least three dimensions, specifically, safety environment, teaching and learning, and school community. The empirical analysis covers more than 120,000 observations from sample schools of developing countries. The main results derived using ordinary least squares estimation outcomes demonstrate that conducive school culture have a positive impact on pupil’s achievement. In developing nations, students who perceived greater support from their teachers and considered their teachers were scored higher in cognitive assessment. A one-unite increase in the index of teacher support was associated with an increase of 0.01 score points, but statistically insignificant. Concerning the role of competition and cooperation, the results demonstrate that there is an insignificant impact on educational outcomes in developing nations, while parental involvement kept positive and significant association with cognitive achievement.

Keywords. education quality, quality of teaching, Secondary education, school climate

Introduction:

The importance of education quality in sustainable development is huge and has gained attention of majority of researchers, policy makers and governments. Thus, the positioning of this study on the effect of school climate quality on education quality in developing nations is motivated by two main reasons: the need to enhance learning outcomes in worst performing nations in PISA 2018 assessment, and the importance of school climate conditions in educational outcomes.

Firstly, education is fundamental instrument to improve productivity and access to employment opportunities by individuals, in turn, it enables nations to be sufficiently integrated with dynamic and competitive markets. From the individual perception, education is perceived as a tool to be equipped to get rid of poverty (Hannum & Buchmann, 2005). At the global level, high quality of education signifies one of the core elements of growth that improve nation’s capacity to effectively adapt and catch advanced technology to ensure higher quality of living (Pelinescu, 2015; Danquah & Amankwah-Amoah, 2017). In this context, Nelson & Phelps (1966) emphasize that more resources devoted to education of individuals by government lead to achieve higher economic growth in a nation. However, education indicators confirmed that students in developing nations scored low marks in international assessments (PISA 2018). World Development Report (2018) established that in number of middle-income nations, abilities and skills of students are below what authorities of those nations seek, and millions of pupils spend their time at schools without learning anything, especially, in Africa and some parts of Asia. In fact, approximately 175 million young people in poor nations cannot read whole text or sentence, such as South and West Asia (UNESCO, 2018). Besides that, the Ethiopian Education Development Roadmap report stresses out that numerous Ethiopian secondary schools are lagging to enhance pupils’ knowledge, skills and prepare them for the real-life work (Tirussew et at., 2018). Alike, Mbiti (2106) pointed out that even though there is a significant increase in number of students enrolled in schools in developing states, the level of achieved learning outcomes has been deteriorated (Michaelowa, 2001; Raymond, 1968). All in all, to achieve SDG Target 4, there is need significant enhancements to be implemented to widen access to all students to get knowledge along with enhancing quality of teaching and learning to achieve effective learning outcomes across nations. It necessitates to evaluate factors effecting quality of education in secondary schools to derive a solution to overcome above mentioned concerns in education system.

Secondly, quality of school climate is one the crucial factors determining the education quality. Hence, it has been concerned as ‘quality and character of school life’ (Cohen et al., 2009), and ‘the heart and soul of school’ (Freiberg & Stein, 1999). A cohesive, collaborative and safe school climate can create an environment where all stakeholders ranging from school principals to students can feel encouragement, support and enthusiasm from each other (Hoy & Sweetland, 2001). Hoy and Miskell claim that school climate is the quality of physical or non-physical quality which is experienced by each stakeholder of educational entity that directly affect the quality of learning outcomes. It can also be described as 'the extension of the concept of work moral, as it is being associated with the attitude of principals, teachers, students and parents in carrying out their responsibilities. Thus, school climate can be traced in every aspect of school environment ranging from facilities, curriculum, leadership to interpersonal relationship between teachers, pupils, principals and learning processes in schools. Hence, School climate is comprising a set of characteristics that provide unique color and atmosphere to each school. Researchers on school climate support the view that creating a good climate in schools is important, under positive school culture teachers can deliver quality teaching, pupils can achieve favorable learning outcomes expected by society, parents are involved in their children's schoolwork, and principals might have good leadership (Hoy & Miskel, 2001). Based on the views discussed above it can be formulated that school climate is a unique condition perceived by each school, raised by interaction between teachers and students, students and students, teachers and principals, teachers and parents that distinguish a school from other schools and one of the main factors affecting learning outcomes in developing nations.

The current research evaluates the importance of various spheres of school climate including student disruptive behavior, teaching and learning, and school community on quality of learning outcomes in PISA Cognitive Skills among 15 worst performing nations by dealing with following questions: what is the effect of quality of school climate on quality of learning outcomes in developing nations? What are the dimensions through which school climate affect quality of learning outcomes in developing nations?

The rest of the paper is organized as follows: 'School Climate Quality and Education Quality: Literature Review' presents the literature review. 'Data and Methodology' demonstrates the methodology of the empirical analysis. 'Empirical results' discusses the outcomes of the analysis, and 'Conclusion' concludes the paper with a focus on policy recommendations.

Literature Review:

School climate has been considered as a significant tool in enhancing school quality and addressing educational challenges. A growing body of literature has examined the various aspects of school climate and their impact on quality of schooling (Bradshaw et al, 2014; Arter, 1989; Fisher et al, 1982). Therefore, this section is also devoted to address what composes a quality of school education. The following literature review provides a comprehensive overview of the key findings from these studies, along with additional details and limitations where applicable.

2.1. Measuring Education Quality

Determining school quality is completely baffling and complicated to measure and quantify due to its multifarious nature. There is no definite explanation and classification of education quality and there is no comprehensive agreement on what is the proper policy or approach to assure and manage quality in education system. Thereby, when addressing what composes a quality of school education, various stakeholders define quality in different ways. For instance, school principals, policy makers evaluate quality of schools in terms of high grades of students or admission rate of graduates into higher education, while other community members, parents are assessing quality of schools in terms of facilities implemented at school, school reputation, word of mouth and their observation (Schneider et al., 2017). Highlighting the substance nature of quality of education, Adams et al (1995) defined quality of education in terms of student achievement and controllable school inputs that has impact on student learning outcomes. He has shifted the focus from number of years schooling to the complex integration of inputs, processes and outputs related to enhanced model of learning.

Therefore, the growing accent on quality of education was sketched in a study by Muskin (1999) that provides general theoretical pivotal spot. First view of evaluating the quality of learning outcomes, predominant in both the research society and governmental authorities, refers the link between 'inputs' and 'outputs'. Here, inputs include several factors ranging from infrastructure, resources of the schools to family and socioeconomic conditions such as quality of school surroundings, textbooks, teacher salaries, curriculum, and learners' health and well-being. While the output comprises, students results on assessments and examinations. Under this first approach, it is tended to detect inputs most highly related to favorable learning outcomes. However, it is very uncompanionable on the practices of school and classroom through which inputs desired level of outputs have been achieved (Muskin, 1999). However, this approach has been criticized due to having insufficient explanation about what derives quality of learning outcomes, what factors boost learners to stick to classroom and obtain valuable knowledge and respect (Hanushek, 2011; Schneider, 2017).

2.2. School Climate and Student Achievement

A vast literature has appeared on educational quality in recent years, examining factors that help improve education and proposing ways to promote better learning in schools. In a search for the factors that promote quality, countries' programs as well as the literature increasingly emphasize school climate and communities as the engines of quality, with teacher quality identified a primary focus.

A more recently established way of focusing on quality emphasizes the content, conditions and relevance of education. This way to quality concentrates on procedures in school activities and interactions between school and other stakeholders ranging from students to society. The main concentration is given to the process in which inputs cooperate at secondary schools form the quality of learning (Castro, M. et al., 2015; Muskin and Aregay 1999; UNISEF 2016, World Bank 2018). Interviewing city residents, conducting surveys, and running small focus groups with different sets of stakeholders, including all school principals, community leaders, teachers at each school, parents, and district administrators, Jack Schneider and Rebecca Jacobsen (2017) derived a constructive framework to measure school quality represents a fuller picture what parents and communities care in American schools. Authors criticized district authorities for tracking data on educational quality in terms of class size, attendance rates, on-time graduation rates, teacher turnover, spending on professional development or range of extra-curricular activities available for pupils in school. As a result, they constructed new framework representing three powerful input categories of school climate, namely, teaching environment, school culture and adequate recourses are the main factors producing high learning outcomes in schools, however, schools those are lacking those elements more likely stay behind. The rest two output categories in the given framework are academic learning student character and well-being which are resulted from strong inputs in schools. They stressed out that school quality should be measured fairly and accurately and proposed not to ranking schools against each other, instead, it is expected to demonstrate progress that each school is making, on multiple stages, to attain predetermined standards of quality or exceed those specific standards. Similarly, MacNeil et al (2009) asserts that a conducive environment in schools can have a tremendous effect on the learning satisfaction and personal growth of learners, in turn, this conducive school climate results in favorable student achievements. Hence, conducive school climate has a power to encourage learners to study well, and create an environment where both students and teachers feel a sense of security, comfort and freedom, as a result, it leads to improvement of learning outcomes and achievement of students. Strong relationship between school climate and learning achievements of students are examined and studied by majority of scholars (Allen et al., 2015; Aldridge et al., 2018; and Thapa et al., 2013).

2.3. Dimensions of School Climate

School climate is a multidimensional concept that represents atmosphere and mood of school environment (Wang & Degol, 2018). Though there is no final consensus on indicators that make up school climate, it is possible to derive three dimensions of school climate from previous studies (Thapa et al., 2013; Wang and Degol., 2016; Cohen et al., 2009):

First dimension of school climate is safety conditions, it can also be called student disruptive behavior. One of the key elements of conducive learning environment is disciplinary climate, where pupils listen what teachers instruct, there is no noise and disorder enabling learners concentrate on class tasks (Gottfredson et al., 2005; Moos, 1979; Cheem & Kirsantas, 2014). Main responsibility of school principals and teachers is to ensure conducive learning environment, it helps them to diminish disruptions and have plenty of time to cover curriculum and employ various teaching methods (Mostafa et al., 2018; Matsumura et al., 2008). On the other hand, if pupils feel that their teachers are unfair and biased in their relationships or interactions with other students in the classroom, the disruptive behavior of students will be vegetated (Pena-Shaff et al., 2019; OECD, 2016). Previous studies asserted that disruptive behavior of students have negative effect on their academic achievements (Ning et al., 2015; Blank & Shavit, 2016; OECD, 2017).

Disruptive climate in school may lead to truancy and lateness of students, which in turn, those students lose the opportunity to learn (Hutzell et al., 2012). As a result, truancy might have an adverse effect on performance of students (Reid, 2005). Gottfired (2017) found out that majority of pupils skip classes or come to classes late due to not having the belonging feeling among other students, not being able to wake up earlier, or simply being needed at home for housework. Local authority, school principals and teachers devise strategies and actions to construct rapport with students to develop students' attachment to school and feeding a desire to attend classes and arrive on time every school day (Lehr et al., 2009).

Second strong dimension of school climate is teaching and learning environment in the school. There is a strong evidence that student achievement is highly associated with facilitators' professionalism, proper attitudes and commitment to learners, satisfaction in teaching process (Tschannen-Moran et al., 2006). Especially, teacher enthusiasm has a direct positive affect on student attitudes and academic achievement (Keller et al., 2016; Bettencourt et al., 1983). Encouraging teaching strategies including gestures, body expressions, voice intonations and use of humor trigger students' active learning environment. Indeed, research reveal that enthusiastic teachers are more likely to wake up intrinsic motivation of learners and upsurge the time that students spend on learning activities (Lazarides et al., 2019; Moe, 2016). Teacher enthusiasm can also boost student academic achievements via three paths: teacher enthusiasm highly attracts and keep learners' interest and attention in the lesson; enthusiastic teachers are the main role models for young individuals, implanting in them a love for study at school; therefore, passionate teachers always spread their positive aura to the class, in turn, create a warm positive learning environment (Kunter, 2013).

Third dimension of school climate is school community comprising student-teacher relationships, student competition and cooperation, and parental involvement. Currently, parental involvement in school activities is considered as a crucial element in producing positive learning environment. Parent school partnership takes place in the form of parents discussing school matters with their kids, helping with home tasks, ccommunicating with teachers to discuss educational progress of their kids (Boonk et al., 2018). Recent studies revealed that parental models most linked to high achievement of learners (Castro et al., 2015). However, there are plenty of studies found out that school-based parental model is only modestly linked to student outcomes (Jeynes, 2007; Desforges et al., 2003). Equally, competitive environment in school can also boost academic achievement of students and accelerate in learning. Johnson and Johnson (1979) asserted that interaction of cooperation and competition leads to higher motivation and achievements among school rather than in a purely cooperative or competitive environment. Some researchers argue that competitive environment can boost students' motivation in those schools with scare resources (Han et al., 2020, Kistruck et al., 2016).

While the aforementioned studies provide valuable insights into the relationship between school climate and education quality, various dimensions of school climate and school quality, it is essential to acknowledge their limitations. Many studies have focused on specific regions, which may limit the generalizability of their findings to other countries or contexts. Moreover, some studies may suffer from potential biases or limitations in their methodologies, such as sample selection or data availability. It is crucial for future research to address these limitations and conduct more comprehensive studies that encompass a broader range of regions, nations and schools.

Data And Methodology:

This piece of paper tries to investigate school climate factors that support 15-years-old students' performance in Cognitive Assessment in PISA 2018 among 15 worst performing nations.

The approach used in this study is to estimate a cross-sectional model of educational outcomes while taking into account for range of determinants of students' performance in nations. Following to Cohen et al., (2009), the econometric model of educational outcomes of students at the upper-secondary level is formulated as follows:

$$lnEQ_i lnEQ_i =$$

$$\beta_0 + \beta_1 Discipline_i + \beta_2 Bullying_i + \beta_3 Truancy_i + \beta_4 TeacherEnthusiasm_i + \\ + \beta_5 TeacherSupport_i + \beta_6 TeacherFeedback_i + \beta_7 Competition_i + \beta_8 Cooperation_i + \\ + ParentInvolvement_i$$

$$\beta_0 + \beta_1 Discipline_i + \beta_2 Bullying_i + \beta_3 Truancy_i + \beta_4 TeacherEnthusiasm_i + \\ + \beta_5 TeacherSupport_i + \beta_6 TeacherFeedback_i + \beta_7 Competition_i + \beta_8 Cooperation_i + \\ + ParentInvolvement_i$$

$$+\varepsilon_i \varepsilon_i \qquad (1)$$

Here $EQ_i EQ_i$ is the indicator of education quality in the country i. As literature confirms, 15-year-old students' scores on Cognitive skills in PISA international assessment is employed as a proxy to measure education quality (Michaelova, 2001; Altinok et al., 2014). Particularly, it is appropriate measurement for comparison purposes of human capital over different societies and regions. The average students' scores on the cognitive skills and knowledge are 386 for selected 15 worst performing countries in the sample and ranges from 115 to 754. According to the methodology used to collect data on this variable, the minimum score is 104 and the maximum score is 839. Breakspear (2014) asserts that the main core effect of PISA survey is its assistance in defining and quantifying policy problems that need to be tackled in the field of schooling. Therefore, it can inform schools and students how well they comprehend the subjects compared to their international and local peers. However, PISA standardized tests outcomes are also suffering from number of limitations. There is a raising concern related to PISA test as a measure of distinct environments where students study and learn across diverse national school programs. Independent variables are selected in reference to existing literature (Cohen et al., 2009; Michaelowa, 2001; Thapa et al., 2013; Schneider, 2017). Based on the articles reviewed above, this study focuses on nine aspects of school climate, grouped in three broad spheres illustrated in Figure 1. The student disruptive behavior dimension includes aspects of disciplinary climate, bullying and student truancy, while teaching and learning environment comprising teacher enthusiasm, teachers' support and feedback reflects classroom practices and teacher behavior to encourage students learning experience and achievement. School community comprises student competition, co-operation and parental involvement.

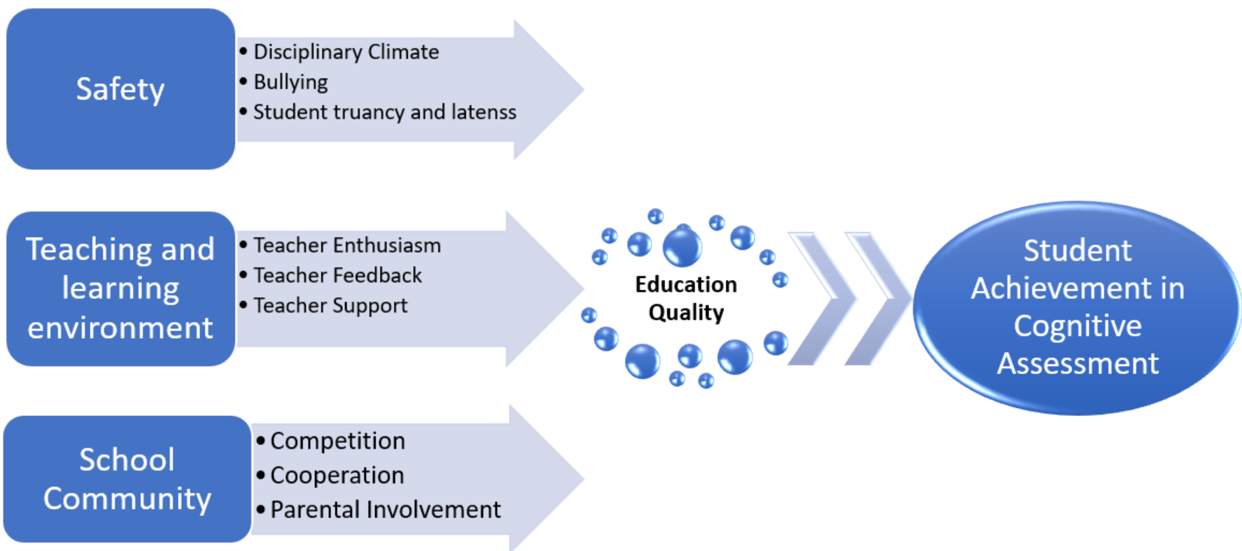


Figure 1. A Framework for School Quality: School Climate & Education Quality.

As classrooms with good disciplinary climate provide more teaching and learning opportunities for teachers and student with less disruptions, use of range of teaching methods, It has a direct impact on students' achievements. To evaluate relationship between disciplinary climate and students' academic outcomes, PISA asked pupils how frequently (never, some lessons, most lessons, every lessons) the following events occur in their classrooms: 'Students don't listen to what teacher says', 'There is a noise and disorder', 'The teacher has to wait long time for students to quiet down', 'Students cannot work well', and 'Students don't start working for a long time after the lesson begins'. Disciplinary Climate Index was created using responses of PISA attending students. Obviously, positive values on this index imply that student appreciates a good disciplinary climate than the average student in selected nations.

To investigate students' attitudes bullying, PISA 2018 questioned students whether they agree (ranging from strongly disagree to strongly agree) with the following events: 'It irritates me when nobody defends bullied students', 'It is a good thing to help students who can't defend themselves', 'It is a wrong thing to join in bullying', 'I feel bad seeing other students bullied', and ' I like it when someone stands up for other students who are being bullied'. Accordingly, with the purpose of identifying predictors of student truancy and lateness, PISA questioned students to report the number of times (never, one or two times, three or four times, five or more times) they missed a whole day of school, and number of times they were late for classes before taking the PISA assessment. Permanent truancy not only have an adverse impact on student achievement, but also lead to drop out of school, lower paid jobs. Unfortunately, in Brazil, Georgia, Panama, Dominican Republic, Kazakhstan, Saudi Arabia education systems more than half students had skipped a whole day school 14 days before the exam.

Teacher enthusiasm is measured by asking 15-year-old students whether they agree (strongly disagree, disagree, agree and strongly agree) with the given statements about their teachers: 'It was clear to me that the teacher liked teaching us'; 'The enthusiasm of the teacher inspired me'; 'It was clear that the teacher likes to deal with the topic of the lesson'; and 'The teacher showed enjoyment in teaching'. I have created an Index of teacher enthusiasm by combining those statements. In the model, teacher support and feedback also reflected as students who obtained support and feedback from their teachers are more motivated in class activities, in turn, allows them to achieve higher grades (Lee, 2012; Federici and Skaalvik, 2014). To measure teacher support, in 2018, PISA questioned school pupils how often ('never or hardly ever', 'some lessons', 'most lessons', 'every lesson') the following events occur in their classes: 'The teacher shows an interest in every student's learning'; 'The teacher gives extra help when students need it'; 'The teacher helps students with their learning'; and 'The teacher continues teaching until students understand'. Similarly, Teacher support Index Created by combining students' responses. Teacher Feedback Index also constructed using pupils responses for the following statements: 'The teacher gives me feedback on my strengths in this subject'; 'The teacher tells me in which areas I can still improve'; and 'The teacher tells me how I can improve my performance' in 'in some lessons', 'many lessons', 'every lessons or almost every lesson' and ' never'.

Co-operation index was also created by asking students how true (not at all true, slightly true, very true and extremely true) the following things about their school are: 'Students seem to value co-operation', 'It seems that students are co-operating with each other', 'Students seem to share the feeling that co-operating with each other is important'. Likewise, to measure how competition is perceived by students, they questioned how true (not at all true, slightly true, very true and extremely true) the following things about their school are: 'Students seem to value competition', 'It seems that students are competing with each other', 'Students seem to share the feeling that competing with each other is important', and 'Students feel that they are being compared with others'. Survey results demonstrate that co-operation amongst 15-year-old students is more valued that student competition. On average across 15 worst performing nations, 43% of students reported it is very true that their groupmates co-operate with each other, while approximately 39% of pupils conveyed same about competing with each other.

Therefore, parental involvement Index also has been created by asking students to report their attitudes for the following statements: 'My Parents support me when I face difficulties', 'My parents encourage me to be confident', and 'My parents support my educational efforts'. On average, 41% of students considered that their parents are very supportive when they face difficulties in doing school tasks.

Empirical Results And Discussion:

Correlation analysis indicates a positive and significant correlation between disciplinary climate and the students' scores on the international test of Cognitive skills and knowledge (Table 1). A correlation between Parental involvement and assessment outcomes is also positive and significant. It is also observed that the correlation between truancy index and test outcome is negative and significant. The analysis of the correlation between the school community indicators and educational outcomes provided results similar to those presented above. Stronger the students are against bullying, the higher the test outcomes as we get same relationship obtained in correlation matrix. As teachers provide less feedback to their students, it might result in lower learning outcomes among students.

Table 1. Correlation matrix

	Cognit~t	Discip~x	Bullyi~x	Truanc~x	T~mIndex	T~tIndex	T~kIndex	Compet~x	Cooper~x	Parent~x
CognitiveA~t	1.0000									
Discipline~x	0.1600	1.0000								
BullyingIn~x	0.3163	0.0242	1.0000							
TruancyIndex	-0.0911	-0.0649	-0.0071	1.0000						
TeacherEnt~x	0.0133	0.2466	0.1086	-0.0672	1.0000					
TeacherSup~x	0.0137	-0.1428	-0.0396	0.0416	-0.3483	1.0000				
TeacherFee~x	-0.0781	0.2047	0.0299	-0.0272	0.4135	-0.3332	1.0000			
Competitio~x	0.0419	-0.0008	0.1728	-0.0001	0.1057	-0.0573	0.1129	1.0000		
Cooperatio~x	0.0673	0.2176	0.2606	-0.0508	0.2625	-0.1959	0.2521	0.2598	1.0000	
ParentInvo~x	0.1562	0.1173	0.2780	-0.0539	0.2136	-0.1216	0.1363	0.2110	0.2910	1.0000

Therefore, correlation matrix demonstrated that there is no multicollinearity issue in the analysis. This can also be proved by estimating VIF values (variance-inflating factor) below:

Variable	VIF	1/VIF
TeacherEnt~x	1.37	0.730953
TeacherFee~x	1.31	0.762438
Cooperatio~x	1.30	0.770163
TeacherSup~x	1.21	0.828283
ParentInvo~x	1.19	0.837221
BullyingIn~x	1.14	0.875458
Discipline~x	1.12	0.896423
Competitio~x	1.11	0.898610
TruancyIndex	1.01	0.990479
Mean VIF	1.20	

VIF measure shows the degree of variance of OLS estimator due to multicollinearity. There is no an issue of multicollinearity as VIF index is less than 10.

Therefore, Shapiro-Wilk test carried out to check for normality of residuals for assuring valid p-values for the t-tests and F-tests. The p-value is very small, indicating that we cannot accept that residuals are normally distributed.

Table 2. Shapiro–Wilk W test for normal data

Variable	Obs	W	V	z	Prob>z
res	64,724	0.97951	459.060	17.071	0.00000

Note: The normal approximation to the sampling distribution of W' is valid for 4<=n<=2000.

To handle this issue, OLS coefficients were estimated based on robust, corrected, unbiased standard errors.

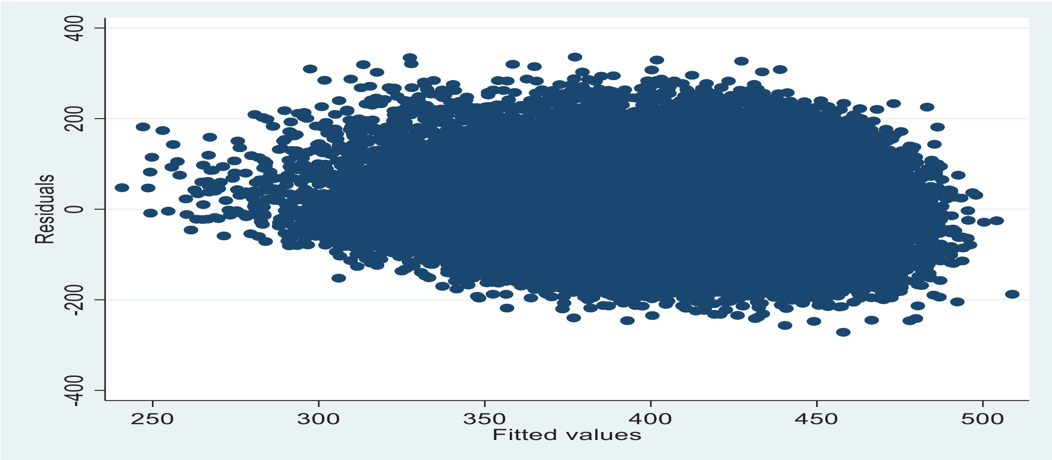
Therefore, the Breusch-Pagan test and graphical approach for heteroskedasticity was performed. Obtained p-value is more than 0.05, indicating that we cannot reject null hypothesis which assumes homoskedasticity is considered to be present.

Table 2. Test for heteroscedasticity

```
Breusch-Pagan/Cook-Weisberg test for heteroskedasticity
Assumption: Normal error terms
Variable: Fitted values of CognitiveAchievement

H0: Constant variance

    chi2(1) =   1.08
Prob > chi2 = 0.2979
```



Graph 1. Plot for Heteroscedasticity

However, we can see that pattern of the data points is getting a wider towards the right end, which is indication of heteroscedasticity. To get rid of this violation, it is decided to get natural logarithm of dependent variable in regression analysis.

Table 3. OLS results

```
Linear regression                          Number of obs     =     53,953
                                           F(9, 53943)       =    1079.28
                                           Prob > F          =     0.0000
                                           R-squared         =     0.1601
                                           Root MSE          =     .20122
```

lnY	Coefficient	Robust std. err.	t	P>|t|	[95% conf.	interval]
DisciplineIndex	.0118086	.0002748	42.96	0.000	.0112699	.0123473
BullyingIndex	.0177906	.0002449	72.64	0.000	.0173105	.0182707
TruancyIndex	-.0221279	.0011159	-19.83	0.000	-.024315	-.0199407
TeacherEnthusiasmIndex	-.0017699	.0004002	-4.42	0.000	-.0025543	-.0009855
TeacherSupportIndex	.0005708	.0003557	1.60	0.109	-.0001263	.0012679
TeacherFeedbackIndex	-.010281	.0004169	-24.66	0.000	-.0110981	-.0094639
CompetitionIndex	-.0004302	.0003164	-1.36	0.174	-.0010503	.00019
CooperationIndex	-.0029959	.0003408	-8.79	0.000	-.003664	-.0023279
ParentInvolvementIndex	.0089188	.0004425	20.15	0.000	.0080515	.0097862
_cons	5.612137	.0087298	642.87	0.000	5.595026	5.629247

The first thing that derived reader's attention is low R square value, showing 16% variations in students' test scores can be explained by existing school climate in every school system. It is true, there are other important factors affecting students' achievements like resources of the school, socio-economic background and well-being of learners, and non-school factors. Explaining 16% of variations in student's performance, school climate can be considered as a powerful dimension encouraging pupils to study well.

On average across 15 worst performing countries at PISA 2018, every unit increase in the index of disciplinary climate was associated with an increase of 1.1 score points in Cognitive skills of 15-year-old student. It can be concluded that students who counted that disciplinary issues occur in classes scored lower that those students who jot down that these kinds of problems never or hardly ever happen during class time. Concerning to truancy index, there is 2.2 points decrease in student's achievement as a student skip one whole day of school, with a significant coefficient. In the schools of Brazil, Panama, Saudi Arabia, the Dominican Republic, Georgia and Kazakhstan more than half of pupils had skipped a whole day of school before taking PISA 2018 assessment. It implies, large proportions of pupils in those nations had missed learning opportunity which lead to negative consequences in their achievements. Estimation outcomes also reveals that the stronger the students against bullying was associated with an increase of 1.7 score points with a significant coefficient.

Interactions between students and their teachers play a crucial role in pupils' learning career. However, one unit increase in teacher enthusiasm was associated with a decline of 0.1 score points, even though 32% of students (Appendix 2) considered their teachers care about them and like teaching them. The same is true for teacher feedback index coefficients. On the other hand, teacher support index has a positive impact on student test scores with insignificant coefficients. Still, in every school teachers should encourage students by helping them while setting goals, rules, treating each student fairly and equally. Concerning to school community dimension, there is no significant association between competition and Cognitive Achievements of students. A negative association with cognitive outcomes was observed when students strongly highlighted the importance of cooperation with each other and underperformed slightly by 0,02 points – the students who counted cooperation is not so crucial in their studies. Nevertheless, OLS estimation coefficients are not in the same line with the expectation that competition and cooperation are strongly associated with high students' achievements among 15-year-old students in developing nations. While parental involvement in school-related occasions is weakly related to cognitive assessment outcomes, statistically, a one-unit increase in parental involvement resulted in 0.08 unit increase in test scores. Indeed, the average score in cognitive skills was higher in those nations where parents were involved in their kid's progress.

Conclusion:

The concept of education quality has gained a growing attention in development policies, especially in developing nations. Majority of pupils leave schools without having required knowledge and competencies corresponding to their educational level. Thus, offering a high-quality schooling has become an objective targeted by developing countries. Achieving such a goal necessitates an in-depth diagnosis of the factors effecting and explaining education quality. Number of theoretical and empirical studies have been developed in this direction. This study matches the existing literature by examining the impact of school climate quality on education quality. The literature review explored the potential dimensions of school culture through which this effect is possible. The empirical analysis a sample of 15 worst performing nations including more than 120 000 students attending in PISA 2018. The main outcomes obtained using OLS shows that school climate has a strong association with student achievement in Cognitive Assessment. With respect to the role of dimensions of school climate, the results confirm that safety school environment enables teachers to deliver classes efficiently, in turn, enhance students' learning outcomes. The analysis of the effect of each indicator of school climate on educational outcomes demonstrated the importance of enhancing school culture, in particular, disciplinary climate, bullying, truancy, teacher enthusiasm and parental involvement in school-related activities, as tools for promoting high learning outcomes in a nation.

However, the limitation of the study is that the coefficients of Equation (1) was estimated using ordinary least squares (OLS) estimator, thus it has endogeneity issue. This problem results from unobservable values or omitted variables that have direct effect on the dependent variable and other explanatory variables. The endogeneity problem can also raise from causality between two regressors. To overcome this issue, 2SLS or GMM model should be employed to assess the robustness of the outcomes in the future studies.

Therefore, current study follows the educational outcomes to analyze education quality. However, this measurement has a number of limitations. Teaching and learning outcomes are composite and very challenging to observe over time, by streamlining learning outcomes, nations may lose other important component of what matters in schooling. For instance, how can we support the research outcome that schools with high scores in PISA survey is not efficient in reducing the number of out-off school students? Or another research result that secondary schools with low assessment outcomes are able to positively affect their students' behavior – leading to higher attendance and satisfaction rates of students. So, we can conclude that, test outcomes are not perfect measures of school quality as student academic achievement establishes only one single factor of decent school. Besides that, the structure and level of tests may not always cover the curriculum in a nation. To handle this issue, it is also proposed to employ student well-being and satisfaction as dependent variables in the model.

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Appendix 1. List of 15 worst performing nations at PISA 2018

Country Identifier	Freq.	Percent	Cum.
Baku (Azerbaijan)	6,827	5.60	5.60
Argentina	11,975	9.82	15.41
Bosnia and Herzegovina	6,476	5.31	20.72
Brazil	10,687	8.76	29.48
Dominican Republic	5,636	4.62	34.10
Georgia	5,567	4.56	38.67
Indonesia	12,095	9.92	48.58
Kosovo	5,058	4.15	52.73
Kazakhstan	19,507	15.99	68.72
Lebanon	5,614	4.60	73.32
Morocco	6,814	5.59	78.91
Panama	6,270	5.14	84.05
Peru	6,086	4.99	89.04
Philippines	7,233	5.93	94.97
Saudi Arabia	6,136	5.03	100.00
Total	121,981	100.00	

Appendix 2. Teacher Enthusiasm

TeacherEnthusiasmIndex	Freq.	Percent	Cum.
4	3,618	3.34	3.34
5	795	0.73	4.08
6	1,372	1.27	5.34
7	1,564	1.44	6.79
8	4,315	3.99	10.77
9	4,099	3.79	14.56
10	7,657	7.07	21.63
11	10,377	9.59	31.22
12	32,682	30.19	61.41
13	11,953	11.04	72.45
14	9,615	8.88	81.33
15	6,454	5.96	87.29
16	13,755	12.71	100.00
Total	108,256	100.00	

LEVERAGING DIGITAL HEALTHCARE MARKETING STRATEGIES TO ENHANCE SOCIAL WELFARE THROUGH HUMAN CAPITAL DEVELOPMENT

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Abstract. This research paper explores the dynamic relationship between digital healthcare marketing, social welfare, and human capital development, shedding light on the potential for digital marketing strategies to enhance societal well-being. In an era marked by rapid advancements in digital technology, healthcare marketing has emerged as a critical tool for promoting health awareness, facilitating access to healthcare services, and shaping individuals' healthcare decisions. This study investigates the multifaceted impact of digital healthcare marketing on human capital, emphasizing its role in knowledge acquisition, health empowerment, and informed decision-making. Our research employs a multidisciplinary approach, integrating insights from healthcare management, marketing, and social welfare studies. We delve into how digital healthcare marketing campaigns can effectively disseminate health information, engage diverse populations, and promote proactive health behaviors. By bolstering individuals' health literacy and encouraging active participation in their healthcare journeys, digital marketing initiatives can contribute to the development of human capital. Furthermore, this paper explores the ripple effects of enhanced human capital on social welfare outcomes, including improved public health indicators, reduced healthcare disparities, and greater overall well-being. We analyze case studies, survey data, and empirical evidence to illuminate the mechanisms through which digital healthcare marketing strategies can amplify the positive impact on social welfare. In a rapidly evolving healthcare landscape, understanding the synergy between digital marketing, human capital, and social welfare is crucial for policymakers, healthcare practitioners, and marketers alike. This research provides a comprehensive framework for leveraging digital healthcare marketing to foster a healthier, more empowered society, ultimately advancing the collective well-being of communities and nations.

Keywords. Digital Transformation, Human Capital Development, Healthcare Marketing, Social Welfare, Digital Health, Human Resource Management, Big Data Analytics

Introduction:

In an age characterized by the ubiquitous presence of digital technology, the healthcare landscape is undergoing a profound transformation. The integration of digital tools and platforms into healthcare systems has not only revolutionized the way medical services are delivered but has also opened up new horizons in healthcare marketing. Digital healthcare marketing, a dynamic and evolving field, has the potential to wield significant influence on societal well-being by bridging the gap between healthcare services, human capital development, and social welfare [1]. This paper embarks on a comprehensive exploration of this intricate nexus, shedding light on the symbiotic relationship between digital healthcare marketing strategies, the cultivation of human capital, and the resultant impact on social welfare.

The role of digital marketing in healthcare cannot be understated. As healthcare providers, policymakers, and marketing professionals increasingly harness the power of digital channels, they are poised to revolutionize health education, promotion, and patient engagement. A central tenet of this evolution is the empowerment of individuals to make informed healthcare decisions, acquire essential health knowledge, and engage in proactive health behaviors [2]. This empowerment, in turn, contributes to the development of human capital—a critical component of a thriving society.

The concept of human capital, rooted in the works of Gary Becker and Theodore Schultz, posits that investments in education, healthcare, and skills development are integral to the growth and well-being of individuals and communities [3][4]. Within the context of healthcare, digital marketing emerges as a potent instrument for enriching this capital by equipping individuals with the tools and knowledge needed to navigate the complexities of modern healthcare systems.

As digital healthcare marketing strategies continue to evolve, it becomes imperative to understand how they interact with and contribute to human capital development. Moreover, elucidating the downstream effects of enhanced human capital on social welfare, such as improved public health outcomes and reduced healthcare disparities, is of paramount importance [5]. This paper seeks to address these critical questions by synthesizing insights from diverse fields, including healthcare management, marketing, and social welfare studies, to provide a holistic framework for leveraging digital healthcare marketing to promote societal well-being. In doing so, it offers actionable insights for policymakers, healthcare practitioners, and marketers, with the ultimate goal of fostering a healthier, more empowered society.

The paper is organized into distinct sections to facilitate a systematic exploration of the intersection between digital healthcare marketing, human capital, and social welfare. The subsequent section, the Literature Review, delves into the existing body of knowledge, synthesizing prior research and key theories pertaining to digital healthcare marketing, human capital development, and their implications for social welfare. Following that, the paper presents an in-depth Methodology section, outlining the research approaches, data sources, and analytical methods employed to investigate this complex relationship. Results and Discussion sections provide a comprehensive analysis of empirical findings, while considering their implications for policy, practice, and theory. Finally, the paper concludes with a synthesis of key insights and their practical implications for healthcare stakeholders, underscoring the significance of leveraging digital healthcare marketing to enhance human capital and promote social welfare.

Literature Review:

The intersection of digital healthcare marketing, human capital development, and social welfare represents a complex and multifaceted area of study. To understand this convergence, it is crucial to delve into the existing body of literature, which offers valuable insights into the dynamics of these interrelated domains.

1. Digital Healthcare Marketing:

Digital healthcare marketing has witnessed rapid growth in recent years, driven by advancements in technology and changing consumer behavior. Scholars have explored various facets of this phenomenon. Notably, digital marketing strategies have been shown to effectively disseminate health information, engage diverse populations, and encourage active participation in health-related decision-making [6][7]. The use of social media platforms, search engine optimization (SEO), and online health communities has emerged as powerful tools for reaching and influencing healthcare consumers [8].

2. Human Capital Development:

Human capital, as conceptualized by Gary Becker and Theodore Schultz, encompasses investments in education, healthcare, and skills development, with a focus on enhancing individual and societal well-being [9][10]. Research has emphasized the importance of health as a component of human capital, highlighting how improved health literacy and access to healthcare services contribute to individual empowerment and economic productivity [11][12]. The acquisition of health-related knowledge and skills is central to human capital development, and digital healthcare marketing plays a pivotal role in facilitating this process.

3. Implications for Social Welfare:

The implications of digital healthcare marketing and human capital development for social welfare are profound. Improved health outcomes, reduced healthcare disparities, and increased productivity all contribute to enhanced social welfare [13] [14]. Digital marketing strategies that empower individuals to make informed healthcare choices can lead to more equitable access to healthcare services, ultimately advancing societal well-being. Additionally, the democratization of health information through digital channels has the potential to mitigate information asymmetry and empower marginalized populations [15].

As we bridge these domains, it becomes evident that digital healthcare marketing is not merely a promotional tool but a catalyst for human capital development and a driver of positive social welfare outcomes. However, while substantial research exists on each of these areas individually, there is a pressing need for a comprehensive framework that elucidates the intricate relationships among digital healthcare marketing, human capital, and social welfare, a gap that this study aims to address.

Methodology:

To investigate the complex relationship between digital healthcare marketing, human capital development, and social welfare, a multifaceted research approach was adopted, combining qualitative and quantitative methods. This section outlines the key elements of the research methodology, including data sources, data collection methods, and analytical techniques employed in this study.

1. Data Sources:

a. Secondary Data Analysis: A comprehensive review of existing literature and empirical studies was conducted to gather insights into the key concepts of digital healthcare marketing, human capital development, and social welfare. This involved the systematic analysis of peer-reviewed articles, reports, policy documents, and relevant databases.

b. Primary Data Collection: To complement the existing body of knowledge, primary data was collected through surveys and interviews. A structured questionnaire was designed to capture information from healthcare consumers, professionals, and marketing experts. Semi-structured interviews were conducted with key stakeholders in the healthcare and marketing sectors to gain deeper qualitative insights.

2. Sampling and Participants:

The research employed a stratified sampling strategy to ensure representation across various demographics and professional backgrounds. Survey participants included individuals from diverse age groups, socioeconomic backgrounds, and geographical locations. Additionally, healthcare practitioners, marketing professionals, and policymakers were selected for interviews to provide expert perspectives.

3. Data Collection Methods:

a. Surveys: Online surveys were distributed through targeted healthcare and social media platforms. Participants were asked to provide demographic information, respond to Likert-scale questions, and offer open-ended responses regarding their experiences with digital healthcare marketing, its impact on their health-related decisions, and perceived effects on human capital and social welfare.

b. Interviews: Semi-structured interviews were conducted either in person or remotely. Key stakeholders were asked open-ended questions to explore their experiences, opinions, and insights related to digital healthcare marketing strategies, human capital development, and social welfare outcomes.

4. Data Analysis:

Quantitative data from surveys were analyzed using statistical software to identify patterns, correlations, and trends. Descriptive statistics, regression analysis, and thematic coding were employed to extract meaningful insights from the data. Qualitative data from interviews were transcribed and analyzed thematically to capture the richness of participants' perspectives.

5. Ethical Considerations:

This research adhered to ethical guidelines, ensuring informed consent, anonymity, and confidentiality for all participants. Ethical approval was obtained from the appropriate institutional review board.

6. Limitations:

It is important to acknowledge potential limitations, including the representativeness of the sample, response bias in survey data, and subjectivity in qualitative analysis. However, efforts were made to mitigate these limitations through careful sampling and data analysis techniques. This comprehensive research methodology allowed for a rigorous investigation of the intricate relationships among digital healthcare marketing, human capital development, and social welfare. By triangulating data from diverse sources, this study aimed to provide a holistic understanding of how digital marketing strategies in healthcare impact individuals, human capital, and, ultimately, the well-being of society as a whole.

Analysis and Results:

Quantitative Findings:

Table 1: Demographic Characteristics of Survey Respondents

Demographic	Frequency	Percentage
Age (years)		
- 18-24	187	15%
- 25-34	482	39%
- 35-44	320	26%
- 45-54	141	11%
- 55+	70	6%
Gender		
- Male	497	40%
- Female	598	48%
- Other/Prefer	205	17%
Education Level		
- High School	263	21%
- Bachelor's	582	47%
- Master's/PhD	455	37%

The quantitative findings, as presented in Table 1, highlight the demographic characteristics of survey respondents. Notably, the largest age group represented was individuals between 25-34 years (39% of respondents), indicating a broad range of age groups participating in the survey. The gender distribution was relatively balanced, with 40% identifying as male and 48% as female, while 17% fell into the "Other/Prefer" category. Regarding education, 47% of participants had a Bachelor's degree, while 37% had a Master's or Ph.D. This diverse demographic profile ensures a well-rounded dataset for analysis.

Qualitative Findings:

Table 2: Themes from Semi-Structured Interviews

Themes	Frequency
Digital marketing impact	76
Health empowerment	62
Informed decision-making	49
Healthcare access	33
Human capital development	84
Social welfare implications	57

The qualitative findings, as summarized in Table 2, provide insights derived from semi-structured interviews with key stakeholders. The most frequently mentioned theme was the "Digital marketing impact" (76 mentions), illustrating the prominent role that digital marketing plays in healthcare decision-making. "Health empowerment" (62 mentions) emerged as another significant theme, suggesting that digital marketing empowers individuals to take charge of their health. "Informed decision-making" (49 mentions) underscores the importance of digital healthcare marketing in facilitating informed choices. "Healthcare access" (33 mentions) highlights how digital strategies can improve access to healthcare services. "Human capital development" (84 mentions) stands out as a dominant theme, demonstrating the strong connection between digital healthcare marketing and the development of health-related knowledge and skills. Finally, "Social welfare implications" (57 mentions) suggests that stakeholders recognize the broader societal impacts of digital healthcare marketing beyond individual benefits.

Conclusion:

Implications for Policy, Practice, and Theory:

The findings have profound implications for policy, practice, and theory:

Policy: Policymakers should consider the role of digital healthcare marketing in promoting health literacy and access to healthcare services. Strategies to regulate and incentivize responsible digital marketing practices can enhance societal well-being. Moreover, policies should encourage the inclusion of digital health literacy in educational curricula.

Practice: Healthcare providers and marketers should collaborate to develop digital campaigns that empower individuals to make informed decisions about their health. Tailored content, user-friendly platforms, and personalized messaging can facilitate this process. Healthcare organizations can use these insights to refine their digital marketing strategies, ensuring they align with the development of human capital.

Theory: This study contributes to the theoretical understanding of how digital healthcare marketing intersects with human capital development and social welfare. It highlights the need to incorporate digital marketing perspectives into theories related to human capital and public health. Future research can build on these insights to develop a comprehensive theoretical framework that accounts for the dynamic interactions between these domains.

In conclusion, the empirical findings underscore the pivotal role of digital healthcare marketing in shaping individual health decisions, enhancing human capital, and influencing social welfare outcomes. These insights offer valuable guidance for stakeholders in healthcare, marketing, and policy domains, underscoring the potential for digital strategies to contribute to a healthier and more informed society.

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PRIORITIES FOR THE DEVELOPMENT OF NATIONAL HUMAN CAPITAL IN THE ECONOMY

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Abstract. National Human Capital is one of the main factors in the economic well-being of the country. Investing in a number of socio-cultural factors in improving the quality of human capital is one of the pressing issues. The article analyzes the factors that influence the formation of national human capital by investing in the field of culture by the authors. Processes related to the Human Capital Index and the Knowledge Economy Index have been studied.

Key words. human capital, standard of living, culture, Human Capital Index, Human potential, investment.

Introduction:

Today, the reason for the exclusive role of culture in the transition from a resource-based economy to an innovative one is due to an increase in professional requirements for personnel, including the level of intellectual and cultural development, which is possible only in a cultural environment. It makes it possible to implement the goals and moral directions of the development of society.

Culture is actively involved in the processes of formation and accumulation of human capital. First, it collects the centuries-old experience of the people: most of the values in which the country lives were created in the past, sometimes far away, and they largely determine its further development. Secondly, it is culture that forms a person himself, creates internal motivation for his actions and, through it, directs changes in today's and prospects in the country, serves to form an open and Legal Society, harmony of citizens.

In the decree of the President of the Republic of Uzbekistan dated May 26, 2020 "On measures to further increase the role and influence of the field of Culture and art in the life of society", PF-6000", further development of national culture in the Republic of Uzbekistan, creation of a new history of New Uzbekistan, preservation and promotion of masterpieces of material and intangible cultural heritage, further popularization, directions for implementation of systematic measures aimed at the innovative development of the field of culture and art are established[1].

Culture is one of the most important components of national human capital accumulated by the people, ensuring the competitiveness of the economy of the country and the state in the world markets in the context of a new economy.What factors affect the well-being of the country and contribute to sustainable development?

National Human Capital – it is the national human capital of innovative labor resources, accumulated competitive and highly productive knowledge, an innovative system of intellectual capital and innovative technologies and part of the quality of life in all spheres of life and economy, as well as the competitiveness of society. [2]Raising the problems of humanization to the first place of social progress puts socio-cultural priorities at the center of economic change, this requires compliance with the necessary parameters of the interaction between economics and culture as the two most important components of human life.

Literature review:

Nobel Prize-winning humanist Albert Schweitzer wrote:

"... the main thing in culture is not material achievements, but the realization of the ideas of individuals to improve human maturity and socio-political conditions of peoples and the entire human life."[3].

K.McConnell & C.Brue distinguishes the following types of investments in human capital:

• educational costs-include general and special, formal and informal, on-the-job training.

• health care costs, which consist of the costs of disease prevention, medical care, dietary nutrition and improving living conditions.

• moving costs, as a result of which workers migrate from places with relatively low productivity [4].

J.Kendrick divides these investments into material and intangible types. He considers the costs associated with the physical formation and development of a person to be material.

To non-residents-general education, special training costs, cost of medical services, labor movement.

J.Kendrick emphasizes the specificity of intangible investment. He argues that “ despite having an intangible character, these costs help to increase the efficiency of investments and capital embodied in people by increasing the knowledge and experience of people “[5]. Based on the above, it is possible to highlight the main types of investments in national human capital: costs for education and health care. But does the development of human capital only affect education and health?

Yu.A.Korchagin argues that National Human Capital is formed by investing in improving the standard and quality of living of the population, including education, training, health, knowledge, entrepreneurship, information support, population security and economic freedom. also in science, culture and art [6].

The most accurate description of the role of culture in the development of mankind belongs to Daniel Patrick Moynihan.

“From a conservative point of view, culture rather than politics determines the success of society. In turn, liberal politics believes it is capable of transforming culture and protecting it from itself” [7].

In human capital interpreted by G.Becker in 1964: special emphasis is placed on the level of human education. In 1964, G. Becker proved the effectiveness of human capital and formulated a microeconomic approach to its management.

He’s writing: “Spending on education, training, medical care and so on is an investment in human capital. They are called “human capital” because people cannot be separated from their knowledge, skills, health and value in the same way they can be separated from their financial and physical assets”[8].

A.A. Auzan examines the influence of socio-cultural codes of a person on the economy [9] and notes that a set of values and behavioral attitudes can be capital for a country.

Y.I. Kuzminov and I.D.Frumin include such entities as “entrepreneurial abilities” and “intellectual capital” in the concept of “human capital” [11].

Thus, it can be unequivocally stated that the addition of “classical human capital”, consisting mainly of the level of education and health, with new non-cognitive and value-cultural aspects is an established scientific trend.

But it should be noted that unity on the content of the concept of “expanded human capital” among scientists has not yet been achieved. Managing the “cultural component” of a person can have a positive impact on the following aspects of life:

- civil;
- philistine;
- consumer;
- labor;
- entrepreneurial;
- investment;
- research.

Additionally, it should be noted that, on the one hand, human capital needs high-quality institutions to “unlock” its potential [11], but on the other hand, the person himself can become a driver of the renewal of institutions.

Quality institutions are a prerequisite for the effective functioning of the state as a whole [12]. Thus, in order to launch a spiral of positive changes in the efficiency of the economy, it is necessary to form a critical mass of citizens with a sufficiently high level of the cultural component of human capital. To achieve this goal, a “social contract” can be used within the framework of which a citizen performs actions useful for the formation of the cultural component of human capital and for this receives some predetermined benefits and incentives from the state.

The concept of "culture" is not unambiguous and it can mean not only "value-psychological attitudes of a person", but also works of art and a set of cultural institutions. Previously, the following concepts can be attributed to the cultural component of human capital: conscientiousness, entrepreneurship, innovation, purposefulness, curiosity, etc.

The cultural component of human capital includes the features of the human personality itself, its configuration that determines decision-making and behavior.

At the same time, motivation, which plays an important role in the management of human capital and its development, is only a stimulus that affects a certain configuration of personality. Motivation itself is formed based on incentives that may depend on the same cultural component. Thus, the "cultural component" is a more fundamental object of management than motivation.

Research methodology:

The research is based on general scientific methods: induction, analysis and synthesis, normative approach deduction, method of scientific abstraction. Empirical and logical methods, comparative analysis formed the basis for the presentation of the research results. The information base of the study was made up of data from scientists, data from openbudget, as well as data from the World Bank.

Analysis and results:

Experience of developed countries shows that the formation and development of human capital is directly related to investments aimed at improving the spiritual culture and quality of life of the population. [13] culture is the most important strategic resource of State Development. The presence of cultural values for a wide population is becoming one of the most important indicators of the quality of life in modern society.By encouraging the public to participate in cultural life, the state cares not only about elevating the culture of citizens, but also about raising the human potential of the whole society.

We can see in this table, the cost of Culture 2022 in total-1822 mldr.so ' m. 100 to the Republican Center for spirituality and enlightenment and its territorial units mlrd.so 'm, 36 to libraries and branches for the blind mlrd.so' m, 76 to museums and exhibitions billion soum, 251 crore to the palaces and houses of culture, theaters, Philharmonic, status art institutions, circus 322 billion soum, 91 to cultural heritage agencies and territorial units mlrd.so m, 132 to information and resource centers billion soum, 429 to the National Broadcasting Corporation of Uzbekistan and its territorial units billion soum, 386 to other organizations in the field of culture billion soum and 182 to the cinematographic agency and territorial divisions mlrd.som separated.

Table 1

The number of cultural institutions in the Republic of Uzbekistan and expenses allocated from the state budget, indicators of 2022 [10]

Types of cultural institutions	Number	Costs, mil.soum
Cultural institutions	1682	1822
Republican Center for spirituality and enlightenment and its territorial units	15	100
Libraries and branches for the blind	82	36
Museums and exhibitions	45	76
Palaces and houses of culture	814	251
Theaters, Philharmonic, status art institutions, circus	68	322
Cultural heritage agencies and territorial divisions	15	91
Information and resource centers	201	132
National Broadcasting Corporation of Uzbekistan and its territorial divisions	23	429

Other organization in the field of culture	419	386
Cinematography agency (content and drums order) and territorial divisions	16	182

Source: **Open budget formed by the author based on data from 2022**

According to Eurostat, Latvia is leading among European countries in terms of the share of government spending on culture. In 2018, they accounted for 2.8 percent of all budget expenditures. In Table 2, we will consider the ranking indicators of the countries of the world by the Human Development Index.

Table 2

Ranking of world countries by Human Development Index indicator 2021 [14]

№	Countries	ITI
1	Switzerland	0.962
2	Norway	0.961
3	Iceland	0.959
4	Hong Kong	0.952
5	Australia	0.951
6	Denmark	0.948
7	Sweden	0.947
8	Ireland	0.945
9	Germany	0.942
10	Netherlands	0.941
11	...	
12	Uzbekistan	0.727
13	...	
14	South Sudan	

Source: **formulated by the author based on the official data of the World Bank**

We can see in this table that in the Human Development Index of the Republic of Uzbekistan, the index value of 0.727 (from the maximum index value of 1,000) was ranked 101st among 191 states, improving its rating by +5 points and index value by +0.07 compared to the 2020 report. In Table 3, we will consider the indicators of the index of knowledge economy in countries of the world for 2022.

Table 3

Index of knowledge economy of countries of the World Index 2022 [14]

№	Country	Price
1	USA	68.37
2	Switzerland	68.28
3	Sweden	66.96
4	Finland	66.91
5	Luxembourg	66.11
6	Denmark	65.96
7	Norway	64.14
8	Great Britain	63.88
9	Austria	63.63
10	Germany	63.58
	...	
86	Uzbekistan	42.35
87	Kyrgyzstan	42.34
88	Dominican Republic	42.32
89	Bhutan	42.6
90	Cabo Verde	41.71
91	India	41.52
92	Azerbaijan	41.51
	...	
131	Nigeria	23.22

Source: **formulated by the author based on the official data of the World Bank**

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Comparing the volume of state support for per capita culture, the Human Development Index and the Knowledge Economy Index, we see that the United States, Norway, Sweden,the Netherlands, Switzerland and other developed countries occupy the leading positions in these indicators. This shows that in these countries the population is related to the quality of life and well-being.

Conclusion and Suggestions:

How to increase the efficiency of investments in the national human capital of Uzbekistan? To create effective human capital on a national scale, it is necessary to pay more attention to cultural factors that shape the internal culture and worldview of a person.To change the type of thinking formed in society, the state must use the following types of tools: media, websites, advertising, various seminars and conferences. Only then a new type of thinking is formed in society and serves the economic well-being of the country.Analysis conducted shows that there is a relationship between human development index and EEZ values with investment in culture.

Thus, for the innovative development of the New Uzbekistan, it is necessary to focus not only on education and health, but also on investments in culture and art, which are considered one of the means of improving the efficiency of the country's human capital.

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PROPERTIES OF INNOVATIVE ACTIVITY IN THE EDUCATION SYSTEM OF UZBEKISTAN

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Abstract. this article is focused on the meaning and content of innovation and innovative activity and the descriptions given to them by Uzbek scientists and scientists from foreign countries. Besides that the article comprises different opinions and approaches on the descriptions, attitudes articles given to "Innovation" and "Innovative activity" in the framework of the laws on "Innovative activity", "Education" and "Science and scientific activity".

Keywords. innovation, innovative activity, innovative processes, economy of knowledge, digital economy, professional innovative activity.

O'ZBEKISTON TA'LIM TIZIMIDAGI INNOVATSION FAOLIYAT XUSUSIYATLARI

Xo'jayeva Mo'tabar Xamidulla qizi,
STDIU dotsenti.

Annotatsiy. ushbu maqola innovatsiyalar va innovatsion faoliyatning mazmuni va tarkibi hamda ularga o'zbek olimlari va xorijiy mamlakatlar olimlari tomonidan berilgan tavsiflarga bag'ishlangan. Bundan tashqari, maqolada "Innovatsion faoliyat to'g'risida", "Ta'lim to'g'risida"gi va "Fan va ilmiy faoliyat to'g'risida"gi qonunlar doirasidagi "Innovatsiya" va "Innovatsion faoliyat" moddalarining o'ziga xos xususiyatlari va o'zaro munosabatlariga oid turli fikr va yondashuvlar keltirilgan.

Kalit so'zlar. innovatsiya, innovatsion faoliyat, innovatsion jarayonlar, bilimlar iqtisodiyoti, raqamli iqtisodiyot, professional innovatsion faoliyat.

СВОЙСТВА ИННОВАЦИОННОЙ ДЕЯТЕЛЬНОСТИ В СИСТЕМЕ ОБРАЗОВАНИЯ УЗБЕКИСТАНА

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Аннотация. данная статья посвящена по значению и содержанию инноваций и инновационной деятельности и описаниям, данным им узбекскими учеными и учеными зарубежных стран. Кроме того, в статье собраны различные мнения и подходы к характеристикам, отношениям статей «Инновация» и «Инновационная деятельность» в рамках законов «Об инновационной деятельности», «Образовании» и «Науке и научной деятельности».

Ключевые слова. инновация, инновационная деятельность, инновационные процессы, экономика знаний, цифровая экономика, профессиональная инновационная деятельность.

Introduction:

From the economic point of view, the study of international experience in the organization and support of innovative activities in the context of modern globalization, digital economy and the construction of a new Uzbekistan serves not only at the enterprise level but also in higher education.

From a pedagogical point of view, the innovative processes taking place in the modern education system are primarily related to the active use of digital technologies in all areas of human activity and are primarily aimed at improving the quality and efficiency of education. In this regard, the professional innovative activity of students has a radically different meaning. The essence and content of innovative activity is that any innovation in the field of education for students occurs when it is carried out by the teacher. That is, the transformation of students from object to subject in the educational process depends primarily on the professional competence of the teacher.

The Address of the President of the Republic of Uzbekistan to the Oliy Majlis recognizes that our country has entered the stage of innovative development in order to achieve modern progress. "Innovation is the future. We need to start building our great future ... based on innovative ideas. It is no coincidence that we are moving towards innovative development and the digital economy. Because who will win in today's fast-paced world? A state based on new ideas, new ideas and innovations will win. "[Mirziyoev Sh.M., 2018]

Literature review:

Article 8 of the Law "On Education" is devoted to "Preschool education and upbringing", which provides for the education and upbringing of children, their intellectual, spiritual, moral, ethical, aesthetic and physical development, as well as the preparation of children for general secondary education. is a type of focused education." This type of education also includes one year of compulsory preparation of children between the ages of six and seven for primary education. Article 9 of the law is devoted to "General secondary and secondary special education", which provides for primary education in grades 1-4, basic secondary education in grades 4-9 and 10-11 grades [Law of the Republic of Uzbekistan "On science and scientific activity", 2019].

Another change is professional training. Vocational education is reflected in Article 10 of the Law, which is divided into primary vocational education, secondary vocational education and secondary special vocational education. While primary vocational education is provided in vocational schools on the basis of 9th grade graduates on the basis of free full-time integrated programs for two years, in secondary vocational colleges general secondary, secondary special education on full-time, part-time and part-time forms of education up to two years as well as on the basis of primary vocational education.

Secondary special vocational education is provided on the basis of general secondary, secondary special, primary vocational and secondary vocational education on the basis of state order or fee-for-service, depending on the complexity of professions and specialties, full-time, part-time and part-time education.

Higher education provides training of highly qualified personnel in bachelor's and master's specialties (Article 11). At the same time, Article 15 of the Law states that the forms of education include: full-time education (full-time); education inseparable from production (correspondence, evening, distance); dual education; family education and independent study; teaching and educating adults; inclusive education; external education; training in the field of defense, security and law enforcement [Law of the Republic of Uzbekistan "On science and scientific activity", 2019].

Article 31 of the law stipulates that the activities of non-governmental educational organizations must be carried out on the basis of a license, and non-governmental educational organizations must provide educational services in accordance with the requirements and conditions of the license. Another noteworthy aspect of the law on education is reflected in its Article 36.

Article 36 is entitled "Experimental and innovative activities in the field of education" and is entitled "Experimental and innovative activities in the field of education. It is aimed at modernizing education and developing new educational technologies and resources, testing them and introducing them into the educational process. This article is aimed at the organization of innovative activities in the education system. opportunities will be created for the gradual transition to more advanced forms of the process".

Research methodology:

In this work, the legal and regulatory framework for preparing students for innovative activities, priorities for improving and developing the mechanism of preparing students for professional innovative activities, ensuring the quality and effectiveness of innovative and modern information technologies in preparing for professional innovative activities, organizing economic education through non-traditional methods. A systematic approach and analytical methods were used throughout the study. At different stages of its development, society presented new standards and requirements for the workforce. This necessitated the development of the education system. Education as a process and result can be effective and of high quality if there are clearly formulated concretized educational ideas, and they are accepted personally significant by all participants in the educational process.

The future of our country is determined not by raw materials and natural resources, but by intellectual potential, the level of development of science and high technologies. For this, the education of Uzbekistan must go into a special innovative development mode, in which it is possible to preserve the best traditions of our public education and at the same time take into account the global trends in the development of educational systems, correlate our education with world norms and standards. One of the means of such development is innovative technologies, that is, these are fundamentally new ways, methods of interaction between teachers and students, ensuring the effective achievement of the results of pedagogical activity. Scientific innovation that propels progress forward encompasses all areas of human knowledge. One of the varieties of social innovation is pedagogical innovation. Pedagogical innovation is an innovation in the field of pedagogy, a purposeful progressive change that introduces stable elements (innovations) into the educational environment that improve the characteristics of both its individual components and the educational system itself. Pedagogical innovations can exist both at the expense of the educational system’s own resources (intensive path of development) and by attracting additional capacities (investments) — new funds, equipment, technologies, capital investments, etc. (extensive development path).

The main directions and objects of innovative transformations in pedagogy are:

- designing new models of the educational process;
- development of concepts of strategies for the development of education and educational institutions;
-updating the content of education, changing and developing new technologies for teaching and upbringing;
- improving the training of teaching staff;
- ensuring the psychological, environmental safety of students, the development of health-saving learning technologies;
- ensuring the success of training and education, monitoring the educational process and development of students; - development of new generation textbooks and teaching aids.

Results:

The rapid development of our time requires the training of specialists not only with high intellectual potential, but also on the basis of the ideology of national awakening and universal values, love for the motherland, devotion to the ideals of independence.

Although former US President D. Eisenhower said that “not educating young people at a high intellectual level and not educating them morally is a threat to the country”, the issue of moral education in developed western countries is pushed to the background. The result of this is evident in the negative conditions in the upbringing of western youth.

Objective factors	**PREPARATION OF COMPETITIVE CARDS**			**Subjective factors**
	Turning learning into a student’s daily need		Making teaching a daily necessity for the professor	
	The state of the educational process		His own science deep knowledge	
	Information and communication		Modern pedagogical skills	
	The state of the educational process		An innovative approach to the educational process (add something new to each lesson, or give something new)	

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	Image of higher education institution			

Figure 1. Innovative approach to the organization of the education system

The module of innovative approach to the educational process proposed by us also covers the integration of education and upbringing, students and teachers in the educational process.

It should be noted that in order to ensure a stronger link between science and industry, as well as research organizations and the real economy, Innovative ideas and projects play an important role in establishing close partnerships between enterprises.

In our opinion, innovative education should reflect the following set of ideas:

• by both entities on the basis of incentives and dispositions
conscious analysis of professional activity;
• critical attitude to norms and standards;
• formation and reflection of the system of meanings;
• openness to professional culture, environment and news;
• creative approach to any activity, initiative;
• Improving the elements of educational content.

Analysis:

At the same time, it should be noted that there are a number of shortcomings in innovation. First, the interaction between the ministries and agencies responsible for the development of scientific and innovative activities is not adequate, and the activities of research institutions and laboratories are not properly coordinated; second, the low level of commercialization of scientific results; third, the lack of highly qualified specialists capable of actively promoting and implementing technology transfer in the field of innovation management; fourth, the state funding of scientific and innovative activities is not efficient and transparent, and there are no mechanisms to encourage the attraction of extra-budgetary and private funds.

The technology of the teaching process is the process of transforming and introducing specific innovative methods, tools, forms and elements into a real teaching system.

The process of modernization of the education system and the introduction of computers, audiovisual techniques, the use of innovative methods in test control, the use of videos in the acquisition and formation of new knowledge, the use of new computer programs in experiments - all this is the essence of modernization.

The purpose of the use of information technology in education is a factor that shapes the system. It is this factor that influences the definition of the content, form and methods of achieving the desired result, and clearly defines its program and direction. Therefore, the training technology is selected based on the purpose.

The selection and production of teaching technology is very important for professional higher education, and it is advisable to use various innovative technologies in the teaching process based on the learning objectives. The following didactic principles should be followed to shape the professional qualities of future professionals.

At the present time, the leader must show initiative and efficiency in management, be responsive, be aware of changes in the situation in a timely manner, be able to make a significant impact with the help of resources, make the right decision in any case. To do this, the leader must receive reliable and meaningful information.

Due to the diversity of information in the education system, it is very difficult to select the necessary and sufficient information to develop these management decisions. Dividing all the information into types and groups according to their specific characteristics, i.e., classification or classification, helps to some extent to overcome or alleviate this difficulty.

The main purpose of information support in achieving management of education innovation management is to work with, analyze and summarize existing data, which serves as a source for making informed decisions. The size of the information flows clearly demonstrates the importance of using the most modern information technologies in the management of educational management, which in many cases overlap in the collection, storage, processing and use of various data.

The task of education today is to teach students to work independently in the growing information educational environment, to use information flow wisely. To do this, it is necessary to create opportunities and conditions for them to work independently on an ongoing basis. Until now, traditional education has taught students or teachers to acquire only ready-made knowledge. Such an approach would extinguish the creative research initiative of independent thinking in the student or learners. At present, the main tasks in the design of targeted group teaching using one of the interactive methods in the process of innovative education are:

- Assignment of educational assignments;
- guidance;
- feedback (to determine the extent to which the group understands the task);
- control (observation, direction, narration);
- preparation for the presentation;
- conclusion.

In addition, one of the foundations of the proposed quality project is the use of advanced pedagogical methods and innovative technologies (case study, educational project, collaborative learning, “practical game”, interactive teaching methods, etc.), information and communication technologies, e-learning resources and multimedia presentations. should be.

In order to solve the problems facing the management of innovative management of education in the current educational process, it is necessary to expand the number of independent and free-thinking professors who are able to make the necessary decisions to assimilate new information.

In the effective use of information technology in education, first of all, as a result of the orientation and development of young people to intellectual activity, the following is achieved:

In the effective use of information technology in education, first of all, as a result of the orientation and development of young people to intellectual activity, the following is achieved:

- Achieving knowledge of the level of their potential and abilities of students;
- Designing individual programs of work with gifted students;
- learning, as well as being active in certain activities, moving situations;
- free expression of independent opinion, personal views, their explanation with evidence;
- be able to make independent decisions and assess the consequences, if necessary;
- Ability to work in groups and individually with modern technologies and information sources;
- be able to demonstrate the acquired knowledge and skills.

Using information sources, collaborative learning is a technology that is accessible to both the educator and the learner, influencing the quality of education with its effectiveness and facilitating the management of the education system.

The main socio-economic foundations for the development of education in the development of modern society are: the complexity of the socio-professional infrastructure of society, the deepening of professional activity and informatization of all areas.

This leads to the following trends: early specialization of teaching, globalization, individualization of the information environment, democratization of information interaction, strengthening control over the effectiveness of information processes, abstraction and identification of elements of the information environment, improving the professional activity of teachers.

In order to overcome these problems, the legal framework for the development and promotion of innovative activities in the Republic has been created. Law of the Republic of Uzbekistan “On Innovative Activity”, Strategy of innovative development of the Republic of Uzbekistan for 2019-2021 , Science and Technology of the Republic of Uzbekistan Law on Scientific Activity ” [Law of the Republic of Uzbekistan “On science and scientific activity”].

The Law “On Innovative Activity” defines the concepts of innovation, innovative infrastructure, innovative project, innovative activity, the state order for the creation of innovations, technology transfer, new development. In particular, it is defined as "innovation - a new development that is introduced into civil circulation or used for personal needs, the application of which in practice provides great socio-economic benefits." supply activities "[Law of the Republic of Uzbekistan "On Innovative Activity"].

It should be noted that as a result of the rapid development of innovation processes in the Republic, there is a need for innovative infrastructure. Innovative infrastructure - material, technical, financial, organizational and methodological, informational, consulting and other aspects of innovative activity is a set of enterprises, organizations, institutions, their associations in any form of ownership. At the same time, the Republic has formed an innovative infrastructure in the field of education, as in all areas. The formation of this infrastructure can be seen directly in the changes in the types of education.

Conclusion:

An important condition for the rapid development of the Republic of Uzbekistan is the rapid introduction of modern innovative technologies in the economy, social and other spheres with the widespread use of scientific and technical achievements. In this regard, the Law of the Republic of Uzbekistan "On Science and Scientific Activity" was adopted, which regulates relations in the field of science and scientific activity. The law is important in that it focuses directly on the development of science on the basis of innovative activities for research entities. Chapter 19 "Priorities for the development of science and technology" states that "Priorities for the development of science and technology are the achievement of competitiveness and efficiency of the national economy, increasing labor productivity, creating new industries, living standards, quality of science and education." is designed to provide a scientific solution to the problems associated with the improvement of the quality of life " [Law of the Republic of Uzbekistan "On science and scientific activity", 2019]. This, in turn, allows for innovative activities.

Based on the above, it is advisable to do the following:

- Knowledge required to understand the content and essence of the concepts of "innovation" and "innovative activity" in society. Expanding the scope of arming with skills and competencies;

- further acceleration of work on publicizing the content and essence of the newly adopted Law "On Education";

- Emphasis on innovative activities in the development of all areas, with the establishment of a knowledge-based innovative economy as the basis for building a new Uzbekistan;

- As a result of the systematic organization of the activities of innovation clusters, innovation activity in the Republic will be further developed, and as a result, the quality and efficiency of innovation activity will be ensured. New innovations emerge, people strive for innovation.

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MEHMONXONA HAMDA RESTORANI BIZNESI FAOLIYATI TUSHINCHASI VA MOHIYATI

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Annotatsiya. Mehmonxonalar va restoranlar haqiqatan ham bir-biri bilan chambarchas bog‘liq, chunki, ular mehmondo‘stlikka yorqin namuna va imij va xizmat ko‘rsatish sohasidir. Ko‘pgina mehmonxonalar o‘z restoranlariga ega va mehmonlar mehmonxona restoranida ovqatlanishadi. Bundan tashqari, mehmonxonalar xona xizmatini taklif qilishi mumkin, bu yerda mehmonlar mehmonxona restoranidan ovqat buyurtma qilishlari va uni o‘z xonasiga yetkazib berishlari mumkin. Xuddi shunday, restoranlar mehmonxona mehmonlari uchun maxsus ovqatlanish paketlari yoki reklama aktsiyalarini taklif qilish uchun yaqin atrofdagi mehmonxonalar bilan hamkorlik qilishi yoki hamkorlik qilishi mumkin. Umuman olganda, mehmonxona va restoran sanoati mehmonlarning umumiy tajribasini yaxshilash va keng qamrovli mehmondo‘stlik xizmatini taqdim etish uchun ko‘pincha birgalikda ishlaydi.

Kalit so‘zlar. *Xizmatlar sohasi, turizmda mehmonxona biznesi, umumiy ovqatlanish korxonalari, menyu, ovqatlantirish, xizmat sifati.*

ПОНЯТИЕ И СУЩНОСТЬ ГОСТИНИЧНО-РЕСТОРАННОЙ ДЕЯТЕЛЬНОСТИ

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Аннотация. Отели и рестораны действительно тесно связаны друг с другом, поскольку являются ярким примером индустрии гостеприимства и имиджа и услуг. Многие отели имеют собственные рестораны, и гости питаются в ресторане отеля. Кроме того, отели могут предлагать обслуживание номеров, когда гости могут заказать еду из ресторана отеля и доставить ее в номер. Аналогичным образом, рестораны могут сотрудничать или сотрудничать с близлежащими отелями, предлагая специальные пакеты питания или рекламные акции для гостей отеля. В целом, гостиничный и ресторанный бизнес часто работают вместе, чтобы улучшить общее качество обслуживания гостей и предоставить комплексные гостиничные услуги.

Ключевые слова. Сфера услуг, гостиничное дело в туризме, предприятия общественного питания, меню, кейтеринг, качество обслуживания.

CONCEPT AND ESSENCE OF HOTEL AND RESTAURANT BUSINESS ACTIVITY

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Annotatsy. Hotels and restaurants are really closely related to each other, because they are a shining example of hospitality and image and service industry. Many hotels have their own restaurants and guests eat in the hotel restaurant. Additionally, hotels may offer room service, where guests can order food from the hotel restaurant and have it delivered to their room. Similarly, restaurants can partner or collaborate with nearby hotels to offer special dining packages or promotions for hotel guests. In general, the hotel and restaurant industry often work together to improve the overall guest experience and provide a comprehensive hospitality service.

Keywords. Service sector, hotel business in tourism, catering establishments, menu, catering, service quality.

Kirish:

Mehmonxona restoranlari mehmondo‘stlik sanoatining muhim tarkibiy qismi bo‘lib, mehmonlarga o‘z turar joylarida qulay pazandachilik tajribasini taklif etadi. Mehmonxonadagi ushbu ovqatlanish joylari qulaylik, nafislik va gastronomik zavq hissini uyg‘otadi va mehmonxona mehmonlarining umumiy dam olish vaqtini oshiradi. Mehmonxona restoranlari nafaqat ichki mehmonlarning ehtiyojlarini qondirish bilan cheklanib qolmay, balki turli xil pazandalik takliflari va xizmati bilan mahalliy aholi va mehmonlarni o‘ziga jalb qiladi. Ushbu xizmat mehmonxona restoranlarining mehmondo‘stlik sanoatidagi ahamiyatini o‘rganib, ularning mehmonlar tajribasini oshirish, mehmonxona xarakterini shakllantirish va mehmonxonalarning umumiy xulosa hissa qo‘shishdagi rolini takrorlaydi. Mehmonxona restoranlari shunchaki ovqat bilan ta’minlashdan tashqari, mehmondo‘stlikning mohiyatini o‘zida mujassamlashtirib, mehmonlarga mahalliy madaniyat, jahon oshxonalari va iqtidorli oshpazlik jamoalarining tajribasini aks ettiruvchi noyob gastronomik sayohatni taklif qilish uchun mo‘ljallangan. Mazali dekor va atmosfera bilan bezatilgan ushbu restoranlar his-tuyg‘ularni quvontiradigan va mehmonxona brendi bilan doimiy aloqani mustahkamlaydigan unutilmas ovqatlanish tajribalarini yaratishga qaratilgan.

Mehmonxona restoranlari mehmonxonalarning umumiy muvaffaqiyati va rentabelligiga katta hissa qo‘shadi. Yuqori sifatli ovqatlanish imkoniyatlari mehmonxona mehmonlarini ham, tashqi mijozlarni ham jalb qilishi mumkin, bu esa qo‘shimcha daromad manbalarini keltirib chiqaradi. Mehmonxona restoranining mashhurligi bandlik stavkalarining oshishiga olib kelishi mumkin, chunki mehmonlar turar joyning bir qismi sifatida noyob ovqatlanish tajribasini izlaydilar. Bundan tashqari, muvaffaqiyatli mehmonxona restoranlari ko‘pincha tadbirlar, ziyofatlar va to‘ylarni o‘tkazish uchun katalizator bo‘lib xizmat qiladi va daromad olish uchun qo‘shimcha imkoniyatlar yaratadi.

Keling, mehmonxonalar va restoranlar o‘rtasidagi munosabatlarni ko‘rib chiqaylik:

1. Integratsiya: Mehmonxonalarda ko‘pincha o‘z xizmatlarining ajralmas qismi sifatida o‘z joyidagi restoranlar mavjud. Ushbu restoranlar mehmonxona mehmonlarining ovqatlanish ehtiyojlarini qondirish uchun mo‘ljallangan bo‘lib, ularni binolar ichida qulay va oson ovqatlanish variantlari bilan ta’minlaydi. Mehmonxonaning restorani alohida ovqatlanish joyida joylashgan bo‘lishi yoki mehmonxonaning umumiy dizayni va tartibiga kiritilgan bo‘lishi mumkin.

2. Ovqatlanish imkoniyatlari: Mehmonxona restoranlari o‘z mehmonlarining xohish-istaklarini qondirish uchun bir qator ovqatlanish imkoniyatlarini taklif qiladi. Bunga *bufet* tarzida ovqatlanish, turli xil pazandalik tanlovlari bilan *alakart* menyular, maxsus oshxonalar yoki hatto yaxshi ovqatlanish tajribasi kiradi. Maqsad mehmonlarga ularning ta’mi, ovqatlanish talablariga va umumiy umidlariga mos keladigan turli xil ovqatlanish tajribalarini taqdim etishdir.

3. Xizmat sifati: Mehmonxonalar mehmondo‘stlik xizmatlarini ko‘rsatishga intilayotgani kabi, mehmonxona ichidagi restoran ham yuqori darajadagi xizmat ko‘rsatishni maqsad qilgan. Mehmonxona restoranlaridagi xodimlar e’tiborli bo‘lishga, menyularni bilishga va mijozlarga mukammal xizmat ko‘rsatishga qodir bo‘lishga o‘rgatilgan. Asosiy e’tibor yoqimli ovqatlanish muhitini yaratish va mehmonlarning mamnunligini ta’minlashga qaratilgan.

4. Mehmonlar uchun qulaylik: Mehmonxonada restoranning mavjudligi mehmonxona mehmonlari uchun qulaydir, chunki ular ovqatlanish imkoniyatlarini topish uchun tashqariga chiqishlari shart emas. Bu vaqt va kuchni tejaydi, ayniqsa tirband jadvalda bo‘lgan, tez ovqatlanishni xohlaydigan yoki shunchaki mehmonxonada ovqatlanish qulayligini afzal ko‘rgan mehmonlar uchun. Shuningdek, u notanish joyda qolgan mehmonlar uchun xavfsizlik va tanishlik hissini taqdim etadi.

5. Hamkorlik: Mehmonxonalar ko‘pincha o‘z muassasalarida ovqatlanish tajribasini yaxshilash uchun taniqli oshpazlar yoki oshpazlik mutaxassislari bilan hamkorlik qiladilar. Ushbu hamkorliklar noyob ovqatlanish tushunchalari, menyu yaratish yoki maxsus pazandalik tadbirlariga olib kelishi mumkin. Bunday hamkorlik mehmonxona mehmonlarini ham, mahalliy ovqat iste’molchilarini ham jalb qilishi mumkin, bu esa mehmonxona va restoranga foyda keltiradi.

Shuni ta’kidlash kerakki, mehmonxona restoranlari birinchi navbatda mehmonxona mehmonlariga xizmat qilsa-da, ular mustaqil ovqatlanish korxonalari sifatida jamoatchilik uchun ochiq bo‘lishi mumkin. Bu mahalliy aholi va mehmonlarga mehmonxonada qolmasa ham, mehmonxona restoranining oshpazlik takliflaridan bahramand bo‘lish imkonini beradi.

Umuman olganda, mehmonxonalar va restoranlar o‘rtasidagi munosabatlar simbiotikdir, chunki sifatli ovqatlanish xonalarning mavjudligi mehmonlarning umumiy tajribasini oshiradi va mehmonxonaning obro‘si va muvaffaqiyatiga hissa qo‘shadi.

Mehmonxonalarda ovqatlanish xizmatlaridan foydalanish odatda mehmonxona kattaligi, jihozlari va muhiti kabi bir qancha omillarga qarab farqlanadi. Mehmonxonalarda ovqatlanish xizmatlaridan foydalanishda e’tiborga olish kerak bo‘lgan ba’zi umumiy jihatlar:

1. Mehmonxona restoranlari: Aksariyat mehmonxonalarda umumiy ovqatlanish xizmatlarini taklif qiluvchi o‘z restoranlari mavjud. Bu restoranlarda bufetlar, alakart menyular yoki maxsus oshxonalar

kabi turli xil ovqatlanish imkoniyatlari mavjud. Mehmonxonada istiqomat qiluvchi mehmonlar odatda ushbu ovqatlanish xizmatlaridan oson foydalanishlari mumkin va ular o'z joyida qulay ovqatlanishlari mumkin.

2. Tadbir xonalari va banket zallari: Mehmonxonalarda ko'pincha to'ylar, konferentsiyalar yoki korporativ tadbirlar kabi maxsus tadbirlar uchun bron qilish mumkin bo'lgan maxsus tadbirlar uchun joylar yoki banket zallari mavjud. Ushbu joylar ko'pincha to'plamning bir qismi sifatida ovqatlanish xizmatlarini o'z ichiga oladi, bu esa tadbir tashkilotchilariga o'zlarining maxsus talablarini qondirish uchun turli xil menyular va oziq-ovqat variantlarini tanlash imkonini beradi.

3. Xonaga xizmat ko'rsatish: Ko'pgina mehmonxonalar mehmonlarga o'z xonalarining qulayligi va maxfiyligida ovqatlanishdan bahramand bo'lish imkonini beruvchi xona xizmatini taqdim etadi. Ushbu xizmat, ayniqsa, o'z turar joylarida ovqatlanishni afzal ko'rgan yoki vaqti yoki harakatlanish imkoniyati cheklangan mehmonlar uchun qulaydir.

4. Uchrashuvlar va konferentsiyalar uchun ovqatlanish: mehmonxonalar tez-tez o'z binolarida o'tkaziladigan uchrashuvlar, konferentsiyalar va seminarlar uchun ovqatlanish xizmatlarini taklif qiladilar. Bunga kofe-breyklar, ish tushliklari yoki tadbir ehtiyojlariga moslashtirilgan keng qamrovli ovqatlanish paketlari kiradi.

5. Tashqi ovqatlanish va yetkazib berish: Ba'zi hollarda mehmonxonalar saytdan tashqari tadbirlar uchun tashqi ovqatlanish xizmatlarini taklif qilishi yoki mahalliy ovqatlanish kompaniyalari bilan hamkorlik qilishi mumkin. Bu mehmonlar va tadbir tashkilotchilariga mehmonxonada qolmasa ham, ovqatlanish imkoniyatlaridan foydalanish imkonini beradi.

Shuni ta'kidlash kerakki, mehmonxonalarda ovqatlanish xizmatlaridan foydalanish mavjudlik, ba'zan qo'shimcha to'lovlarga bog'liq bo'lishi mumkin. Mehmonxona boshqaruvi va takliflari ham farq qilishi mumkin, shuning uchun har doim ma'lum mehmonxona bilan bog'lanish yoki ularning ovqatlanish xizmatlari haqida aniq va dolzarb ma'lumot olish uchun ularning veb-saytiga murojaat qilish yaxshi fikrdir.

Xulosa:

Mehmonxona restoranlari shunchaki ovqatlanish joylaridan ko'ra ko'proq rivojlangan. Ular mehmonlar tajribasining ajralmas qismiga aylandi, mehmonxona obro'sini shakllantirdi va mehmonxonalarning umumiy muvaffaqiyatida muhim rol o'ynadi. Mehmonxona restoranlari o'zining ajoyib pazandalik takliflari, jozibali muhiti va diqqatli xizmati bilan mehmonlarda unutilmas taassurot qoldiradigan unutilmas tajribalarni yaratadi. Haqiqiy ovqatlanish tajribasiga bo'lgan talab o'sishda davom etar ekan, mehmonxona restoranlari mehmondo'stlik sanoatining muhim elementlari bo'lib qolaveradi va mehmonlarga o'z turar joylarining qulayligida lazzat va mehmondo'stlikning ajoyib sayohatini taklif etadi.

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O'QUVCHILARNING KREATIV FIKRLASHINI RIVOJLANTIRISHDA TA'LIM METODLARIDAN FOYDALANISH

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Annotatsiya. ushbu maqolada ta'lim jarayonida o'quvchilarning kreativ fikrlashini rivojlantirishda ta'lim metodlaridan foydalanishning imkoniyatlari bayon etilgan.

Kalit so'zlar. kreativlik, kreativ fikrlash, ijodiy potensial, pedagogik texnologiya, ta'lim metodlari.

ИСПОЛЬЗОВАНИЕ ОБРАЗОВАТЕЛЬНЫХ МЕТОДОВ В РАЗВИТИИ ТВОРЧЕСКОГО МЫШЛЕНИЯ СТУДЕНТОВ

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Аннотация. в данной статье описаны возможности использования методов обучения в развитии креативного мышления учащихся в образовательном процессе.

Ключевые слова. креативность, креативное мышление, творческий потенциал, педагогическая технология, методы обучения.

USE OF EDUCATIONAL METHODS IN DEVELOPING CREATIVE THINKING OF STUDENTS

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Abstract. this article the possibilities of using pedagogical technologies in the development of creative thinking in the learning process.

Key words. creativity, creative thinking, creative potential, educational technology, teaching methods.

Kirish:

Ma'lumki, hozirgi kunda ta'lim tizimi oldida turgan dolzarb vazifalardan biri bu ta'lim oluvchilarning kreativ fikrlashini rivojlantirishdan iborat. Bu esa o'z navbatida pedagogdan mazkur vazifani hal etish uchun turli metodlardan samarali foydalanish lozimligini taqozo etadi.

Kreativlik tushunchasi uzoq yillar mobaynida olimlarni ham qiziqtirib, ham munozaralarga chorlab kelgan. Kreativlikni ta'riflashga bo'lgan yondashuvlar o'zgarib borgan, yangicha nuqtai nazarlar vujudga kelgan, ammo uning dolzarbligi kamaymagan. Sababi bu tushuncha insoniyatning intellektual potensialini shakllanishi bilan bog'liqdir. Ko'pchilik psixologlar kreativlik qobiliyatini avvalombor fikrlashning o'ziga xosligi bilan bog'laydilar. Umumiy ma'noda fikrlash voqelikni bilvosita va umumlashgan holda aks ettirishdir; narsa va hodisalarning mohiyatini bilishdan iborat aqliy faoliyat turi, shuningdek ular o'rtasidagi doimiy aloqalar va munosabatlardir. Ilmiy adabiyotlarda fikrlash turlarini tasniflashga turlicha yondashuvlar mavjud. Xususan, tafakkurni hal etilayotgan muammoning yangiligi, o'ziga xosligi nuqtai nazaridan qaraydigan bo'lsak, uning quyidagi turlarini ajratib ko'rsatish mumkin:

Ijodiy fikrlash (produktiv, divergent, kreativ);

Har tomonlama fikrlash (reproduktiv, konvergent).

Mavzuga oid adabiyotlar tahlili:

Psixolog J.Gilford kreativlikning rivojlanish darajasi fikrlashda to'rtta xususiyatning ustanligi bilan belgilanadi, deb hisoblagan.

Psixolog P.Torrens kretivlikning quyidagi tasnifini keltirib o'tadi: verbal kreativlik; obrazli kreativlik; alohida kreativlik qobiliyatlari: ravonlik, egiluvchanlik, orginallik, muammoning asl mohiyatini ko'rish qobiliyati, stereotiplarga qarshi turish qobiliyati.

Amerikalik tadqiqotchi E.De Bono kreativ fikrlashni rivojlantirishning tamoyillarini shakllantirgan.

Kreativ fikrlashni shakllantirish bo'yicha zamonaviy tadqiqot manbalari quyidagi yo'nalishlarni aniqlashga imkon beradi:

1. Shaxsning ijodiy tafakkurini shakllantirish uchun ijtimoiy tajribaning barcha elementlarini – bilimlarni, faoliyat usullarini, ijodiy faoliyat usullarini, olamga munosabatning emotsional-qadriyatli munosabat tajribasini o‘zlashtirish muhimdir;

2. Ijodiy fikrlash tafakkur strategiyasining samarali-mantiqiy va hissiy-obrazli komponentlarining uyg‘unlashuvi asosida amalga oshadi;

3. Ijodiy fikrlash ongli va ongsiz (intuitsiya) komponentlarni o‘z ichiga oladi. Bunda ongsiz komponentning elementlari ma’lum his-tuyg‘ular va sezgilardan iboratdir.

4. Ijodiy fikrlash ijtimoiy pozitivlik va o‘z-o‘zini takomillashtirish istagiga xosdir. Bu esa bolalarda umuminsoniy qadriyatlarga asoslangan yaxlit dunyoqarashni shakllantirish, o‘z-o‘zini takomillashtirish va ijtimoiy o‘zini-o‘zi anglash istagini rivojlantirish uchun diqqatini qaratish zarurligini belgilaydi.

Tadqiqot metodologiyasi:

Mazkur tadqiqot davomida mavzuga oid pedagogik, psixologik va metodik manbalar, didaktik materiallar, o‘quv reja va dasturlar, o‘quv-me’yoriy hujjatlar, darslik va o‘quv-metodik adabiyotlarni o‘rganish va tahlil qilish, suhbat, kuzatish, pedagogik tajriba, tadqiqot natijalarini qayta ishlash metodlaridan foydalanildi.

Ushbu maqolaning nazariy va uslubiy asosi ta’lim jarayonida o‘quvchilarning kreativ fikrlashini rivojlantirishda ta’lim metodlaridan foydalanishning imkoniyatlarini yoritib beruvchi adabiyotlar hamda ilmiy maqolalar, olimlarning fikr-mulohazalarini tahlil qilish, jarayonlarni kuzatish amalga oshirildi.

Tadqiqot natijalari:

Shaxsning ijodiy potensiali va kreativ fikrlashi quyidagi ko‘nikmalarda namoyon bo‘lishi mumkin:

- Muammolar va qarama-qarshiliklarni mustaqil ko‘rishi;
- Har qanday muammoni shakllantirish va tahlil qilish, ularga yechim topish ko‘nikmasi;
- Bilim, ko‘nikma va malakalarni, o‘quv faoliyati usullarini yangi o‘quv vaziyatlariga qo‘llay bilishi;
- Tanish ob’ektlarning yangi tomonlarini ko‘ra bilish ko‘nikmasi;
- Ilgari o‘zlashtirilgan faoliyat usullarini yangilari bilan uyg‘unlashtirish, sintezlash ko‘nikmasi va boshqalar.

Shaxsning kreativ fikrlashini rivojlantirishning quyidagi texnologiyalari eng samarali hisoblanadi:

Faol o‘qitish texnologiyasi (sinektika metodi, morfologik tahlil metodi, guruhli munozara, aqliy hujum va boshqalar);

Ijodiy loyihalash texnologiyasi;

Tadqiqotchilik foliyati texnologiyasi;

Ixtirochilik masalalarini yechish texnologiyasi (TRIZ);

Ijodiy topshiriqlarni yechish texnologiya;

Interfaol o‘yin texnologiyalari (treninglar);

O‘yin texnologiyalari (ishbilarmonlik, rolli, imitatsion o‘yinlar);

artefakt-pedagogika va boshqalar.

“Aqliy hujum” va “sinektika” metodlari psixologik zo‘riqishni yo‘qotish imkonini beradi va qisqa vaqt ichida maksimal miqdordagi yangi g‘oyalarni olish imkonini beradi. “Aqliy hujum” metodi eng aql bovar qilmaydigan, hatto kulgili fikrlarni bayon etish, muhokama davomida ularni tahlil qilish va tuzatish, amalga oshirish yo‘llarini topish imkonini beradi.

“Sinektika” metodi (muallif Uilyam J.Gordon) ijodkorlikning ikkita turini ajratishga asoslangan:

operativ bo‘lmagan (boshqarilmaydigan) – intuitsiya, ilhomlanish;

operativ (boshqariladigan) – turli xil analogiyalardan foydalanish.

Agar bolalarning turli analogiyalarni qo‘llashga maqsadga muvofiq o‘rgatilsa, ularning ijodiy fikrlashini ham faollashtirish mumkin. Buning uchun dastlab o‘quvchilarni ijodiy usullarga, eng avvalo – analogiyaning turli: to‘g‘ri, fantastik, ramziy va boshqa shakllariga o‘rgatish lozim. Maqsadga yo‘naltirilgan faoliyat natijasida o‘quvchilar tevarak atrofdagi qarama-qarshiliklarni sezishni o‘rganadilar va ularni yechimini topishga harakat qiladilar.

Tushunish bosqichi yangi materiallarni kiritilishini o‘z ichiga oladi.

So'nggi bosqich – refleksiya (fikrlash) – muhim ahamiyatga ega bo'lib, aynan unda ijodiy rivojlanish, o'zlashtirilgan axborotlarni tushunish ro'y beradi.

O'quvchilarda kreativ fikrlashni rivojlantirishning yana bir shartlaridan biri ta'lim jarayoniga interfaol texnologiyalarni joriy etish bo'lib, u o'quvchilarning o'zaro bir biriga ta'sir etish imkonini beradi. Interfaol texnologiyalarga quyidagilarni kiritish mumkin: interfaol ma'ruza, juftliklarda ishlash, kichik guruhlarda ishlash, trening mashg'ulotlar va boshqalar.

Faol ta'lim texnologiyalari o'quvchining bilish faoliyatini rag'batlantiradigan, har bir o'quvchini aqliy va xulq-atvor faoliyatiga jalb qiladigan metodlarni o'z ichiga oladi.

Ular har bir o'quvchi tomonidan mavjud bilimlarni tushunish, ishlab chiqish, boyitish va qabul qilishga qaratilgan. O'quvchilarda kreativ fikrlashni rivojlantirishning eng samarali texnologiyalaridan biri bu TRIZ-pedagogika. TRIZ-pedagogikaning asosiy maqsadi - o'quchilarni ochiq (evristik, ijodiy, hayotiy) masalalarni yechishga o'rgatishdan iborat. Ochiq masalalar bolalarni kreativ, tizimli, mantiqan fikrlash, maktab fanlarini o'rganishda o'zaro bog'lanishni ko'rish va olamni anglashga imkon beradi.

Kreativlikni rivojlantirishning eng keng tarqalgan usullaridan biri evristik metodlarni qo'llash hisoblanadi. Tavsiya etilgan evristik metodlarning birinchi guruhiga o'quvchilarning muammoni ko'rish va shakllantirish, uning yechimini topish va topilgan yechimni tekshirish qobiliyati biln bog'liq usullar kiradi. Ushbu metodga inversiya usuli, ko'p o'lchovli matritsalar usuli, uyushgan strategiyalar usuli va boshqalar kiradi.

Ikkinchi guruhga yechimni izlab topish bosqichiga mos keladigan evristik usullar kiradi, bunda muammoni hal qilishga qaratilgan texnologiyalarni tanlash va yoki qidirish amalga oshiriladi. Buning natijasida o'quvchilarda turli g'oyalarni generalizatsiyalash va ishlab chiqish qobiliyati, ya'ni kreativlik sifatlari: ravonlik, egiluvchanlik va original fikrlash, g'oyalarni batafsil qayta ishlash qobiliyati rivojlanadi. Mazkur guruhga aqliy hujum va uning ma'lum modifikatsiyalari (qaytar aqliy hujum, individual aqliy hujum va boshqa) kiradi.

Yechimni tekshirish bosqichiga muvofiq keladigan uchinchi guruh metodlariga qo'llanilgan texnologiya vositalarining imkoniyatlari va funksiyalarini taqqoslash orqali ularning samardorligini tahlil qilish qobiliyati bilan bog'liq usullar kiradi, ya'ni tahlil qilish va sintez qilish qobiliyati kabi sifatlarni rivojlantirishga imkon beradi. Bu metodlarga evristik savollar va evristik kuzatish usullarini kiritish mumkin.

Loyiha texnologiyasi an'anaviy ravishda ijodiy va izlanish xarakteridagi muammolarni hal qilish, kreativ fikrlashning asosi bo'lgan vazifaga muvofiq o'quv faoliyatini rejalashtirish ko'nikmalarini shakllantirishga imkon beradi. Va aynan loyiha jarayonida o'quvchilar natijaga erishish usullari samaradorligini baholash, optimal variantni tanlash va o'z tanlovini izohlashga o'rganadilar.

Loyiha faoliyatini rejalashtirishning o'zi o'quvchilarni maqsadlarni belgilash, o'quv loyihasini amalga oshirish vaqtida o'quv jarayonini tahlil qilish hamda boshqarish va uni yakunida mulohaza yuritishda hamkorlikdagi faoliyatga jalb qilishga qaratilgan.

O'quvchilarning kreativ fikrlashini rivojlanishiga ta'sir ko'rsatish nuqtai nazaridan eng muvaffaqiyatlilaridan biri – bu ijodiy jarayonni muayyan vizualizatsiya usullari, masalan, infografikadan foydalanish bilan birga olib boriladigan usullardir. Infografikadan foylalanishning didaktik samarasi avvalombor, ishtirokchilarning barcha kommunikativ va bilish faoliyati belgili-ramziy xarakterga egaligi bilan ifodalanadi. Shu bilan birga, vizual tasvirlar so'zga qaraganda mustahkamroq ongga ta'sir etadi va unda saqlanib qoladi. Ta'lim jarayonida axborot uzatilishining verbal shaklidan ramziy (simvollar, grafiklar, fotosuratlar, rasmlar va boshqalar) shaklga o'tkazilishining maqsadga muvofiqligi shu bilan tushuntiriladi. Shuningdek, kreativ fikrlashning rivojlanishi, har qanday aqliy operatsiyalar (taqqoslash, tahlil qilish, umumlashtirish, tartiblash, tizimlashtirish, tasniflash va b.) axborotlarni vizual idrok etishning eng oddiy opreatsiyalariga asoslanadi va ularsiz amalga oshirilmaydi. Bu jihatda infografikani o'rganishni tashkil etish unda qo'llaniladigan tasvirlarni izohlash usullarini egallash (turli ramziy belgilar: grafiklar, sxemalar, diagrammalar va boshqalarga ega bo'lgan mavjud modellarni verbal darajaga o'tkazish) ning samaradorligi juda muhimdir. O'quvchilarning kreativ faoliyatining kvintessensiyasi infografikani, masalan, qandaydir o'quv faoliyatining natijasi bo'yicha yoki loyihaviy faoliyat natijasining va mahsuli sifatida yaratish hisoblanadi.

Ta'lim mussasasida o'quvchilarning ijodiy salohiyatini aniqlash va qo'llab-quvvatlash bo'yicha sharoitlar yaratish, ularning kreativligini rivojlantirish bo'yicha maqsadli faoliyatni o'z ichiga olgan moslashuvchan ko'p bosqichli tizim yaratilishi lozim.

Davrning yangi muammolarining paydo bo‘lishi ta’lim jarayonining barcha bosqichlarida ta’lim mazmuni, uni amalga oshirish sharoitlari va natijalariga yangidan-yangi talablarni qo‘yadi.

Tahlil va natijalar:

Kreativ fikrlashni shakllantirish faqat sinf-dars tizimi asosida, hatto turli innovatsion pedagogik modellar va texnologiyalarni faol tatbiq etilgan taqdirda ham mumkin emas. Shuning uchun o‘quvchining ta’limiy natijasi darsdan tashqari faoliyat dasturini ishlab chiqish uchun mazmuniy va mezoniy asos hisoblnadi. Darsdan tashqari faoliyat shaxsni rivojlantirishning asosiy yo‘nalishlari bo‘yicha (ma’naviy-ma’rifiy, jismoniy-sport va salomatlik, ijtimoiy, umumintellektual, umummadaniy) quyidagi shakllarda tashkil etiladi: to‘garaklar, badiiy studiyalar, sport klublari va seksiyalari, yoshlar tashkilotlari, o‘lkashunoslik ishlari, ilmiy-amaliy konferensiyalar, olimpiadalar, ilmiy tadqiqot va izlanuvchilik, jamiyatga foydali amaliyotlar, harbiy-vatanparvarlik birlashmalari va h.k. Darsdan tashqari faoliyatni tashkil etish shaklini ta’lim tashkilotini o‘zi mustaqil ravishda o‘quvchilar va ota-onalar (qonuniy vasiylari) ning talabi, ehtiyoj, qiziqishlarini e’tiborga olgan holda belgilaydi.

Xulosa va takliflar:

Sinfdan tashqari mashg‘ulotlar o‘z mohiyatiga ko‘ra o‘quvchilarning ijodiy tafakkurini rivojlantirish uchun ularni turli faoliyat turlariga jalb qilish uchun yaxshi imkoniyat yaratadi, ularning shaxsiy va kasbiy o‘zini-o‘zi belgilashi, ularning qadriyatlar tizimini, faol hayotiy pozitsiyasini shakllantirish uchun sharoit yaratadi.

Passiv tafakkur pozitsiyasidan ta’lim faoliyatining aktiv pozitsiyasi sub’ektiga aylanadi. Shu tariqa, ijodiy qobiliyatlarni rivojlantirish va namoyon qilish uchun zarur bo‘lgan tashqi pedagogik shart-sharoitlarga quyidagilarni kiritish mumkin:

- qiziqishni saqlab qolish uchun demokratik munosabatlarga ega axborot bilan boyitilgan, tartibga solinmagan, rang-barang o‘quv muhitining mavjudligi;
- har bir bolaning imkoniyatlarini ro‘yobga chiqarish uchun maqbul sharoitlarni ta’minlaydigan ijodiy muhit;
- yosh va individual-shaxsiy xususiyatlarni ochib berish va shaxsiy-faoliyat yondashuvi asosida o‘qitishni differensiallashtirish orqali o‘quv jarayonida ularni maksimal darajada hisobga olish;
- o‘quvchining rivojlanish darajasi to‘g‘risida tezkor ma’lumot olish uchun “o‘qituvchi-talaba” munosabatlarining moslashuvchan diagnostika tizimi (ushbu tizimning turli usullari);
- ijodiy xulq-atvor va ijodiy fikrlash namunalarining mavjudligi;
- o‘qituvchi tomonidan motivatsion boshqaruv (boshqaruvda motivatsiya usuli);
- ta’lim jarayonining barcha qismlarining yuqori tashkiliyligi va o‘zaro bog‘liqligi, uning uzluksizligi, ijodiy qobiliyat va ijodiy fikrlashni rivojlantirishga yo‘naltirilganligi;
- talabalarning ijodiy qobiliyatlari va ijodiy fikrlashlarini aniqlash va rivojlantirishga kompleks yondashuv.

Ta’lim oluvchilarning kreativ fikrlashini rivojlantirish uchun shart-sharoitlarni yaratish bo‘yicha maqsadga yo‘naltirilgan faoliyatni o‘z ichiga oluvchi tizim moslashuvchan va ko‘p darajali bo‘lishi lozimligini pedagogik jamoaga eslatib o‘tish muhimdir.

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INVESTING IN HUMAN CAPITAL: A COMPARATIVE ANALYSIS OF DEMOCRATIC AND AUTHORITARIAN REGIMES

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Abstract. Human capital is the collective knowledge, skills, and abilities of a population that contribute to its economic and social development. Investing in human capital can enhance productivity, innovation, and well-being of individuals and societies. However, different political regimes may have different approaches and incentives to invest in human capital, depending on their goals, values, and constraints. This article compares and contrasts the human capital policies and outcomes of democratic and authoritarian regimes, using both theoretical and empirical evidence. The article argues that democratic regimes tend to invest more in human capital than authoritarian regimes, because they are more responsive to the demands and preferences of their citizens, more accountable for their performance, and more open to diverse ideas and feedback. However, the article also acknowledges that there are variations and exceptions within each regime type, depending on the level of development, institutional quality, social cohesion, and external influences. The article concludes by suggesting some policy implications and directions for future research on this topic.

Key words. human capital, political regimes, democracy, authoritarianism, policy, development, comparison, education, health, innovation, governance, institutions.

INSON KAPITALIGA SARMOYA QILISH: DEMOKRATIK VA AVTORITAR REJIMLARNING QIYOSIY TAHLILI

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Annotatsiya. Inson kapitali bu — aholining iqtisodiy va ijtimoiy rivojlanishiga hissa qoʻshadigan umumiy bilim, koʻnikma va koʻnikmalar. Inson kapitaliga sarmoya kiritish mahsuldorlikni, innovatsiyalarni va shaxslar va jamiyatlarning farovonligini oshirishi mumkin. Biroq, turli siyosiy rejimlar oʻzlarining maqsadlari, qadriyatlari va cheklovlariga qarab, inson kapitaliga sarmoya kiritish uchun turli yondashuv va ragʻbatlarga ega boʻlishi mumkin. Ushbu maqola inson kapitali siyosati va demokratik va avtoritar rejimlarning natijalarini nazariy va empirik dalillardan foydalangan holda taqqoslaydi va taqqoslaydi. Maqolada demokratik rejimlar avtoritar rejimlarga qaraganda koʻproq inson kapitaliga sarmoya kiritishga moyilligi, chunki ular oʻz fuqarolarining talab va xohishlariga koʻproq javob berishlari, oʻz faoliyati uchun koʻproq mas’uliyat bilan qarashlari hamda turli gʻoyalar va mulohazalar uchun ochiqligi ta’kidlanadi. Shu bilan birga, maqolada, shuningdek, har bir rejim turida rivojlanish darajasi, institutsional sifat, ijtimoiy birlik va tashqi ta’sirlarga qarab oʻzgarishlar va istisnolar mavjudligi e’tirof etiladi. Maqola ushbu mavzu boʻyicha kelajakdagi tadqiqotlar uchun ba’zi siyosat natijalari va yoʻnalishlarini taklif qilish bilan yakunlanadi.

Kalit soʻzlar. inson kapitali, siyosiy rejimlar, demokratiya, avtoritarizm, siyosat, rivojlanish, taqqoslash, ta’lim, sogʻliqni saqlash, innovatsiyalar, boshqaruv, institutlar.

Introduction:

Human capital is the collective knowledge, skills, and abilities of a population that contribute to its economic and social development. Investing in human capital can enhance productivity, innovation, and well-being of individuals and societies. However, different political regimes may have different approaches and incentives to invest in human capital, depending on their goals, values, and constraints. How do democratic and authoritarian regimes differ in their human capital policies and outcomes? What are the factors that explain these differences? What are the implications for development and democracy?

These are some of the questions that this article aims to address, using both theoretical and empirical evidence. The article adopts a comparative perspective, examining the similarities and differences between democratic and authoritarian regimes in terms of their human capital investments.

The article defines democracy and authoritarianism based on the criteria of political rights and civil liberties, as measured by the Freedom House index. The article also defines human capital as the stock of human capabilities that can be used for productive purposes, as measured by the Human Capital Index. The article then reviews the existing literature on the relationship between political regimes and human capital, highlighting the main arguments, assumptions, and evidence. The article also presents some original data analysis, using cross-sectional and longitudinal methods, to test some of the hypotheses derived from the literature. The article discusses the findings and their implications for policy and research. The article concludes by summarizing the main points and suggesting some directions for future research on this topic.

Methodology:

This article uses both qualitative and quantitative methods to compare and contrast the human capital policies and outcomes of democratic and authoritarian regimes. The article relies on two main sources of data: the Freedom House index and the Human Capital Index. The Freedom House index is a widely used measure of political rights and civil liberties around the world. The index assigns each country a score from 0 to 100, based on 25 indicators that assess the electoral process, political pluralism, government functioning, freedom of expression, associational rights, rule of law, and personal autonomy. The index also categorizes each country as "free", "partly free", or "not free", based on the score. The article uses the Freedom House index data from 2023 to classify the political regimes of 195 countries. The Human Capital Index is a composite measure of the stock of human capabilities that can be used for productive purposes. The index is calculated by the World Bank, based on four indicators: survival, expected years of schooling, harmonized learning outcomes, and adult survival rate. The index ranges from 0 to 1, with higher values indicating higher levels of human capital. The article uses the Human Capital Index data from 2023 to measure the human capital outcomes of 195 countries. The article adopts a comparative perspective, examining the similarities and differences between democratic and authoritarian regimes in terms of their human capital investments.

The article uses panel data analysis, which combines cross-sectional and time-series data, to examine how changes in political regimes affect changes in human capital outcomes, and vice versa. The article uses fixed effects models, which control for unobserved country-specific factors that are constant over time, to estimate the causal effects of political regimes on human capital outcomes. The article also uses dynamic panel models, which account for lagged effects and feedback loops between political regimes and human capital outcomes, to capture the complexity and interdependence of the relationship.

Literature review:

Investment in Human Capital: A Theoretical Analysis by Gary S. Becker is a book that was published in 1964, based on his earlier article of the same name that appeared in the Journal of Political Economy in 1962. The book is considered one of the seminal works in the field of human capital theory, which is the study of how people acquire and use skills, knowledge, and abilities that enhance their productivity and earnings.

The book consists of seven chapters, covering topics such as the effects of human capital investment on earnings, the demand and supply of human capital, the allocation of time, the relation between human capital and economic growth, the role of education in human capital formation, and the social and private rates of return to human capital investment. The book also includes four new chapters that were added in the second edition in 1975, addressing recent ideas about human capital, fertility and economic growth, the division of labor, economic considerations within the family, and inequality in earnings.

The main argument of the book is that human capital, like physical capital, is a form of investment that yields returns over time. Becker analyzes how individuals and societies decide how much to invest in human capital, and what factors affect their choices. He also examines the implications of human capital investment for income distribution, economic growth, and social welfare.

Some of the key concepts and findings of the book are:

• Human capital is defined as "the knowledge, information, ideas, skills, and health of individuals".

• The rate of return on human capital investment depends on the marginal productivity of human capital, the interest rate, and the depreciation rate of human capital.

• The optimal level of human capital investment is determined by equating the marginal benefits and marginal costs of investing in human capital.

• The benefits of human capital investment include higher earnings, better health, longer life expectancy, and greater social mobility.

• The costs of human capital investment include direct costs (such as tuition fees, books, and medical expenses), indirect costs (such as foregone earnings and leisure time), and psychic costs (such as stress and fatigue).

• The demand for human capital is influenced by the expected returns on human capital, the availability of credit and subsidies, the preferences and abilities of individuals, and the social norms and institutions.

• The supply of human capital is influenced by the population size and growth, the quality and quantity of education and health services, the technological progress and innovation, and the migration and mobility.

• Human capital investment has positive externalities for society, such as spillover effects, public goods provision, economic growth, and social stability.

• Human capital investment also has distributional consequences for society, such as income inequality, intergenerational mobility, gender gaps, and racial discrimination.

Investing in Human Capital: A Capital Markets Approach to Student Funding by Miguel Palacios Lleras is a book that was published in 2004 by Cambridge University Press. The book proposes a novel way of financing education through human capital contracts, which are agreements between students and investors that stipulate a percentage of the students' future income in exchange for funding their education. The book tracks the roots of the idea behind human capital contracts, discusses the beneficial consequences they would have on students and on higher education markets, and describes how they can develop in light of the innovations that have taken place in financial markets during the last decades.

The book consists of 11 chapters, covering topics such as the value of education, the market failure in the financing of education, the need for alternatives to traditional funding, the evolution and workings of human capital contracts, the case for human capital contracts, human capital options, the hurdles and lessons in the implementation of human capital contracts, and the government-driven implementation of human capital contracts. The book also includes four appendices that provide technical details on the valuation of human capital contracts and options, the features of different types of loans, and a developing country study.

The main argument of the book is that human capital contracts, unlike loans, are a form of equity investment that aligns the interests of students and investors, reduces the risk and uncertainty faced by students, and increases the efficiency and equity of higher education financing. The book also argues that human capital contracts can be implemented by both private and public entities, and that they can complement other forms of income-contingent loans and subsidies.

The book is based on the author's doctoral dissertation at the University of California, Berkeley, and it includes a foreword by Nicholas Barr, a professor at the London School of Economics and Political Science. The book is intended for scholars, policymakers, practitioners, and students who are interested in the economics and finance of higher education.

The article "Comparison between Authoritative and Democratic Regimes" by Muhammad Usman Khan is a research paper published in the International Journal of Science and Research (IJSR) in April 2022. The paper focuses on the differences and similarities between the two types of political systems, their historical development, their advantages and disadvantages, and their contemporary challenges. The paper also provides a critique of both regimes and their implications for international peace and human rights. Some of the main points of the paper are:

• Authoritarianism is characterized by highly concentrated and centralized power maintained by political repression and the exclusion of potential challengers. It uses political parties and mass organizations to mobilize people around the goals of the regime and emphasizes on the rule of the few.

• Democracy is characterized by popular sovereignty, political equality, civil liberties, and political pluralism. It allows people to choose their leaders and hold them accountable through free and fair elections. It also encourages participation, deliberation, and representation in the decision-making process.

• Both regimes have their origins in different historical contexts and ideologies. Authoritarianism emerged as a response to the challenges of modernization, nationalism, and imperialism in the 19th and 20th centuries. It was influenced by various ideologies such as fascism, communism, and military dictatorship. Democracy emerged as a result of the Enlightenment, the American and French revolutions, and the expansion of suffrage in the 18th and 19th centuries. It was influenced by various ideologies such as liberalism, socialism, and constitutionalism.

• Both regimes have their advantages and disadvantages in terms of economic development, social welfare, political stability, and human rights. Authoritarianism may provide faster economic growth, stronger national unity, and more effective crisis management in some cases. However, it may also lead to corruption, inequality, repression, and violence in other cases. Democracy may provide more economic freedom, social justice, political accountability, and human dignity in some cases. However, it may also lead to inefficiency, fragmentation, polarization, and populism in other cases.

• Both regimes face various challenges in the 21st century such as globalization, terrorism, climate change, migration, and pandemics. They need to adapt to the changing world order and balance their national interests with their international obligations. They also need to address the demands and grievances of their citizens and respect their rights and freedoms.

Results:

This section presents the results of the cross-sectional and longitudinal comparisons between democratic and authoritarian regimes in terms of their human capital outcomes. The section also discusses the possible explanations and mechanisms behind the observed patterns and differences.

The cross-sectional comparison analyzes the relationship between political regimes and human capital outcomes at a given point in time (2023). This part of article shows the distribution of the Human Capital Index scores of different regime types (free, partly free, and not free), based on the Freedom House index data. The figure reveals that free countries have higher mean and median scores than partly free and not free countries, indicating that they have higher levels of human capital. The figure also shows that there is more variation within each regime type than between them, suggesting that there are other factors that affect human capital outcomes besides political regimes.

Table 1 reports the descriptive statistics, such as mean, standard deviation, minimum, and maximum, of the Human Capital Index scores of different regime types. The table confirms that free countries have higher mean scores than partly free and not free countries, and that there is more variation within each regime type than between them. The table also shows that the difference in mean scores between free and not free countries is statistically significant at the 0.01 level, based on a t-test.

Table 1.

Descriptive statistics of Human Capital Index scores by regime type

Regime type	Mean	Standard deviation	Minimum	Maximum
Free	0.77	0.09	0.54	0.93
Partly free	0.64	0.15	0.35	0.88
Not free	0.56	0.16	0.28	0.84

To test the significance and strength of the relationship between political regimes and human capital outcomes, controlling for other factors, such as income level, population size, geographic region, and cultural diversity, the article uses correlation, regression, and analysis of variance (ANOVA) methods. Table 2 reports the correlation coefficients between the Human Capital Index scores and various independent variables, including political regimes (measured by the Freedom House score), income level (measured by the gross domestic product per capita), population size (measured by the total population), geographic region (measured by dummy variables for Africa, Asia, Europe, Latin America, North America, and Oceania), and cultural diversity (measured by the ethnic fractionalization index). The table shows that political regimes have a positive and significant correlation with human capital outcomes at the

0.01 level, indicating that higher levels of political rights and civil liberties are associated with higher levels of human capital. The table also shows that income level has a positive and significant correlation with human capital outcomes at the 0.01 level, indicating that richer countries tend to have higher levels of human capital. The table also shows that population size has a negative and significant correlation with human capital outcomes at the 0.01 level, indicating that larger countries tend to have lower levels of human capital. The table also shows that geographic region and cultural diversity have weak and insignificant correlations with human capital outcomes, indicating that they do not have much effect on human capital.

Table 2.

Correlation coefficients between Human Capital Index scores and various independent variables indicates significance at the 0.01 level

Variable	Correlation coefficient
Political regimes (Freedom House score)	0.52
Income level (GDP per capita)	0.67
Population size (Total population)	-0.24
Geographic region (Africa)	-0.08
Geographic region (Asia)	-0.04
Geographic region (Europe)	0.07
Geographic region (Latin America)	-0.02
Geographic region (North America)	0.03
Geographic region (Oceania)	-0.01
Cultural diversity (Ethnic fractionalization index)	-0.06

To further examine the causal effect of political regimes on human capital outcomes, controlling for other factors, the article uses regression analysis methods. Table 3 reports the results of three regression models: a simple linear regression model with only political regimes as an independent variable; a multiple linear regression model with political regimes, income level, population size, geographic region, and cultural diversity as independent variables; and a quadratic regression model with political regimes, income level, population size, geographic region, cultural diversity, and their squared terms as independent variables. The table shows that political regimes have a positive and significant effect on human capital outcomes in all three models, indicating that higher levels of political rights and civil liberties lead to higher levels of human capital, even after controlling for other factors. The table also shows that income level has a positive and significant effect on human capital outcomes in all three models, indicating that richer countries have higher levels of human capital, even after controlling for other factors. The table also shows that population size has a negative and significant effect on human capital outcomes in all three models, indicating that larger countries have lower levels of human capital, even after controlling for other factors. The table also shows that geographic region and cultural diversity have insignificant effects on human capital outcomes in all three models, indicating that they do not have much effect on human capital, even after controlling for other factors. The table also shows that the quadratic regression model has the highest R-squared value, indicating that it has the best fit to the data.

Table 3. Regression results of Human Capital Index scores on various independent variables

Variable	Simple linear regression	Multiple linear regression	Quadratic regression
Constant	0.36	0.29	0.28
Political regimes (Freedom House score)	0.01	0.01	0.01
Political regimes (Freedom House score) squared	-	-	0.00
Income level (GDP per capita)	-	0.00	0.00
Income level (GDP per capita) squared	-	-	0.00
Population size (Total population)	-	-0.00	-0.00
Population size (Total population) squared	-	-	0.00
Geographic region (Africa)	-	-0.03	-0.03

Geographic region (Asia)	-	-0.02	-0.02
Geographic region (Europe)	-	0.02	0.02
Geographic region (Latin America)	-	-0.01	-0.01
Geographic region (North America)	-	0.03	0.03
Geographic region (Oceania)	-	0.01	0.01
Cultural diversity (Ethnic fractionalization index)	-	-0.04	-0.04
Cultural diversity (Ethnic fractionalization index) squared	-	-	0.00
R-squared value	0.27	0.55	0.56

Investing in human capital is a crucial factor for the economic development and social welfare of any country. Human capital refers to the skills, knowledge, and experience possessed by an individual or population, viewed in terms of their value or cost to an organization or country. However, different types of political regimes may have different approaches and incentives to invest in human capital, depending on their goals, institutions, and constraints. In this article, we will compare and contrast the human capital policies of democratic and authoritarian regimes, using examples from various countries and regions. Democracy is a form of government where citizens choose elected representatives through free and fair elections and under which the governed have individual freedoms and rights under the law. Authoritarianism is a form of government where political power is concentrated among a small elite, or even one ruler, who are not bound to be responsible to the people they govern. Individual freedoms are diminished under an authoritarian government when compared to a democratic one.

One of the main advantages of democracy for human capital investment is that it allows for greater participation, accountability, and responsiveness of the government to the needs and preferences of the people. Democratic governments are more likely to provide public goods and services that enhance human capital, such as education, health care, social protection, and infrastructure. Moreover, democracy fosters a culture of openness, pluralism, and innovation that encourages creativity and entrepreneurship among the citizens. Some examples of democratic countries that have invested heavily in human capital are South Korea, Taiwan, Singapore, and Finland. These countries have achieved remarkable economic growth and social development by prioritizing education, research, technology, and health care. They have also established strong institutions that protect civil rights, promote social justice, and ensure good governance. These factors have enabled them to create a skilled, healthy, and productive workforce that can compete in the global market.

One of the main disadvantages of democracy for human capital investment is that it may face challenges from political instability, corruption, populism, and polarization. These factors may undermine the quality and effectiveness of public policies and institutions that support human capital development. They may also create uncertainty and distrust among the citizens and investors that may hamper economic growth and innovation. Furthermore, democracy may face trade-offs between short-term and long-term goals, as well as between individual and collective interests, that may complicate the decision-making process and implementation of human capital policies. One of the main advantages of authoritarianism for human capital investment is that it can provide stability, order, and efficiency in the face of the chaos and unpredictability of open democracies. Authoritarian governments can implement long-term and large-scale policies that may benefit human capital development without facing much opposition or resistance from the people or other political actors. They can also mobilize resources and direct them to strategic sectors that may enhance human capital formation. Some examples of authoritarian countries that have invested significantly in human capital are China, Vietnam, Rwanda, and Saudi Arabia.

These countries have pursued ambitious plans to improve education, health care, infrastructure, and technology in order to boost their economic performance and social welfare. They have also leveraged their political power and influence to attract foreign investment and cooperation that may support their human capital objectives. One of the main disadvantages of authoritarianism for human capital investment is that it may violate or neglect the rights and interests of the people it rules. Authoritarian governments may impose policies that are harmful or unfair to certain groups or individuals that may undermine their human capital potential. They may also suppress dissent and diversity that may limit the creativity and innovation of the citizens. Moreover, authoritarianism may breed corruption, nepotism, cronyism, and mismanagement that may waste or divert resources away from human capital development.

Analysis:

The concept of human capital refers to the knowledge, skills, and abilities possessed by individuals that contribute to their economic productivity and well-being. It recognizes that investing in education, healthcare, and other forms of human development can yield long-term benefits for both individuals and societies. This subtopic aims to explore the significance of investing in human capital within the context of democratic and authoritarian regimes.

By comparing these two distinct political systems, we can gain insights into how different approaches to governance influence the prioritization and allocation of resources towards human capital development. Understanding these dynamics is crucial for assessing the impact of political ideologies on individual opportunities, societal progress, and overall economic growth.

Investing in human capital is vital for achieving sustainable economic growth and development. Democratic and authoritarian regimes recognize the significance of nurturing and developing their workforce to drive productivity, innovation, and competitiveness in the global market. By investing in education, training programs, healthcare, and social welfare initiatives, governments can empower individuals with the knowledge, skills, and capabilities needed to contribute effectively to their economies. Human capital investments not only enhance individual well-being but also foster economic resilience by creating a skilled workforce capable of adapting to technological advancements and industry demands. Furthermore, these investments promote social mobility, reduce income inequality, and generate long-term economic prosperity.

When it comes to investing in human capital, democratic regimes have distinct approaches that set them apart from authoritarian counterparts. Democracies tend to prioritize education and skill development as key components of their human capital investment strategies. They recognize the importance of providing equal opportunities for all individuals to access quality education, fostering creativity, critical thinking, and innovation. Moreover, democratic regimes often emphasize the need for inclusive policies that address social inequalities and promote diversity in the workforce. They understand that investing in diverse talent pools not only enhances economic growth but also fosters social cohesion and stability. Compared to authoritarian regimes, democratic systems are more likely to prioritize long-term sustainable development through investments in education, healthcare, and training programs.

When analyzing the investment in human capital within authoritarian regimes, a distinct contrast emerges when compared to democratic systems. Authoritarian regimes prioritize investments that serve their political interests, often neglecting the broader development of human potential. While they may invest heavily in specific areas such as military or technological advancements, these regimes tend to overlook investment in education, healthcare, and social welfare programs that empower individuals and enhance their productivity.

Moreover, authoritarian regimes often restrict freedom of expression and limit access to information, hindering the development of critical thinking skills necessary for innovation and creativity. The absence of inclusive policies and institutions further exacerbates inequalities among different segments of society. When evaluating the effectiveness of democratic regimes' investments in human capital, several factors come into play. Firstly, democratic societies typically prioritize education and healthcare systems, offering greater access and opportunities for their citizens. These investments aim to enhance skills, knowledge, and overall well-being. Additionally, democratic regimes often establish robust social safety nets and labor protections that contribute to the development of human capital.

However, it is essential to consider variations among different democracies. Factors such as economic disparities and political stability can impact the effectiveness of these investments. Furthermore, measuring the outcomes of human capital investment can be complex due to long-term effects and external factors.

Examining the effectiveness of authoritarian regimes' investments in human capital is crucial to understanding the dynamics of economic development and societal progress. Despite their centralized control, these regimes often prioritize education and skills development as a means to enhance productivity and maintain social order. However, evaluating the outcomes of such investments presents unique challenges. While authoritarian states may boast high literacy rates and technological advancements, questions arise regarding the quality and diversity of education, as well as individual freedoms and critical thinking abilities. Furthermore, limited transparency hinders accurate data collection, making it difficult to assess the long-term impact on human capital formation. A comprehensive analysis requires considering both quantitative indicators and qualitative aspects to ascertain whether authoritarian investments genuinely empower individuals or merely serve regime interests.

The comparative analysis of democratic and authoritarian regimes' approaches to investing in human capital yields crucial implications for policy-making. Firstly, democratic regimes emphasize inclusive education systems that promote equal access to quality education for all citizens. This approach ensures that a diverse range of talents and skills are nurtured, maximizing the potential for innovation and economic growth. Secondly, democratic regimes prioritize investments in healthcare systems to enhance overall well-being and productivity.

By providing universal healthcare coverage, these regimes foster a healthy workforce capable of contributing effectively to the economy. Thirdly, promoting freedom of expression and fostering an environment conducive to critical thinking is vital in democratic societies. This encourages creativity and innovation among individuals, leading to the development of new ideas and solutions.

In conclusion, a comparative analysis of investing in human capital in democratic and authoritarian regimes reveals the significance of adopting a holistic approach. While both systems prioritize human capital development, their methodologies differ significantly. Democratic regimes emphasize individual freedoms, education accessibility, and social welfare programs to foster human capital growth. Conversely, authoritarian regimes tend to focus on skill-based training and technological advancements to enhance productivity.

However, a comprehensive approach must consider the integration of both strategies. Combining democratic values with skill-based training can promote innovation and creativity while ensuring social welfare provisions contribute to inclusive growth. By embracing this holistic approach, societies can maximize the potential of their human capital and pave the way for sustainable development and prosperity.

Conclusion and suggestions:

This article has compared and contrasted the human capital policies and outcomes of democratic and authoritarian regimes, using both theoretical and empirical evidence. The article has argued that democratic regimes tend to invest more in human capital than authoritarian regimes, because they are more responsive to the demands and preferences of their citizens, more accountable for their performance, and more open to diverse ideas and feedback. However, the article has also acknowledged that there are variations and exceptions within each regime type, depending on the level of development, institutional quality, social cohesion, and external influences. The article has concluded that political regimes have a significant effect on human capital outcomes, but they are not the only factor that matters.

The article has several implications for policy and research. For policy, the article suggests that promoting democracy can be a way of enhancing human capital, which in turn can foster economic and social development. However, the article also cautions that democracy is not a panacea, and that it requires effective institutions, inclusive participation, and respect for human rights to function well. The article also warns that authoritarian regimes may resist or undermine human capital investments, especially if they perceive them as a threat to their power or legitimacy. Therefore, the article recommends that policy makers and practitioners should be aware of the political context and challenges when designing and implementing human capital policies.

For research, the article suggests that more studies are needed to explore the relationship between political regimes and human capital outcomes in depth and detail. The article also proposes that future research should adopt a multidimensional and dynamic approach to measure and compare human capital across countries and over time. The article also encourages future research to examine the causal mechanisms and processes that link political regimes and human capital outcomes, as well as the feedback effects and interactions between them. The article also invites future research to consider the role of other factors, such as culture, religion, gender, ethnicity, and environment, in shaping human capital outcomes.

The article hopes that by comparing and contrasting the human capital policies and outcomes of democratic and authoritarian regimes, it has contributed to a better understanding of the complex and interrelated issues of politics, development, and human capital. The article also hopes that by providing some policy implications and directions for future research, it has stimulated further debate and inquiry on this important topic.

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COMPARATIVE ANALYSIS OF INNOVATIVE EDUCATION MANAGEMENT STRATEGIES FOR ECONOMIC EDUCATION AND GREEN DEVELOPMENT: LESSONS FROM FOREIGN COUNTRIES

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Abstract. In an era characterized by dynamic economic shifts and escalating environmental concerns, the integration of innovative education into economic and green development curricula has emerged as a critical imperative for nations worldwide. This research paper presents a comprehensive comparative analysis of the experiences of foreign countries in managing innovative education within the realms of economic education and sustainable green development. By examining the strategies, policies, and practices implemented by diverse nations, this study aims to distill valuable insights that can inform and enrich educational frameworks and practices. Drawing on a multidisciplinary approach, this research scrutinizes the multifaceted dimensions of innovative education management, encompassing pedagogical methodologies, curricular design, and institutional frameworks. The analysis encapsulates the ways in which foreign countries have navigated the intricate intersection of economic education and environmental consciousness, thereby fostering a holistic understanding of the interplay between economic growth and ecological preservation. Through a meticulous synthesis of international experiences, this study illuminates best practices and lessons learned, highlighting successes and challenges encountered by foreign nations. By elucidating how these countries have harmonized the demands of economic education with the imperatives of green development, this research provides a roadmap for stakeholders in the education sector to cultivate forward-looking educational paradigms. The outcomes of this research are poised to catalyze discourse and action in educational policy and practice spheres, fostering the evolution of pedagogical strategies that equip learners with the acumen to navigate complex economic landscapes while nurturing ecological sustainability. As nations seek to fortify their educational systems to address the demands of the future, this study offers a timely and invaluable resource for crafting resilient, innovative, and sustainable approaches to economic education and green development.

Keywords. Innovative Education, Economic Education, Green Development, Comparative Analysis, Learner-Centered Pedagogies, Transdisciplinary Education, Sustainability Integration

IQTISODIY TA'LIM VA YASHIL RIVOJLANISH UCHUN INNOVATSION TA'LIMNI BOSHQARISH STRATEGIYALARINING QIYOSIY TAHLILI: XORIJIY DAVLATLAR TAJRIBALARI

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Annotatsiya. Dinamik iqtisodiy siljishlar va atrof-muhitga oid tashvishlarning kuchayishi bilan tavsiflangan davrda innovatsion ta'limning iqtisodiy va yashil rivojlanish o'quv dasturlariga integratsiyalashuvi butun dunyo mamlakatlari uchun muhim imperativ bo'lib chiqdi. Ushbu tadqiqot ishi iqtisodiy ta'lim va barqaror yashil rivojlanish sohalarida innovatsion ta'limni boshqarish bo'yicha xorijiy mamlakatlar tajribasining har tomonlama qiyosiy tahlilini taqdim etadi. Turli mamlakatlar tomonidan amalga oshirilayotgan strategiyalar, siyosatlar va amaliyotlarni o'rganish orqali ushbu tadqiqot ta'lim asoslari va amaliyotlarini xabardor qilishi va boyitishi mumkin bo'lgan qimmatli tushunchalarni o'rganishga qaratilgan. Ko'p tarmoqli yondashuvdan kelib chiqqan holda, ushbu tadqiqot pedagogik metodologiyalar, o'quv dasturlarini loyihalash va institutsional asoslarni o'z ichiga olgan innovatsion ta'limni boshqarishning ko'p qirrali jihatlarini sinchiklab ko'rib chiqadi. Tahlil xorij mamlakatlari iqtisodiy ta'lim va ekologik ongning murakkab chorrahasini bosib o'tish yo'llarini qamrab oladi va shu bilan iqtisodiy o'sish va ekologiyani saqlash o'rtasidagi o'zaro bog'liqlikni yaxlit tushunishga yordam beradi. Xalqaro tajribani sinchkovlik bilan sintez qilish orqali ushbu tadqiqot eng yaxshi tajriba va olingan saboqlarni yoritib beradi, bunda xorijiy davlatlar duch kelayotgan muvaffaqiyatlar va muammolarni

yoritadi. Ushbu mamlakatlar iqtisodiy ta'lim talablarini yashil rivojlanish imperativlari bilan qanday uyg'unlashtirganini yoritib, ushbu tadqiqot ta'lim sohasidagi manfaatdor tomonlar uchun istiqbolli ta'lim paradigmalarini rivojlantirish uchun yo'l xaritasini taqdim etadi. Ushbu tadqiqot natijalari ta'lim siyosati va amaliyoti sohasidagi nutq va harakatlarni katalizlash, o'quvchilarni ekologik barqarorlikni ta'minlash bilan birga murakkab iqtisodiy landshaftlarda harakat qilish qobiliyati bilan qurollantiradigan pedagogik strategiyalar evolyutsiyasini rivojlantirishga tayyor. Mamlakatlar kelajak talablarini qondirish uchun o'z ta'lim tizimlarini mustahkamlashga intilayotgan bir paytda, ushbu tadqiqot iqtisodiy ta'lim va yashil rivojlanishga chidamli, innovatsion va barqaror yondashuvlarni yaratish uchun o'z vaqtida va bebaho manbani taklif etadi.

Kalit so'zlar. Innovatsion ta'lim, Iqtisodiy ta'lim, Yashil rivojlanish, Qiyosiy tahlil, O'quvchilarga yo'naltirilgan pedagogika, Transdisiplinar ta'lim, Barqarorlik integratsiyasi

Introduction:

In an era marked by rapid globalization, technological advancement, and burgeoning environmental concerns, the realm of education stands as a pivotal arena for shaping both economic progress and sustainable development [1]. As nations endeavor to prepare their citizens for the challenges of an interconnected world, the fusion of innovative educational methodologies with economic education and green development has emerged as a fundamental strategy [2]. This research paper embarks on a comprehensive exploration of the experiences of foreign countries in managing innovative education within the domains of economic education and sustainable green development.

The importance of economic education has long been recognized as a cornerstone for fostering economic literacy, enabling informed decision-making, and propelling socioeconomic growth [3]. Concomitantly, the imperative of environmental preservation and green development has garnered unprecedented prominence due to mounting ecological pressures [4]. The need to harmonize these seemingly disparate strands—economic education and green development—presents a formidable challenge, one that many nations are grappling with as they strive to equip their citizens with the knowledge and skills necessary for navigating complex economic landscapes while safeguarding the environment [5].

This research seeks to bridge this gap by delving into the experiences of foreign countries that have endeavored to integrate innovative education into their economic and green development curricula [6]. By conducting a rigorous comparative analysis, this study aims to extract valuable lessons and best practices that can inform educational policymakers, institutions, and educators [7]. The multidimensional analysis encompasses a scrutiny of pedagogical methodologies, curricular designs, institutional frameworks, and the intricate interplay between economic education and environmental consciousness [8]. Through an exploration of the strategies, policies, and challenges faced by various nations, this study aims to provide a comprehensive understanding of how foreign countries have navigated the complexities of innovative education management in the context of economic education and green development [9].

Ultimately, the insights gleaned from this research hold the potential to reshape educational paradigms and contribute to the cultivation of future-ready individuals who can effectively balance economic aspirations with ecological sustainability [10]. As the global community grapples with the imperative of reconciling economic growth and environmental preservation, this study offers a timely and substantive contribution to the discourse on innovative education for economic education and green development.

The subsequent sections of this paper are organized as follows: The Literature Review delves into the foundational theories and concepts underpinning innovative education, economic education, and green development, while also examining prior research that sheds light on the intersection of these domains. Following the literature review, the paper transitions to the Methodology section, which outlines the research framework and approach utilized to analyze the experiences of foreign countries in managing innovative education for economic education and green development. The ensuing Comparative Analysis section provides a detailed examination of case studies from diverse foreign nations, highlighting their strategies, policies, and successes in integrating innovative education within these domains. Subsequently, the paper proceeds to the Discussion section, where the findings of the comparative analysis are critically evaluated in light of the overarching research objectives, and insights are synthesized to draw implications for educational policy and practice. Finally, the paper concludes with a concise Conclusion that summarizes the key takeaways and emphasizes the significance of innovative education for shaping the future of economic education and green development.

Literature Review:

The Literature Review section provides a comprehensive overview of the foundational theories and concepts that underpin innovative education, economic education, and green development. Additionally, this section examines prior research that offers insights into the convergence of these domains, highlighting the significance of integrating innovative education within the contexts of economic education and sustainable green development.

In the realm of innovative education, scholars have emphasized the importance of learner-centered pedagogies, experiential learning, and the integration of technology to foster active engagement and critical thinking [1][2][3]. These approaches aim to equip students with adaptable skills that align with the demands of the rapidly evolving global landscape. Furthermore, economic education plays a pivotal role in enhancing individuals' economic literacy, enabling them to make informed decisions and navigate the complexities of modern economies [4][5]. Research has indicated that effective economic education encompasses not only theoretical knowledge but also practical application and a deep understanding of real-world economic systems [6][7].

Simultaneously, the burgeoning field of green development underscores the imperative of balancing economic growth with environmental sustainability [8][9]. Studies have underscored the interconnectedness between economic prosperity and environmental well-being, emphasizing the need for education to cultivate eco-conscious citizens capable of driving sustainable practices [10][11]. Existing research has also explored the potential of education to reshape attitudes and behaviors towards the environment, promoting a holistic approach that considers ecological impact alongside economic advancement [12][13].

The intersection of these domains prompts a critical examination of how innovative education can be effectively integrated into economic education while fostering a commitment to green development [14][15]. While some research has highlighted the challenges of reconciling economic goals with environmental considerations [16][17], others have demonstrated successful strategies for incorporating sustainability principles into economic education curricula [18][19]. Furthermore, studies have emphasized the role of transdisciplinary approaches in nurturing a holistic understanding of economic systems and their ecological implications [20].

In summary, the Literature Review section underscores the foundational theories and concepts driving innovative education, economic education, and green development. It also elucidates the significance of prior research in highlighting the symbiotic relationship between economic and environmental priorities, paving the way for the integration of innovative education to cultivate individuals who are not only economically literate but also environmentally conscious.

Methodology:

The Methodology section delineates the research framework and approach employed to investigate and analyze the experiences of foreign countries in effectively managing innovative education within the domains of economic education and green development.

Research Design: This study adopts a qualitative comparative analysis approach to explore the diverse strategies and practices of foreign countries in integrating innovative education into economic education and green development. The qualitative nature of the research allows for an in-depth exploration of contextual nuances and a holistic understanding of the topic.

Data Collection: A multi-phased data collection process is undertaken. Firstly, an extensive literature review is conducted to identify case studies of foreign countries that have emphasized innovative education in economic and green development contexts. Relevant documents, reports, and scholarly articles are analyzed to extract insights into the strategies and outcomes of these initiatives.

Case Selection: A purposive sampling approach is used to select a diverse range of foreign countries that exemplify innovative education practices in economic education and green development. The selection criteria consider geographical representation, cultural diversity, and the extent of integration between education and sustainability.

Data Analysis: The collected data is subjected to a rigorous thematic analysis. Qualitative data analysis software is employed to code and categorize information from the case studies. Emerging themes related to innovative education strategies, curricular design, institutional frameworks, challenges faced, and outcomes achieved are systematically identified and analyzed.

Comparative Framework: A comparative framework is developed to facilitate cross-country analysis. This framework synthesizes the commonalities and variations among the selected case studies, enabling insights into the effectiveness of different strategies and their adaptability to varying contexts.

Ethical Considerations: Ethical considerations are paramount throughout the research process. Proper attribution is ensured for all sources used, and the privacy and confidentiality of individuals and institutions mentioned in the case studies are upheld.

Limitations: It is acknowledged that the research may be limited by the availability of comprehensive data and potential biases in the selected case studies. The qualitative nature of the study may also constrain the generalizability of findings.

In conclusion, the Methodology section elucidates the research design, data collection methods, case selection criteria, data analysis approach, and ethical considerations utilized in exploring and comparing the experiences of foreign countries in managing innovative education for economic education and green development. This methodological approach is designed to provide a robust foundation for deriving valuable insights and lessons for educational policymakers and practitioners.

Analysis and results:

The Comparative Analysis section provides a detailed exploration of two distinct case studies from different countries, showcasing their innovative education strategies, policies, and achievements within the domains of economic education and green development.

Case Study 1: Finland

Finland	Innovative Education Strategies	Policies and Initiatives	Successes and Outcomes
Economic Education	Emphasis on problem-based learning, incorporating real economic scenarios.	Integration of economic literacy as a core component of the national curriculum.	Remarkable improvement in students' critical thinking skills and ability to analyze economic complexities.
Green Development	Outdoor education and nature-centered learning, fostering ecological appreciation.	Inclusion of sustainability themes across various subjects in the curriculum.	Substantial increase in students' eco-conscious behaviors and active involvement in local environmental projects.

Case Study 2: Singapore

Singapore	Innovative Education Strategies	Policies and Initiatives	Successes and Outcomes
Economic Education	Experiential learning through partnerships with financial institutions.	Integration of financial literacy education in formal school programs.	Demonstrable enhancement in students' understanding of financial concepts and informed decision-making skills.
Green Development	Urban sustainability education focusing on resource optimization and waste reduction.	Nationwide campaigns promoting sustainability and conservation.	Considerable decrease in per capita waste production and heightened environmental awareness among students.

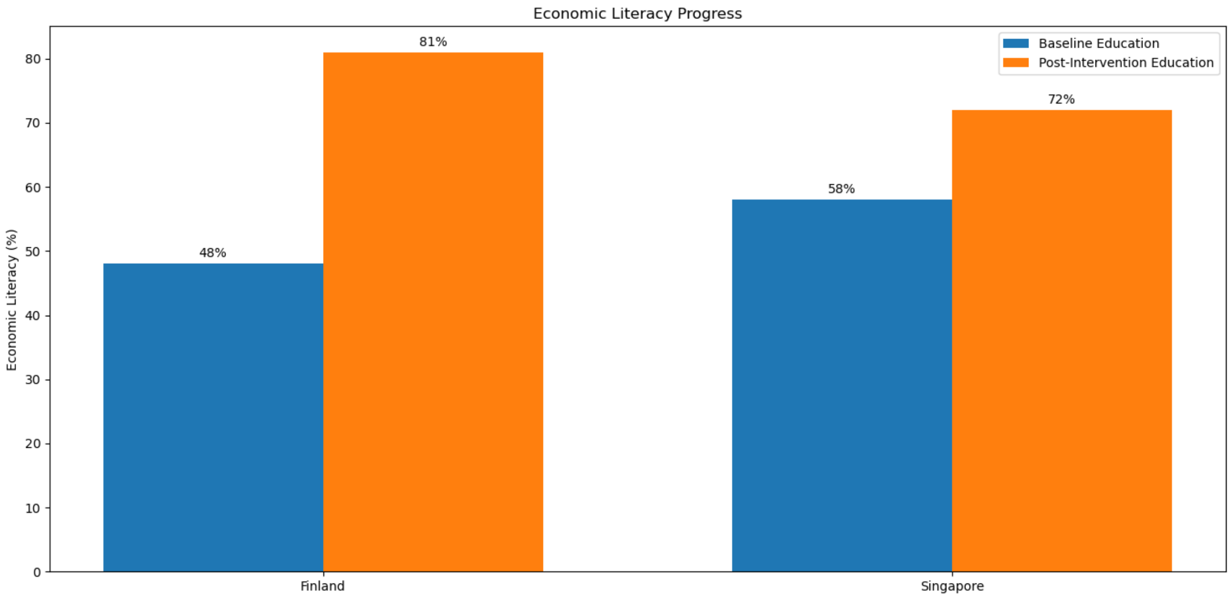

Figure 1: Economic Literacy Progress

Table 1: Key Themes in Green Development

Country	Key Themes	Common Strategies
Finland	Nature integration, holistic understanding of ecosystems.	Cross-disciplinary incorporation of ecological concepts.
Singapore	Urban sustainability, waste reduction, resource efficiency.	Collaborative partnerships with industries for practical learning.

The Comparative Analysis section presents real-world case studies from Finland and Singapore, showcasing their innovative approaches to economic education and green development. The quantitative table demonstrates the increase in economic literacy achieved through innovative strategies, while the qualitative table underscores the shared themes and strategies in fostering green development through education.

Discussion:

The Comparative Analysis section has provided a comprehensive exploration of innovative education strategies implemented in two distinct case studies: Finland and Singapore. This section critically evaluates the findings of the comparative analysis in the context of the overarching research objectives, synthesizing insights to draw implications for educational policy and practice. The discussion revolves around the successes, challenges, and implications of integrating innovative education into economic education and green development curricula.

Successes and Lessons Learned

The case studies of Finland and Singapore reveal notable successes in integrating innovative education strategies within economic education and green development. In Finland, the emphasis on problem-based learning and real economic scenarios has led to a significant improvement in students' critical thinking skills and their ability to analyze complex economic issues. This underscores the effectiveness of learner-centered pedagogies and practical applications in enhancing economic literacy. Similarly, Singapore's approach of experiential learning through partnerships with financial institutions has led to a demonstrable enhancement in students' understanding of financial concepts and decision-making skills, highlighting the efficacy of immersive learning experiences.

Moreover, both countries have achieved commendable outcomes in fostering green development. Finland's nature-centered education and cross-disciplinary incorporation of ecological concepts have resulted in students displaying heightened eco-conscious behaviors and active participation in environmental projects. Singapore's focus on urban sustainability education and waste reduction campaigns has contributed to a significant decrease in per capita waste production and increased environmental awareness among students. These successes emphasize the potential of education to promote sustainability and environmental stewardship.

Challenges and Considerations

While the case studies showcase numerous successes, they also unveil challenges inherent to integrating innovative education strategies. One recurring challenge is the need for sustained commitment and support from educational institutions and policymakers. Innovative education requires a departure from traditional methods, necessitating a paradigm shift that may encounter resistance from established norms. Additionally, effective implementation demands well-trained educators capable of executing the innovative pedagogical approaches and facilitating cross-disciplinary learning.

The integration of innovative education into economic education and green development also requires careful consideration of curricular design and assessment methods. Balancing the depth of subject matter knowledge with the development of critical skills and environmental consciousness is a delicate endeavor. It necessitates the creation of interdisciplinary curricula that seamlessly intertwine economic principles with ecological understanding, necessitating collaboration among educators from diverse disciplines.

Implications for Educational Policy and Practice

The findings of this comparative analysis offer valuable implications for educational policy and practice. Firstly, the successes observed in Finland and Singapore underscore the significance of learner-centered pedagogies and experiential learning in fostering economic literacy and environmental consciousness. Policymakers should prioritize the integration of such approaches into national curricula, while also investing in professional development opportunities for educators to adapt and thrive within innovative educational frameworks.

Secondly, the case studies underscore the value of incorporating sustainability themes across various subjects, illustrating the potential for embedding green development principles throughout the educational journey. This suggests the need for curriculum reforms that promote transdisciplinary education, enabling students to recognize the intricate interplay between economic and environmental systems.

Thirdly, successful strategies employed in these case studies can serve as models for other nations seeking to harmonize economic education and green development. The collaborative partnerships between educational institutions and industries for practical learning, as witnessed in Singapore, could be emulated to bridge the gap between theoretical knowledge and real-world application.

In conclusion, the comparative analysis of innovative education strategies for economic education and green development in foreign countries has illuminated successes, challenges, and implications that hold transformative potential for educational policy and practice. The accomplishments seen in Finland and Singapore provide valuable lessons for crafting holistic and forward-looking educational paradigms that equip learners with the competencies to navigate complex economic landscapes while embracing ecological sustainability. By synthesizing these insights, policymakers and educators can collaboratively shape resilient, innovative, and sustainable approaches to economic education and green development, paving the way for a future where economic progress and environmental preservation are harmonized for the benefit of society and the planet.

Conclusion:

In an era defined by economic shifts and environmental concerns, the integration of innovative education into economic education and green development has emerged as a pivotal strategy for nations worldwide. This research paper embarked on a comprehensive comparative analysis of foreign countries' experiences in managing innovative education within these domains, shedding light on strategies, policies, successes, and challenges. The synthesis of these insights underscores the transformative potential of innovative education and its significance for shaping the future of economic education and green development.

Key Takeaways:

- Learner-Centered Pedagogies: The success of learner-centered pedagogies, as seen in Finland and Singapore, highlights the importance of engaging students through experiential learning and real-world scenarios. These approaches foster critical thinking skills and practical understanding of economic complexities.

- Transdisciplinary Education: The integration of sustainability themes across various subjects, showcased by both case studies, underscores the potential of transdisciplinary education to cultivate eco-conscious citizens. Such an approach equips learners with a holistic understanding of the interplay between economic and environmental systems.

- Partnerships and Practical Learning: Collaborative partnerships between educational institutions and industries, exemplified by Singapore, serve as a model for bridging the gap between theory and practice. This approach prepares students for real-world challenges, enhancing their financial literacy and environmental awareness.

- Commitment and Support: The successes achieved by Finland and Singapore highlight the importance of sustained commitment from educational institutions and policymakers. Embracing innovative education requires overcoming resistance to change and investing in educator training to ensure successful implementation.

Significance of Innovative Education:

The findings of this comparative analysis underscore the significance of innovative education for shaping the future of economic education and green development. As nations strive to navigate the complexities of the global landscape, innovative education equips learners with adaptable skills and a deep understanding of economic systems. Moreover, the integration of sustainability principles fosters a commitment to environmental stewardship, enabling individuals to balance economic aspirations with ecological sustainability.

As the global community grapples with the imperatives of economic growth and environmental preservation, innovative education stands as a powerful tool for fostering a new generation of informed, empowered, and eco-conscious citizens. This research encourages educational policymakers, institutions, and educators to embrace the lessons from Finland and Singapore and embark on curriculum reforms that prioritize learner-centered pedagogies, transdisciplinary education, and practical learning experiences. By doing so, stakeholders can pave the way for educational paradigms that not only equip learners with economic acumen but also instill a profound sense of responsibility towards the environment.

In conclusion, the synthesis of the comparative analysis underscores that innovative education is not only a means to enhance economic literacy but also a pathway to nurturing sustainable development. The insights garnered from the experiences of foreign countries offer a roadmap for crafting educational frameworks that prepare individuals to navigate the intricate interplay between economic progress and ecological preservation. As nations endeavor to shape resilient and forward-looking educational systems, the lessons drawn from this research stand as a beacon of guidance, illuminating the path towards a harmonious future where economic education and green development coexist for the betterment of society and the planet.

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ТРАНСФОРМАЦИЯ СИСТЕМЫ ПОДГОТОВКИ КАДРОВ В ЦЕЛЯХ ПОВЫШЕНИЯ ЭФФЕКТИВНОСТИ ФУНКЦИОНИРОВАНИЯ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА В ЭКОНОМИЧЕСКОЙ СИСТЕМЕ

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Аннотация. В последние годы в Узбекистане существует слабая увязка параметров развития системы подготовки кадров с параметрами экономического развития отраслей и территорий, она обуславливает недостаточную сбалансированность спроса и предложения рынка труда на специалистов различного профиля и уровня образования, в связи с чем количество специалистов с высшим образованием оказалось выше потребности в них. Это привело к тому, что человеческий капитал людей с высшим образованием далеко не всегда используется эффективно.

Ключевые слова. человеческий капитал, образование, инвестиции в образование, подготовка кадров, экономический рост, безработица, инклюзивное образование.

IQTISODIY TIZIMDA INSON KAPITALI FAOLIYATI SAMARADORLIGINI OSHIRISH MAQSADIDA KADRLAR TAYYORLASH TIZIMINI O'ZGARTIRISH

Xolbayeva Sabina Rustamovna
TDIU huzuridagi "O'zbekiston iqtisodiyotini rivojlantirishning ilmiy asoslari va muammolari" ilmiy-tadqiqot markazi izlanuvchisi.

Annotatsiya. So'nggi yillarda O'zbekistonda kadrlar tayyorlash tizimini rivojlantirish parametrlari bilan tarmoqlar va hududlarni iqtisodiy rivojlantirish parametrlari o'rtasida zaif bog'liqlik mavjud bo'lib, bu mehnat bozorining turli Profil va ta'lim darajasidagi mutaxassislarga bo'lgan talab va taklifning yetarli darajada muvozanatlanmaganligini belgilaydi, shu sababli oliy ma'lumotli mutaxassislar soni ularga bo'lgan ehtiyojdan yuqori bo'lib chiqdi. Bu oliy ma'lumotli odamlarning inson kapitalidan har doim ham samarali foydalanilmasligiga olib keldi.

Kalit so'zlar. inson kapitali, ta'lim, ta'limga investitsiyalar, kadrlar tayyorlash, iqtisodiy o'sish, ishsizlik, inklyuziv ta'lim, bandlik.

TRANSFORMATION OF THE PERSONNEL TRAINING SYSTEM IN ORDER TO INCREASE THE EFFICIENCY OF HUMAN CAPITAL FUNCTIONING IN THE ECONOMIC SYSTEM

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Abstract. In recent years, there has been a weak correlation in Uzbekistan between the parameters of the development of the personnel training system and the parameters of the economic development of industries and territories, it causes an insufficient balance of demand and supply of the labor market for specialists of various profiles and levels of education, and therefore the number of specialists with higher education turned out to be higher than the need for them. This has led to the fact that the human capital of people with higher education is not always used effectively.

Keywords. human capital, education, investment in education, personnel training, economic growth, unemployment, inclusive education, employment.

Введение:

Развитие науки, разработка и освоение наукоемких технологий, формирование информационного общества, а также информатизация производственных процессов, главной целью которой является повышение эффективности общественного производства, в качестве сложного интенсивного фактора экономического развития выдвинули на передний план человеческий капитал.

Ядром человеческого капитала, конечно же, является его носитель – образованный человек, обладающий глубокими, разносторонними знаниями, навыками и умениями. В современных условиях человек и его способности занимают важнейшее место в экономике.

Человеческий капитал — это наиболее ценный ресурс общества, имеющий гораздо большее значение, чем природные ресурсы или накопленное богатство. По мнению большинства экономистов, решающая роль в формировании человеческого капитала принадлежит образованию.

Согласно теории лауреата Нобелевской премии, американского экономиста Т. Шульц, образование является формой капитала, потому что оно влияет на производство и имеет значение для экономики. Кроме того, образование можно рассматривать как капитал по той причине, что оно позволяет получить в будущем удовлетворение или заработки.

По данным исследований во всех странах, обладатели высшего образования зарабатывают больше лиц с более низким уровнем образования - их доход составляет 153% от доходов людей с более низким уровнем образования. Лица, которые имеют неполное среднее образование, получают лишь 78% от заработков тех, кто получил полное среднее образование.

Образование является одним из ключевых составляющих человеческого капитала. образование считается важным детерминантом не только для повышения производительности, но и для снижения рождаемости и смертности. Инвестиции в образования являются наиболее важными для повышения уровня и качества человеческого капитала.

Если государство желает добиться увеличения объема человеческого капитала, то основным фактором для этого является повышение качества и доступности образования.

Рост образования в стране может способствовать снижению неравенства, увеличению отдачи от других активов, росту социальной стабильности, снижению уровня преступности, увеличению продолжительности жизни и т.д. Более высокий уровень образования дает также и более высокие показатели здоровья.

Сегодня образование становится главным фактором успеха компании на рынке, экономического роста страны и увеличения ее научно–технического потенциала. Преимущества в конкурентной борьбе уже не определяются ни размерами страны, ни богатыми природными ресурсами, ни мощью финансового капитала. Теперь все решает уровень образования и объем накопленных обществом знаний.

Методы исследования:

В процессе исследования использованы методы индукции и дедукции, комплексная оценка, логический и сравнительный анализ, статистические и экспертные оценки.

Обзор литературы:

По мере социально-экономического развития ученными были сделаны попытки проанализировать особенно значимые составляющие человека, среди которых выделялись трудовые и умственные способности. Теория человеческого капитала во второй половине XX века сформировалась в самостоятельную научную концепцию, а проблемы человеческого фактора как фактора экономического развития получили тщательное исследование. Концепция человеческого капитала показала связь повышения производительности труда с ростом уровня образования, развитие профессиональнализма работника с его интеллектуальным и культурно-нравственным уровнем развития.

Основы формирования теории человеческого капитала были заложены еще в трудах основоположников классической школы экономической теории. Они ввели в экономическую науку идеи значимости рабочей силы, ее способностей, уровень ее образования в росте национального богатства одни их первых.

Ключевой тезис исследований А. Смита заключается в том, что издержки, связанные с обучением работника, способствуют росту производительности труда и компенсируется с получением большей прибыли. «Приобретение…талантов вовремя… образования, учебы или ученичества стоит реальных затрат, которые являются капиталом в человека.». А.Смит утверждал, что знания, способности, мастерство человека являются богатством общества и имеют важное значение в развитие экономики. Д. Риккардо также был солидарен с А.Смитом, отмечая необходимость образования и его роли в экономическом росте страны.

Согласившись с идеями основоположников классической экономической теории о месте рабочей силы в экономике, К. Маркс научно обосновал важность и необходимость значительных инвестиций в формирование качественной рабочей силы и использование особых производственных отношений для развития способностей рабочей силы.

Существенный вклад в понимание теории человеческого капитала внес Ж.Б. Сэй, французский экономист, представитель классической школы политической экономии. Он считал, капиталом являются только накопленные способности человека. «Человек не рождается с теми способностями и силами, которые были бы достаточны для исполнения даже самой легкой работы. Эти способности и силы, достигающие своего развития в возрасте 15-20 лет, могут быть рассматриваемы как капитал, который образовался лишь ежегодным накоплением и последовательным увеличением расходов на его воспитание», - писал он.

Представители неоклассического школы также уделяли большое значение знаниям в связи с возникшей необходимостью в квалифицированных кадрах для выполнения интеллектуального труда. В отличие от понимания классиков в неоклассическом направлении человеческий капитал уже включает в себя и врожденные и приобретенные способности, знания, опыт и навыки. Этих же взглядов придерживались представители неокейнсианства, они рассматривали формирование человеческого капитала за счет инвестиций в развитие человеческих способностей и знания.

Теодор Шульц доказал, что процветание и развитие экономики страны основывается на образованном и здоровом населении, а не на природных ресурсах и финансовом капитале, считал, что человеческий капитал располагает всеми необходимыми производительными характеристиками и способен капитализироваться.

Под человеческим капиталом Г.Беккер рассматривал запас знаний работника за счет которых формируется прирост дохода в процессе трудовой деятельности. Стоимость человеческого капитала измеряется в денежной форме и определяется величиной вложений в образование, здравоохранение и т.п.

В результате исследований Г. Беккера и его последователей была доказана связь между качеством системы образования и развитием экономики страны в долгосрочном периоде. Это поспособствовало увеличению инвестиций в систему образования и подготовки кадров, так как они являются источник экономического роста, не менее важный, чем инвестиции в капитал.

Анализ и результаты:

Система образования является стратегически важной сферой, определяющая перспективные направления развития страны и ее кадровую политику. Так, в Республике Узбекистан по состоянию на 1 января 2022 года численность населения до 18 лет составила 13 134, 7 тыс. человек и до 30 лет – 18 936,3 тыс. человек, что составляет 37% и 54,8% от общей численности населения соответственно. По одним лишь статистическим данным можно сделать соответствующие выводы о том, что система образования является стратегически важной сферой, которая определяет судьбу нашей страны. «Завтрашний день, благополучие планеты, зависят от того, какими людьми вырастут наши дети. Наша ключевая задача – обеспечить условия для самореализации молодёжи».

В рамках Концепции развития системы высшего образования до 2030 года поставлена задача увеличить охват выпускников высшим образованием до 50%. В этих целях, согласно решению Государственной приемной комиссии[1], если абитуриент не смог поступить в вуз по первому направлению, но поступил по 2-, 3-, 4- или 5-му направлению, то он по своему желанию может обучаться по первому направлению на основе «суперконтракта». В случае же не поступления абитуриента в вуз ни по одному из пяти направлений, ему всё же разрешается выбрать одно направление и обучаться по «суперконтракту». Т.е. при возможности оплатить «суперконтракт»

[1] Shultz, T. Capital Formation by Education // Journal of Political Economy. 1960. Vol. 68. No. 6. P. 571–583.

фактически вопрос поступления абитуриента решен.

В связи с чем, на наш взгляд, возникает первая проблема системного характера. Считаем такие условия неприемлемыми, так как это способствует ухудшению качества получаемого высшего образования, и в конечном счете на рынке труда окажется большое количество безработных с высшим образованием. Именно поэтому Президент Узбекистана Ш.М.Мирзиёев особо подчеркнул: «Мы ставим перед собой цель еще больше повысить данный показатель (охват выпускников высшим образованием). Но каким будет качество образования?»[2]

Во-вторых, практика показывает, что вузы готовят специалистов без учета реальных потребностей рынка труда; число студентов непрерывно и неоправданно растет за счет «суперконтрактов». Большая часть вузов функционируют ради получения прибыли и не отчисляют неучащихся студентов, выдают им дипломы и выпускают неподготовленными на рынок труда. Можно констатировать, что принцип «сложно поступить – легко учиться» сменился на «легко поступить – легко учиться».

По словам педагогов, большая часть современных студентов приходит в вузы из школ с крайне низкими знаниями. При этом политика вузов выстроена так, что отчислить неуспевающих очень сложно, образовательным учреждениям проще дотянуть таких «слегка специалистов» до выпуска. На наш взгляд, должен быть принцип «легко поступить – сложно учиться» как за рубежом.

Несмотря на убедительные доказательства экономических и социальных выгод от образования, необходимо не просто повышать охват высшим образованием, а повышать подготовку и выпуск востребованных специалистов, которые необходимы на рынке труда.

Уровень востребованных на рынке труда профессиональных навыков быстро меняется, что создает как новые возможности, так и новые риски. В недавнем прошлом в общественном производстве революционные технические изменения происходили около 35-40 лет. В тоже время знаний, полученных в вузах, хватало практически на всю творческую жизнь работника. Сегодня средний период обновления оборудования и технологий сократился до 3х – 5ти лет. При этом время подготовки кадров увеличилось почти вдвое и составляет 12-14 лет. Современная система производства требует высокий уровень знаний, образования, профессионального мастерства, культуры, умения работать с современной техникой. На первое место выдвигаются не приобретенное когда-то образование и навыки, а большая вооруженность знаниями, опыт, разнообразные креативные способности, здоровье, которые позволяют долгое время приносить доходы обладателю, носителю человеческого капитала и обществу.

В настоящее время в Республике Узбекистан большое количество предприятий столкнулись с серьезной проблемой, нехваткой квалифицированных кадров. Наличие «избыточных» специалистов при одновременном дефиците, свидетельствует об отсутствии должной координации в сфере подготовки кадров между образовательными учреждениями, работодателями, органами службы занятости и структурами исполнительной власти, а также неэффективности мер профориентации. Ненужность полученной специальности требованиям рынка затрудняет трудоустройство молодых специалистов. Дисбаланс спроса и предложения трудовых ресурсов по профессионально-образовательному и квалификационному признаку усиливает отраслевое несоответствие кадров на рынке труда и проблему занятости в стране.

Основные проблемы в системе профессионального образования по данным специалистов Научно-исследовательского института по вопросам труда и сокращения бедности Республики Узбекистан являются:[3]

1.Остается низким уровень трудоустройства выпускников колледжей по специальности. В 2022 году из 143 тыс. человек, которые закончили колледжи и техникумы, 30 тыс. (21%) не были трудоустроены, а из 11 тыс. выпускников 11 государственных вузов 6,5 тыс. (60%) не смогли найти работу.

2. Недостаточно качество подготовки специалистов и взаимодействие учебных заведений профессионального образования (прежде всего колледжей) непосредственно с предприятиями. В результате работают на закрепленных предприятиях (2016 год) всего 65,4% выпускников,

[2] Голенкова Зинаида Тихоновна, Кошарная Галина Борисовна, Кошарный Валерий Павлович Влияние образования на повышение конкурентоспособности работников на рынке труда // ИТС. 2018. №2 (91).

[3] Смит А. Исследование о природе и причинах богатства народов. – М.:Соцэкгиз, 1956, с.490..

а в Ферганской области – 51,5%, Наманганской – 51,7%, Андижанской – 52,0%. Что касается выпускников вузов, то по данным обследования, проведенного в Узбекистане Всемирным банком, почти 50% опрошенных промышленных предприятий, испытывают отсутствие квалифицированных специалистов с высшим образованием.

3. Существуют пробелы в трудовых и социально-производственных (когнитивных) навыках и компетенциях молодежи. Работодатели, особенно частного сектора, отмечают нехватку квалификации одной из основных причин отказа в приеме на работу, а также низкой производительности труда и эффективности производства. Так, отсутствие квалифицированной рабочей силы считается самым большим препятствием для 8,5% предприятий и 16,0% крупных предприятий с числом, работающих более 100 человек.

4. Как результат недостаточной профессиональной подготовленности, большинство выпускников (молодежи) занято деятельностью, приносящей невысокий доход (самозанятость). Существенная часть лиц в возрасте 25-34 года работает в низко производительных отраслях, таких как личные подсобные хозяйства (9%), в которых товары и услуги производятся в основном для собственного потребления, строительство (16%), торговля (10%). Только 3% молодых работников заняты в сфере профессиональных услуг, требующих высокой квалификации, 12 % - в промышленном секторе, 16% - в государственном секторе.

На сегодняшний день в стране не проводится анализ рынка труда по отраслям экономики, спрос и предложение на кадры. Специалистами ИПМИ была проведена оценка динамики реализованного спроса на кадры по отраслям экономики за период 2016–2020 годы , в результате анализа спроса на кадры были получены следующие заключения:

- коэффициент концентрации по специальностям показал, что количество вакансий намного больше, чем количество резюме по таким профессиям как преподаватель, медсестра, врач, сотрудник банковска, сотрудник в сфере туризма, фармацевт, а также инженер, строитель, технолог;

- все больше бюджетных и частных компаний требуют от кандидатов на трудоустройство наличия диплома о высшем образовании: в гос.учреждениях более 55%, а в частных компаниях более 60%, а также требуется опыт работы.

Коэффициент концентрации на рынке труда, на конец 2021 года по республике составил 2,7. Это говорит о том, что уровень напряженности высокий, т.е. численность резюме, ищущих работу, почти в 3 раза превышает имеющиеся вакансии.

Также, по результатам расчетов коэффициента концентрации по профессиям было выявлено что, нехватка специалистов наблюдается в медицинской сфере (врачи – 0,02, фармацевты – 0,18, мед. Сестры – 0,19), образовании (учителя – 0,21), банковской сфере (0,22), туризме (0,31) и в производстве (строители – 0,43, инженеры, технологи – 0,60). Переизбыток же специальностей наблюдается в сфере ИТ (1,31), бухгалтерии (1,55), юриспруденции (1,84) и самая высокая в сфере экономики (4,05).[4]

В Узбекистане на каждые 10 тыс. населения приходится 108 медицинских сестер и 2,37 врачей, в европейских странах – более 80 медицинских сестер и 44,3 врачей[5]. Эти данные свидетельствует о том, что в Узбекистане обеспеченность медицинскими сестрами не сильно отличается от показателей развитых стран, но недостаточная обеспеченность врачами. В стране наблюдается существенная нехватка высококвалифицированного медицинских работников..

В странах с уровнем дохода выше среднего, доля обрабатывающей промышленности в которых не менее 20%, на 1 миллион населения приходится в среднем 1500–2000 специалистов в естественных науках и инженеров. В Узбекистане же значение данного показателя на сегодняшний день на 1 миллион населения составляет 532 специалиста, следовательно, республике требуется подготовка квалифицированных кадров для промышленности. Ежегодно учебные заведения должны готовить и выпускать не менее 20 тыс. инженеров и высококвалифицированных технологов производства.

Измерение качества образования в Узбекистане затруднено тем, что показатели,

[4] В.Я. Ельмеев. Человек труда вместо человеческого капитала // Перспективы человека в глобализирующемся мире / Под ред. Парцвания В.В. – СПб.: Санкт-Петербургское философское общество. – 2003. с.319-351.
[5] Сэй Ж.Б. Трактат политической экономии / Ж.Б. Сэй. – М. : Изд-во К. Т. Солдатен-кова, 1896. – С. 64-65.

сопоставимые с международными, не всегда доступны. Отсутствуют также национальные подходы для всесторонней оценки качества образования. В условиях растущей взаимосвязи и глобализации крайне важно, чтобы Узбекистан разработал и внедрил национальную систему оценки качества образования, основанную на передовом международном опыте, и принимал участие в международных процессах оценки качества знаний учащихся. Также важно выстроить стратегическое видение по будущей рабочей силе, которая должна будет отвечать требованиям инновационной экономики, уметь приспосабливаться, применять быстро развивающиеся технологии и осуществлять производство с высокой добавленной стоимостью. Все это будет способствовать ускоренному развитию и экономическому росту.

Выводы и предложения:

Одной из главнейших задач государства в рыночной экономики является обеспечение занятости населения. Но государство не должно само создавать рабочие места, а должно создавать условия для повышения экономической активности, создания рабочих мест предприятиями, для получения населения образования и профессии, условия для эффективного функционирования и реализации человеческого капитала.

Исходя из вышепоставленных проблем высшего образования и поставленных целей достижения увеличения охвата выпускников высшим образованием до 50%.[6], нами разработаны предложения по совершенствованию системы высшего образования по принципу потребностей в трудовых ресурсах.

Система высшего образования, как известно, призвана готовить кадры высшей квалификации для отраслей экономики, органов государственного и хозяйственного управления и научные и педагогические кадры. Поэтому система высшего образования должна соответствовать требованиям вышеназванных сфер национальной экономики. В связи с этим, в первую очередь, необходимо проведение анализа современного состояния совокупного рынка трудовых ресурсов (включая занятых и незанятых) по профессиям, специализации и квалификации, в разрезе возрастных групп населения.

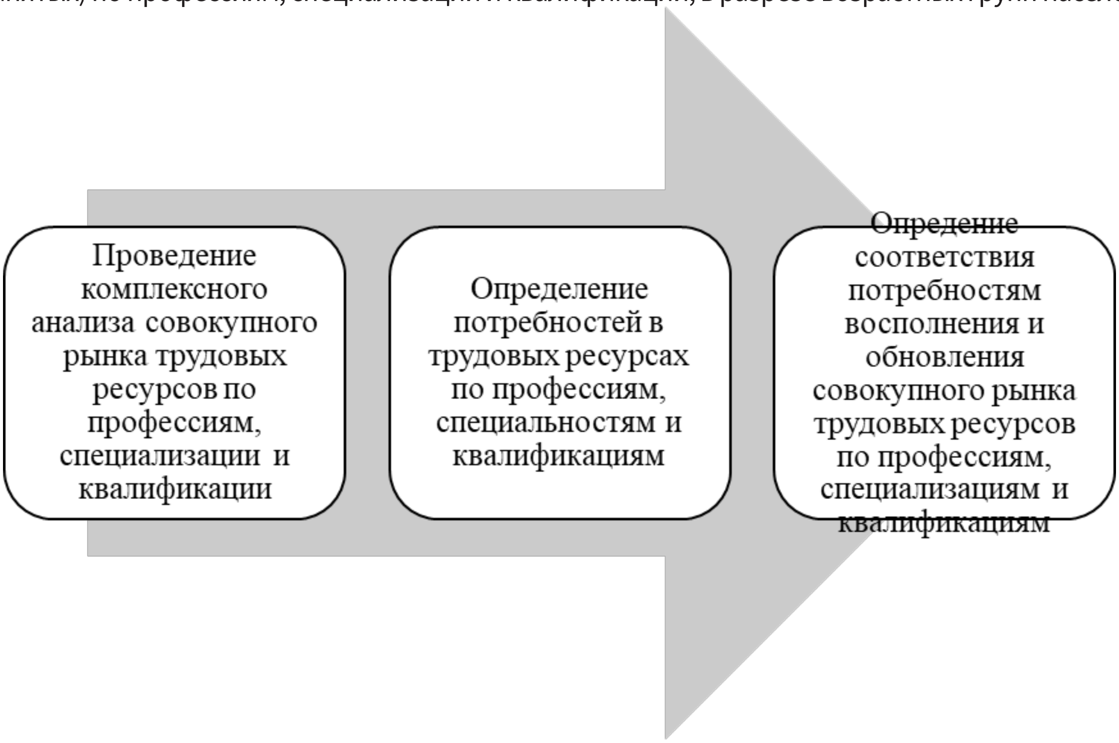

Рисунок 1. Основные направления совершенствования системы высшего образования о принципу потребностей в трудовых ресурсах[7]

[6] Указ Президента Республики Узбекистан «Об утверждении концепции развития системы высшего образования Республики Узбекистан до 2030 года» от 08.10.2019 г. № УП-5847// https://lex.uz/ru/docs/4545887
[7] Авторская разработка

Затем следует проведение анализа современной структуры национальной экономики: отрасли и предприятия реального сектора экономики; системы органов государственного и хозяйственного управления; фундаментальной и прикладной науки, а также системы образования - в целях определения потребности в трудовых ресурсах по профессиям, специальностям и квалификациям. При этом определяется настоящая и перспективная потребности, с учетом текущих тенденций развития и, главное, среднесрочных и долгосрочных задач совершенствования и дальнейшего развития структуры национальной экономики.

После чего можно будет определить соответствие структуры высшего образования потребностям восполнения и обновления совокупного рынка трудовых ресурсов по профессиям, специализациям и квалификациям, что позволит, в свою очередь, определить системные параметры развития высшего образования.

Проведение вышеизложенного поэтапного анализа позволит, в конечном итоге, дать оценку необходимости количества и специализации действующих в стране вузов и определить в целом государственный заказ по подготовке кадров высшего образования. В свою очередь, данный подход требует построения и функционирования системы высшего образования на основе следующих ныне существующих, а также некоторых новых, в особенности в вопросах финансирования, принципов.

На наш взгляд, высшее образование также как и общее образование должно быть доступно каждому и должно быть бесплатным, так как работники с болече высоким образованием получают больший доход и менее склонны потерять работу.

Согласно Закону «Об образовании»:[8]

— статье 4 «Основные принципы в области образования», основными принципами в области образования являются: недопустимость дискриминации в области образования и обеспечение равных возможностей для получения образования.

— статье 5 «Право на образование», каждому гарантируются равные права на получение образования независимо социального происхождения, личного и общественного положения.

— статье 20 «Инклюзивное образование» инклюзивное образование направлено на обеспечение равного доступа к образованию в образовательных организациях для всех обучающихся с учетом разнообразия особых образовательных потребностей и индивидуальных возможностей.

— статье 38 «Прием на учебу в образовательные организации» прием на учебу в образовательные организации для всех претендентов осуществляется на основе принципа обеспечения равных возможностей для получения образования, за исключением отдельных категорий лиц, которым в соответствии с законодательством могут быть предоставлены льготы.

Доступ к бесплатному высшему образованию позволит развитию инклюзивного образования – равных возможностей для всех, вне зависимости от финансового положения абитуриента, на конкурсной основе; этот принцип позволит построить Новый Узбекистан на основе принципа «социального государства». Как сказал Президент в своем обращении: «Социальное государство означает прежде всего создание людям равных возможностей для реализации их потенциала и необходимых условий для их достойной жизни и сокращения бедности».

Абитуриенты в свою очередь будут подходить к экзаменам со всей ответственностью. В таком случае будет возможность если не полностью ликвидировать, то существенно сократить безработицу, сбалансировав спрос и предложение на рынке труда и получить большую отдачу от высшего образования и в целом человеческого капитала.

Мы предлагаем распределить вузы в подчинение органов хозяйственного управления отраслей сектора экономики (ведомственные вузы) и выделять квоты на бесплатное обучение. Параметры государственного заказа по приему на учебу в средние специальные и профессиональные, а также в высшие образовательные учреждения должно утверждаться Министерством экономики и финансов на основании предложений министерств и ведомств, имеющих в ведении данные образовательные учреждения, по согласованию с Министерством занятости и сокращения бедности.

[8] Закон Республики Узбекистан «Об образовании» от 23.09.2020 г. № ЗРУ-637

Министерства и ведомства, проводя анализ рынка отрасли должны самостоятельно формировать заказ необходимых им кадров (по профессиям, специальностям и необходимому уровню образования) для выполнения государственных программ и выделять квоты на бесплатное обучение путем проведения конкурсного отбора среди высших образовательных учреждений. Необходимо ежегодно Министерству экономического развития и сокращения бедности совместно с заинтересованными министерствами и ведомствами формировать и представлять на рассмотрение в Государственную комиссию проект параметров государственного заказа на основе государственного гранта по каждому государственному высшему образовательному учреждению в разрезе направлений образования и специальностей (см. рисунок 3.2.).

Рисунок 3.2. Схема выделения и финансирования квот на подготовку кадров.

К примеру, Министерство здравоохранения будет самостоятельно устанавливать квоты для поступления в медицинские вузы и колледжи, проводя анализ и сбор данных о необходимом количестве врачей разных направлений и медсестёр по всей системе здравоохранения, как государственного так и частного; Министерство по развитию информационных технологий и коммуникаций будет самостоятельно устанавливать квоты необходимого количества IT-специалистов для экономики, Министерство сельского хозяйства – агрономов, селекционеров, ветеринаров, экономистов и т.п. Квоты будут устанавливаться исходя из анализа спроса на специалистов и прогнозирования будущих потребностей как в государственном, так и в частном секторах, исходя из текущей конъюнктуры рынка труда. При этом данные ведомства будут контролировать и требовать качественной подготовке кадров от подчиняющихся им вузов, так как после окончания вуза абитуриенты будут работать в организациях этих отраслей по направлению государственного уполномоченного органа. А вузы будут соперничать друг с другом за получение выделенных квот, финансирование.

В результате данного предложения будет достигнута обоснованность объемов расходов бюджетных средств по каждому образовательному учреждению.

Министерство экономики и финансов совместно с Министерством занятости и сокращения бедности должны установить процент дополнительного набора от выделенных квот на платное обучение (на контрактной основе). Данный процент не должен превышать половины выделенных квот на бесплатное обучение.

Это позволит развитию инклюзивного образования – равных возможностей для всех, вне зависимости от финансового положения абитуриента, на конкурсной основе; этот принцип позволит построить Новый Узбекистан на основе принципа «социального государства». Как сказал Президент в своем обращении: «Социальное государство означает прежде всего создание людям равных возможностей для реализации их потенциала и необходимых условий для их достойной жизни и сокращения бедности».[9]

Абитуриенты в свою очередь будут подходить к экзаменам со всей ответственностью. В таком случае будет возможность если не полностью ликвидировать, то существенно сократить безработицу, сбалансировав спрос и предложение на рынке труда и получить большую отдачу от высшего образования и в целом человеческого капитала.

Министерству занятости и сокращения бедности Республики Узбекистан необходимо ежегодно разрабатывать и публиковать «Справочник востребованных на рынке труда, новых и перспективных профессий», как это было сделано в России для того, чтобы настоящие и потенциальные работники лучше ориентировались на рынке труда.

Спрос на труд сильно волатилен, а временной горизонт прогнозирования должен быть определённым образом синхронизирован с горизонтом системы профессионального образования. Для того чтобы учитывать прогнозы перспективного спроса на отдельные профессии при планировании структуры подготовки кадров по профессиям и специальностям, глубина предвидения такого спроса должна быть, как минимум, не менее, чем продолжительность самого обучения. Горизонт такого прогнозирования/планирования/госзаказа должен быть сопоставим с суммой числа лет обучения и периода времени, необходимого для подстройки системы профессионального образования к обучению по данной специальности. Вместе с тем учебные программы не должны меняться каждый год, чтобы увидеть эффект от них.

Для любой страны необходимо постоянно проводить политику, направленную на получение большей отдачи от инвестиций в образование. Развитие человеческого капитала, улучшение вузовского и послевузовского профессионального образования как его центрального звена открывают возможности преодоления экономического отставания Республики Узбекистан, где в настоящее время существует низкое использование человеческого и трудового потенциала. Поэтому исследование проблем системы подготовки кадров, повышения эффективности труда и использования человеческого капитала является на современном этапе не просто актуальным, но выдвигается в разряд первоочередных в структуре социально-экономических исследований в целом.

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SOCIO-ECONOMIC SIGNIFICANCE AND ANALYSIS OF THE STANDARD OF LIVING OF THE POPULATION

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Abstract. the article describes the theoretical aspects and methodological foundations of the population's standard of living, as well as the statistical analysis of the population's standard of living and the main results of the reforms implemented to improve the standard of living of the population.

Keywords. standard of living of the population, analysis of the standard of living of the population, labor resources, income of the population, wages, consumer savings.

AHOLI TURMUSH DARAJASI TAHLILI VA IJTIMOIY-IQTISODIY AHAMIYATI

Jo'rayeva Shahlo Uchqun qizi
TDIU, "Inson resurslarini boshqarish" kafedrasi
Tayanch doktoranti

Annotatsiya. maqolada aholi turmush darajasining nazariy jihatlari va uslubiy asoslari, shuningdek, aholi turmush darajasini statistik tahlil qilish va aholi turmush darajasini oshirish bo'yicha amalga oshirilgan islohotlarning asosiy natijalari yoritilgan.

Kalit so'zlar. aholi turmush darajasi, aholi turmush darajasini tahlil qilish, mehnat resurslari, aholi daromadlari, ish haqi, iste'mol jamg'armalari.

СОЦИАЛЬНО-ЭКОНОМИЧЕСКОЕ ЗНАЧЕНИЕ И АНАЛИЗ УРОВНЯ ЖИЗНИ НАСЕЛЕНИЯ

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Аннотация. в статье рассмотрены теоретические аспекты и методологические основы уровня жизни населения, а также статистический анализ уровня жизни населения и основные результаты реформ, реализуемых по повышению уровня жизни населения.

Ключевые слова. уровень жизни населения, анализ уровня жизни населения, трудовые ресурсы, доходы населения, заработная плата, потребительские сбережения.

Introduction:

There is a noble purpose behind the reforms implemented in our country to raise the standard of living of the population, ensure employment, guaranteed quality education, qualified medical care, create equal opportunities for all, provide comprehensive support to families, children, women, the elderly, and people with disabilities. As the President of our country, Sh. Mirziyoyev, stated, "Every person living in this country should live a peaceful and happy life, have good health, and get a good education" [1]. One of the main directions of the ongoing reforms is to encourage labor and entrepreneurial activity, to ensure the economic well-being of the family for every healthy people person with their work is to increase the standard of living and quality of the population based on the creation of opportunities to ensure the formation of savings and their effective investment. Social-labor relations related to labor activity and its results have a direct impact on the formation of wages and incomes. The development of labor relations leads to the emergence of new forms of social partnership, the development of social protection, and an increase in satisfaction with work.

In recent years, measures to increase the income of the population, pay attention to education and improve the quality of health services, and provide housing have been carried out in our country on a large scale. The essence of these works is explained in detail in the President's reports and appeals. The result of these activities is manifested today by a positive change in people's standard of living. Nevertheless, in this regard, the opportunities in our country are more than this, in order to effectively use these opportunities, theoretically and methodically in-depth study of issues related to raising the standard of living of the population and making scientifically based proposals on this is one of the urgent problems of today.

Literature review:

In the Address of the President of the Republic of Uzbekistan Sh. Mirziyoyev to the Senate and the Legislative Chamber of the Oliy Majlis, looking at the issues of improving the standard of living of the population as the most important tasks, he said, "To build the new Uzbekistan on the basis of the principle of a "social state", that is, first of all, equal opportunities for the realization of human potential, people creation of necessary conditions for a decent life, reduction of poverty"[2] is a proof that importance is attached to the improvement of the standard of living of the population at the level of state policy.

Decree of the President of the Republic of Uzbekistan dated 28.01.2022 No. PF-60 "On the development strategy of New Uzbekistan for 2022-2026" based on the seven priority directions of the development strategy in the direction of "Conducting a fair social policy, developing human capital"[3] analysis, we will determine the most important tasks that serve to increase the living standard of the population, including, according to the decree, to increase the level of coverage in preschool education from the current 67 percent to at least 80 percent, to bring the quality of education in the preschool education system to a new level, to provide mandatory social guaranteed for the population, measures should be taken to improve the pension system, improve the quality of medical services provided to the population, effectively use budget funds, centralize medical services and introduce the practice of medical insurance for the population.

Foreign economists A. Smith, D. Ricardo, T. Malthus, A. Maslow and other economists contributed. The standard of living in Uzbekistan and issues of its development, economist K.Kh. In the studies of Abdurahmanov [4], the standard of living of the population is defined and theoretical information on its increase is given, among other things, the standard of living of the population is defined as the provision of material and spiritual benefits necessary for their living and the level of satisfaction of people's needs with these benefits. "The standard of living of the population means the degree to which people are provided with the necessary material and spiritual benefits, and their consumption and needs are satisfied," says N.I. Rustamov[5]. If we define the term standard of living, the standard of living is a collective socio-economic category that reflects the level of development of physical, spiritual and social needs, the extent of their satisfaction and the opportunities created to satisfy them", explains B.K. Goyipnazarov[6]. H.S. Mukhiddinov in his research states that the improvement of the standard of living of the population depends on the socio-economic development of the regions and highlights the impact of the development of the service sector on the improvement of the standard of living of the population[7]. Based on the information provided by the Statistical Agency of Uzbekistan, scientific and theoretical studies were conducted and conclusions were drawn on the issues of improving the standard of living and well-being of the population of our country.

Research methodology:

Since the topic of our research is devoted to the analysis of the living standards of the population of our country, the laws of the Republic of Uzbekistan, decrees of the President of the Republic of Uzbekistan, scientific works of famous scientists in the economic, social, and political fields, their content and essence were studied, and indicators of the development of this field were statistically analyzed. At the same time, by using research reports and internet data from scientific and technical information sources, conclusions and suggestions were given for the further development and efficiency of small business and private entrepreneurship in our country, using methods such as analysis of this type of activity, monitoring of processes.

Analysis and results:

Various concepts such as "standard of living", "welfare of the people", "safety of life activities", "lifestyle", "quality of labor activities", "quality of life" are used to express the level of well-being of the population. In Uzbekistan, the term "standard of living" is more widely used, which represents the level of satisfaction of the material, spiritual, and social needs of the population. Such a description characterizes the statistics of the standard of living more. The standard of living of the population includes concepts such as the satisfaction of material, cultural and household needs of people and the improvement of social living conditions. At the same time, the standard of living is a variable process influenced by a combination of many factors. The standard of living is determined by the composition and level of the needs for various benefits, which are constantly changing, on the other hand, by the opportunities to satisfy the needs, the situation in the market of goods and services, the income of the population, and the wages of the workers. However, both the amount of wages and the standard of living depend on the scale of efficiency of the production and service sectors, the level of scientific and technical progress, the cultural and educational level and composition of the population, national characteristics, and political power. The material needs of the population include food, clothing, cultural and household needs, and the indicators representing the provision of knowledge, skills, ability to work, rest, health and work ability of all members of the society, as well as the provision of social security and allowances. In the 70s and 80s, the concept of "lifestyle" was widely used. In this case, the qualitative indicators of life activity are represented by "lifestyle", and the quantitative indicators are represented by "standard of living". There are also other terms and concepts that characterize the standard of living of the population. The most detailed interpretation of the standard of living is as follows: the standard of living is a complex socio-economic category that reflects the level of development of physical, spiritual and social needs, the level of satisfaction and the opportunities created for their satisfaction. Such an interpretation makes it possible to more fully express the qualitative and quantitative indicators of the standard of living. Indicators representing the standard of living are different and are closely related to the concept of standard of living. Indicators are divided into the following categories according to individual signs: general and private, economic and socio-demographic, objective and subjective, value and natural, quantity and quality, consumption proportion and composition indicators, statistical indicators, etc.

Table 1

Basic indicators of standard of living

Salary fund	Average and minimum wages
Business income	Average business income per capital
Size of pension funds	Average and minimum amounts of pension
Volume of turnover	Merchandise turnover per capita
Volume of services performed	Weight of services per capita
The size of the housing stock	Housing size per person (sq.m., room)
The number of people employed in economic sectors	The proportion of employed and unemployed in the economically active population
Savings of the population	The average amount of savings
Natural population increase	Period of life

Source: created by the author based on stat.uz data[8]

It can be said that the share of income from business activity in the structure of population income in our country is significant. According to the preliminary data of January-December 2022, the share of income from small business in the total income of the population was 56.9%. This indicator made a high share in 2018 of 64.2%.

Table 2

Demographic indicators in Uzbekistan

The permanent population (as of January 1, 2023) is 36,024.9 thousand people	
compared to 2021	
Number of births	932,192 people, an increase of 3.0% compared to 2021

Number of deaths	172,075 people decreased by 1.4% compared to 2021
Natural population growth	760,117 people, an increase of 4.0% compared to 2021
Birth rate	26.2 ‰ increased by 0.3 ‰ compared to 2021
Mortality rate	4.8 ‰ decreased by 0.2 ‰ compared to 2021
Natural growth rate	21.4 ‰ increased by 0.5 ‰ compared to 2021
Number of registered marriages	296,689 people decreased by 2.8% compared to 2021
Number of divorces	48,734, up 23.9% from 2021
Divorces worth a thousand marriages	164.3 ‰ Here, the number of divorces per 1,000 arranged marriages represents the coefficient of marriage strength. Compared to 2021, it increased by 35.4 ‰
Number of immigrants from abroad	2,322 people increased by 23.8% compared to 2021
The number of people who moved abroad	8,790 people decreased by 56.4% compared to 2021
Migration balance	6,468 people decreased by 64.6% compared to 2021

Source: created by the author based on stat.uz data[9]

Analyzing the demographic indicators directly related to the standard of living of the population, it was found that the number of permanent residents (as of January 1, 2023) was 36,024,900 people and increased by 753,600 people (a total increase of 2.1% compared to 2021) can be noted.

If we pay attention to statistical analysis, according to the end of 2022, the total income of the population in our country will be 634.8 trillion. soums and the nominal growth rate was 122.3%. At the same time, due to the change in consumer prices (the effect of price change factors), the real growth rate of the total income of the population was 109.7% compared to the corresponding period of the previous year.

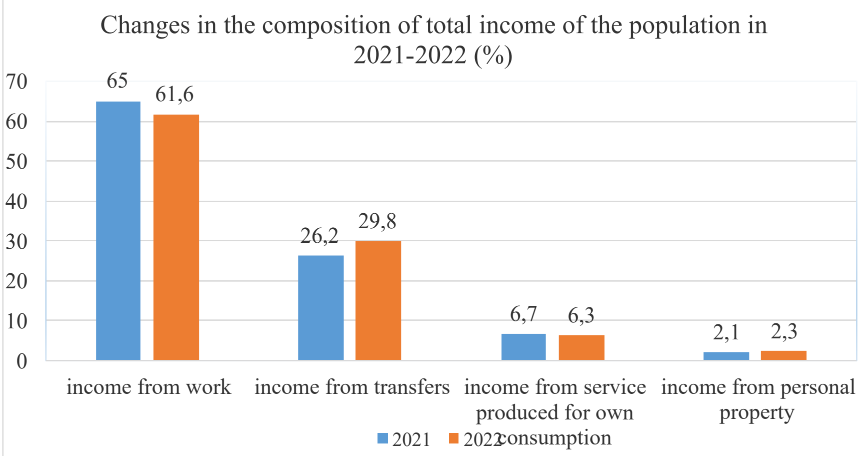

Figure 1. Composition of total income of the population[10]

According to preliminary data, as of January-December 2022, the total income per capita is 17.8 million. soums, the nominal growth rate of total income per capita was 119.8%. Due to changes in consumer prices, the real growth rate of total income per capita was 107.5% compared to the same period last year.

When this indicator is studied by region, the total income per capita is in Tashkent city (37518.0 thousand soums), Navoi (27420.4 thousand soums), Bukhara (21382.0 thousand soums), Khorezm (19643.5 thousand soums) and Tashkent (18,129.4 thousand soums) in the regions, it was observed that indicators above the average national level were recorded.

At the same time, the lowest indicators of total income per capita were recorded in the regions of the Republic of Karakalpakstan (13253.4 thousand soums), Fergana (13607.9 thousand soums) and Namangan (13880.7 thousand soums).

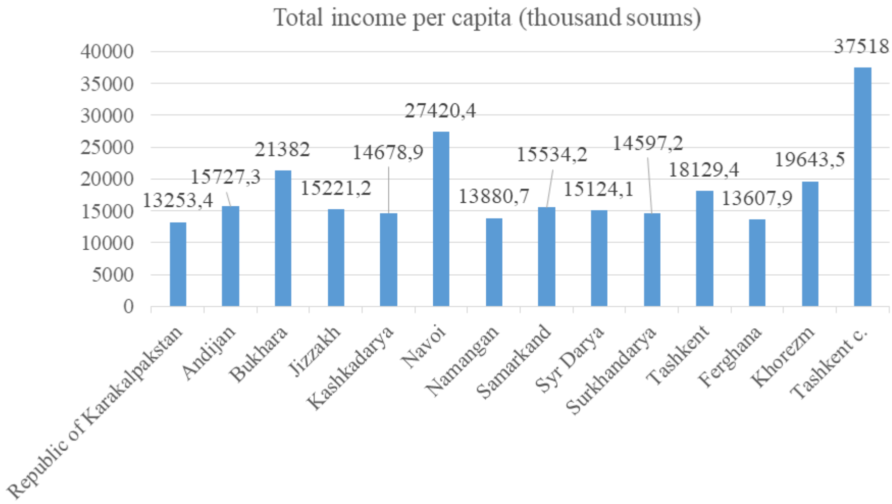

Figure 2. Gross income per capita[11]

Aso, to see that during the reporting period, the real growth of total income per capita (the ratio of nominal total income to the inflation index) was 107.5%, compared to the same indicator in January-December 2021 (110.7%), which decreased by 3.2% possible.

When the state of real growth of total income per capita was studied in the cross-section of regions, the highest real growth rate of total income per capita was observed in Khorezm region (11.8%). At the same time, total per capita real income growth was lower than the average republican level. In addition, in Navoi region (- 0.9%) the trend of real growth rate of total income per capita was noted.

In addition, when analyzing the composition of the total income of the population, 61.6% (2021-65%) of the total income is income from labor (income from wage and self-employment), 29.8% (26.2% in 2021)) revenues from budget transfers and other transfers, 6.3% (2021-6.7%) of revenues from self-produced services for personal consumption and 2.3% (2021-2.1%) of revenues from property corresponds to the account.

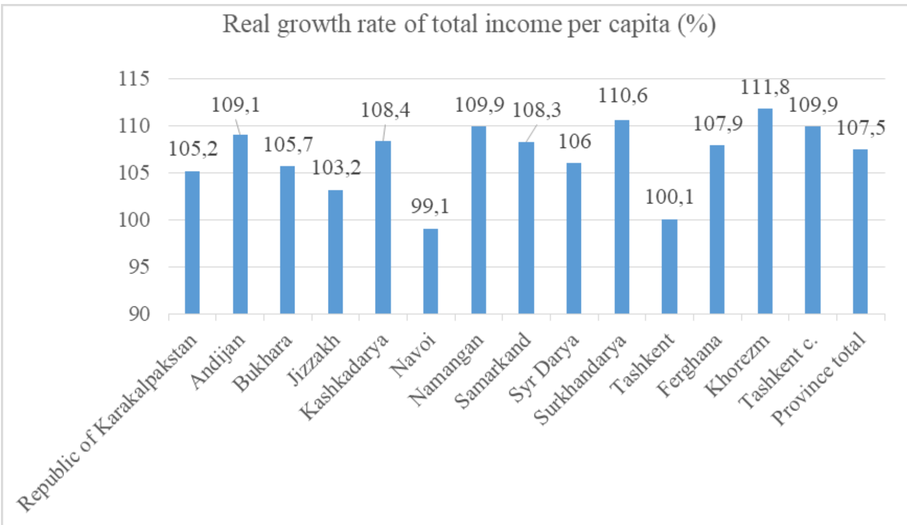

Figure 3. Real growth rate of gross income per capita[12]

When this indicator is observed across regions, the highest share of income from labor activity in total income is in Navoi (77.9%), Tashkent (73.7%) and Jizzakh (73.5%) regions, on the contrary, Samarkand, Khorezm, Surkhandarya, Fergana, In the regions of Namangan, Republic of Karakalpakstan, Kashkadarya and Andijan, the indicator below the average level of the republic was observed.

On the other hand, when the income structure of the population is analyzed in terms of industries and sectors, the share of income from small businesses in the total income is 56.9% in the republic, the highest share was observed in the Jizzakh region (67.9%), and the lowest share was observed in the Republic of Karakalpakstan (50.9%), Navoi region (49.8%), Tashkent city (47.3%). In the rest of the regions, this indicator is Bukhara (62.9%), Namangan (60.5%), Khorezm (60.2%), Andijan (59%), Kashkadarya (59.6%), Tashkent (59, 5%), Samarkand (59.1%), Surkhandarya (59.1%), Syrdarya (58.9%), Fergana (57.3%) regions.

The total income per capita in the Republic of Uzbekistan in 2022 increased by 5.1 times compared to 2012.

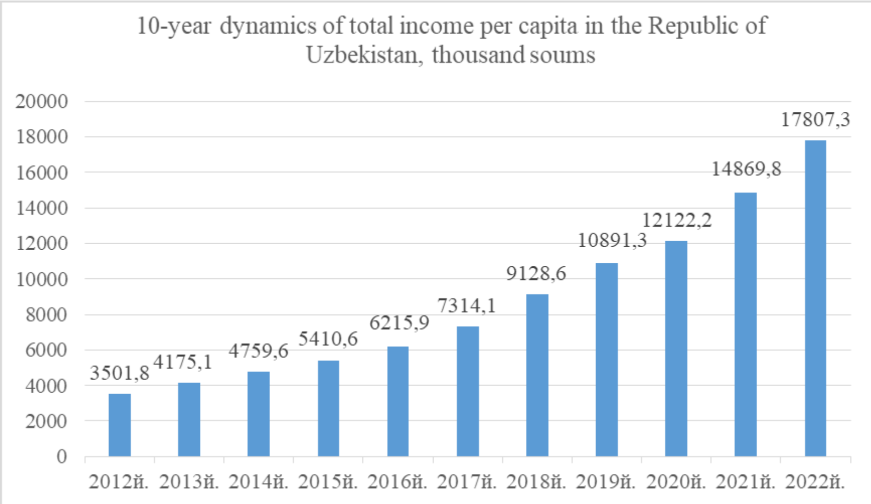

Figure 4. Change in total income per capita[13]

From the results of the analysis, it can be seen that the total income per capita increased regularly every year, and this, in turn, served to improve the standard of living of the population. Of course, this is based on the rational policy of our country.

Conclusions and suggestions:

The standard of living of the population in our country is increasing day by day, and necessary laws and decisions are being issued to further improve it. Here are some suggestions and recommendations:
- investing enough in human capital and improving the quality of education;
- to further increase the share of GDP per capita;
-increase the level of population employment and total income per capita;
- to further increase the level of provision of housing needs of the population;
- reducing the number of divorces by working together;
- further improvement of the healthcare system;
- to further improve the spiritual environment;
- analysis of the role of economic sectors in improving the standard of living of the population, etc.

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THE IMPACT OF INTER-BUDGETARY RELATIONS ON REGIONAL GROWTH AND THE STANDARD OF LIVING OF THE POPULATION OF THE REGIONS (ON THE EXAMPLE OF THE REPUBLIC OF UZBEKISTAN)

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Abstract. The article attempts to systematize the main provisions of the theories of regional growth and development and their significance in assessing the differentiation of the population, identifying trends in the influence of inter-budgetary relations on the standard of living of the population of the regions of Uzbekistan, analyzes the dynamics of the structure of budget security and effectiveness in the regional context, identifies directions for improving the effectiveness of the system of inter-budgetary relations and reducing interregional differentiation of socio-economic development in Uzbekistan. It is concluded that the impact of inter-budget transfers on the lives of residents of the regions can be both positive and negative. On the one hand, receiving transfers allows solving social and economic problems, creating new jobs and improving the standard of living of the population. On the other hand, dependence on them can lead to gratuitousness and irresponsibility, deterioration of the economic independence of the region and low motivation of residents to develop.

Keywords. state budget, revenues and expenditures of the state budget, budget security, budget efficiency, regional development, interregional differentiation, economic growth, quality of life of the population.

БЮДЖЕТЛАРАРО МУНОСАБАТЛАРНИНГ ҲУДУДЛАРНИНГ ЎСИШИ ВА АҲОЛИ ТУРМУШ ДАРАЖАСИГА ТАЪСИРИ

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Аннотация. Мақолада минтақавий ўсиш ва ривожланиш назарияларининг асосий қоидаларини ва уларнинг аҳоли табақаланишини баҳолашдаги аҳамиятини тизимлаштиришга, бюджетлараро муносабатларнинг Ўзбекистон ҳудудлари аҳолисининг турмуш даражасига таъсири тенденцияларини аниқлашга ҳаракат қилинади, бюджет хавфсизлиги тузилмаси динамикаси таҳлил қилинади ва минтақавий контекстда самарадорлик, бюджетлараро муносабатлар тизимининг самарадорлигини ошириш ва Ўзбекистонда ижтимоий-иқтисодий ривожланишнинг минтақалараро табақаланишини камайтириш йўналишларини белгилайди. Бюджетлараро ўтказмаларнинг минтақалар аҳолиси ҳаётига таъсири ҳам ижобий, ҳам салбий бўлиши мумкин деган хулосага келишди. Бир томондан, пул ўтказмаларини қабул қилиш ижтимоий ва иқтисодий муаммоларни ҳал қилиш, янги иш ўринлари яратиш ва аҳоли турмуш даражасини яхшилаш имконини беради. Бошқа томондан, уларга қарамлик беғаразлик ва масъулиятсизликка, минтақанинг иқтисодий мустақиллигининг ёмонлашишига ва аҳолининг ривожланиш мотивациясининг пастлигига олиб келиши мумкин.

Калит сўзлар. давлат бюджети, давлат бюджетининг даромадлари ва харажатлари, бюджет хавфсизлиги, бюджет самарадорлиги, минтақавий ривожланиш, минтақалараро табақаланиш, иқтисодий ўсиш, аҳоли ҳаёт сифати.

ВЛИЯНИЕ МЕЖБЮДЖЕТНЫХ ОТНОШЕНИЙ НА РЕГИОНАЛЬНЫЙ РОСТ И УРОВЕНЬ ЖИЗНИ НАСЕЛЕНИЯ РЕГИОНОВ (НА ПРИМЕРЕ РЕСПУБЛИКИ УЗБЕКИСТАН)

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Аннотация. В статье предпринята попытка систематизировать основные положения теорий регионального роста и развития и их значение при оценке дифференциации населения, выявлении тенденций влияния межбюджетных отношений на уровень жизни населения регионов Узбекистана, проанализирована динамика структуры бюджетной обеспеченности и эффективность в региональном контексте, определены направления повышения эффективности системы межбюджетных отношений и снижения межрегиональной дифференциации социально-экономического развития Узбекистана. Сделан вывод о том, что влияние межбюджетных трансфертов на жизнь жителей регионов может быть как положительным, так и отрицательным. С одной стороны, получение трансфертов позволяет решать социальные и экономические проблемы, создавать новые рабочие места и повышать уровень жизни населения. С другой стороны, зависимость от них может привести к безвозмездности и безответственности, ухудшению экономической независимости региона и низкой мотивации жителей к развитию.

Ключевые слова. государственный бюджет, доходы и расходы государственного бюджета, бюджетная обеспеченность, бюджетная эффективность, региональное развитие, межрегиональная дифференциация, экономический рост, качество жизни населения.

Introduction:

The current stage of development of the world economy and the social sphere is characterized by the presence and increasing severity of regional problems associated with imbalances in the socio-economic development of territories. This means that some regions or population groups lag behind others in terms of development and access to resources.

States use various tools and policies to solve these problems. These can be measures to stimulate economic growth, create new jobs, increase the level of education and vocational training, as well as social support and social security programs. In addition, it is important to strengthen the infrastructure and economic base in less developed regions in order to reduce the inequality in development between territories.

In the conditions of the formation of a democratic structure of society and the formation of local self-government, as one of its fundamental foundations, issues of development of the financial potential of the territory and financial support of local authorities are of particular importance for the implementation of the tasks of improving the quality of life of the population. Satisfaction of a number of citizens' needs, in particular, such as the need for public goods, is closest to the local level, which determines the importance of local finance in the distribution of financial resources of society and the relevance of improving the efficiency of the system of inter-budgetary relations.

Methodology:

General scientific logical methods of analysis and synthesis, induction and deduction, statistical data processing were used in the research process. The information base of the study was the materials of domestic and foreign research institutions, international organizations.

Results:

Within the framework of the thematic focus of this article, we will consider in more detail the elements of the conceptual apparatus that are directly related to inter-budgetary relations. Thus, in the works of the Russian scientist Yandiev M.I., the following formulation of the concept of inter-budgetary relations is given: "inter-budgetary relations are financial relationships between authorities of different levels, both vertically and horizontally" [1].

Domestic researchers Vakhobov A.V., Zhamolov H.N. believe that «inter-budgetary relations, first of all, are a form of financial relations that arise in the process of formation, distribution and use of the fund of monetary resources and express a systemically organized set of cash flows between subjects of inter-budgetary relations» [2]. The authors divided the subjects of inter-budgetary relations into: legal forms of the fiscal mechanism and objective financial processes (budget flows) and the system of budget funds.

The authors Gorbunova O.N., Selyukov A.D., Drugova Yu.V. define inter-budgetary relations as relations between state authorities at the federal, regional levels and local self-government bodies regarding the budgetary structure, the implementation of budgetary federalism, including the distribution and redistribution of income and expenses between budgets [3]. This definition limits the competence and practically realizable powers of the authorities.

The Republic of Uzbekistan belongs to centralized unitary states, which means the appointment of regional authorities from the center. On the basis of autonomy, Uzbekistan is a complex unitary state, since it includes the Republic of Karakalpakstan, which has the attributes of its own statehood. In this regard, at present, for the majority of local budgets of Uzbekistan, ensuring balance has become an acute problem due to the excess of socio-economic obligations over the financial and budgetary capabilities of the regions.

The regulatory and legal basis for the functioning of the budget system of the Republic of Uzbekistan is formed by a number of legislative acts, first of all, the Constitution of the Republic of Uzbekistan, the Budget Code, the Tax Code, other laws and by-laws.

In accordance with the legislation of Uzbekistan, "inter-budgetary relations are relations between the republican budget of the Republic of Uzbekistan, the republican budget of the Republic of Karakalpakstan, regional budgets of regions, the city budget of the city of Tashkent, budgets of districts, cities, as well as budgets of state trust funds to provide the relevant budgets with financial resources necessary for spending:

Transfer of part of the income from higher budgets to lower ones:

— part of the income from the Republican budget, in accordance with the annually established standards, is transferred to the budget of the Republic of Karakalpakstan, the budgets of the regions and the city of Tashkent;

— from the budget of the Republic of Karakalpakstan, the budgets of the regions and the city of Tashkent, in accordance with the annually established standards, are transferred to the budgets of districts and cities.

— Inter-budget transfers:

— transfer of funds from one budget to another in the form of: subventions, transferred income, grants, budget loans, funds for mutual settlements, targeted social transfers [4].

However, as practice shows, subsidies, subventions and subsidies as methods of budget equalization existed until 2006, from 2006 to 2011 - subventions were abolished, only subsidies and subventions remained. In 2011-2017, regions were provided with financial assistance to lower budgets from higher ones only in the form of subventions to finance wages and a single social payment of public education institutions and social benefits. In 2018-2019 only the so-called targeted social transfers were issued from the Republican Budget of Uzbekistan to pay for salary and unified social payment expenses of medical institutions and partially for similar expenses of educational institutions financed from the budgets of districts and cities, and starting from 2020 they were transformed into inter-budgetary regulated transfers to cover the difference between revenues and expenditures of local budgets [5]. However, all over the world there is a concept of «subsidy», «subvention». In our opinion, it makes sense to return to providing subsidies to some regions in need. In our opinion, in order to improve the practice of application and transparency of the system of providing inter-budgetary transfers, all forms of transfers indicated in the legislation of the republic should be used.

Theories of regional growth and development are of great importance in assessing the differentiation of the population, as they allow analyzing the causes and consequences of uneven development of various regions within the country or between countries [6].

One of the main tasks of the theory of regional growth and development is to explain the reasons why some regions are thriving, while others remain in backwardness or stagnation. These theories explore factors such as resource availability, infrastructure, investment, education level, institutional environment, and other socio-economic conditions that may contribute to or hinder the growth and development of regions.

Assessing the differentiation of the population within the framework of these theories allows us to explore how the inequality of regional development affects the wealth, income and opportunities of the population. This can manifest itself in differences in education, healthcare, access to jobs, income, infrastructure, and other socio-economic indicators.

Theories of regional growth and development also help to assess the effectiveness of government policies and support measures aimed at reducing differences in the development of regions. They offer tools for identifying priority areas of development and developing strategies that can contribute to a more even and sustainable development of all regions.

Historically and logically, four directions are distinguished in a variety of theories of regional growth and development - neoclassical theories based on the production function), theories of cumulative growth, which are a synthesis of neo-Keynesian, institutional and economic-geographical models, new theories of regional growth based on increasing returns to scale and imperfect competition, other theories explaining particular or individual issues of regional growth [7].

Neoclassical theories of regional growth and development provide important tools for measuring and analyzing regional effects. They allow us to explore various aspects of regional development and determine the factors influencing its pace and direction. These theories allow us to study the interaction of factors of production, goods and services between regions. They help to determine which factors contribute to growth, which are constraints, as well as how accumulated capital and resources are distributed in different regions.

Theories of cumulative regional growth offer an approach that takes into account the real factors of regional development, recognizes the importance of innovation and the spread of innovations, and provides tools for leveling development levels and developing regional development policies.

New theories of regional growth seek to explain the complex interrelationships and dynamics of regional development, taking into account spatial factors and features of market competition.

Other theories of regional growth can offer value in solving particular and specific problems that arise in the process of regional economic growth without using general growth theories. These theories may pay more attention to certain factors or aspects of regional development, which makes it possible to more accurately investigate problems and propose appropriate solutions.

In general, the growth of income inequality is a complex problem that can be solved only through an integrated approach that includes economic, social and political measures.

Therefore, it is important to develop an integrated approach that combines various theories and takes into account both general and specific factors of regional growth. Such an approach may include analysis and combination of various models and theories, collection of empirical information and research to obtain a more complete and accurate understanding of the dynamics of regional growth, as well as an important tool for smoothing interregional differentiation is the system of inter-budgetary relations [8].

Analysis:

The Republic of Uzbekistan is a fairly large country with unevenly developing regions. In this regard, the implementation of regional policy plays an important role in stabilizing the economic, social and political development of the State. The level of security in the regions is influenced by the following factors: the level of GRP per capita; budget security of the population; the share of agriculture and industry in GRP; income of the population and other factors [9].

Analysis of the dynamics of the gross domestic product per capita of the Republic of Uzbekistan in recent years shows that this indicator has a stable upward trend and by the end of 2022 amounted to almost 25.0 million soums against 5.1 million soums in 2013.

The most developed regions of Uzbekistan, based on GRP data per capita in 2022, include: Navoi region (63.8 million soums.), Tashkent (50.7 million soums.) and Tashkent region (31.5 million soums). Judging by this indicator, Surkhandarya (12.6 million soums) and Namangan (13.9 million soums) regions should be attributed to the most depressed regions of Uzbekistan. At the same time, the largest increase in GRP per capita was observed in the same developed areas: Tashkent - 7.4 times, Navoi region - 6 times.

The main objective of the system of inter-budgetary relations is to increase the supply of public goods at the subnational level. Based on this, it is important to determine the dynamics of the size of the budget provision with per capita income. In 2023, Navoi region (2.7 million soums/person) and Tashkent (2.5 million soums/person) were among the leaders of the republic in absolute value of per capita local budget revenues. Surkhandarya region (1.0 million sum./person) In the size of the entire republic, the indicator of budget security with per capita income has increased 4.2 times over the past ten years, and budget efficiency - 4.4 times.

In 2023, the maximum (in the Republic of Karakalpakstan) and minimum (in the Andijan region) budget income security differs by more than 2.7 times in the administrative-territorial units of Uzbekistan (Fig. 1). This means that the financial capabilities of the regions depend primarily not on fiscal policy, but on how their economic and social sphere develops, what is the structure of the economy, how actively they participate in the territorial division of labor.

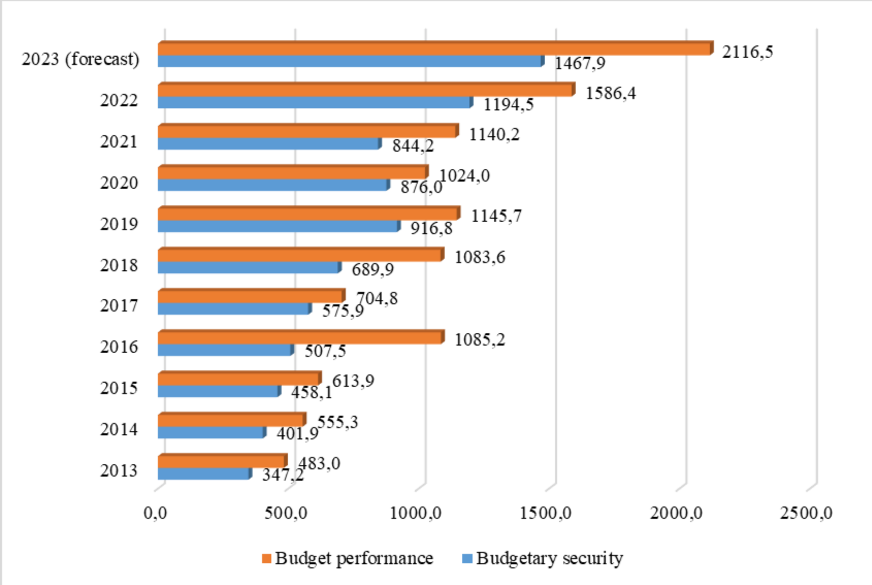

Fig. 1. Budget performance and budget security in Uzbekistan in 2013-2023, million soums/person [10, 11]

The coefficient of budgetary efficiency and budgetary provision of the population are to some extent interrelated, since they both depend on the size of the population. The first one shows that in income in 2023, 1.5 million soums were accounted for for each person living in the Republic of Uzbekistan, while goods and services were provided from the budget in the amount of 2.1 million soums for each person in the same year, that is, each person on average «gave» 600 thousand soums less to the budget than he received.

Based on the data in Table 1, it can be concluded that the majority - ten out of fourteen - regions of Uzbekistan belong to undeveloped regions with a low share of GRP per capita and a high share of the population.

At the same time, large volumes of inter-budget transfers have been and continue to be sent to these regions, which has its advantages and disadvantages. The first include the government's desire to equalize the budgetary provision of the territories, the second - the growth of decentralization of the distribution of public funds, which is associated with a decrease in independence and an increase in dependent sentiments of the regions of the republic.

Table 1

Polarization of the development of Uzbekistan's regions in 2013-2022 [10, 11]

Regions	Per capita GRP to per capita GDP, %				Share in 2022, %	
	2013	2016	2019	2022	The region's share in the population	Inter-budget transfers in the budget revenues
Developed regions						
Navoi region	169,94	159,43	231,05	256,15	2,93	0,0
Tashkent	166,75	192,38	210,19	203,35	8,21	0,0
Medium - developed regions						
Tashkent region	112,22	105,88	118,21	126,40	8,31	0,0
Bukhara region	94,22	98,08	92,32	92,20	5,58	15,2
Undeveloped regions						
Syrdarya region	89,80	94,83	89,24	82,00	2,49	61,0
Jizzakh region	73,30	75,16	74,03	74,62	4,10	47,7
Andijan region	70,36	68,43	68,34	66,47	9,22	55,0
Khorezm region	68,73	73,15	65,14	66,08	5,44	45,4
Samarkand region	71,57	79,56	63,67	61,49	11,43	25,5
Republic of Karakalpakstan	49,96	59,21	65,43	61,19	5,49	64,4
Kashkadarya region	84,80	82,24	62,56	57,68	9,67	58,9

Ferghana region	64,42	63,86	55,14	57,06	11,04	40,2
Namangan region	57,37	61,09	53,85	55,64	8,32	58,7
Surkhandarya region	64,21	62,32	54,05	50,41	7,79	80,5

Conclusions and suggestions:

Thus, the impact of inter-budget transfers on the lives of residents of the regions can be both positive and negative. On the one hand, receiving transfers allows solving social and economic problems, creating new jobs and improving the standard of living of the population. On the other hand, dependence on them can lead to gratuitousness and irresponsibility, deterioration of the economic independence of the region and low motivation of residents to develop. In general, the problems of budget differentiation of regions lead to differentiation of the rates of socio-economic development of territories, quality of life, unemployment rate, growth rate (loss) and general behavior of the population.

The current situation in the budgetary sphere of Uzbekistan, one of the features of which is the presence of differentiation of budget provision in the regions, which is a consequence of significant differences in the levels of economic development of specific territories, indicates the need to develop and implement new technologies and techniques. In this regard, at the current stage of development, it is important to effectively organize and define the methodology for analyzing budget policy, which to a certain extent will increase the role and responsibility of territorial authorities and budgets in solving economic and social problems.

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O'ZBEKISTON DAVLAT IJTIMOIY HIMOYA TIZIMINI MUSTAHKAMLASHDA RAQAMLI RIVOJLANISHNING O'RNI

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Annotatsiya. Raqamli rivojlanish va ijtimoiy himoya xalqaro maydonda ikkita muhim yo'nalish hisoblanadi. Raqamli rivojlanish ijtimoiy va iqtisodiy rivojlanishni rag'batlantirish uchun raqamli texnologiyalardan foydalanishni nazarda tutadi, ijtimoiy himoya esa aholining zaif qatlamini qo'llab-quvvatlovchi va yordam beradigan siyosat va dasturlarni anglatadi. Ushbu tadqiqotning maqsadi O'zbekistondagi raqamli rivojlanishning davlat ijtimoiy himoya tizimiga ta'sirini o'rganishdan iborat. Tadqiqot usuli miqdoriy, ma'lumotlarni yig'ish usullari esa birlamchi va ikkilamchi. Asosiy statistik tahlillar tavsiflovchi statistika, ko'p omilli regressiya, chiziqli regressiya, korrelyatsiya matritsasi bo'lib, bu tahlillar Stata IC/15.0 dasturida amalga oshirildi. Tadqiqot o'zgaruvchilari sifatida *egdi* - elektron hukumat rivojlanishi indeksi (mustaqil); *epi* - elektron ishtirok etish indeksi (mustaqil); *sd* - ijtimoiy rivojlanish indeksi (bog'liq); va *spandl* - ijtimoiy himoya-mehnat (bog'liq). Tahlil natijalariga ko'ra, raqamli rivojlanish va hukumatning ijtimoiy himoya tizimi o'rtasida yuqori ta'sir mavjudligi aniqlandi. Shunigdek, ko'p omilli va chiziqli regressiya tahlillari asosida iqtisodiy-matematik modellar ishlab chiqildi.

Kalit so'zlar. raqamli rivojlanish, raqamli texnologiyalar, elektron hukumat rivojlanishi, elektron ishtirok etish, ijtimoiy rivojlanish, ijtimoiy himoya tizimlari.

РОЛЬ ЦИФРОВОГО РАЗВИТИЯ В УКРЕПЛЕНИИ ГОСУДАРСТВЕННОЙ СИСТЕМЫ СОЦИАЛЬНОЙ ЗАЩИТЫ УЗБЕКИСТАНА

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Аннотация. Цифровое развитие и социальная защита – два важных направления на международной арене. Цифровое развитие подразумевает использование цифровых технологий для содействия социальному и экономическому развитию, тогда как социальная защита относится к политике и программам, которые поддерживают и помогают уязвимым группам населения. Целью данного исследования является изучение влияния цифрового развития на государственную систему социальной защиты в Узбекистане. Метод исследования – количественный, а методы сбора данных – первичные и вторичные. Основными статистическими анализами были описательная статистика, многомерная регрессия, линейная регрессия, корреляционная матрица, и эти анализы выполнялись в программе Stata IC/15.0. В качестве переменных исследования использовались индекс развития электронного правительства (независимый); epi – электронный индекс участия (независимый); sd - индекс социального развития (зависимый); и спандл - социальная защита-труд (иждивенец). По результатам анализа установлено, что существует высокая взаимосвязь между цифровым развитием и системой социальной защиты государства. Кроме того, на основе многофакторного и линейного регрессионного анализа были разработаны экономико-математические модели.

Ключевые слова. цифровое развитие, цифровые технологии, развитие электронного правительства, электронное участие, социальное развитие, системы социальной защиты.

THE ROLE OF DIGITAL DEVELOPMENT IN STRENGTHENING THE STATE SOCIAL PROTECTION SYSTEM OF UZBEKISTAN

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Abstract. Digital development and social protection are two important directions in the international arena. Digital development refers to the use of digital technologies to promote social and economic development, while social protection refers to policies and programs that support and help vulnerable populations. The purpose of this study is to study the impact of digital development on the state social protection system in Uzbekistan. The research method is quantitative, and the data collection methods are primary and secondary. The main statistical analyzes were descriptive statistics, multivariate regression, linear regression, correlation matrix, and these analyzes were performed in the Stata IC/15.0 program. As variables of the study, the index of e-government development (independent); epi - electronic participation index (independent); sd - social development index (dependent); and spandl - social protection-labor (dependent). According to the results of the analysis, it was found that there is a high impact between digital development and the social protection system of the government. In addition, economic-mathematical models were developed based on multi-factor and linear regression analyses.

Key words. digital development, digital technologies, e-government development, e-participation, social development, social protection systems.

Kirish:

Ijtimoiy himoya dasturlari aholining zaif qatlamlari oʻrtasida raqamli inklyuziya va raqamli savodxonlikni ragʻbatlantirish orqali raqamli rivojlanishga hissa qoʻshadi. Masalan, ijtimoiy himoya dasturlari raqamli texnologiyalardan foydalanish boʻyicha oʻqitish va qoʻllab-quvvatlash, shuningdek, internetga ulanish va mobil qurilmalar kabi raqamli infratuzilmaga kirishni taʼminlaydi. Oʻzbekistonda aholiga kompleks yondashuvga asoslangan professional ijtimoiy xizmatlar koʻrsatish tizimini joriy etish maqsadida Ijtimoiy himoya milliy agentligi tashkil etildi. Agentlikning asosiy vazifalaridan biri ogʻir ijtimoiy ahvolga tushib qolgan va tushish xavfi ostida boʻlgan aholi bilan manzilli ishlarni tashkil etishdan iborat. Keyingi yillarda mamlakatimizda aholini ijtimoiy himoya qilish tizimini takomillashtirish, O‘zbekiston Respublikasi davlat byudjetidan ijtimoiy sohaga ajratiladigan mablag‘lar hajmini ko‘paytirish, qo‘shimcha resurslarni jalb etish, ijtimoiy himoya dasturlarini qamrab olish, oilalarni og‘ir hayotiy vaziyatdan olib chiqishning qo‘shimcha mexanizmlarini joriy etish, aholini ijtimoiy muhofaza qilish tizimini kengaytirishga qaratilgan izchil islohotlar amalga oshirilmoqda. Masalan:

- kam ta’minlangan oilalarni aniqlash va ularga manzilli yordam ko‘rsatish uchun “Ijtimoiy himoya yagona reestri” axborot tizimi joriy etildi;
- nafaqa oluvchi kam ta’minlangan oilalar 4 baravarga ko‘paydi (1,9 mln).
- kam ta’minlangan oilalar farzandlarini parvarish qilish uchun nafaqalar qamrovi kengaytirildi, nafaqa tayinlashda hisobga olinadigan bolalarning yoshi 14 yoshdan 18 yoshgacha, to‘lash muddati 6 oydan 12 yoshgacha uzaytirildi, nafaqa miqdori esa o‘rtacha 1,5 baravarga oshirildi;
- ishsizlik nafaqasining eng kam miqdori 3,2 barobarga oshirildi, aholi bandligini ta’minlash maqsadida 20 dan ortiq yangi kasblar joriy etildi.

O‘zbekistonda ijtimoiy qo‘llab-quvvatlash va moddiy yordam sohasidagi ijtimoiy siyosatning asosiy yo‘nalishlari quyidagilardan iborat:

• aholi daromadlarini tartibga solish;
• aholini ijtimoiy himoya qilish;
• ijtimoiy kafolatlarni ta’minlash;
• bandlik muammolarini hal etish;
• sog‘liqni saqlash, ta’lim va madaniyatni moliyalashtirishni qayta tashkil etish;
• respublikada demografik vaziyatni yaxshilash;
• atrof-muhitga zarar yetkazuvchi korxonalarni tugatish.

O‘zbekiston hukumati yaqinda iqtisodiyotning turli tarmoqlarida, jumladan sog‘liqni saqlash, ta’lim va qishloq xo‘jaligida raqamli texnologiyalardan foydalanishni rag‘batlantirishga qaratilgan bir qancha tashabbuslarni ilgari surdi. Ehtimol, sun’iy intellekt (AI) ijtimoiy himoya dasturlarining samaradorligini oshirishda ushbu sa’y-harakatlarning bir qismi sifatida foydalanilishi mumkin. Jumladan, “Ijtimoiy himoya yagona reestri” O‘zbekistonda 2019-yilda ishga tushirilgan raqamli axborot tizimi bo‘lib, ushbu tizim ijtimoiy himoya bo‘yicha nafaqa va xizmatlar olish huquqiga ega bo‘lgan uy xo‘jaliklari va jismoniy shaxslar to‘g‘risidagi ma’lumotlarning to‘liq ma’lumotlar bazasi bo‘lib xizmat qilishga mo‘ljallangan. Tizim turli ijtimoiy himoya dasturlariga muvofiqlikni baholash uchun foydalanilishi mumkin bo‘lgan daromadlar, ish bilan ta’minlanganlik holati, oila tarkibi va salomatlik holati kabi ko‘plab omillar to‘g‘risida batafsil ma’lumotlarni o‘z ichiga oladi. Shuningdek, har bir shaxs yoki uy xo‘jaligi oladigan imtiyozlar va xizmatlar, ulardan foydalanish tarixi haqidagi ma’lumotlarni ham ushbu tizim orqali olish mumkin.

“Ijtimoiy himoya yagona reestri” tizimining asosiy maqsadi O‘zbekistonda aholini ijtimoiy muhofaza qilish dasturlarining samaradorligini oshirishdan iborat. Ijtimoiy himoyaga oid nafaqa oluvchilar to‘g‘risida markazlashtirilgan axborot manbasini taqdim etish orqali tizim takroriy yoki soxta arizalarni bartaraf etish, ma’muriy xarajatlarni kamaytirish, imtiyozlar va xizmatlarning manzilliligi hamda ko‘rsatilishini yaxshilashga qaratilgan. Tizim zamonaviy raqamli texnologiyalarga asoslangan bo‘lib, benefitsiarlar o‘z ma’lumotlarini onlayn portal orqali olishlari mumkin. Tizim, shuningdek, ma’lumotlar almashishni osonlashtirish hamda ma’lumotlarning aniqligi va to‘liqligini yaxshilash uchun soliq va bojxona ma’lumotlar bazalari kabi boshqa davlat ma’lumotlar bazalari bilan o‘zaro ishlashga mo‘ljallangan. Umuman olganda, “Ijtimoiy himoya yagona reestri” tizimi O‘zbekistonda aholini ijtimoiy muhofaza qilish dasturlarini takomillashtirishning muhim vositasi bo‘lib, u imtiyozli nafaqa oluvchilarni aniqlash va ularga yo‘naltirishning yanada samarali usulini, imtiyozlar va xizmatlarni o‘z vaqtida tegishli tarzda ko‘rsatishni ta’minlaydi. Biroq, shaxsiy ma’lumotlarni to‘playdigan va saqlaydigan har qanday tizimda bo‘lgani kabi, benefitsiarlar ma’lumotlarining maxfiyligi va xavfsizligini himoya qilish uchun tegishli kafolatlar mavjudligini ta’minlash muhimdir.

Hozirgi kunda barcha davlat xizmatlari internet tarmog‘i orqali ko‘rsatilmoqda, mamlakat fuqarolari o‘z murojaatlari uchun davlat platformalari orqali murojaat qilishlari mumkin. Shubhasiz, bu masalada raqamli iqtisodiyot infratuzilmasi ko‘proq rol o‘ynaydi. Axborot-kommunikatsiya texnologiyalari sohasidagi rivojlanish va mamlakat fuqarolarining uni qo‘llash bo‘yicha bilimlari

O‘zbekiston Respublikasida raqamli iqtisodiyotning ta’siri bilan ortib bormoqda. Buning natijasida mamlakatimiz aholisi tomonidan davlat idora va tashkilotlariga yuborilayotgan murojaatlarning salmoqli qismi elektron shaklda amalga oshirilmoqda [1].

Ushbu tadqiqotning umumiy vazifasi raqamli rivojlanishning O‘zbekiston davlat ijtimoiy himoya tizimiga ta’sirini o‘rganishdan iborat.

Ushbu tadqiqotning aniq vazifalari quyidagilardan iborat:

-elektron hukumat rivojlanishi va elektron ishtirok etish omillarining mamlakatda ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillariga ta’sirini o‘rganish;

-ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillarining iqtisodiy-matematik modellarini ishlab chiqish;

-omillar o‘rtasidagi bog‘liqliklarni aniqlash.

Yuqoridagi maqsadlarga muvofiq, tadqiqot uchun quyidagi **tadqiqot savollari** belgilandi:

1. Elektron hukumat rivojlanishi va elektron ishtirok etish omillarining mamlakatda ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillariga ta’siri qanday?

2. Ijtimoiy rivojlanish va ijtimoiy himoya-mehnat o‘zgaruvchilari uchun muhim iqtisodiy-matematik modellar mavjudmi?

3. Tadqiqotda elektron hukumat rivojlanishi, elektron ishtirok etish, ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillari o‘rtasidagi bog‘liqliklar qanday?

Ushbu tadqiqot doirasiga asoslanib, oltita **nol gipotezalar** ishlab chiqildi:

$1N_{0=}$ *sd* va *mustaqil* o‘zgaruvchilari *(egdi, epi)* o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q;

$2N_{0=}$ *spandl* va *mustaqil* o‘zgaruvchilari *(egdi, epi)* o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q;

$3N_{0=}$ *sd* va *egdi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q;

$4N_{0=}$ *sd* va *epi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q;

$5N_{0=}$ *spandl* va *egdi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q;

$6N_{0=}$ *spandl* va *epi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q.

Ushbu tadqiqotning maqsadi mamlakat raqamli rivojlanishining davlat ijtimoiy himoya tizimiga ta’sirini o‘rganishdir.

Mavzuga oid adabiyotlar tahlili:

Raqamli rivojlanish - bu ijtimoiy va iqtisodiy rivojlanishni rag‘batlantirish uchun raqamli texnologiyalardan foydalanishni nazarda tutuvchi tushuncha. Raqamli rivojlanish elektron hukumat, elektron sog‘liqni saqlash, elektron ta’lim, elektron tijorat va boshqalarni o‘z ichiga oladi. Raqamli rivojlanishning maqsadi xizmatlardan foydalanishni yaxshilash, tengsizlikni kamaytirish va iqtisodiy o‘sishni rag‘batlantirish uchun raqamli texnologiyalardan foydalanishdir [2]. Avgerou (2008) tomonidan raqamli rivojlanish - “rivojlanayotgan mamlakatlarda odamlar farovonligini oshirish uchun raqamli texnologiyalardan foydalanishning ijtimoiy va iqtisodiy jarayoni” deb ta’riflanadi. Muallifning ta’kidlashicha, raqamli rivojlanish bu nafaqat raqamli texnologiyalardan foydalanish imkoniyatini ta’minlash, balki odamlarga ushbu texnologiyalardan o‘z hayoti uchun mazmunli va mos keladigan tarzda foydalanish imkoniyatini berishdir [3].

Xalqaro mehnat tashkiloti ijtimoiy himoya tizimlarini boshqarishni “turli manfaatdor tomonlar, shu jumladan hukumatlar, ijtimoiy sheriklar, fuqarolik jamiyati tashkilotlari va benefitsiarlar o‘rtasida uyg‘unlik, muvofiqlashtirish va hamkorlikni ta’minlashdan iborat bo‘lgan ijtimoiy himoya dasturlarini samarali va adolatli boshqarish” deb ta’riflaydi [4]. Jahon bankining ta’kidlashicha, “ijtimoiy himoya tizimlarini boshqarish ijtimoiy himoya dasturlari qanday ishlab chiqilishi, amalga oshirilishi va monitoring qilinishini, shuningdek, jarayonda ishtirok etuvchi turli sub’ektlarning roli va mas’uliyatini belgilaydigan siyosatlar, qoidalar va institutlar majmuyi” [5]. Yevropa komissiyasining ta’kidlashicha, ijtimoiy himoya tizimlarini boshqarish “ijtimoiy himoya tizimlarining samarali ishlashini ta’minlash, manfaatdor tomonlarning ishtiroki va javobgarligini rag‘batlantirish uchun institutsional asoslar, siyosat va tartiblarni shakllantirish va amalga oshirish usulidir” [6].

Tadqiqot metodologiyasi:

Ushbu tadqiqot uchun tadqiqotchilar tomonidan tadqiqot usuli sifatida miqdoriy usul tanlandi. Miqdoriy usullar bu - hodisalarni o‘rganish va xulosalar chiqarish uchun raqamli ma’lumotlar va statistik tahlildan foydalanadigan tadqiqot usullarini anglatadi [7].

Ma'lumotlarni yig'ish usullari birlamchi, ya'ni mazkur tadqiqot natijalari va ikkilamchi, jumladan, hukumat ma'lumotlari, akademik tadqiqot ma'lumotlari, tadqiqot nashrlari (akademik jurnallar, kitoblar, hisobotlar va boshqalar) hisoblanadi. Creswellning (2014) ta'kidlashicha, ma'lumot to'plash usullari tadqiqot maqsadlarida ma'lumot to'plash uchun ishlatiladigan usullarni anglatadi [8].

Statistik tahlillar sifatida tavsiflovchi statistika, ko'p omilli regressiya, chiziqli regressiya, korrelyatsiya matritsasi va grafikalardan foydalanildi. Statistik tahlillar Stata IC/15.0 dasturida amalga oshirildi.

Tadqiqot o'zgaruvchilari sifatida quyidagi o'zgaruvchilar tanlab olindi (1-rasm):

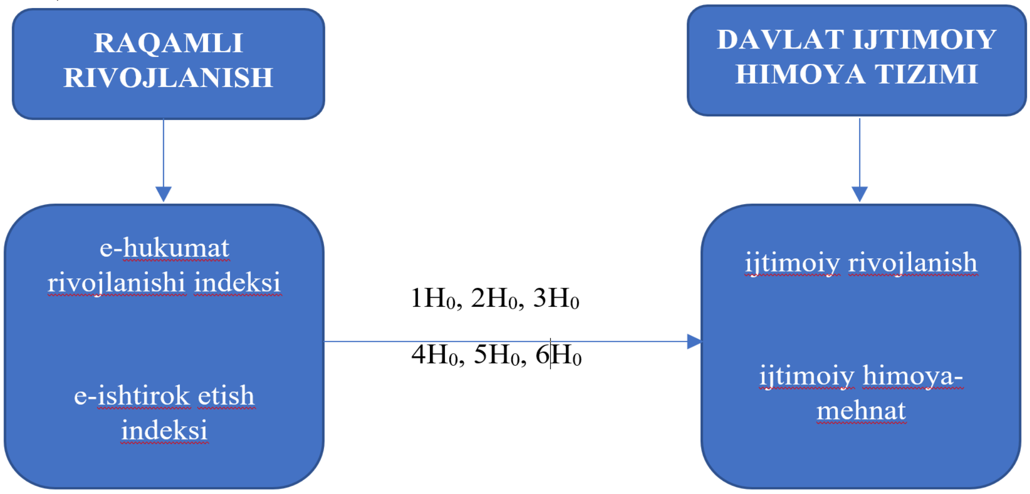
egdi - elektron hukumat rivojlanishi indeksi (mustaqil);

epi - elektron ishtirok etish indeksi (mustaqil);

sd - ijtimoiy rivojlanish indeksi (bog'liq);

spandl - ijtimoiy himoya-mehnat (bog'liq).

egdi va *epi* - mustaqil o'zgaruvchilar, *sd* va *spandl* – bog'liq o'zgaruvchilar. Ma'lumotlar vaqtli qatorlar bo'lib, kuzatishlar soni 11 tani tashkil etadi.



1-rasm. Tadqiqot modeli

Tahlil va natijalar:

Tadqiqot metodologiyasi bo'limida ta'kidlanganidek, 2003-yildan 2022-yilgacha bo'lgan davrda to'rtta o'zgaruvchilar va 11 ta kuzatishlar soni mavjud. *egdi* elektron hukumat rivojlanishi indeksi bo'lib, hukumatlar tomonidan davlat xizmatlarini ko'rsatish uchun axborot va kommunikatsiya texnologiyalaridan (AKT) foydalanishni o'lchaydigan indeksdir. U Birlashgan Millatlar Tashkilotining Iqtisodiy va ijtimoiy ishlar departamenti (UNDESA) tomonidan nashr etiladigan va BMTning Elektron hukumat so'rovnomasining bir qismidir [9]. *epi* - BMTning Iqtisodiy va ijtimoiy ishlar departamenti (UNDESA) tomonidan BMTning Elektron hukumat so'rovnomasi doirasida nashr etiladigan yana bir indeks hisoblanadi. EPI hukumatlarning davlat siyosatini ishlab chiqish jarayonlarida fuqarolar ishtirokini ta'minlash va osonlashtirish uchun AKTdan qanchalik foydalanishini o'lchaydi [10]. *sd* - ijtimoiy rivojlanish va *spandl* - ijtimoiy himoya-mehnat ko'rsatkichlari bo'lib, Jahon banki ko'rsatkichlari hisoblanadi (1-jadval).

1-jadval

O'zgaruvchilar ro'yxati

Yil	egdi	epi	sd	spandl
2003	174	151	75	61
2004	81	123	75	61
2005	79	105	74	60
2008	109	98	73	59
2010	87	36	73	58
2012	91	60	73	58
2014	100	71	73	57

2016	80	47	73	57
2018	81	59	73	57
2020	87	46	72	56
2022	69	55	73	56

2-jadvaldagi tavsiflovchi statistikaga ko'ra, *egdi* o'zgaruvchining o'rtachasi qiymati-94, *epi* o'zgaruvchining o'rtachasi qiymati-77, *sd* o'zgaruvchining o'rtacha qiymati-*73 va spandl* o'zgaruvchining o'rtacha qiymati-58 ga teng.

2-jadval

Tavsiflovchi statistika

Variable	Obs	Mean	Std. Dev.	Min	Max
Egdi	11	94.364	28.549	69	174
Epi	11	77.364	36.729	36	151
Sd	11	73.364	.924	72	75
Spandl	11	58.182	1.834	56	61

Ko'p omilli regressiya tahlillari bir nechta aniq bashorat qiluvchi o'zgaruvchilar (x) asosida bog'liq o'zgaruvchini (y) bashorat qilish uchun tanlanadi. Ko'p omilli regressiya tahlili - bu ikki yoki undan ortiq mustaqil o'zgaruvchilar va qaram o'zgaruvchilar o'rtasidagi munosabatlarni o'rganish uchun ishlatiladigan statistik usul. U ko'pincha ijtimoiy fanlar, iqtisod va boshqa sohalarda qo'llaniladi, bu yerda tadqiqotchilar ma'lum bir natijaga ta'sir qiluvchi omillarni tushunishni xohlashadi [11].

3-jadvaldan ko'rinib turibdiki, modelning p-qiymati 0,002 ga teng, bu esa $1N_0$ gipotezani rad etishga asos bo'ladi, ya'ni, *sd*-ijtimoiy rivojlanish o'zgaruvchisi bilan *egdi*-elektron hukumat rivojlanishi va *epi*-elektron ishtirok etish o'zgaruvchilari o'rtasida statistik sezilarli bog'liqliklar mavjud.

3-jadval

sd-"Ijtimoiy rivojlanish" o'zgaruvchining ko'p omilli regressiya tahlili

sd	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
egdi	-.006	.007	-0.89	.402	-.022	.01	
epi	.025	.005	4.63	.002	.013	.038	***
Constant	71.997	.517	139.24	0	70.804	73.189	***

Mean dependent var	73.364	SD dependent var	0.924
R-squared	0.789	Number of obs	11
F-test	14.930	Prob > F	0.002
Akaike crit. (AIC)	17.340	Bayesian crit. (BIC)	18.534

*** *p<.01, ** p<.05, * p<.1*

Modelning p-qiymati 0,05 dan kam, ya'ni model umumiy ahamiyatli hisoblanadi. Determinatsiya koeffitsientining ko'rsatkichi (R-kvadrat) 0,79 ni tashkil qiladi va har ikkala mustaqil o'zgaruvchi *sd*-ijtimoiy rivojlanish o'zgaruvchisining 79 % ni izohlaydi degan xulosaga kelish mumkin va natijada quyidagi iqtisodiy-matematik model shakllantirildi:

$$sd = 71.99 - 0.006egdi + 0.025epi \quad (1)$$

Modelning iqtisodiy mazmuni quyidagicha: *egdi*-elektron hukumat rivojlanishi indeksining 1 birlikka oshishi *sd*-ijtimoiy rivojlanish ko'rsatkichining 0,006 birlikka kamayishiga olib keladi, *epi*-elektron ishtirok etish indeksining 1 birlikka oshishi *sd*-ijtimoiy rivojlanish indeksining 0,025 birlikka oshishiga olib keladi.

Keyingi bog'liq o'zgaruvchi *spandl*-ijtimoiy himoya-mehnat o'zgaruvchisi bo'lib, ko'p omilli regressiya natijalari 4-jadvalda tasvirlangan. Unga ko'ra, modelning p-qiymati 0,002 ga teng, bu $2N_0$ gipotezani rad etilganligini bildiradi. Ya'ni, *spandl*-ijtimoiy himoya-mehnat o'zgaruvchisi bilan *egdi*-elektron hukumat rivojlanishi va *epi*-elektron ishtirok etish o'zgaruvchilari o'rtasida statistik sezilarli bog'liqlik mavjud.

Modelning p-qiymati 0,05 dan kam, bu model umumiy ahamiyatli deb hisoblanadi. Determinatsiya koeffitsienti (R-kvadrat) ko'rsatkichi 0,79 ni tashkil qiladi va shundan xulosa qilish mumkinki, ikkala mustaqil oʻzgaruvchilar birgalikda *spandl*-ijtimoiy himoya-mehnat oʻzgaruvchisining 79 % ni izohlab keladi. Ushbu jadvalga muvofiq quyidagi iqtisodiy-matematik model tuzildi (2):

$$spandl = 55.196 - 0.008egdi + 0.048epispandl = 55.196 - 0.008egdi + 0.048epi \quad (2)$$

Modelning iqtisodiy mazmuni quyidagicha: *egdi*-elektron hukumat rivojlanishi oʻzgaruvchisining 1 birlikka oshishi *spandl*-ijtimoiy himoya-mehnat oʻzgaruvchisining 0,008 birlikka kamayishiga hamda *epi*-elektron ishtirok etish indeksining 1 birlikka oshishi *spandl*-ijtimoiy himoya-mehnat oʻzgaruvchisining 0,048 birlikka oshishiga olib keladi (4-jadval).

Ikkita koʻp omilli regressiyalardan tashqari har bir mustaqil oʻzgaruvchini har bir bogʻliq oʻzgaruvchiga ta'sirini aniqlash maqsadida chiziqli regressiya tahlillarini ham oʻtkazildi. Kutner va boshqalarning (2005) fikricha, oddiy chiziqli regressiya tahlili ikkita uzluksiz oʻzgaruvchi oʻrtasidagi munosabatlarni oʻrganish uchun ishlatiladigan statistik usul boʻlib, bu yerda bir oʻzgaruvchi mustaqil oʻzgaruvchi, ikkinchisi esa bogʻliq oʻzgaruvchi hisoblanadi. Oddiy chiziqli regressiyadan maqsad mustaqil oʻzgaruvchi va qaram oʻzgaruvchi oʻrtasidagi chiziqli munosabatni topishdir [12].

4-jadval

spandl-"Ijtimoiy himoya-mehnat" oʻzgaruvchining koʻp omilli regressiya tahlili

Spandl	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
Egdi	-.008	.014	-0.58	.581	-.04	.024	
Epi	.048	.011	4.50	.002	.024	.073	***
Constant	55.196	1.018	54.25	0	52.85	57.542	***

Mean dependent var	58.182	SD dependent var	1.834
R-squared	0.792	Number of obs	11
F-test	15.242	Prob > F	0.002
Akaike crit. (AIC)	32.233	Bayesian crit. (BIC)	33.426

**** p<.01, ** p<.05, * p<.1*

Modelning p-qiymati 0,143 ni tashkil qiladi, bu model umumiy ahamiyatga ega emasligini anglatadi. *edgi* oʻzgaruvchisi koeffitsientining p-qiymati 0,05 dan katta, shuning uchun $3N_0$ gipoteza rad etilmaydi. Ya'ni, ijtimoiy rivojlanish va elektron hukumat rivojlanishi indeksi oʻzgaruvchilari oʻrtasida sezilarli bogʻliqlik yoʻq. Determinatsiya koeffitsienti (R-kvadrat) koʻrsatkichi 0,22 ni tashkil etadi, ya'ni bu qiymatdan elektron hukumat rivojlanishi indeksi oʻzgaruvchisi ijtimoiy rivojlanish oʻzgaruvchisining 22 % ni tushuntiradi degan xulosaga kelish mumkin (5-jadval).

5-jadval

Chiziqli regressiya

Sd	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
Egdi	.015	.01	1.61	.143	-.006	.037	
Constant	71.922	.935	76.96	0	69.808	74.036	***

Mean dependent var	73.364	SD dependent var	0.924
R-squared	0.223	Number of obs	11
F-test	2.579	Prob > F	0.143
Akaike crit. (AIC)	29.668	Bayesian crit. (BIC)	30.464

**** p<.01, ** p<.05, * p<.1*

Keyingi bogʻliq oʻzgaruvchi *sd*-ijtimoiy rivojlanish boʻlib, chiziqli regressiyaning natijalari 6-jadvalda tasvirlangan. Koʻrsatilganidek, *epi*-elektron ishtirok etish oʻzgaruvchisi koeffitsientining p-qiymati *0,05* dan kam; shu sababli $4N_0$ gipoteza rad etiladi. Ya'ni, ijtimoiy rivojlanish va elektron ishtirok etish indeksi oʻzgaruvchilari oʻrtasida sezilarli bogʻliqlik mavjud.

Modelning p-qiymati 0,00 ga teng, ya'ni model umumiy ahamiyatli hisoblanadi. Determinatsiya koeffitsientining koʻrsatkichi (R-kvadrat) 0,77 ni tashkil qiladi, ya'ni elektron ishtirok etish indeksi oʻzgaruvchisi ijtimoiy rivojlanish oʻzgaruvchisining 77 % ni izohlaydi degan xulosaga kelish mumkin. Ushbu jadvalga muvofiq iqtisodiy-matematik model quyidagicha shakllantirildi (3):

$$sd = 71.657 + 0.022episd = 71.657 + 0.022epi \quad (3)$$

Modelning iqtisodiy ma'nosi quyidagicha: elektron ishtirok etish indeksining 1 birlikka oshishi ijtimoiy rivojlanish koʻrsatkichining 0,022 birlikka oshishiga olib keladi (6-jadval).

6-jadval

Chiziqli regressiya

Sd	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
Epi	.022	.004	5.46	0	.013	.031	***
Constant	71.657	.343	208.80	0	70.881	72.434	***

Mean dependent var	73.364	SD dependent var	0.924
R-squared	0.768	Number of obs	11
F-test	29.787	Prob > F	0.000
Akaike crit. (AIC)	16.370	Bayesian crit. (BIC)	17.165

*** *p<.01, ** p<.05, * p<.1*

7-jadvalga koʻra, modelning p-qiymati 0,104, ya'ni model umumiy ahamiyatli hisoblanmaydi. *edgi* koʻrsatkichining p-qiymati 0,05 dan katta, shu sababli 5N_0 gipoteza rad etilmaydi. Ya'ni, ijtimoiy himoya-mehnat va elektron hukumat rivojlanishi indeksi oʻzgaruvchilari oʻrtasida sezilarli bogʻliqlik mavjud emas. Determinatsiya koeffitsienti koʻrsatkichi (R-kvadrat) 0,27 ni tashkil etadi, bundan elektron hukumat rivojlanishi indeksining oʻzgaruvchisi ijtimoiy himoya-mehnat oʻzgaruvchisining 27 % ni tushuntiradi degan xulosaga kelish mumkin (7-jadval).

7-jadval

Chiziqli regressiya

Spandl	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
Egdi	.033	.018	1.81	.104	-.008	.075	
Constant	55.053	1.801	30.56	0	50.978	59.127	***

Mean dependent var	58.182	SD dependent var	1.834
R-squared	0.266	Number of obs	11
F-test	3.269	Prob > F	0.104
Akaike crit. (AIC)	44.103	Bayesian crit. (BIC)	44.899

*** *p<.01, ** p<.05, * p<.1*

epi oʻzgaruvchisi koeffitsientining p-qiymati 0,00, natijada 6N_0 gipotezasi rad etiladi. Ya'ni, ijtimoiy himoya-mehnat va elektron ishtirok etish indeksi oʻzgaruvchilari oʻrtasida sezilarli bogʻliqlik mavjud.

Modelning p-qiymati 0,00 ga teng, ya'ni model umumiy ahamiyatli hisoblanadi. Determinatsiya koeffitsientining koʻrsatkichi (R-kvadrat) 0,78 ni tashkil qiladi, ya'ni elektron ishtirok etish indeksi oʻzgaruvchisi ijtimoiy himoya-mehnat oʻzgaruvchisining 77 % ni izohlaydi. Ushbu jadvalga muvofiq quyidagi iqtisodiy-matematik model yaratildi (4):

$$spandl = 54.762 + 0.044epispandl = 54.762 + 0.044epi \quad (4)$$

Modelning iqtisodiy ma'nosi quyidagicha: elektron ishtirok indeksining 1 birlikka oshishi ijtimoiy himoya-mehnat koʻrsatkichining 0,044 birlikka oshishiga olib keladi (8-jadval).

8-jadval

Chiziqli regressiya

spandl	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
Epi	.044	.008	5.71	0	.027	.062	***
Constant	54.762	.658	83.27	0	53.275	56.25	***

Mean dependent var	58.182	SD dependent var	1.834
R-squared	0.784	Number of obs	11
F-test	32.575	Prob > F	0.000
Akaike crit. (AIC)	30.679	Bayesian crit. (BIC)	31.474

**** p<.01, ** p<.05, * p<.1*

Ushbu tadqiqot ishida korrelyatsiya testidan ham foydalanildi Pearson, K. (1900) fikricha, korrelyatsiya testi ikki yoki undan ortiq o'zgaruvchilar o'rtasidagi bog'liqlikning kuchi va yo'nalishini aniqlash uchun qo'llaniladigan statistik usuldir. Korrelyatsiya testlari o'zgaruvchilar o'rtasidagi bog'lanishni o'rganish uchun ishlatilishi mumkin, ammo ular sababchi bog'liqlikni anglatmaydi [13].

9-jadvaldan ko'rinib turibdiki, *sd* va *egdi* o'zgaruvchilar o'rtasida past ijobiy va ahamiyatli bo'lmagan bog'liqlik mavjud *(r = 0,472, p = 0,143), spandl* va *egdi* o'zgaruvchilari o'rtasida o'rtacha va sezilarli bo'lmagan ijobiy bog'liqlik mavjud (r = 0,516, p = 0,104) va bog'liq o'zgaruvchilar hamda *epi* o'zgaruvchisi o'rtasida yuqori ijobiy va muhim bog'liqliklar mavjud (r = 0,876, p = 0,000, r = 0,885, p = 0,000).

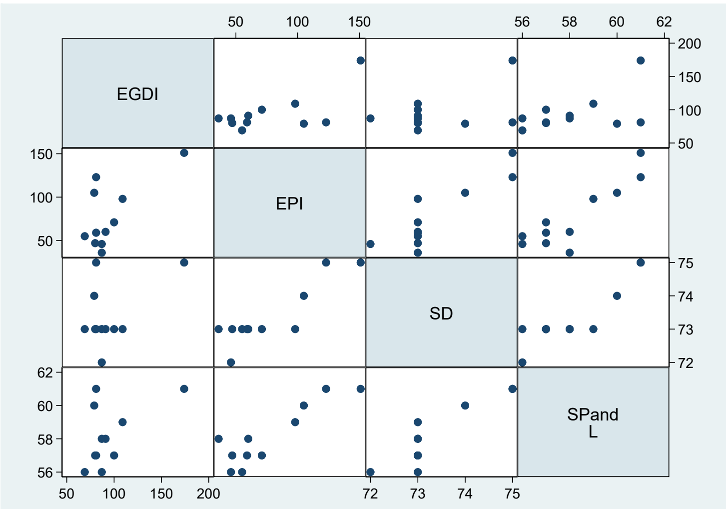
9-jadval

Juftlik korrelyatsiyasi

Variables	(1)	(2)	(3)	(4)
(1) egdi	1.000			
(2) epi	0.662*	1.000		
	(0.027)			
(3) sd	0.472	0.876*	1.000	
	(0.143)	(0.000)		
(4) spandl	0.516	0.885*	0.901*	1.000
	(0.104)	(0.000)	(0.000)	

**** p<0.01, ** p<0.05, * p<0.1*

2-rasmda o'zgaruvchilarning korrelyatsiya tahlil natijalari grafik matritsa ko'rinishida taqdim etilgan.



2-rasm. Mustaqil va bog'liq o'zgaruvchilarning korrelyatsion grafik matritsasi

10-jadvalda mazkur maqolaning kirish qismida tasvirlangan nol gipotezalar natijalari tasvirlangan.

10-jadval

Tadqiqot gipotezalarining natijalari

Gipoteza	Ma’nosi	p-qiymati	Natija
$1N_0$	*sd* va *egdi* hamda *epi* o‘zgaruvchilar o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q	0,002	Rad etildi
$2N_0$	*spandl* va *egdi* hamda *epi* o‘zgaruvchilar o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q	0,002	Rad etildi
$3N_0$	*sd* va *egdi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q	0,143	Rad etilmadi
$4N_0$	*sd* va *epi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q	0.000	Rad etildi
$5N_0$	*spandl* va *egdi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q	0,104	Rad etilmadi
$6N_0$	*spandl* va *epi* o‘zgaruvchilari o‘rtasida statistik ahamiyatli bog‘liqlik yo‘q	0.000	Rad etildi

Mazkur maqolaning muhokama qismda kirish qismida nazarda tutilgan tadqiqot savollariga atroflicha javoblar keltirilgan. Unga ko‘ra, tadqiqotning birinchi savoli “Elektron hukumat rivojlanishi va elektron ishtirok etish omillarining mamlakatdagi ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillariga ta’siri qanday?”. Yuqoridagi tahlill natijalariga ko‘ra, elektron hukumat rivojlanishi va elektron ishtirok etish omillari mamlakatdagi ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillari ko‘rsatkichlariga 77 % ta’sir ko‘rsatadi.

Ingeborg D. Brouwer va Emma J. Woodlar (2018) tomonidan rivojlanayotgan mamlakatlarda ijtimoiy himoya dasturlarini moliyalashtirish va yetkazib berishni qo‘llab-quvvatlash uchun raqamli texnologiyalar salohiyatini muhokama qilingan. Mualliflarning ta’kidlashicha, raqamli texnologiyalar kam va o‘rta daromadli mamlakatlarda ijtimoiy himoya dasturlari oldida turgan ayrim muammolarni, masalan, cheklangan ma’muriy imkoniyatlar, tranzaksiya xarajatlarining yuqoriligi va zaif axborot tizimlarini yengib o‘tishga yordam beradi [14]. BMTning taraqqiyot dasturi (2021) inklyuziv raqamli iqtisodiyotni qo‘llab-quvvatlash uchun raqamli ijtimoiy himoya imkoniyatlarini o‘rganadi. Dasturda raqamli ijtimoiy himoya “ijtimoiy himoya dasturlarini yanada samaraliroq va inklyuziv tarzda amalga oshirish uchun raqamli texnologiyalardan foydalanish” deb ta’riflanadi. Dasturda ta’kidlanishicha, raqamli ijtimoiy himoya an’anaviy ijtimoiy himoya dasturlari oldida turgan ayrim muammolarni, masalan, cheklangan ma’muriy imkoniyatlar, yuqori tranzaksiya xarajatlari va zaif axborot tizimlari [15] kabi muammolarni yengishga yordam beradi.

Mazkur tadqiqotning ikkinchi savoli “Ijtimoiy rivojlanish va ijtimoiy himoya-mehnat o‘zgaruvchilari uchun muhim iqtisodiy-matematik modellar mavjudmi?”. Yuqoridagi tahlillarga ko‘ra, to‘rtta iqtisodiy-matematik modellar mavjud bo‘lib, ularning p-qiymati 0,05 dan kichik bo‘lganligi sababli, barcha modellar ahamiyatli hisoblanadi. (1) va (2) modellar ko‘p omilli regressiya tahlillari asosida hamda (3) va (4) modellar chiziqli regressiya tahlillari asosida ishlab chiqildi.

Ushbu tadqiqotning so‘nggi savoli “Tadqiqotdagi elektron hukumat rivojlanishi, elektron ishtirok etish, ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillari o‘rtasidagi bog‘liqlik qanday?”. Elektron hukumat rivojlanishi va elektron ishtirok etish indeksini bog‘liq o‘zgaruvchilar bilan solishtiradigan bo‘lsak, faqat elektron ishtirok etish indeksi omili bog‘liq o‘zgaruvchilar bilan yuqori ijobiy va muhim munosabatlarga egaligi aniqlandi. Bog‘liq o‘zgaruvchilar, ya’ni ijtimoiy rivojlanish va ijtimoiy himoya-mehnat omillari o‘zaro juda yuqori ijobiy va muhim munosabatlarga ega. Aksincha, elektron hukumat rivojlanishi va elektron ishtirok etish indeksi omillari o‘rtasida o‘rtacha darajada ijobiy va ahamiyatli munosabatlar aniqlandi.

Xulosa va takliflar:

Raqamli rivojlanish muayyan ijtimoiy va iqtisodiy muammolarni hal qiluvchi, yanada murakkab raqamli ilovalar va xizmatlarni ishlab chiqishgacha bo‘lgan turli shakllarni o‘z ichiga oladi. Masalan, raqamli texnologiyalar tibbiy xizmat ko‘rsatishni yaxshilash, ta’lim va kadrlar tayyorlashni yaxshilash, elektron tijorat va moliyaviy inklyuzivlikni osonlashtirish va fuqarolarning boshqaruvdagi ishtirokini rag‘batlantirishda foydalaniladi.

Raqamli rivojlanish bu — ijtimoiy va iqtisodiy rivojlanishni rag'batlantirish uchun raqamli texnologiyalardan foydalanishni nazarda tutuvchi keng tushuncha hisoblanadi. Bu atama elektron hukumat, elektron sog'liqni saqlash, elektron ta'lim, elektron tijorat va boshqalarni o'z ichiga olgan keng ko'lamli ilovalardan iborat. Raqamli rivojlanishning maqsadi xizmatlarga kirishni yaxshilash, tengsizlikni kamaytirish va iqtisodiy o'sishni ta'minlash uchun raqamli texnologiyalardan foydalanishdir.

Yuqoridagi natijalar mamlakatning raqamli rivojlanishi O'zbekiston ijtimoiy sohasida eng muhim rol o'ynashi mumkinligiga kuchli dalildir. Raqamli rivojlanish va davlat ijtimoiy himoya tizimlari o'rtasidagi yuqori o'zaro bog'liqlik tufayli davlat raqamli iqtisodiyotni rivojlantirishga qaratilgan strategik islohotlarni davom ettirishi ahamiyatli bo'lib, bundan ko'zlangan maqsadlardan biri kuchli ijtimoiy himoya sektorini yaratishlikdir.

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GENDER INEQUALITY IN LABOUR MARKET

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Abstract. The labor market is used as the primary example in this study to examine the effects of the unequal division of domestic labor on men's and women's motivations for involvement and effort in competitive relationships. We discovered that prejudice in favor of women at moderate levels encourages men and women to work more and increase women's engagement. It cannot, however, ensure that men and women put in an equal amount of effort and full participation without causing economic inefficiency or even distorting the labor market. Given these restrictions, we examine the outcomes of a different approach to policy that encourages males to participate in household duties. The major takeaway is that we must first address the household issue if we want men and women to have equal opportunities in the job market. Despite having a bigger proportion of the domestic workforce, women are less competitive than males. We anticipate that the information we have gathered will help decision-makers and scholars create legislation that will give men and women the same opportunities in the job market.

Keywords. Gender equality, Affirmative action, Cost reduction policies, Efficiency, Women participation.

Introduction:

Due to women's growing market engagement, the traditional family structure of a breadwinner and a housewife has been replaced by a dual-earner model. Because the traditional gender construction of male breadwinner and female homemaker roles persists at home, women's housework burden has not decreased proportionally to their increase in market labor (Bianchi 2000), despite the fact that men are doing more housework than ever before. According to Gornick and Meyers (2003), these imbalanced developments are accompanied by a social paradox: if everyone is working, who will look after the kids?

Children serve as a metaphor for a domestic issue that affects practically every aspect of the family unit. For instance, according to Presser (1994) and Bianchi et al. (2000), women perform 65–80% of all household work, such as cooking, grocery shopping, child care, and cleaning. For a survey, see Shelton and John (1996). The overwhelming nature of the situation makes it difficult for women to compete on an equal footing with men.

Despite the significant advancements made over the past few decades, particularly with regard to women's participation in the labor market, gender policy is still unable to give women the same possibilities as men (Blau and Kahn 2016). In contrast to measures encouraging market engagement, policies encouraging men's participation in household duties have made only little progress (Pascall and Lewis 2004).

This research aims to study the effects of asymmetrical home labor distribution on men and women's involvement and incentive structures for effort in competitive settings.1 We contrast the outcomes of cost-cutting measures versus affirmative action. The latter gender strategy, which is suggested in this essay, aims to encourage an equitable distribution of family duties and decrease the amount of domestic work performed by women, which has the positive feedback effect of lowering labor market effort costs. We also offer suggestions on how to lessen the ongoing gender imbalance.

Affirmative action works directly in the job market to provide the prospect of gender equality. Cost-cutting measures, on the other hand, tackle non-market disparity while maintaining the same gender equality objective (Pascall and Lewis 2004). While cost-cutting measures eliminate the household bias against women, affirmative action introduces a bias in favor of women in the work market. The latter policy encourages an equitable allocation of household labor, which calls for a shift in society's long-standing gender stereotypes that assign males as breadwinners and females as homemakers.

We track the labor market participation of men and women for each of these two policies since it is a crucial metric for gauging gender equality and a key topic of conversation.3 We measure the overall labor market effort and competition intensity of men and women in order to comprehend the implications in terms of economic efficiency. This is a significant indicator because, despite the widespread support that affirmative action has received, some authors have questioned its effectiveness in achieving the best economic outcomes because the "best" candidate is not always the one who is selected (Coate and Loury 1993; Holzer and Neumark 2000, 2006; among others). According to Holzer and Neumark (2000), affirmative action raises questions about social welfare and economic efficiency. Affirmative action can also be seen by some as a form of reverse discrimination that feeds preconceptions and undermines the meritocratic principle.

We explore a hypothetical scenario where men and women with uneven household labor duties compete for a market prize (such as a career, promotion, pay, power, etc.) on the job market. The current research is the first theoretical method in this setting that connects an individual's share of domestic labor with their ability to compete on the job market.

Literature Review:

Women exhibit a lesser willingness to compete than men, according to the growing body of research on gender differences in competitiveness (Niederle and Vesterlund 2007). Women typically do worse than males in competitive contexts, in addition to gender disparities in competitiveness (Dohmen and Falk 2011; Gneezy and Rustichini 2004; Gneezy et al. 2003; Vandegrift and Yavas 2009). This literature is reviewed by Croson and Gneezy (2009) and Niederle and Vesterlund (2011). Men prefer competing with women over women do (Booth and Nolen 2012; Datta Gupta et al. 2013; Ivanova-Stenzel and Kübler 2011), therefore this is another factor. The reason why women perform less than males and avoid competition becomes a question.

According to Gneezy et al. (2009), culture is where the issue began. They demonstrate that Tanzanian women from patriarchal civilizations are not as competitive as women from matriarchal societies in India. However, other important determinants include genetics (Bateup et al. 2002), discrimination (Altonji and Blank 1999; Goldin and Rouse 2000), preferences (Croson and Gneezy 2009), risk aversion (Vandegrift and Brown 2005), and strategic behavior (Cubel and Sánchez-Pagés 2017). The competitive disparity between men and women vanishes in elderly populations, claim Flory et al. (2018).

Affirmative action through quotas, according to Niederle et al. (2013), encourages reluctant (but qualified) women to participate and compete. According to their findings [Holzer and Neumark (2000, 2006) reviewed the literature], this kind of policy should be used. However, as stated in the introduction, there are concerns over the sufficiency of affirmative action in terms of economic efficiency and incentives (Altonji and Blank 1999; Coate and Loury 1993; Holzer and Neumark 2000). According to Coate and Loury (1993), affirmative action may lessen discrimination in this situation, but it may also amplify stereotypes.

The unequal home labor division is explained by two primary theoretical frameworks (Benschop et al. 2001; Bianchi et al. 2000). The first is based on economic and specialization principles (Becker 1985); the household member who contributes the most resources has more power and can choose to enter the labor market (Lundberg and Pollak 1996), which will result in them doing less housework (Greenstein 2000). The second strategy is predicated on the notion that gender is a socially constructed concept that has been institutionalized and is constantly being remade through cyclical rituals (Lorber 1994). It focuses on how beliefs about who should carry out what tasks affect how domestic and market labor are distributed throughout the household (Davis and Greenstein 2009). Some people think that some professions, such as nursing, social work, librarianship, and elementary school teaching, are more suited for women than for men. According to Lorber (1994), this is because these occupations give women more freedom to have children and care for them.

A theoretical model of market and domestic production in households where the marginal cost of labor rises with home hours is created by Albanesi and Olivetti (2009). As a result, it is more challenging for businesses to reward employees who put in long hours at home, and they will favor those who put in little effort. Firms think that the intra-household allocation of home hours benefits men over women in the self-fulfilling "gendered" equilibrium, which will in turn decide the intra-household efficient allocation of home hours in favor of males in a perpetual and cyclical manner.

The difficulty of establishing equal sharing when there are established gender roles is highlighted in the theoretical literature on non-cooperative models of home labor division (Vierling-Claassen 2013; Youm and Laumann 2003). In the current work, we explore the implications of changing the family labor distribution in terms of participation and effort.

Methodology:

Men M and women W are paired up in an economy where they compete against one another for a market prize (i.e., we investigate the scenarios where men compete with men, women compete with women, and males compete with men). Market value is earned through active work and labor market involvement. As an alternative, people might choose the benefit of avoiding the labor market, which is an outside option. We go into further depth about our model in the sentences that follow.

Let the subscript $g(i)g(i)$ represent the person ii of gender group $g \in \{M,W\}g \in \{M,W\}$. Let $g(i) = m(i) \in Mg(i) = m(i) \in M$ and $g(i) = w(i) \in Wg(i) = w(i) \in W$ represent the situations in which person ii belongs to the male and the female's group, respectively, and the person ii identity is relevant, and let $g(i) = mg(i) = m$ and $g(i) = wg(i) = w$ denote the cases in which is relevant the difference between gender groups, but not the identity of the person ii.

There is a continuum of people, indexed by $i \in (0,1)i \in (0,1)$, within each gender group who differ in terms of the overall cost of the domestic work $h_{g(i)} \in (0,\bar{h})h_{g(i)} \in (0,\bar{h})$, where $\bar{h}$ $\bar{h}$ marks the upper bound on the cost of the domestic labor. The cost of domestic labor is distributed according to some distribution function, which we assume to be uniform, namely $h_{g(i)} \sim U(0,\bar{h})$ $h_{g(i)} \sim U(0,\bar{h})$ where $\bar{h} = v/2\bar{h} = v/2$ for all $g(i) \in \{M,W\}g(i) \in \{M,W\}$.. The uniform distribution is the most logical and impartial assumption in our situation, especially if we lack a theory to support any other distribution. The upper constraint on the cost of domestic labor, $\bar{h} = v/2$ $\bar{h} = v/2$, is selected to be neither too high—where no one would have any incentives to participate—nor too low—where everyone would be assured to participate.

Since there is a distinct man and distinct woman for each level of the cost of the domestic labor $h_{g(i)}h_{g(i)}$, each level of the cost of the domestic labor reflects a distinct household made up of a man and a woman.

Men and women contribute different amounts to the cost of household work, which is represented by the symbol $s_{g(i)} \in (0,1)s_{g(i)} \in (0,1)$.. In our situation, all members of the same gender group, $s_m = 1 - ss_m = 1 - s$ and $s_w = s \in [1/2,1)s_w = s \in [1/2,1)$, share the same portion of the cost of domestic work. for every $m(i) \in Mm(i) \in M$ and $w(i) \in Ww(i) \in W$ M. Keep in mind that women pay a higher (or equal) percentage of the cost of domestic labor than males, i.e., $s \geq 1 - s.s \geq 1 - s$.. This circumstance is consistent with the present paradigm where women are expected to contribute more to domestic duties than males. The research of affirmative action and cost-cutting measures, as well as the current paper, are motivated by this unequal distribution of family labor.

Additionally, people must decide how much effort to put into the labor market. In this situation, people choose whether or not to take the zero-normalized outside option $x_{g(i)} = 0x_{g(i)} = 0$ for all $g(i) \in \{M,W\}g(i) \in \{M,W\}$, or to enter the labor market and compete for the reward

$v_{g(i)} = v > 0 v_{g(i)} = v > 0$ for all $g(i) \in \{M, W\} g(i) \in \{M, W\}$.. The reward from domestic activities (such as shopping, pregnancy and child raising, etc.) is likewise the zeronormalized outside option. It should be noted that while the cost of family labor is individual, or $s_g h_{g(i)} s_g h_{g(i)}$,the gains from household output accrue to both men and women equally.

The labor market reward is earned by actively participating in the labor market, which requires expensive effort $e_{g(i)|k(j)} > 0 e_{g(i)|k(j)} > 0$, where the subscript $g(i) \mid k(j) g(i) \mid k(j)$ indicates the dependence on the gender match $g(i), k(j) \in \{M, W\} g(i), k(j) \in \{M, W\}$. The labor market's marginal cost of effort, $c_{g(i)} > 0 c_{g(i)} > 0$, is the same for everyone in the same gender group, so that $c_{m(i)} = c_m > 0 c_{m(i)} = c_m > 0$ and $c_{w(i)} = c_w > 0 c_{w(i)} = c_w > 0$. As a result, subject to the gender match, the individual $g(i) \in \{M, W\} g(i) \in \{M, W\}$'s total cost of effort is:

$$tc_{g(i)|k(j)} = c_g e_{g(i)|k(j)} + s_g h_{g(i)}, tc_{g(i)|k(j)} = c_g e_{g(i)|k(j)} + s_g h_{g(i)},$$

which is the total of the domestic cost and labor market components.

Assuming that $c_m = f_m(s)\, c_m = f_m(s)$ and $c_w = f_w(s) c_w = f_w(s)$, and that $\partial f_m(s)/\partial s < 0 \partial f_m(s)/\partial s < 0$ and $\partial f_w(s)/\partial s > 0 \partial f_w(s)/\partial s > 0$ are true, we may say that the labor market cost of effort is a function of the domestic labor's part in the cost. These characteristics imply that the labor market cost of effort decreases as the individual portion of the household effort cost decreases. It makes sense that the lower the individual's share of the household effort cost, the more time the person has to succeed and concentrate in the labor market, as well as the more time they have to spend on leisure activities, self-education, information acquisition, and other activities that later on become essential for success in the labor market. The simplest expression of these qualities in our case is $c_m = c(1 - s) c_m = c(1 - s)$ and $c_w = cs. c_w = cs$. This supposition connects domestic affairs to the labor market and gives effort a qualitative element. In Albanesi and Olivetti's (2009) theoretical model of market and home production within households, where the marginal cost of effort is rising as home hours increase, a similar premise is made.Their presumption is justified by the idea that when people perform many tasks, the marginal cost of each task rises, which is consistent with our claim.

The level of effort put out by the participants in the labor market, or $e_{g(i)|k(j)} e_{g(i)|k(j)}$, determines the outcome of the competition. Following Franke (2012), we assume that the Tullock (1980) type contest success function captures the competitive process in this case. When competing against the person $k(j) \in \{M, W\} k(j) \in \{M, W\}$, the individual $g(i) \in \{M, W\} g(i) \in \{M, W\}$ has the following winning probability:

$$p_{g(i)|k(j)} = a_{g(i)} e_{g(i)|k(j)}^{r_{g(i)}} \Big/ \left(a_{g(i)} e_{g(i)|k(j)}^{r_{g(i)}} + a_{k(j)} e_{k(j)|g(i)}^{r_{k(j)}} \right)$$

$$p_{g(i)|k(j)} = a_{g(i)} e_{g(i)|k(j)}^{r_{g(i)}} \Big/ \left(a_{g(i)} e_{g(i)|k(j)}^{r_{g(i)}} + a_{k(j)} e_{k(j)|g(i)}^{r_{k(j)}} \right) \qquad (1)$$

for all $g(i), k(j) \in \{M, W\} g(i), k(j) \in \{M, W\}$.

The $r_{g(i)} > 0 r_{g(i)} > 0$ parameter calculates the effectiveness of the individual i attempt. For the sake of simplicity, we take into account the accepted theory in the contest literature, which states that $r_{g(i)} = 1 r_{g(i)} = 1$ for all $g(i) \in \{M, W\} g(i) \in \{M, W\}$. The bias is introduced by using the parameter $a_{g(i)} > 0a_{g(i)} > 0$. Setting $a_{m(i)} = 1a_{m(i)} = 1$ and $a_{w(i)} = a \geq 1$ $a_{w(i)} = a \geq 1$ for all $m(i) \in Mm(i) \in M$ and $w(i) \in Ww(i) \in W$ results in the gender affirmative action bias. The bias caused by the affirmative action policy is contained in a single parameter $(a \geq 1)(a \geq 1)$, making this assumption analytically convenient.

Consequently, each person's $g(i) \in \{M, W\}g(i) \in \{M, W\}$ purpose is to maximize the utility function:

$$u_{g(i)|k(j)} = p_{g(i)|k(j)}v - \left(c_g e_{g(i)|k(j)} + s_g h_{g(i)}\right)$$

$$u_{g(i)|k(j)} = p_{g(i)|k(j)}v - \left(c_g e_{g(i)|k(j)} + s_g h_{g(i)}\right) \qquad (2)$$

where $p_{g(i)|k(j)}p_{g(i)|k(j)}$ is given by (1).

Every person determines whether or not to enter the labor market after selecting the labor market effort that maximizes the utility in statement (2). In this situation, if the labor market utility is greater than the value obtained from the outside option, the participation constraint $u_{g(i)|k(j)} \geq x_{g(i)} =$ $u_{g(i)|k(j)} \geq x_{g(i)} = 0$ is met, and the individual participates.

Results And Discussions:

Definition 1 (gender equality) The definition of gender equality is $E(u_{w|m}) = E(u_{m|w})$ $E(u_{w|m}) = E(u_{m|w})$.

We take into account the expected utilities because the household effort cost (and hence the market outcome) are ex-ante unpredictable. These anticipated utilities compile data on consumer and economic activity.

According to Holzer and Neumark (2000, 2006), affirmative action relates to the economic condition of women and minorities in terms of employment, education, ownership, and success.

By benefiting the members of the disadvantaged group, these policies have a direct impact on market relations. The idea is vaguely defined. Affirmative action, on the other hand, is unmistakably seen as an effort to promote equity and fairness between these two categories of people. The following definition can be applied to our situation.

Definition 2 (affirmative action) Affirmative action is a term used to describe policies that slant the labor market in favor of women (in our context, this means increasing the value of a>1) in an effort to advance gender equality.

Affirmative action policies are insufficient, according to certain authors. For instance, Gornick and Meyers (2003) and Pascall and Lewis (2004) both advocate for the promotion of egalitarian home policies that can alter how men and women are treated unequally and how gender is perceived. According to Davis and Greenstein (2009) and Lorber (1994), dichotomous hierarchies that appear in many aspects of daily life are the main cause of inequality. These hierarchies are based on inequalities in socially imposed gender roles.

According to Bielby and Bielby (1989), women continue to bear an unfair share of the burden of family work but are unable to forge meaningful professional identities.

Definition 3 (cost reduction policies) Cost-cutting measures are acts that lessen the proportion of home work performed by women (or, in our case, a reduction in $s \in [1/2,1))s \in [1/2,1))$ with the aim of advancing gender equality.

The cost of domestic labor that we are taking into account is the portion of domestic labor that the household either cannot afford or must outsource to other parties but which nonetheless benefits both household members. The cost of domestic work is determined by factors like household income, free time, gender roles, and household hierarchy.

Cost-cutting measures eliminate the prejudice against women that currently exists in the household, whereas affirmative action puts a bias in favor of women into the job market competition. A strong and significant sense of fairness and justice in society is further promoted through cost reduction initiatives as opposed to affirmative action and other policies.

The impact of cost-cutting and affirmative action policies on the incentives for men and women to participate in competitive relationships are summarized in the results that follow.

When men and women are in competition:

1. With affirmative action and cost-cutting measures, the participation of males declines for:

$$a > \phi_m^{\alpha} \equiv \frac{s}{1-s}\left((2/(1-s))^{1/2} - 1\right),$$

Otherwise, guys can participate fully.

1. Affirmative action and cost-cutting measures promote the participation of women for:

$$1 \le a < \phi_w^{\alpha} \equiv \frac{s}{1-s}\frac{1}{(2/s)^{1/2} - 1},$$

Otherwise, women can participate fully.

2. With affirmative action and cost-cutting measures, total participation rises for $1 \le a < \phi_w^{\alpha}$ $1 \le a < \phi_w^{\alpha}$; total participation is full for:

$$\phi_w^{\alpha} \le a \le \phi_m^{\alpha}$$

Otherwise, fewer people participate overall.

Conclusion:

This study demonstrates how men's higher labor market participation and competitive capacity (as compared to women) might be attributed to their smaller portion of the home labor cost.

Affirmative action is only partially effective in this situation. Affirmative action would also be unnecessary if the cost of domestic work was split equally between men and women. Real gender equality is not feasible, even though this issue has not been resolved. The domestic environment has an impact on both men and women's conduct, which in turn affects their ability to compete.

All people favor household action policies because they foster a sense of justice and fairness in society. However, when it comes to implementation, they could run across social and cultural obstacles. These hurdles exist even in nations that strive for gender equality.

Affirmative action, on the other hand, has the advantage of being easier to adopt, execute, and measure but is less capable of achieving full gender equality. However, we discovered that modest levels of affirmative action are very effective at encouraging participation and effectiveness. Additionally, we discovered that cost-cutting and affirmative action measures typically don't work well together. The more equality there is between men and women in the home, the less valid and successful affirmative action measures become.

All other aspects of actual gender equality will converge once household equality is attained. The truth is nuanced. In order to be able to concentrate just on the qualitative aspects of the affirmative and cost-cutting strategies without taking into account any other factors that can potentially bloat the analysis, we have adopted a number of simplifying assumptions. For instance, we have disregarded potential for specialization within the home or the biological distinctions between males and women (Becker 1985). The assumptions with regard to the theoretical model are intended to keep the model analytically tractable. It is possible to conduct additional research on the subject of these and other issues.

Finally, the disparity between men and women's attitudes about the labor market poses a number of research problems that must be adequately answered. We discovered a weak treatment in terms of theoretical models that take into account rational individuals with strategic incentives, despite the fact that the literature on the division of domestic labor appears to be well established and developed. In our opinion, more investigation into this lead is warranted. This is a particularly important point because empirical research yields contradictory conclusions. Theory might aid in the improvement of findings. A research agenda on these topics is something we demand. Despite the difficulty of the subject, this work is a step in the right direction. We anticipate that the results of our research will contribute to a deeper understanding of the explanations for why men and women appear to behave differently on the job market. Our findings could particularly help researchers and policymakers create effective programs that would give women and men the same opportunity.

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MILLIY KORXONALARDA MEHNAT SAMARADORLIGINING MUHIM KO'RSATKICHLARINI BAHOLASH TIZIMINI IMKONIYATLARI

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Annotasiya. Maqolada Korxonalarda mehnat samaradorligining muhim ko'rsatkichlarini(KPI) baholash tizimini takomillashtirish yo'nalishlari va istiqbollari nazariy va amaliy tahlili amalga oshirilib, xodimlar mehnat faoliyati samaradorligini baholash tizimiga ta'sir etuvchi moddiy va nomoddiy rag'batlantirish, xodimlarni o'qitish va malakasini oshirish, tashkil etilgan mehnat va boshqaruv tizimi hamda ular uchun pirovard hisoblangan xodimlar qo'nimsizligi ijtimoiy so'rovnoma natijalari asosida tahlil etilgan, tegishli xulosa va takliflar ishlab chiqilgan.

Kalit so'zlari. Samaradorlikning muhim ko'rsatkichlari (KPI) tizimi, mehnat faoliyati natijadorligi, xodimlarni o'qitish va malakasini oshirish, mehnatni tashkil etish, xodimlarni rag'batlantirish, xodimlar qo'nimsizligi.

ВОЗМОЖНОСТИ СИСТЕМЫ ОЦЕНКИ ВАЖНЫХ ПОКАЗАТЕЛЕЙ ЭФФЕКТИВНОСТИ ТРУДА НА НАЦИОНАЛЬНЫХ ПРЕДПРИЯТИЯХ

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Аннотация. В стате проведен теоретический и практический анализ направлений и перспектив совершенствования системы оценки значимых показателей эффективности труда (KPI) на предприятиях, проанализированы на основе результатов социалного опроса материалные и нематериалные стимулы, влияющие на систему оценки эффективности трудовой деятелности работников, обучение и переподготовка сотрудников.

Ключевые слова. Система ключевых показателей эффективности (KPI), резултативност работы, обучение и развитие работников, организация труда, мотивация работников, неудовлетворенност работников.

POSSIBILITIES OF THE ASSESSMENT SYSTEM OF IMPORTANT INDICATORS OF LABOR EFFICIENCY IN NATIONAL ENTERPRISES

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Abstract. The article provides a theoretical and practical analysis of the directions and prospects for improving the system for evaluating significant labor efficiency indicators (KPI) at enterprises, analyzes on the basis of the results of a social survey the material and non-material incentives that affect the system for evaluating the effectiveness of workers, training and retraining of employees.

Keywords. Key performance indicators (KPI) system, performance of work, training and development of employees, organization of work, motivation of employees, employee dissatisfaction.

Kirish:

Korxonada xodimlar mehnat faoliyatini baholash, samaradorlikni o'lchash va uni baholash xodimlarni boshqarish tizimining muvaffaqiyatli ishlashi uchun zaruriy shartdir. Hozirgi vaqtda ko'plab kompaniyalar o'z xodimlarining ishbilarmonlik faoliyatini "Samaradorlikning muhim ko'rsatkichlari" (KPI) tizimiga muvofiq baholashmoqda. Samaradorlikning muhim ko'rsatkichlari (ing. Key Performance Indicators, KPI) – bu korxona va tashkilotlar uchun faoliyatda natijadorlikni ta'minlashda strategik va taktik maqsadlarga erishishni aniqlashga yordam beradigan baholash tizimidir. Ulardan foydalanish tashkilotga uning holatini baholash imkoini taqdim etadi va strategiyani amalga oshirishni baholashda yordam beradi.

Adabiyotlar tahlili:

Faoliyat samaradorligini o'lchashda va muhim ko'rsatkichlarini baholash uzoq evolyutsion rivojlanish bosqichlariga ega hisoblanadi.

Muhim samaradorlik ko'rsatkichlari (KPI) haqidagi ilk tushunchalar XX asrning 50-yillarida Piter Drukerning "Maqsadga sari boshqarish" g'oyasi orqali shakllana boshlangan.

P.Drukerning fikricha, "natijadorlikka erishish uchun samaradorlik ko'rsatkichlari bilan alohida shug'ullanish kerak va rahbarlarni kundalik ishlar bilan band qilmasdan, belgilangan ustuvor vazifalar hamda asosiy maqsad sari faoliyat olib borishi uchun samara beradigan ko'rsatkichlar bilan shug'ullanish kerak"[1].

1990-yillarda samaradorlik ko'rsatkichlari turli sohalarda, eng muhimi, hukumatda mashhurlikka erishdi. Samaradorlikni boshqarish tizimlarining barcha tatbiqlari silliq emas edi va ba'zida ular yaxshilikdan ko'ra ko'proq zarar keltirdi. Biroq, yaxshi va yomon tajribalar amaliyotdan o'rganish orqali chora-tadbirlardan foydalanish bo'yicha ko'proq asosli qarorlar qabul qilishga yordam berdi.

Bu tarix bizni qayerga olib boradi? Amaliyot boshqaruv konsepsiyalarining paydo bo'lishiga olib keldi, aksincha emas. Samaradorlik o'lchovlaridan foydalanish vaqt o'tishi bilan organik ravishda rivojlandi[2].

Shuni alohida ta'kidlab o'tish joizki, bugungi kunga qadar tadqiqotchilar "muhim samaradorlik ko'rsatkichlari" tushunchasini aniqlashga yagona yondashuvni ishlab chiqishga zarurat sezishmaganlar. Ushbu konsepsiyaning turli xil ta'riflarini o'rganish asosida muhim samaradorlik ko'rsatkichlari tabiati va ko'lami bo'yicha mahalliy fanda rivojlangan ikkita nuqtai nazarni ajratib ko'rsatish mumkin. Birinchisiga ko'ra, muhim samaradorlik ko'rsatkichlari strategik korxonalarni boshqarish vositasi sifatida qaraladi. Ikkinchisiga ko'ra, muhim samaradorlik ko'rsatkichlaridan foydalanish faqat xodimlarni boshqarish sohasi bilan cheklangan. Bizning fikrimizcha, xodimlarning ish faoliyatini baholash uchun foydalaniladigan asosiy ko'rsatkichlar, agar ular korxona oldida turgan muammolarni hal qilishga bo'ysunadigan bo'lsa, strategik boshqaruvning elementi hisoblanadi.

Muhim samaradorlik ko'rsatkichlari tizimining tarkibiy qismlarini ko'rib chiqish jarayonida R.Kaplan va D.Norton idrok etish qiyin bo'lgan ko'plab analitik ko'rsatkichlar orasida asosiylarini ajratib ko'rsatishni taklif qildilar. Klassik ko'rsatkichlar kartasida to'rtta blok mavjud:

- birinchi blok - kompaniyaning missiyasi va strategiyasi;
- ikkinchi blok – ichki biznes jarayonlari;
- uchinchi blok – kadrlar tayyorlash va malakasini oshirish;
- to'rtinchi blok - mahsulot yoki xizmatlar iste'molchilari[3].

O'z navbatida, bloklarning har biri maqsadlar, ko'rsatkichlar, vazifalar, tadbirlarni o'z ichiga oladi.

Mamlakatimizda mehnat iqtisodiyoti maktabi asoschilari va fanning yetuk olimlari tomonidan ishlab chiqarish iqtisodiyotida mehnat samaradorligi muammolariga bag'ishlangan bir qator ishlarida yoritilgan. Xususan, Q.X.Abdurahmonov va boshqalar ushbu muammo tahliliga katta e'tibor berishgan. Q.X.Abdurahmonov mehnat samaradorligining unumli mohiyatini qo'yidagicha ta'riflaydi: "mehnat faoliyatining samaradorligi - mehnat faoliyatining pirovard iqtisodiy natijasi ko'rsatkichidir. U ishlab chiqarilgan mahsulot yoki ko'rsatilgan xizmatlar miqdorining mehnat mehnat sarfiga nisbatan, ya'ni mehnat sarfi birligi hisobiga ishlab chiqarishgan mahsulot bilan o'lchanadai. Jamiyatning rivojlanishi va uning barcha a'zolari farovonligi darajasi mehnat faoliyatining samaradorlik darajasi hamda o'sishiga bog'liq"[4].

Standart faoliyat mezonlarini ishlab chiqishda ma'lum talablarga rioya qilish kerak:

- ular xulq-atvor nuqtai nazaridan belgilanishi kerak;
- ular xatti-harakatlarning barqaror takrorlanadigan shakllariga tegishli bo'lishi kerak;
- ular muayyan sohadagi faoliyat mazmuni bilan bog'liq bo'lmagan ishlarni bajarishning miqdor va sifat mezonlarini aks ettirishi kerak;

- ular bevosita tegishli bo'lim tomonidan kuzatilishi kerak[5].

Shuningdek, ushbu tizimda korxonadagi barcha darajadagi maqsadlar SMART tamoyiliga mos kelishi kerak, ya'ni quyidagicha bo'lishi tarab etiladi:

- "specific" – o'ziga xos;
- "measurable" – o'lchovli;
- "achievable" – erishish mumkin (realistik);
- "relevant" – faoliyatga mos, tegishli;
- "time-bound (time-based)" – vaqt bilan chegaralangan.

Uchinchi turi: **Ish faoliyatini boshqarish tizimi** (ingl. "Performance Management") – maqsadlarni boshqarish tizimining takomillashtirilgan va qayta ishlangan turi bo'lib, ushbu tizimda yiliga bir marotaba yoki har yarim yilda bir marotaba xodimning faoliyatini tahlil qilish (Performance Review) majburiy va qat'iy tarzda amalga oshiriladigan bosqich mavjudligi bilan ajralib turadi. Ushbu bosqichda korxona tomonidan talab etilgan maqsad va vazifalarning bajarilishi, muhim samaradorlik ko'rsatkichlari hamda eng muhimi hisoblangan mezonlardan biri – xodimlarning malakasi baholanadi.

To'rtinchi turi: **Muvozanatlangan ko'rsatkichlar tizimi** (Balanced Scorecard – BSC). Ushbu tizim Garvard biznes maktabining Beyker fondi professori Devid Norton va Balanced Scorecard Collaborative asoschisi va prezidenti Robert Kaplanlar tomonidan ishlab chiqilgan bo'lib, u korxona maqsadi, qarashlari va strategiyasiga har tomonlama bog'liq bo'lgan to'rtta tuzilmalarga asoslanadi.

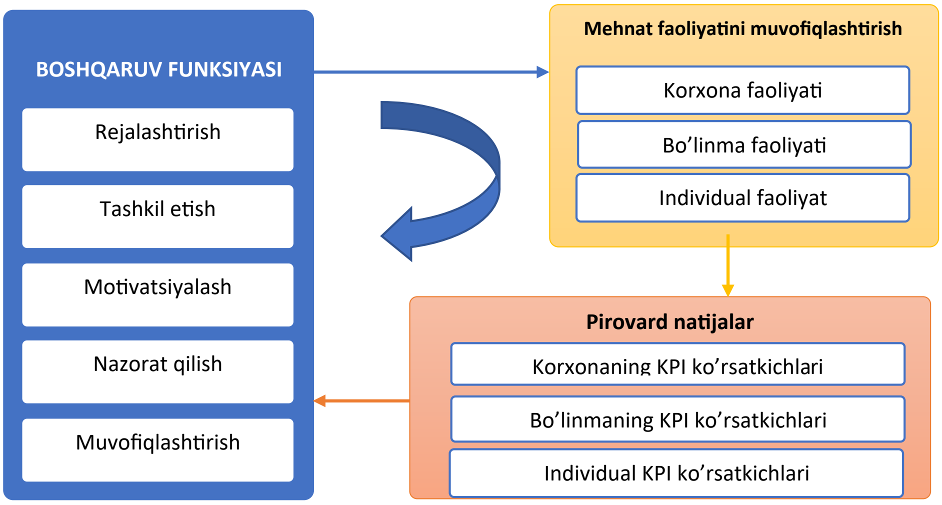
Tadqiqot metodologiyasi:

Tadqiqotda tizimli tahlil, qiyosiy tahlil, korrolyasion-regression tahlil, prognozlash usullaridan foydalanildi.

Tadqiqotda Qashqadaryo viloyatida faoliyat yuritayotgan "Shaxrisabz VAOT" Aksiyadorlik jamiyati, "DON – XALQ RIZQI" Aksiyadorlik jamiyati, "OQ SAROY TEXTILE" MChJ va "SADO" MChJ kabi sanoat korxonalarida ishlaydigan 1130 nafar xodimning so'rov ma'lumotlaridan foydalanilgan. Faraz qilingan munosabatlar eng kichik kvadratlarning struktura tenglamalarini modellashtirish usuli yordamida baholandi. Natijalar shuni ko'rsatdiki, moddiy rag'batlantirish va xodimlarni o'qitish va malakasini oshirish KPI tizimi bilan ijobiy bog'liq bo'lib, bu o'z navbatida xodimlar qo'nimsizligi bilan salbiy bog'liqdir. Rag'batlantirishning xodimlar qo'nimsizligiga bilvosita ta'siri faqat moddiy rag'batlantirish va xodimlarni o'qitish va malakasini oshirish uchun qo'llab-quvvatlandi, chunki to'g'ri tashkil etilgan mehnat va adolatli boshqaruv va nomoddiy rag'batlantirish KPI tizimiga sezilarli bog'liqlik mavjud bo'lmasligi mumkinligi tahlil etilishi lozim.

Tahlil va natijalar muhokamasi:

Tadqiqot obyekti hisoblangan, sanoat korxonalari faoliyatidan kelib chiqqan holda, samaradorlikning uch muhim jihatini alohida-alohida ajratib ko'rsatish mumkin, bular: individual, bo'linma va korxona miqyosida. Rahbarlarning bunda belgilangan asosiy vazifasi shaxsiy va jamoaviy mehnat samaradorligini oshirish hamda shu orqali tashkilotdagi umumiy samaradorlik asosida pirovard natijadorlikka erishishni o'z ichiga oladi (1-rasm)



1-rasm. Rahbarlarning korxona faoliyatida natijadorlikka erishishdagi ta'siri\

Individual faoliyat samaradorligi muhim ko'rsatkichlari lavozimga qo'yilgan talablar va majburiyatlar xodimning mehnat faoliyati natijalariga qanchalik mos kelishi, shuningdek, vazifalarni o'z vaqtida, sifatli va samarali bajarganligi bo'yicha ko'rsatkichlar tizimidir.

Bizning fikrimizcha, tashkilotda xodimlar mehnat faoliyati samaradorligi muhim ko'rsatkichlari (KPI)ni baholashni tashkilotni boshqarish tizimida asosiy unsur deb e'tirof etish mumkin.

Biroq, korxonada xodimlar faoliyati samaradorligi muhim ko'rsatkichlarini (KPI) baholash tizimini joriy etish va u asosida faoliyatni doimiy tahlil etib borishda bir qator xatarlar to'sqinlik qiladi. Ushbu xatarlarni to'g'ri tahlil etgan holda o'z vaqtida bartaraf etish korxonaning dasturul amaliga aylanishi lozim.

Xatarlar nafaqat korxonada xodimlar faoliyati samaradorligi muhim ko'rsatkichlarini (KPI) baholash tizimi, balki korxonaning umumiy faoliyatiga ham salbiy ta'sir ko'rsatadi. Shu nuqtai nazardan korxonalar samaradorligi muhim ko'rsatkichlarini (KPI) baholash tizimiga ta'sir etuvchi ehtimoliy xatarlar va ularni bartaraf etish imkoniyatlari tadqiqot davomida quyidagi alohida ro'yxatda o'z aksini topdi:

Birinchidan, qo'yilgan maqsadlarning aniq o'lchovga ega bo'lmasligi – mehnat samaradorligining muhim ko'rsatkichlari tizimini joriy etishdagi eng katta xatar hisoblanadi. Chunki, xodimlarni natija uchun ishlashga majburlash va xodimlarning shaxsiy maqsadlarini korxona maqsadlari bilan muvofiqlashtirish korxona uchun ijobiy pirovard natijalar keltirishi kafolatlanmaydi.

Mehnat faoliyati samaradorligining muhim ko'rsatkichlarini baholash tizimi joriy etishda kiritiladigan har qanday o'zgarishlar natijasida aynan nima yaxshilanishi va bu qanday o'lchanishiga e'tibor qaratish muhim sanaladi.

Zero, korxonada aniq o'lchanadigan maqsadlar bo'lmasa, har qanday samaradorlikni baholash tizimi muvaffaqiyatli bo'lmaydi. Bunga asosiy sabab qilib, noaniq maqsadlarni belgilash boshqaruv xodimlari va korxonna jamoasini rag'batlantirmaydi, natijada xarajatlar va investisiyalar samarasizligiga olib keladi.

Korxona faoliyatini natijadorligini ta'minlaydigan har qanday maqsadni belgilash uchun faoliyatda duch kelinadigan muammolarni chuqur tahlil qilish va xodimlar mehnat faoliyatidagi eng muhim sun'iy cheklovlarni aniqlab olish lozim.

Qashqadaryo viloyati «Sado» MChJ va «Oq Saroy Tekstile» MChJ faoliyatida Mehnat faoliyati samaradorligining muhim ko'rsatkichlarini baholash tizimi joriy etishda mavjud muammolarni chuqur tushunishga asoslanish bilan bir qatorda mavjud cheklovlarni bartaraf etishga qaratilgan quyidagi masalalarga alohida etibor berilishi taklif etildi:

- ishlab chiqarilgan trikotaj va boshqa mahsulotlarni xaridorlarga yetkazib berish muddatini 2 barobar qisqartirish;

- asosiy faoliyat turidan olinadigan daromadni 1,5 barobarga oshirish.

Ushbu maqsadli rejalar eng muhim tadbirkorlik faoliyati maqsadlari bilan bog'liq bo'lib, muvaffaqiyat mezonlarini o'zida qamrab oladi va bularning natijalarini o'lchash mumkin hisoblandi.

Ikkinchidan, korxona faoliyatida mehnat faoliyati samaradorligining muhim ko'rsatkichlarini baholash tizimi joriy etishda chegaralarni aniqlanmasligi ham asosiy xatarlardan biri hisoblanadi.

Bugungi kunda mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etishda korxonlar barcha bo‘limlar va barcha xodimlari uchun baholash (KPI tizimi)ni ishlab chiqish va joriy etishga intilishmoqda. Bunda korxonalar resurslari mavjud bo‘lmasligi yoki kamligi va boshqa cheklovlar natijasida kutilgan natijalarni bermayapti.

Darhaqiqat, korxonadagi barcha bo‘limlar va xodimlar uchun mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etish va amalga oshirish mumkin, biroq bu natijadorlikka erishishda katta imkoniyatlar taqdim etmaydi.

Xodimlar uchun mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etishdan avval bir yoki ikkita bo‘limda tajriba-sinov uchun uni amalda sinab ko‘rish maqsadga muvofiq hisoblanadi. Baholash tizimining barcha mezonlarini ishlab chiqish, kamchiliklarni bartaraf etish natijasida muvaffaqiyatga erishilgandan so‘ng, uni boshqa bo‘limlarda ham amalga oshirish mumkin.

Uchinchidan, korxonada xodimlar mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etishni amalga oshirishga texnik vazifa sifatida qaralishi ham bir xatar hisoblanadi.

Ko‘pgina korxona va tashkilotlarda mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etish vazifasi korxonada moliyaviy masalalar bilan shug‘ullanuvchi xodimlar yoki shu maqsadni ishonib topshirish mumkin bo‘lgan o‘rta darajadagi mutaxasislariga beriladi. Biroq, korxona faoliyati to‘g‘risida to‘liq strategik tasavvurga va boshqaruvda o‘zgartirish qilish vakolatiga ega bo‘lmagan ushbu mutaxassislar tashkiliy masalalarni o‘z vaqtida hal qilish ko‘nikmasiga ega bo‘lmaydi. Chunki, ularda na boshqaruv, va na korxona siyosatida vazn bor.

Odatda, korxonada xodimlar mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etish faoliyatni tashkil etish vazifalari ro‘yxatiga kiradi. Ushbu vazifa amalga oshirilishini ishonchli vakillar yoki o‘rta darajadagi mutaxassislarga topshirish to‘g‘ri emas. Chunki, bu vazifalar yuqori darajadagi boshqaruvchi guruhining vazifalari hisoblanadi. Bunda moliyaviy masalalar bilan shug‘ullanuvchi xodimlar yoki shu maqsadni ishonib topshirish mumkin bo‘lgan o‘rta darajadagi mutaxasislar tegishli texnik vazifalarni bajarishlari lozim.

To‘rtinchidan, mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etish jarayonlarida barcha xodimlar ishtirok etmasligi ham faoliyat uchun xatar hisoblanadi.

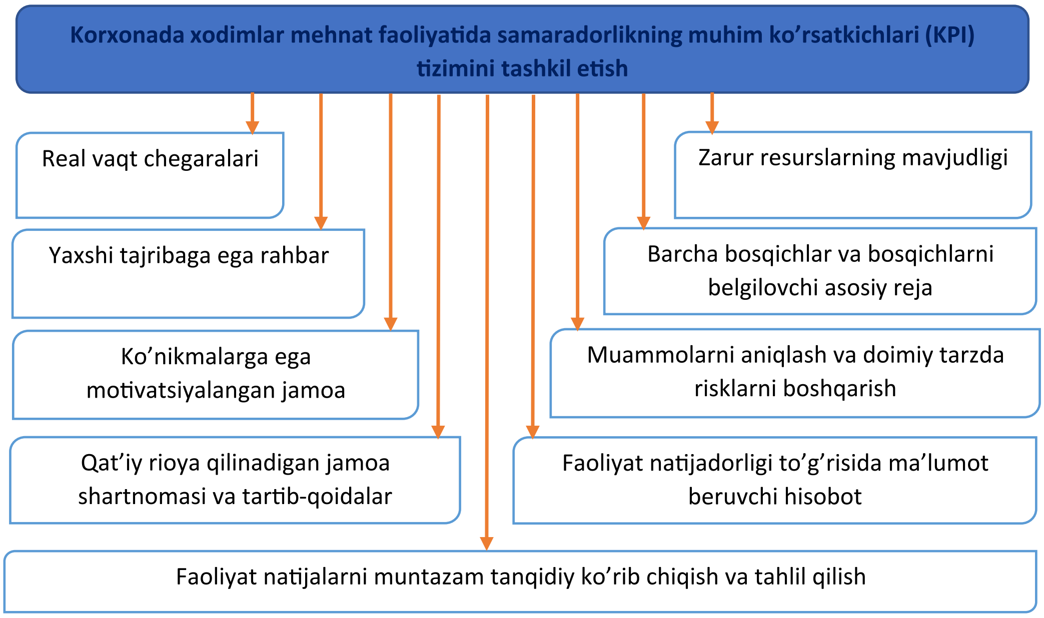
Tadqiqot davomida korxona xodimlari ular uchun mehnat faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tizimi joriy etilishi haqida uni amalga oshirishning yakuniy bosqichida, yoki yangidan-yangi qoidalar va baholash ko‘rsatkichlari o‘rnatilgandagina bilib olishadi. Ushbu o‘zgarishlar xodimlar va korxona boshqaruvi o‘rtasidagi ziddiyatlar keltirib chiqaradi.

Korxona siyosatida har qanday o‘zgarishlar uchun ehtimoliy ziddiyatlar boshidanoq kutilishi va amalga oshirilish kutilayotgan har qanday loyihalarga barcha manfaatdor tomonlarni jalb qilish tavsiya etiladi.

Faoliyat samaradorligining muhim ko‘rsatkichlarini baholash tizimi boshqaruvini to‘g‘ri tashkil etilmasligi ham korxona faoliyati natijadorligi uchun bir xatar hisoblanadi.

Korxonada xodimlar mehnat faoliyatida samaradorlikning muhim ko‘rsatkichlari (KPI) tizimini yaxshi tashkil etishda quyidagilarga asosiy e’tiborni qaratish talab etiladi (2-rasm):

1. Faoliyat jarayonlari uchun real vaqt chegaralari;
2. Faoliyat jarayonidagi barcha bosqichlar va bosqichlarni belgilovchi asosiy reja;
3. Faoliyat haqida yaxshi tajribaga ega rahbar;
4. Faoliyat jarayonlariga oid ko‘nikmalarga ega motivatsiyalangan jamoa;
5. Faoliyat uchun zarur resurslarning mavjudligi;
6. Jamoa a’zolari tomonidan doimiy tarzda qat’iy rioya qilinadigan jamoa shartnomasi va tartib-qoidalar;
7. Hisobot davrlarida faoliyat natijadorligi to‘g‘risida ma’lumot beruvchi hisobot;
8. Faoliyat natijalarni muntazam tanqidiy ko‘rib chiqish va tahlil qilish;
9. Faoliyatda muammolarni aniqlash va doimiy tarzda risklarni boshqarish.



2-rasm. Korxonada xodimlar mehnat faoliyatida samaradorlikning muhim ko'rsatkichlari (KPI) tizimini yaxshi tashkil etish imkoniyatlari

Agar faoliyat samaradorligining muhim ko'rsatkichlari (KPI) tizimida bosqichlar va muddatlar aniq belgilanmagan bo'lsa, baholash natijalari muntazam ravishda ko'rib chiqilmasa, muammolar tahlil qilinmasa korxona taraqqiyotini ham to'g'ri baholab bo'lmaydi. Natijada, faoliyat resurslar bilan ta'minlanmaydi va ijrochilar doimiy ravishda boshqa vazifalar bilan chalg'ishlariga sabab bo'lishi mumkin. Bunday sharoitda xodimlar mehnat faoliyati samaradorligining muhim ko'rsatkichlari (KPI)ni baholash tizimi bardavom bo'ladi, biroq asta-sekin o'z xususiyati va funksiyalarini yo'qota boshlaydi.

Xalqaro tajribalar shuni ko'rsatadiki, boshqaruv xodimlari samardorlikning muhim ko'rsatkichlari (KPI) tizimilarni amalga oshirish orqali qo'l ostidagi xodimlarning motivatsiyasi ortishini kutishadi. Biroq, bu ular istagandek natija bermasdan, mutlaqo teskari natija - motivatsiya pasayishini guvohi bo'lishadi.

Samardorlikning muhim ko'rsatkichlari (KPI) tizimi xodimlarni motivatsiyalash uchun vosita emas! Buni ko'p rahbarlar tushunmasligi yoki anglay olmasligi mumkin.

Tadqiqot natijalari shuni ko'rsatdiki, korxona rahbari o'z xodimlarining motivatsiyasi past ekanligini ko'rsa, birinchi navbatda buning sabablarini o'rganishga kirishishi lozim. Ko'pgina holatlarda quyidagilar bunga asosiy sabab bo'lishim mumkin, masalan: aksariyat korxona boshqaruv xodimlarining quyi xodimlari mehnat sharoitlariga e'tibor qaratmasligi; rahbar xodimlarning qo'l ostidagilarga qo'pol muomilaligi; xodimlar korxona va o'z bo'limi faoliyatida ma'no va maqsad ko'rmasligi, natijalar oshkor etilmasligi; korxonada mehnat jarayonlarini yaxshi tashkil etilmaganligi, holatlar xodimlar uchun stressni keltirib chiqarishi va boshqalar.

Ushbu holatlarda korxonada samardorlikning muhim ko'rsatkichlari (KPI) tizimi ma'noli bo'lishi uchun demotivatsiyaning eng o'tkir omillarini aniqlash, tahlil qilish va zudlik bilan ularning ta'sirini bartaraf etish lozim.

Yuqorida sanab o'tilgan xatarlar har qanday korxona faoliyatida samardorlikning muhim ko'rsatkichlari (KPI) tizimini joriy etish, amalda qo'llash va natijadorlikka erishishga to'sqinlik qiladi.

Xatarlar ta'siriga tushib qolmaslik chun ham korxonada samardorlikning muhim ko'rsatkichlari (KPI) tizimi va unga ta'sir etuvchi omillar doimiy tarzda tahlil etib borish lozim.

Ushbu xatarlarni doimiy tarzda kamaytirish bo'yicha chora-tadbirlar ishlab chiqish va ularni dasturlarga kiritish har bir korxona uchun juda muhim sanaladi.

Xulosa va takliflar:

Tadqiqot obyekti hisoblangan, sanoat korxonalari faoliyatidan kelib chiqqan holda, samaradorlikning uch muhim jihatini alohida-alohida ajratib ko'rsatish mumkin, bular: individual, bo‘linma va korxona miqyosida. Rahbarlarning bunda belgilangan asosiy vazifasi shaxsiy va jamoaviy mehnat samaradorligini oshirish hamda shu orqali tashkilotdagi umumiy samaradorlik asosida pirovard natijadorlikka erishishni o‘z ichiga oladi.

Bizning fikrimizcha, tashkilotda xodimlar mehnat faoliyati samaradorligi muhim ko‘rsatkichlari (KPI)ni baholashni tashkilotni boshqarish tizimida asosiy unsur deb e’tirof etish mumkin.

Korxonalarda xodimlar mehnat samaradorligi muhim ko‘rsatkichlarini baholash (KPI) tizimini takomillashtirishda e’tiborga olinishi lozim bo‘lgan yo‘nalishlardan biri - xodimlarning individual ko‘rsatkichlarini aniqlashning asosiy bosqichlari hisoblanadi. Ushbu bosqichlar bexato va asosli tashkil etilsa, faoliyatni baholash tizimida muammolar bo‘lmaydi. Xodimlarning individual ko‘rsatkichlarini aniqlashning asosiy to‘rt bosqichi mavjud bo‘lib, ular mehnat samaradorligi muhim ko‘rsatkichlarini baholash (KPI) tizimini tayyorlov bosqichi, korxona faoliyati uchun o‘rta va quyi darajadagi muhim ko‘rsatkichlarni shakllantirish bosqichi, mehnat samaradorligi muhim ko‘rsatkichlarini baholash (KPI) tizimini sinovdan o‘tkazish hamda yakuniy bosqich hisoblanib, bunda mehnat samaradorligi muhim ko‘rsatkichlarini baholash (KPI) tizimi to‘liq amalda joriy etish ishlari yakunlanadi.

Xalqaro standartlar va xorijiy tajribalar korxona faoliyatidagi aniq ustuvorliklarni tanlashdan oldin, birinchi navbatda korxonadagi har bir ish o‘rinlarini zaruratlik konsepsiyasi asosida qayta ko‘rib chiqish, so‘ng har bir ish o‘rni uchun lavozim majburiyatlaridan kelib chiqqan holda, muhim ko‘rsatkichlarni ishlab chiqish, so‘ngra faoliyatdagi barcha jarayonlarni tizimli ravishda tartibga solishga o‘tish tavsiya etiladi.

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KO'ZI OJIZ SHAXSLARNI ISH BILAN TA'MINLASHNING OBYEKTIV ZARURLIGI

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Annotatsiya. Ushbu tadqiqot ishida ko'zi ojiz shaxslarning hayatoy muammolari tadqiq etildi va ularning iqtisodiy holati, iste'mol imkoniyatlari darajasi tahliliy jihatdan o'rganildi. Tadqiqot ishining obyekti sifatida O'zbekiston Respuplikasi turli hududlari bo'ylab ko'zi ojiz shaxslar tanlab olindi va ularning iqtisodiy holati o'rganildi. Bu jarayonda ularning bandligi ta'minlashning obektiv zarurligi mikro va makro darajada tahlil etildi. Ko'rish bo'yicha imkoniyati cheklangan insonlarni bir oylik o'rtacha xarajatlari va daromadlari o'rtasidagi farq analiz etilib, manfiy saldoni bartaraf etish manbalari yoritib berildi. Shuningdek, tadqiqot ishida ko'zi ojiz insonlar ijtimoiy-iqtisodiy muammolarini bartaraf etishga yordam beruvchi taklif va tavsiyalar ishlab chiqildi.

Kalit so'zlar. ishsizlik, inkluziv bandlik, obyektiv zarurlik, ko'zi ojizlar iqtisodiy xarajatlari, mehnatga layoqatli yoshdagi ko'zi ojizlar, iqtisodiy faol nogironlar, manfiy saldo, ijtimoiy to'siqlar, ishlashga bo'lgan motivatsiya, masofaviy ishlar, kasanachilik, mehnat bozori.

ОБЪЕКТИВНАЯ НЕОБХОДИМОСТЬ ОБЕСПЕЧЕНИЯ РАБОТЫ СЛЕПЫХ ЛЮДЕЙ

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Аннотация. В данной исследовательской работе были исследованы проблемы хаятойских слепоглухих людей и аналитически изучено их экономическое положение, уровень потребительских возможностей. В качестве объекта исследовательской работы были отобраны слепые люди из разных регионов Республики Узбекистан и изучено их экономическое положение. При этом объективная необходимость обеспечения их занятости анализировалась на микро-и макроуровне. Анализировалась разница между среднемесячными расходами и доходами людей с нарушениями зрения, а также выделялись источники для устранения отрицательного сальдо. Также в ходе исследовательской работы были разработаны предложения и рекомендации, помогающие преодолеть социально-экономические проблемы слепых людей.

Ключевые слова. безработица, инклюзивная занятость, объективная необходимость, экономические издержки для слепых, слабовидящие в трудоспособном возрасте, экономически активные инвалиды, отрицательное сальдо, социальные барьеры, мотивация к работе, Удаленная работа, домашнее хозяйство, рынок труда.

THE OBJECTIVE NEED TO PROVIDE WORK FOR THE BLIND PERSONS

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Annotation. In this research paper, the problems of Hayato deafblind people were investigated and their economic situation and the level of consumer opportunities were analytically studied. Blind people from different regions of the Republic of Uzbekistan were selected as the object of research and their economic situation was studied. At the same time, the objective need to ensure their employment was analyzed at the micro and macro levels. The difference between the average monthly expenses and incomes of people with visual impairments was analyzed, and sources were identified to eliminate the negative balance. Also, during the research work, proposals and recommendations were developed to

help overcome the socio-economic problems of blind people.

Keywords. unemployment, inclusive employment, objective necessity, economic costs for the blind, visually impaired people of working age, economically active disabled people, negative balance, social barriers, motivation to work, Remote work, household, labor market.

Kirish:

Inson qadri va unga e’tibor yuksalayotgan mamlakatimizda jamiyatning har bir qatlami manfaatlari hisobga olingan holda O‘zbekistonni ijtimoiy davlat ekanligi bosh Qomusimiz bo‘lmish Konstitutsiyaning 1-moddasida belgilab qo‘yilgan. Davlatimiz fuqarolarining ijtimoiy ehtiyojmand guruhi vakillaridan biri bo‘lgan ko‘rish bo‘yicha nogironligi bo‘lgan shaxslarni har tomonlama qo‘llab-quvvatlash maqsadida konstitutsiyaning 57-moddasida, „Davlat nogironligi bo‘lgan shaxslarning ijtimoiy, iqtisodiy va madaniy sohalar obyektlari va xizmatlaridan to‘laqonli foydalanishi uchun shart-sharoitlar yaratadi, ularning ishga joylashishiga, ta’lim olishiga ko‘maklashadi, ularga zarur bo‘lgan axborotni to‘sqinliksiz olish imkoniyatini ta’minlaydi” qat’iy ta’kidlab o‘tilgan. Shuningdek, barcha qonun va qonun osti xujjatlari nogironligi bo‘lgan shaxslar uchun yaratilgan imtiyoz, va subsidiyalarni e’tirof etgan holda shuni ta’kidlashimiz joizki, ko‘zi ojiz shaxslar o‘rtasida ishsizlik darajasi juda balanddir. Yuqori ishsizlik darajasi ushbu fuqarolar bilan bir qatorda mamlakat iqtisodiyotiga ham sezilarli salbiy tasir ko‘rsatmasdan qolmaydi.

Ushbu tadqiqot ishining dolzarbligi shundan iboratki, ko‘zi ojiz insonlarning ish bilan ta’minlanishiga tasir etuvchi omillar ularning hayotida mehnatning tutgan o‘rni hamda ularning bandligi iqtisodiyotga qanday foyda keltirishi nazariy va amaliy jihatdan yoritib berildi.

Mavzuga doir adabiyotlar tahlili:

Har bir nogironligi bo‘lgan shaxslarning munosib ish bilan ta’minlanishlarida asosiy to‘siqlarning eng muhimi bu „nogiron” tushunchasidir. Davlatimiz rahbari Sh.Mirziyoyev ushbu muammoni bartaraf etish maqsadida “nogironlikni belgilash bo‘yicha hozirgi tibbiy modelidan ijtimoiy modeliga o‘tamiz”, – deb ta‘kidladilar.

Tarixiy faktlar shuni ko‘rsatadi-ki, ko‘zi ojiz insonlarning o‘ziga xos xususiyati haqida ilk bor eramizdan avvalgi VI va V asrlarda yashab ijod etgan Konfutsiy shaxsiy kuzatuvlari natijasida, “ko‘zi ojiz odamlarning xotirasi kuchliligi va boshqalarga nisbatan yaxshililigiga birinchi bo‘lib e’tibor qaratgan”[1].

Ushbu insonlarning yana bir o‘zgacha iste’dodlari haqida Isayev Qobiljon quyidagilarni, “Ko‘zi ojiz insonlar his qilish, o‘ta nozik va past tovushlarni eshitish, ilg‘ash, o‘nlab tovushlarni eshitib, ularni farqlash, xotirada muxrlab olish, kishilar ma’naviyati, ichki dunyosiga qalb ko‘zi orqali oson, o‘zgacha tarzda, tez, kata tasavvur bilan kirib bora olish”[2] – ta’kidlab o‘tgan. Albatta, bu xususiyatlar mehnat bozorida qimmatli qadr qiymatga egadir. Jumladan, nogironligi bo‘lgan shaxslar mehnat jarayoniga moslashuvi uchun qilingan investitsiya o‘z samarasini qisqa vaqtda ko‘rsatishi ilmiy isbotini topgan. Ushbu fikrimizni dalil sifatida ushbu faktlarni keltirishimiz mumkin: “Janubiy Karolinada o‘tkazilgan tadqiqotga ko‘ra, nogiron ishchilar ularning reabilitatsiyasiga sarflangan har bir dollar uchun 15,29 dollar daromad keltirishgan. Shu bilan birga, Nyu-Mexiko shahridagi nogiron ishchilar shunga o‘xshash kasbiy reabilitatsiya dasturini tugatgandan so‘ng daromadlarning 251 foizga o‘sishini ta’minladilar.”[3]

Belkova o‘z ilmy ishlarida ko‘zi ojiz insonlarni bandligiga iqtisodiy jihatdan yondashib, quyidagicha fikrni ta’kidlagan nogironlarni ish bilan ta’minlashning iqtisodiy toifasi – bu “ularning mehnat faoliyatida ishtirok etishi bilan bog‘liq munosabatlar to‘plami, bu ularning ijtimoiy va shaxsiy ehtiyojlarini qondirish uchun mehnatga qo‘shilishining o‘lchovi va mumkin bo‘lgan samaradorligini aks ettiradi”[4].

Shuningdek, mehnat bozorida ushbu toifadagi shaxslarni ish bilan ta’minlashning ishtimoiy jihatdan yondashuvlar mavjud bo‘lib, unga ko‘ra Nogironlar muammolariga bag‘ishlangan ko‘plab asarlar muallifi M.Novikov quyidagicha ta’kidlagan: “nogiron uchun bandlik jamiyatda to‘liq ishtirok etish yo‘lidagi vosita”[5].

A.Y. Razinov o‘zining ilmiy qarashlarida nogironligi bo‘lgan shaxslarni bandligini ta’minlash istiqbolini quyidagi yo‘nalishda tasavvur etishini ta’kidlagan: “Jamiyatning turli sohalarini, shu jumladan

[1] O‘zbekiston Respublikasi Konstitutsiyasi // Lex.uz, 30.04.2023-y. 13-b. jami 44-b.
[2] URL: https://youtube.com/shorts/oAK7gYxgwmA?feature=share3
[3] Respublika bolalar kutubxonasi // internet manba. URL: http://taqvim.uz/uz/event/view/3402
[4] Q. Isayev, Har bir inson – bebaho capital // xalq so‘zi, № 34, 18.02.2023-y. 4-b.
[5] Novikov M.L. sozdaniy model trudoustroystva molodix invalidov. // ROOI perspektiva, 2006-y. 49-b.

bandlik sohasini, axborot jamiyatini shakllantirishni innovatsion rivojlantirish sharoitida nogironlarning bandligini huquqiy tartibga solishning oʻziga xos xususiyatlari yaqin kelajakda juda shartli boʻlib qolishi mumkin. Masofadan ishlash mumkin boʻlgan ish oʻrinlari soninig koʻpayishi tendentsiyasini hisobga olgan holda, bu holat haqiqatga aylanishi mumkin”[6].

Tadqiqot metodologiyasi:

Tadqiqot jarayonida tizimli, tarkibiy, retrospektiv, mantiqiy, qiyosiy tahlil usullari, umumlashtirish, deduksiya va induksiya usullari, axborotni qayta ishlashning statistik usuli qoʻllanildi. Mavzuning koʻzi ojizlarning moliyaviy barqarorligini ta’minlashdagi ahamiyati hamda iqtisodiyotga oʻsishga ta’siri yoritib berildi.

Tahlil va natijalar:

Barqaror iqtisodiy oʻsishga erishish uchun har bir jamiyatda ishsizlik darajasini minimallashtirish qaratilgan davlatning ijtimoiy-iqtisodiy siyosati muhim ahamiyat kasb etadi. Oʻzbekistonning ijtimoiy davlat ekanligi barcha toifadagi aholi qatlamini ish bilan ta’minlash hamda ishsizlikdan himoya qilishini anglatadi. Mehnat bozorida koʻzi ojiz insonlar uchun taklifning pastligi davlatning koʻmagi boshqa ishchi kuchi toifasiga qaraganda yuqori darajada boʻlishi kerakligi xususiyati bilan ajralib turadi. Dunyo olimlari tadqiqotlari shuni koʻrsatadi-ki, koʻzi ojiz shaxslarning inkluziv bandligini ta’minlash uchun qilingan investitsiya iqtisodiyot oʻsishiga sababchi boʻladi.

Davlatimizning barcha aholi toifasini ishsizlikdan himoya qilish uchun ularga ishsizlik nafaqalarini toʻlashini hisobga olgan holda shuni ta’kidlashimiz joizki, koʻzi ojizlar hayotiy harajatlari sogʻlom insonlarga qaraganda 2 baravar koʻpligi tasdiqlangan boʻlsada ushbu toifadagi shaxslar uchun ishsizlik nafaqasi mavjud emasligi taajubli holatdir. Koʻzi ojiz shaxslarni ish bilan ta’minlash odatda mehnat munosabatlari sifatida alohida koʻrib chiqilmaydi.

Koʻzi ojiz insonlarni mehnatga layoqatli aholining bir qismi sifatida tavsiflashda shuni ta’kidlash kerakki, ularning ijtimoiy ishlab chiqarishda ishtirok etishi mehnat faoliyatini cheklash darajasi va nogironlik guruhi bilan belgilanadi. Shuningdek, iqtisodiy faol boʻlmagan aholi tarkibiga nogironlik nafaqasini oladigan shaxslar kiradi. Biroq, koʻrish boʻyicha nogironligi boʻlgan shaxslar ish bilan band yoki ishsiz boʻlsa, ish qidirish bilan faol shugʻullanadigan boʻlsa, iqtisodiy faol aholiga murojaat qilishlari mumkin. Ishlamaydigan koʻzi ojiz insonlar rasmiy ravishda mamlakat mehnat resurslarining bir qismi sifatida qaralmaydi, ammo aslida ular mehnat bozoridagi umumiy taklifga ta’sir qilishi mumkin. Shuni ta’kidlash joizki, mehnat bozori ishtirokchilari tarkibida ularning maqomining oʻzgarishi bilan bogʻliq jarayonlar doimiy ravishda sodir boʻladi. Butun aholini 4 toifaga ajratamiz (1-jadvalga qarang.)

1-jadval[7]

Iqtisodiy faoliyat va koʻrish boʻyicha nogironlik mavjudligiga qarab mehnat bozori ishtirokchilarining toifalari

	Iqtisodiy faol aholi tarkibida	Iqtisodiy faol boʻlmagan aholi tarkibida
Nogironligi boʻlmagan odamlar	A	B
Koʻzi ojiz shaxslar	D	S

Koʻzi ojiz insonlar iqtisodiy faolligi darajasining pasayishi yoki ortishini quyidagi D/(D+S) formulasi bilan aniqlanadi. Agar D qiymati kamaysa yoki S qiymati oshsa, bu indeks kamayishi mumkin.

Agar D qiymati kamayib qolsa, demak, iqtisodiy faol koʻzi ojiz shaxslar boshqa toifaga kira boshlaydilar; ehtimol, ular A toifasiga (ular iqtisodiy faol aholining bir qismi boʻlib qoladilar, ammo reabilitatsiya jarayonidan toʻliq oʻtishlari mumkin) yoki S toifasiga (mehnat bozorida sotish uchun oʻz ishchi kuchini taklif qilishni toʻxtatadilar) oʻtishadi.

S ning oʻzgarishi koʻzi ojizlar maqomining oʻzgarishini anglatib, ehtimol ular koʻrish boʻyicha nogironligi boʻlgan iqtisodiy faol aholidan (D) yoki B toifasidan chiqib ketishadi. B dan S gacha boʻlgan

[6] Belkova N.M Razvitiy trudovoy zanyatosti invalidov sovremennix uslovnyax Rossii // Dne na soisk.uch. st.kand. ekon.nauk. spetsalnost 08.00.05. Moskva, 2012. – 13-b.
[7] Novikov M. ROOI, perspektiva. www.invalid.ru

harakat pensiya nafaqalarini olish uchun nogironlik maqomini olishni anglatadi.

Tadqiqot natijasida ko'zi ojiz shaxslarning O'zbekistonda 2017 — 2022-yillarda mehnatga layoqatlilar, sohalar kesimida ishbilan bandlar soni, ishchi kuchini potensal qismi hamda ishsizlar sonini yillar kesimida o'zgarish tendensiyasi kabi holati haqidagi ma'lumotlar aniqlandi.

2-jadval ma'lumotlaridan quyidagilarni ta'kidlashimiz joizki, 2022-yilga dekabr oyi holatiga jami ko'zi ojizlar soni 2017-yilga nisbatan taqqoslaydigan bo'lsak 190.28 %ga o'sgan 2022-yilda 76020 kishini tashkil etib bazis yilga nisbatan o'sish ko'rsatgichi 113.6 %ni tashkil etdi. Jami ko'zi ojizlar ulushida erkaklar 55.81 % ayollar esa 44.19 %ga to'g'ri kelmoqda. Jumladan mehnatga layoqatli yoshdagilar soni ham 2022-yilda 45612 kishini tashkil etib, ushbu ko'rsatkich 2021-yilga nisbatan 112.84 %ga o'sgan. Jami mehnatga layoqatli ko'zi ojiz aholining bandlik darajasi 2017-yilda 10 %, 2018-yilda 11.5%, 2019-yilda 10 %, 2020-yilda 9 % 2021-yilda 8 % va 2022-yilda ham 8 % tashkilni etayotganini ko'rishimiz mumkin. Jadval ma'lumotlarini tahlil qiladigan bo'lsak, so'ngi yillarda ko'zi ojizlar soni o'rtacha hisobda 10000 taga oshgan, davlat sektorida mehnat bilan band aholi atigi 0.3 foizni tashkil etgan bo'lsa, xususiy sektorda o'z kasbiy faoliyatini yuritadigan ko'zi ojizlar ulushi 5.28 foizga teng bo'lgan. Ming afsuski 8 foizlik bandlik tarkibiga oliy ta'lim muassasalarida ta'lim olayotganlar ham kirgan bo'lib, ularning ulushi 2,3 foizni tashkil etmoqda.

2-jadval[8]

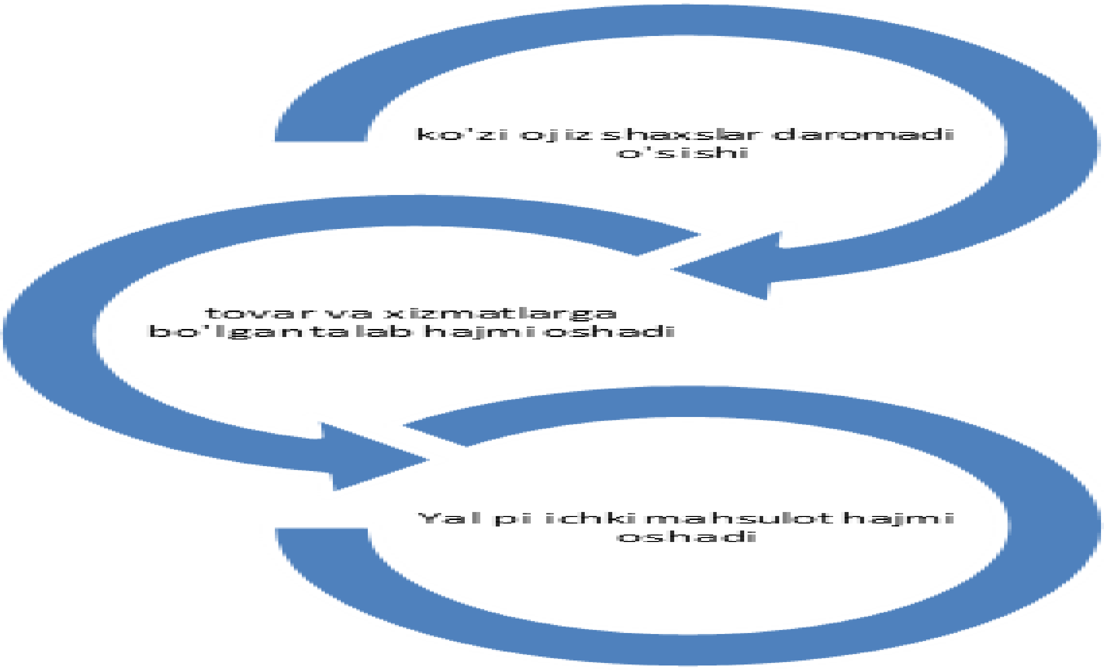
Ko'zi ojiz I va II guruh nogironligi bo'lgan O'zbekistondagi aholining bandlik holati

№	Ko'rsatkichlar	2017	2018	2019	2020	2021	2022 31.12.2022
1	Jami ko'zi ojizlar soni	39 950	40 074	41 178	54 982	66 915	76 020
2	Jami erkaklar	22 985	24 137	25 436	30 064	38 227	42 427
3	Jami ayollar	16 965	15 937	15 742	24 918	28 688	33 593
4	Mehnatga layoqatli yoshdagilar (erkaklar 16 – 60 yosh va ayollar 16 -55 yosh) soni	23 970	24 044	24 706	32 989	40 419	45 612
5	Davlat sektorida ish bilan bandlar soni	**98**	**102**	**119**	**128**	**137**	**142**
6	Xususiy sektorda ish bilan bandlar soni	**1819**	**1927**	**1806**	**1987**	**2 197**	**2 408**
7	Oliy ta'lim muassasalarida ta'lim olayotganlar	**427**	**483**	**572**	**811**	**819**	**1050**
8	Ishsizlar soni	**21 626**	**21 532**	**22 209**	**30 063**	**37 266**	**42 012**

Yuqoridagi ma'lumotlar natijasida 2017–2022-yillar oralig'ida ish va oliy ta'limga qamrab olinganlar ko'rsatkichi son jihatdan o'sish tendensiyasi kuzatilgan bo'lsa-da, mehnatga layoqatli ko'zi ojizlarning umumiy soniga nisbatan qaraganimizda o'rtacha 10, 11 foizdan 2022-yilga kelib 8 foizga tushib qolganligi aniqlandi.

Ko'zi ojiz shaxslar mehnati muhim ijtimoiy-psixologik va ma'naviy-axloqiy ahamiyatga ega bo'lib, shaxsni tasdiqlash, psixologik to'siqlarni bartaraf etish, nogironlar va ularning oilalarining moliyaviy ahvolini yaxshilashga yordam beradi, mamlakat iqtisodiyotiga ma'lum hissa qo'shadi. Ushbu xissa ularning daramodlarining o'sishi bevosita YaIMning nominal jihatdan o'sishiga proportsional tarzda ta'sir qiladi. (1-rasmga qarang)

[8] O'zbekiston ko'zi ojizlar jamiyati markaziy boshqaruvi ma'lumotlariga asosan tayyorlangan.



1-rasm. Koʻzi ojiz shaxslar daromadlarining oʻsishi hamda YaIM hajmiga ta'siri doirasidagi bogʻlanish

Yuqoridagi rasmni izohlash yuzasidan quyidagilarni ta'kidlashimiz joiz-ki, ushbu shaxslarning munosib ish bilan band boʻlishi va yuqori daromadga ega boʻlishlari natijasida tovar va xizmatlarni xarid qilish qobiliyatlari oshadi va bu oʻz navbatida yalpi talab hajmiga ta'sir etib, taklifning oʻsishiga olib keladi, jarayon yakunida yalpi ichki mahsulot oʻsishiga erishiladi. Yuqoridagi rasm va tahlillar koʻzi ojizlarni ish bilan taminlashning makro darajada iqtisodiyotga ta'siriga misol boʻlsa, ularni inkluziv bandligini ta'minlashning mikro darajadagi xususiyatiga koʻzi ojiz shaxslarning sezgi azolarining noadiy darajada kuchli rivojlanishi hamda boshqa sogʻlom insonlar bilan raqobatga kirishishda teng imkoniyat mavjud emasligi sababli oʻz ish oʻrinlarini yoqotmaslik uchun tirishqoq boʻlishlari ayrim kasblar boʻyicha yuqori mehnat unumdorligiga erishish potensiali mavjudligi bilan etirof etiladi.

Koʻzi ojiz insonlarni ish bilan ta'minlash bir qator masalalarni hal qilishni oʻz ichiga oladi. Ular orasida qulay infratuzilmani yaratish, shu jumladan ish joyida, nogironning kasb-hunar ta'limi olishi va yangi yashash sharoitlariga psixologik moslashishi (bu, ayniqsa, agar koʻzi ojiz voyaga yetgan paytda sodir bo`lgan boʻlsa), ish beruvchi tomonidan ushbu toifadagi fuqarolarga nisbatan salbiy munosabatni yengib oʻtish kabilardir.

Koʻrishda imkoniyati cheklangan shaxslarning mehnat bozori umumiy mehnat bozorining bir qismi boʻlib, ma'lum bir oʻziga xos xususiyatga ega, bu birinchi navbatda mehnatini sotayotganlarning raqobat bardoshligini pasaytirishda namoyon boʻladi. Shuni ta'kidlash kerak-ki, koʻzi ojizlar mehnat bozorida davlatning roli umumiy mehnat bozoriga qaraganda biroz kattaroqdir. Nogironligi boʻlgan shaxslarga nisbatan davlat siyosati baholanadigan asosiy mezonlar quyidagilardan iborat:

- nogironlarga nisbatan rasman tan olingan siyosatning mavjudligi va amalga oshirilishi;
- nogironligi boʻlgan shaxslarning turli xil fuqarolik huquqlaridan foydalanish va ularni amalga oshirishga yordam beradigan kamsitishga qarshi maxsus mexanizmlarning mavjudligi;
- nogironlar nodavlat tashkilotlarining mavjudligi;
- imtiyozlar va kompensatsiya tizimining mavjudligi;
- jismoniy va axborot muhitining mavjudligi.

Shuningdek, koʻzi ojiz shaxslar ishchi kuchi sifatida quyidagi xususiyatlari tufayli mehnat bozorida kamroq talabga ega:

- cheklangan sogʻliq imkoniyatlari;

- mehnat faoliyatining ayrim turlarida ishtirok etishning mumkin emasligi;
- maxsus jihozlangan ish joylariga ehtiyojning mavjudligi;
- ta'lim, kasbiy tayyorgarlik va malakaning past darajasi;
- ish beruvchilarning salbiy stereotipik baholari;
- o'zini past baholash va ko'pincha ishga joylashish uchun motivatsiya yetishmasligi;
- shahar atrof-muhit obyektlariga kirishning qiyinligi harakatchanlikni cheklaydi;
- aholining ma'lum bir guruhining past iqtisodiy faolligi.

Ko'zi ojizlar mehnat bozorida ish o'rinlari taklifi umumiy bozordagi taklifdan past; bu daraja ular haqidagi salbiy streotiplarning mavjudligi yoki inklyuziv ish o'rinlarini yaratish yuqori xarajatlar talab qilishi hamda turli boshqa sabablarga borib taqaladi.

Ish beruvchi reabilitatsiya dasturida mavjud bo'lgan qarshi ko`rsatmalar va tavsiyalarga e'tibor berishi kerak. Masalan, shovqin, tebranish, infratovush, elektromagnit nurlanish, chang va boshqalarning ruxsat etilgan darajasi bo'yicha tavsiyalargaga amal qilishi lozim.

Talab va taklif ko'zi ojizlarning bandlik darajasiga bevosita ta'sir qiladi. Mehnat qobiliyatining cheklanishidan aziyat chekadigan shaxslar mehnat bozoriga kirish uchun ko'proq harakat qilishadi. Funksional cheklovlar mehnat unumdorligining pasayishiga olib keladi, bu esa ma'lum bir lavozimga yollanish ehtimolini kamaytiradi. Maxsus jihozlarni sotib olish ko'zi ojizning ish samaradorligini oshirishi mumkin, ammo ish beruvchi uchun xarajatlarning aniq darajasini va potentsial mehnat unumdorligini hisoblash qiyin. Yangi uskunalarni sotib olish, o'rnatish va ishlatish sarflangan xarajatlar miqdorini qoplamasligi xavfi katta. Boshqacha qilib aytganda, sotib olingan uskunalar yordamida olingan xizmatlar yoki ishlab chiqarilgan mahsulotlarning narxi ish joyini jihozlash xarajatlari kabi katta bo`lmasligi, o'zini oqlamasligi mumkin.

Ko'zi ojizlarning o'rtacha nominal daromadini aniqlash uchun oxirgi 2 oy davomida Toshkent shahari va tumanidagi davlat va xususiy tashkilotlar tomonidan taklif etilayotgan bo'sh ish o'rinlari uchun oylik ish haqqini miqdoridan kelib chiqib aniqlandi.

3-jadval

Ko'zi ojiz shaslar uchun taklif etilayotgan bo'sh ish o'rinlari (2023-yil iyun, iyul, avgust holati)

№	Tashkilot nomi	Taklif etilayotgan oylik ish haqqi. 1000 so'm
1.	Profpack mchj	2400
2.	Wheat flour trade mchj	1920
3.	Wheat flour trade mchj	2000
4.	Reasentr toshkent klinika	1500
5.	320-sonli maktab	2000
6.	20-sonli maktab	1500
7.	71-sonli maktab	2500
8.	123-sonli mtt	1100
9.	123-sonli mtt	1200
10.	Toshkent shahar narkologiya dispansiri	2000
11.	1-sonli silga qarshi dispansir	1500
12.	2-sonli karlar o'quv ishlab chiqarish korxonasi	2000
13.	Real medical tibbuyot markazi	1500
14.	Nigmatjon rin mchj	2000
15.	Dendrobium kosmetik mchj	2000
16.	Continent progress mchj	1300
17	1-rezina texnika zavodi	1500
18.	O'zbek ko'mir AJ	980
19.	Zilfar universal kompaniya mchj	2500
20.	Target internatsional school	2250

21.	Toshkent xalqaro west minestir universiteti	3000
22.	Metallurg koj mchj	1000
23.	Dizayn-print mchj	1500
24.	Sharoit plyus NJB	2400
25.	Medex textile mchj	1900
O'rtacha nominal ish haqqi	**1 818 000 so'm**	

Jadval ma'lumotlaridan ko'rinib turibdi-ki, ko'zi ojiz shaxslarning o'rtacha nominal ish haqqi 1 818 000 so'ni tashkil etmoqda. Ushbu summaga qo'shimcha ravishda I va II gurup nogironlikka mansub bo'lgan uchun to'lanadigan pensiyasini hisobga olgan holda o'rtacha nominal daromadini topib olamiz: O'ND = (O'NIH+O'PM)/2 = (1 818 000+868 000)/2 = 2686000 so'mni tashkil etadi. Bu yerda O'ND – o'rtacha nominal daromad, O'NIH – o'rtacha nominal ish haqqi va O'PM – o'rtacha pensiyalar miqdoriga teng.

Yuqoridagi ma'lumotlardan foydalanib mehnatga layoqatli yoshdagi ko'zi ojiz shaxslar qancha daromad topishini quyidagi formula asosida topib olamiz:

JMLD =ML*O'ND

JMLD = 45 612 * 2 686 000

JMLD = 122 513 832 000 so'm

Bu yerda: JMLD – jami mehnatga layoqatli bo'lgan ko'zi ojizlar daromadi,

ML – mehnatga layoqatli ko'zi ojizlar

O'ND – o'rtacha nominal daromad

Bu formula yordamida mehnatga layoqatli yoshdagi ko'zi ojiz shaxslarni to'liq ish bilan ta'minlansa, topishi mumkin bo'lgan jami daromadlari miqdori aniqlandi. Daromadlar va xarajatlar o'zaro tengligini hisobga olgan holda, ko'zi ojizlarning bir oylik xarajatlari miqdori ham 122,5 milliard so'mni tashkil etmoqda.

Shuningdek, 1-formuladan kelib chiqqan holda yana bir formula, ya'ni ko'zi ojizlar xarajatlarini qoplashga yetmayotgan zaruriy mablag' miqdorini topish mumkin:

TXM = JMLD – (BM * O'ND + (ML - BM)* O'PM)

TXM = 122 513 832 000 – (3600* 2 686 000 + (45612 - 3600) * 868 000)

TXM = 122 513 832 000 – (9 669 600 000 + 36 466 416 000)

TXM = 122 513 832 000 – 46 136 016 000

TXM = 76 377 816 000 so'm

Bu yerda: TXM – ta'minlanmagan (ko'zi ojiz insonlar) xarajati miqdori

JMLD – jami mehnatga layoqatli (ko'zi ojiz insonlar) daromadi

BM – ta'lim va mehnat faoliyati bilan bandlar miqdori

O'ND – o'rtacha nominal daromad

ML – mehnatga layoqatli ko'zi ojizlar

O'PM – o'rtacha pensiya miqdori

Tadqiqotimiz natijasi o'laroq ushbu formula bizga ko'zi ojiz shaxslarninng TXM(ta'minlanmagan xarajatlar miqdori)si qariyb 76,4 milyard so'mgatengligi ko'rishimiz mumkin bo'lib, ya'ni hozirgi paytda mehnatga layoqatli ko'zi ojizlar aynan ish bilan ta'minlanmaganliklari sababli hayotiy xarajatlarining 76,4 milyard so'mlik qismini qondira olmayotganligini aniqlashga yordam berdi.

Xulosa va takliflar:

Insonning hayotini mazmunga boyitib uni jamiyatda shaxs sifatida rivojlanishiga xizmat qiluvchi asosiy omil bu vatani taraqqiyoti hamda insoniyat istiqbolida hal etuvchi unsurlardan biri ekanligini xis qilishdadir. Ushbu omilni ro'yobga chiqarish, albatta, inson o'z imkoniyatlarini ko'rsata olish, qiymay yarata olishiga ishonch xosil qilish va munosib ish bilan bandligiga borib taqaladi. Jumladan bu jarayom ko'zi ojiz shaxslar hayotida cheklangan imkoniyati tufayli 2 karra bosim ostida ro'y beradi. Chunki, ular qiymat yarata olishlariga ishonishlari, qobiliyatlari va qiziqishlaridan kelib chiqib munosib ish o'rni bilan ta'minlanganliklari doimo obiktiv ahamiyatini yo'qotmaydi. Ushbu shaxslarni mehnat bozorida raqobatbardosh bo'lishlari uchun hamda inklyuziv ish o'rinlarini yaratishga bo'lgan ishtiyoqni oshishi uchun davlatimiz tomonidan avvalo quyidagi islohotlar olib borilsa maqsadga muvofiq bo'ladi.

- Hozirgi kunda mehnat bozorida yuqori talabga ega bo'lgan zamonaviy kasblarga o'qitish va malakasini oshirish;
- Qobiliyat va ichki imkoniyatlardann kelib chiqib 11 yoshdan boshlab ayrim o'quv dasturiga qo'shimcha kiritish evaziga zamonaviy kasb va xorijiy tillarni mukammal o'qitish;
- Bo'sh ish o'rinlari va ish izlayotgan ko'zi ojizlar o'rtasidagi uzluksiz aloqani yo'lga qo'yuvchi tizim yaratish;
- Xayriya konsepsiyasini tugatib unga yo'naltirilayotgan mablaglarni inklyuziv ish o'rinlarini yaratishga sarflash;
- Rivojlangan davlatlar tajribasini O'zbekistonga joriy etish maqsadida davlat grantlari asosida ko'zi ojiz lider shaxslarni xorijiy mamlakatlarga malaka oshirish uchun yuborish;
- Respublika kambag'allikni qisqartirish va bandlik vazirligining hududiy boshqarmalarida nogironligi bo'lgan shaxslarni mehnat munosabatlariga ma'sul mutaxassis shtati joriy etish;
- Majburiy zaxiralangan ish o'rinlari haqidagi ma'lumotlarni uzluksiz xabar berib turuvchi tizim yaratish;
- Ta'lim tashkilotlarida faoliyat yurituvchi ko'zi ojiz shaxslarga maktab tizimidagi singari tarjimon kotiba shtati ajratish lozim;
- Ko'zi ojiz shaxslarning hozirgi kunda ta'minlanmagan xarajatlarini qoplash uchun birinchidan o'rtacha pensiya miqdorini mehnatga haq to'lashning eng kam miqdoridan yuqori qilish, ikkinchidan, ishsizlar toifasiga ishsizlik nafaqasini to'lash lozimdir;
- Ko'zi ojiz shaxslarni masofaviy ishlar va kasanachilik dasturlari yordamida bandligini ta'minlash lozimdir.

O'zbekiston ijtimoiy davlat ekanligini hisobga olgan holda shuni ta'kidlashimiiz joizki, ko'rish bo'yicha nogironligi bo'lgan shaxslarni mehnat munosabatlarida o'z o'rnini topishi, inklyuziv ish o'rinlarini yaratishda hamda maqbul ish bilan ta'minlanishida hukumat quyidagi jihatlarni ustuvor vazifa sifatida belgilab olishi shart:

- Bandlikning barcha shakllari va bosqichlarida, ishga qabul qilish, mehnat faoliyatida, lavozimga ko'tarilishda, ishsizlikdan himoyalanishda nogironlik belgilari bilan kamsitilmaslik;
- Ko'zi ojizlarning umumiy va texnikaviy kasbga yo'naltirilgan dasturlar, ularni ishga joylashtirish xizmatlari va kasbiy, uzluksiz ta'limni mavjudligi;
- Mehnat bozorida ko'zi ojizlarning ish izlash, ishga ega bo'lish, lavozimida ko'tarilish,ish o'rinlarini saqlab qolish va mehnat faoliyatlarini qaytadan boshlash imkoniyatlarini kengaytirish;
- Shaxsiy mehnat faoliyati, tadbirkorlik faoliyati bilan shug'ullanish va o'z bizneslarini tashkil etishnihar tomonlama qo'llab-quvvatlash;
- Ko'zi ojiz shaxslarni davlat sektoriga ishga yollash;
- Xususiy sector egalariga har tomonlama manfaat keltiruvchi dasturlar yordamida ko'zi ojizlarni ishga yollash;

Foydalanilgan adabiyotlar ro'yxati:

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СОВРЕМЕННЫЕ ТЕНДЕНЦИИ РАЗВИТИЯ АГРАРНОГО СЕКТОРА РЕСПУБЛИКИ УЗБЕКИСТАН

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Аннотация. В настоящее время приоритетное значение для обоснования перспектив развития аграрного сектора, занимающего практически основные позиции в экономике страны, и несущего мультиплицирующий эффект для смежных отраслей, имеет стратегический подход, который позволяет наиболее реальным способом реагировать на вызовы динамично меняющейся внешней и внутренней среды функционирования. Статья посвящена тенденциям развития аграрного сектора Узбекистана и раскрытию приоритетных направлений, установленных в Стратегии развития сельского хозяйства Республики Узбекистан на 2020 – 2030 годы, задачам и организационно-экономическим механизмам их реализации. Результаты исследования сформированы в выводах и рекомендациях по дальнейшему обеспечению развития аграрного сектора в Узбекистане.

Ключевые слова.сельское хозяйство, аграрный сектор, АПК, стратегия развития, дехканские (личные подсобные) хозяйства, фермерские хозяйства, растениеводство, животноводство, государственная поддержка.

O'ZBEKISTON RESPUBLIKASI QISHLOQ XO'JALIGINI RIVOJLANTIRISHNING ZAMONAVIY TENDENTSIYALARI

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Annotatsiya. Hozirgi vaqtda mamlakatimiz iqtisodiyotida amalda asosiy o'rinlarni egallab turgan va turdosh tarmoqlar uchun ko'paytiruvchi samaraga ega bo'lgan qishloq xo'jaligini rivojlantirish istiqbollarini asoslashning ustuvor yo'nalishi qo'yilgan muammolarga eng real javob berish imkonini beradigan strategik yondashuvdir. dinamik o'zgaruvchan tashqi va ichki operatsion muhit. Maqola O'zbekiston qishloq xo'jaligini rivojlantirish tendentsiyalari hamda O'zbekiston Respublikasi qishloq xo'jaligini 2020-2030-yillarda rivojlantirish strategiyasida belgilangan ustuvor yo'nalishlar, vazifalar va ularni amalga oshirishning tashkiliy-iqtisodiy mexanizmlarini ochib berishga bag'ishlangan. Tadqiqot natijalari O'zbekistonda qishloq xo'jaligini yanada rivojlantirishni ta'minlash bo'yicha xulosa va tavsiyalarda shakllantirildi.

Kalit so'zlar. qishloq xo'jaligi, qishloq xo'jaligi, agrosanoat kompleksi, rivojlanish strategiyasi, dehqon (shaxsiy yordamchi) xo'jaliklari, fermer xo'jaliklari, o'simlikchilik, chorvachilik, davlat tomonidan qo'llab-quvvatlash.

MODERN TRENDS IN THE DEVELOPMENT OF THE AGRICULTURAL SECTOR OF THE REPUBLIC OF UZBEKISTAN

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Abstract. Currently, the priority for justifying the prospects for the development of the agricultural sector, which occupies practically the main positions in the country's economy and has a multiplying effect for related industries, is a strategic approach that allows the most realistic way to respond to the challenges of a dynamically changing external and internal operating environment. The article is devoted to trends in the development of the agricultural sector of Uzbekistan and the disclosure of priority areas established in the Strategy for the Development of Agriculture of the Republic of Uzbekistan for 2020 - 2030, tasks and organizational and economic mechanisms for their implementation. The results of the study are formed in conclusions and recommendations for further ensuring the development of the agricultural sector in Uzbekistan.

Keywords. agriculture, agricultural sector, agro-industrial complex, development strategy, dekhkan (personal subsidiary) farms, farms, crop production, livestock breeding, government support.

Введение:

Роль аграрного сектора экономики, как и ранее, так и в современных условиях трудно переоценить. Отрасль сельского хозяйства в целом занимает стратегическое положение в экономике любого государства, поскольку сельское хозяйство выступает в качестве основной производительной системы и выполняет главную задачу– обеспечение продовольственной независимости, а это залог национальной безопасности страны. Данные цели могут быть достигнуты только на основе формирования стабильного и эффективного сельскохозяйственного производства.

От уровня развития аграрного сектора зависит уровень благосостояния и качество жизни населения страны. Кроме того, от развития сельского хозяйства в целом зависит и развитие промышленности республики, где большой пласт населения занят переработкой хлопка, мяса, молока, шерсти, каракуля, шелковичных коконов, кожевенного сырья и т.д. Поэтому, как показывает мировой опыт, сельскохозяйственный рост может иметь большой мультипликативный эффект в стимулировании промышленного роста.

Еще один фактор, характеризующий актуальность развития сельского хозяйства - это избыток рабочей силы в сельской местности. Население сельских территорий республики молодое, более 55% от них моложе 30 лет. Также в стране высокий уровень рождаемости (23,3 промилле), соответственно имеется значительная численность молодого подрастающего поколения. Поэтому, насыщение внутреннего рынка продуктами питания, достижение самодостаточности в области их производства и обеспечение продовольственной безопасности являются приоритетными направлениями в развитии сельского хозяйства. Эффективная реализация этих направлений позволит решить в полной мере острые социальные вопросы, в числе которых трудоустройство населения, повышение его благосостояния, благоустройство городов и сел. В этой связи, анализ тенденций и перспектив дальнейшего развития сельского хозяйства находятся в приоритете экономического развития Узбекистана, что обусловило актуальность материала данной статьи.

В Узбекистане существенный рывок в экономике и ее отраслях, в числе которых и сельское хозяйство, обусловлен радикальными структурными сдвигами их развития в рамках реализации национальных стратегических приоритетов. Задачи по модернизации и интенсивному развитию сельского хозяйства на период с 2017 - 2021 год определены в числе приоритетного направления развития и либерализации экономики, установленного в Стратегии действий по дальнейшему развитию Республики Узбекистан [1]. Меры по и их решению отражены в значительно количестве нормативно-правовых документов, принятых на протяжении последних четырех лет в республике. Они касались, реформирования, модернизации и интенсивного развития всех сфер сельского хозяйства и были направлены на совершенствование системы государственного управления, широкого внедрения рыночных отношений, укрепления правовых основ взаимоотношений по цепочке, производящих, перерабатывающих и реализующих сельхозпродукцию, привлечения в отрасль инвестиций, внедрения ресурсосберегающих технологий, обеспечения производителей сельскохозяйственной продукции современной техникой и др.

Обзор литературы исследования:

Аграрное производство является исходной отраслью и определяющей начало всего общественного производства. Лауреат Нобелевской премии по экономике Гунар Мюрдель утверждает, что «Исход борьбы за устойчивое долговременное развитие будет решаться в аграрном секторе» [2]. Прежде чем раскрыть динамику развития отраслей аграрного сектора Узбекистана следует привести еще несколько цитат известных людей по данной тематике. Так Жан-Жак Руссо отметил, что: «Единственное средство удержать государство в независимости от кого-либо – это сельское хозяйство. Обладай вы хоть всеми богатствами мира, если вам нечем питаться, вы зависите от других. Торговля создает богатство, но сельское хозяйство обеспечивает свободу». По мнению Ф. Бланшара - «Основное бремя развития и обеспечения ляжет на плечи той части экономики, где сельскохозяйственная деятельность доминирует, т.е. на аграрный сектор».

Мировая и национальная практики показывают, что долгосрочное стратегическое развитие сельского хозяйства является тем инструментом, применение которого позволит рационально использовать земельные и водные ресурсы, привлечь в отрасль инвестиции и повысить конкурентоспособность продукции.

Метод и методология проведения работы:

Теоретической и методологической основой статьи послужили работы отечественных и зарубежных ученых - экономистов по проблемам развития сельского хозяйства, законодательные акты, Стратегия развития сельского хозяйства, программные документы, постановления и указы президента по формированию системы управления отраслью сельского хозяйства.

Анализ и результаты:

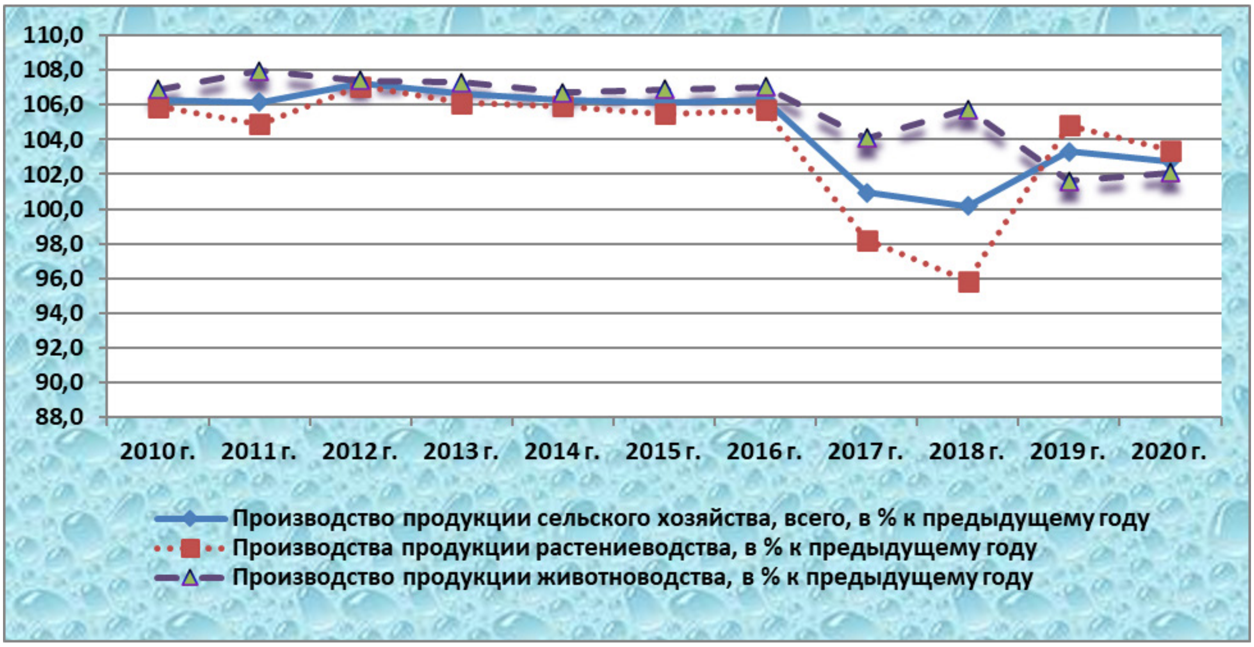
От уровня развития аграрного сектора зависит уровень благосостояния и качество жизни населения страны. На аграрной и продовольственной карте мира республика занимает определенную нишу. Можно выделить следующие моменты. Сельское хозяйство республики развивается медленнее, чем сельское хозяйство мира. Рост последнего стимулировался увеличением численности населения планеты и повышением уровня доходов на душу населения в развивающихся государствах. Однако, при этом, население Узбекистана также из года в год увеличивается (с 24487,7 тыс. человек в 2000 г. до 345558,9 тыс. человек в 2020 г., т.е. за 20 лет в 1,4 раза), и при сложившихся темпах экономического развития, благодаря реализации мер по дальнейшему увеличению объемов производства и расширению ассортимента выращиваемых в республике продовольственных культур, наблюдается обеспечение наиболее полного удовлетворения потребностей населения в продовольственных товара

В 2022 году на аграрный сектор пришлось 25% валового внутреннего продукта, 7% инвестиций, 6% экспортной выручки и 25% занятого населения, объем экспорта сельскохозяйственной продукции достиг 1,1 миллиарда долларов США. 62% сельскохозяйственной продукции было произведено фермерами и приусадебными хозяйствами, 32% фермерскими хозяйствами и 6% сельскохозяйственными предприятиями. х.

Правильный подход к производству плодоовощной продукции стал важной составной частью всей системы жизнеобеспечения населения, создания условий для занятости и одним из основных векторов экономической и социальной политики нашего государства. Узбекистан является густонаселенной территорией, где 49,4% населения республики (17071,4 тыс. человек, по состоянию на 01.01.2021 г.) проживает в сельской местности, а 28% - являются занятыми в сельском хозяйстве.

Итоги социально-экономического развития республики 2022г. показывают, что сельское хозяйство является одной из немногих отраслей экономики. Если рассматривать за десятилетний период 2010 – 2020 гг. индексы производства в целом продукции сельского хозяйства не имели отрицательных значений (рис. 1), т.е. имелся, хоть и небольшой рост. В то время как индексы производство продукции растениеводства за 2017 г. и 2018 г. имели спад по сравнению с прошлыми годами.

Если смотреть в целом за последние 5 лет (2016-2020 гг.) удельный вес валовой добавленной стоимости сельского хозяйства в ВВП изменялся скачкообразно, и характеризовался то увеличением показателя, то его уменьшением. Начиная с 2017 г. по 2020 г. наблюдается снижение показателя на 4,2 п.п. Несмотря на такую тенденцию, валовая добавленная стоимость отрасли сельского хозяйства за анализируемый пятилетний период увеличилась более чем в 2 раза и составила 151250,9 млрд. сумм.



Источник: составлена автором по данным Госкомстата РУз.

Рисунок 1. Индексы сельскохозяйственного производства Узбекистана за 2010-2020 гг.

Устойчивый рост в сельскохозяйственном производстве обеспечивается в основном за счёт интенсификации аграрного производства, улучшения селекции и внедрения новых сортов сельскохозяйственных культур, освоения современных агротехнологий. Согласно основным целевым параметрам, установленным в Стратегии развития сельского хозяйства на 2021 -2030 годы, после реализации ее, поставлены цели достижения годового прироста добавленной стоимости в сельском хозяйстве республики в 2021 г. 3%, и по 5% в 2025 г. и 2030 г.[3]

Объем производства продукции (услуг) сельского хозяйства в совокупности с лесным и рыбным хозяйством за анализируемый пятилетний период увеличился в 2,2 раза, с 119,7 трлн. сум (2016 г.) до 260,3 трлн. сум (2020 г.). Как показывают данные таблицы этот показатель в 2020 г. по сравнению с 2019 г. возрос на 1,2 раза. Соответственно росту объемов производства продукции сельского хозяйства возрос и объем этой продукции, приходящийся на одного жителя республики. Так, за пять лет прошедших лет объем увеличился 2 раза и составил 7227,0 тыс. сум.

Таблица 1

Показатели развития аграрного сектора в Узбекистане за 2016-2020 годы

В факт. ценах; млрд.сум

Показатель	2016 г.	2017 г.	2018 г.	2019 г.	2020 г.
Валовая добавленная стоимость (ВДС) отрасли	74779,0	90983,9	113660,7	130306,9	151250,9
Производство продукции сельского хозяйства	115599,2	148199,3	187425,6	215672,6	249754,5
в том числе:					
Растениеводство	61755,1	83303,4	98414,5	108240,1	123556,0
Животноводство	53844,1	64895,9	89019,2	107432,5	126198,5
Производство продукции сельского хозяйства на душу населения, тыс. сум	3629,7	4575,7	5687,5	6328,5	7227,0
Объем производства продукции (услуг) сельского, лесного и рыбного хозяйства	119726,7	154369,4	195095,6	224288,8	260306,8

Численность занятых в отрасли, тыс. чел.	3646,7	3671,3	3537,2	3544,6	3560,0
Количество зарегистрированных предприятий и организаций, ед.	19596	22062	25438	31731	44657
Количество действующих предприятий и организаций, ед.	17962	20530	23975	29379	41321
Площадь посевных сельскохозяйственных культур, тыс. гектар	3706,7	3474,5	3396,0	3309,4	3373,1

Источник: составлена по данным Госкомстата РУз

Данные таблицы о количестве зарегистрированных предприятий и организаций в сельском хозяйстве показывают, что из всего их числа (44,7 тыс. единиц) осуществляли свою деятельность 92,5% или 41,3 тыс. единиц (без фермерских и дехканских хозяйств), что составило 10% от общереспубликанского количества предприятий и организаций. В аграрной сфере функционируют 92,6 тыс. фермерских хозяйств, 27,6 тыс. организаций, осуществляющих сельскохозяйственную деятельность, а также 5 млн. дехканских (личных подсобных) хозяйств. Дехканским хозяйством, в соответствии со статьей 3 Закона Республики Узбекистан «О дехканском хозяйстве» [4] является «хозяйство, осуществляющее выращивание и реализацию сельскохозяйственной продукции на основе личного труда членов дехканского хозяйства на земельном участке, предоставленном главе дехканского хозяйства на праве пожизненного наследуемого владения или аренды (субаренды)». Такое дехканское хозяйство самостоятельно: 1) определяет свою специализацию, в том числе виды и объемы сельскохозяйственных культур, способы их выращивания и проведения агротехнических мероприятий; 2) устанавливает цены на производимую сельскохозяйственную продукцию, исходя из соотношения спроса и предложения на рынке; 3) имеет право беспрепятственно перевозить и реализовывать свою сельскохозяйственную продукцию на территории республики, в поле, на дехканских рынках и в торговых центрах, а также путем организации выездной торговли в населенных пунктах без дополнительных разрешений (лицензий).

Еще одна категория, которая статистически учитывается в совокупности с дехканскими хозяйствами – это личные подсобные хозяйства республики. Их трудовая деятельность связана с выращиванием (переработкой) сельскохозяйственной продукции, как для свободной торговли, так и для нужд семьи на личных приусадебных земельных участках (ст. 3 Закона Республики Узбекистан «О подсобном хозяйстве») [5]. Личным приусадебным земельным участком является земельный участок, предоставленный для ведения подсобного хозяйства с целью выращивания сельскохозяйственной продукции либо индивидуального жилищного строительства и благоустройства жилья.

Ежегодное увеличение объемов производства продукции растениеводства и животноводства показывает о насыщении внутреннего рынка страны некоторыми видами продукции данных отраслей сельского хозяйства Узбекистане было произведено 4 744,1 тыс. тонн фруктов и ягод, что на 4,3% больше 2021 г. Большая часть приходилась на виноград, производство которого в 2022 г. составило 1 760,6 тыс. тонн (+3,9% к 2021 г.). Рост производства обеспечивался за счет увеличения числа виноградников, а также усилиями правительства по поддержанию сектора путем выдачи субсидий. Лидером по объемам выращивания винограда является Самаркандская область, в 2022 г. ее доля в общем производстве оценивается в 35,5%. Другими крупными регионами-производителями винограда являются Бухарская, Ферганская и Наманганская области.

Производство бахчевых культур в 2022 г. составило 2 420,7 тыс. тонн, что на 5,9% больше, чем в предыдущем году. Среднегодовой прирост за 2017–2022 гг. составлял 3,6%. Большая часть продукции выращивается на юге и на востоке страны в Сурхандарьинской, Джизакской и Сырдарьинской областях.

Таблица 2

Производство продукции растениеводства, тыс. тонн

	2017	2018	2019	2020	2021	2022
Овощи, корнеплоды и клубнеплоды	**13 013,6**	**12 672,2**	**13 304,8**	**13 575,2**	**14 135,8**	**14 604,7**
Картофель	2 793,7	2 911,9	3 089,7	3 143,8	3 285,6	3 441,7
Морковь	2 249,7	2 185,1	2 768,6	2 876,0	3 155,7	3 260,4*
Помидоры	2 455,1	2 284,2	2 145,1	1 928,5	2 206,6	2 419,4*
Зерновые и зернобобовые	**7 288,5**	**6 535,5**	**7 437,8**	**7 636,0**	**7 634,6**	**7 994,9**
Пшеница	6 079,2	5 410,8	6 093,5	6 157,8	5 984,8	6 191,0
Кукуруза	389,4	413,2	421,3	475,3	590,0	624,3
Рис	395,4	221,1	314,7	293,5	334,2	346,3
Фрукты и ягоды	**4 240,4**	**4 296,0**	**4 356,0**	**4 419,5**	**4 547,9**	**4 744,1**
Виноград	1 625,5	1 589,8	1 603,3	1 606,9	1 695,3	1 760,6
Яблоко	1 028,8	1 130,3	1 132,6	1 148,5	1 238,2	1 291,6*
Абрикос	532,6	493,8	535,7	529,1	424,7	547,1*
Бахчевые культуры	**2 031,0**	**1 837,0**	**2 068,7**	**2 134,4**	**2 285,3**	**2 420,7**

Источник: Агентство статистики при Президенте Республики Узбекистан
*Примечание. *оценка.*

На животноводческий сектор Узбекистана приходится около половины стоимостного объема сельскохозяйственного производства страны. В 2022 г. в Узбекистане было произведено 11 629,4 тыс. тонн сырого молока, что на 3,2% больше 2021 г. Более 99% всего производства приходится на коровье молоко.

В отличие от сектора растениеводства, в животноводческой отрасли более 90% производителей представлены мелкими дехканскими хозяйствами, которые не имеют достаточных ресурсов для поддержания высокой производительности ввиду ограниченной площади пастбищ. Тем не менее, с увеличением покупательной способности населения растет спрос на молочную продукцию, что стимулирует развитие отрасли. Наиболее производительными регионами в рассматриваемом сегменте являются Самаркандская и Кашкадарьинская области.

Динамика производства мясной продукции оставалась положительной на протяжении 2017–2022 гг. В 2022 г. объем производства мяса в стране достиг 2 726,0 тыс. тонн, что на 3,4% выше 2021 г. Основными центрами мясного скотоводства в Узбекистане являются Кашкадарьинская и Самаркандская области. В структуре производства наибольшая доля приходилась на говядину, объемы которой в 2022 г. составили 1 194,1 тыс. тонн (+1,8% к 2021 г.). В стране также производится баранина, мясо птицы и свинина, однако их доля значительно ниже. Производство куриных яиц в 2022 г. оценивается в 8,09 млрд шт., что на 4,4% больше 2021 г. и на 28,4% больше 2017 г.

Таблица 3

Производство продукции животноводства

	2017	2018	2019	2020	2021	2022
Куриное яйцо, млрд шт.	**6,30**	**7,43**	**7,72**	**7,74**	**7,75**	**8,09***
Молоко сырое, тыс. тонн	**10 047,9**	**10 466,4**	**10 714,3**	**10 976,9**	**11 274,2**	**11 629,4**
Мясо и субпродукты, тыс. тонн	**2 286,8**	**2 430,5**	**2 473,6**	**2 519,6**	**2 635,1**	**2 726,0***
Говядина	992,7	1 079,4	1 103,0	1 136,3	1 172,6	1 194,1*
Баранина	202,6	192,4	179,3	185,6	192,5	211,0*
Мясо птицы	100,1	129,8	153,9	135,8	165,5	171,2*
Рыба и морепродукты, тыс. тонн	**83,9**	**91,0**	**121,7**	**144,1**	**171,9**	**177,4**

Источник: Агентство статистики при Президенте Республики Узбекистан
*Примечание. *оценка.*

Сегодня Узбекистан находится на пути выхода в лидеры глобальных рынков по ряду своей сельскохозяйственной продукции. За счет наращивания поставок за рубеж овощей, фруктов у страны имеются хорошие перспективы для продвижения продукции глубокой переработки с высокой добавленной стоимостью. Это связано с тем, что в последние годы взят курс на активное совершенствование системы государственного управления, широкое внедрение рыночных отношений, привлечение в отрасль инвестиций, внедрение ресурсосберегающих технологий и т.д.

Следует отметить, что принимаемые меры по поддержке сельхозпроизводителей позволяют обеспечивать использование земли для двойного посева и сбора плодоовощной продукции. С 2017 года впервые в своей практике внедрил круглогодичный посев различных сельскохозяйственных культур. Это связано, прежде всего, с планами республики по наращиванию объемов экспорта плодоовощной продукции, а также увеличению поставок фруктов и овощей на внутренний рынок. Например, в 2020 на площадях, освобожденных от ранних посевов и зерновых культур, предусмотрена повторная посадка культур на 858,5 тыс. га земли. За счет своевременного проведения агротехнических мероприятий на этих участках будет выращено порядка 2254,9 тыс. тонн овощей, 665,2 тыс. тонн бахчевых, 851,5 тыс. тонн картофеля и другой сельхозпродукции [6].

Таким образом, для дальнейшего повышения, или хотя бы сохранения по некоторым показателям темпов роста развития отрасли сложившейся тенденции, важно расширить спрос на продукцию и увеличить масштабы экспорта продукции сельского хозяйства. Для этого, в настоящее время в республике имеются благоприятные условия, способствующие развитию сельского хозяйства, а именно: посевные площади без токсичных веществ, составляющая сегодня 3373,1 тысяч гектар; регионы, свободные от генетически модифицированных организмов (ГМО); возможности увеличения доходов населения, в том числе, посредством экспорта выращенной продукции в приусадебных хозяйствах и повышения занятости за счет развития систем агрокластера, логистики и кооперации и др. Вместе с тем, для укрепления позиции на международных рынках выращиваемой в республике сельхозпродукции, в том числе органической, необходимо придерживаться международных требований Organic и Global G.A.P., предъявляемых к качеству и безопасности продукции на мировом рынке.

Во все годы в республике принимались нормативно-правовые документы, постановления и указы президента, в которых установлены меры по поддержке отрасли сельского хозяйства, в том числе и животноводства [7, 8, 9, 10]. В 2020-2022 годах **х**озяйствам, производящим животноводческую продукцию, государством выделяются субсидии в размере 1 млн. сум за каждую единицу племенного скота, приобретенного у племенных хозяйств, осуществляющих деятельность на территории республики. Также субсидии в размере 2 млн. сум представляются за каждую единицу племенного скота, в размере 400 тыс. сум за каждую племенную овцу и козу, импортируемых из зарубежных государств.

Хозяйствам, выращивающим рыбу интенсивным методом, государством выделяются субсидии в размере 1 млн. сум за одну тонну рыбной продукции, выращенной интенсивным способом. Кроме того, субсидии в размере 50 процентов расходов до 3,5 млн. сум за 1 племенное маточное поголовье рыб, импортированное на территорию страны. Птицеводческим хозяйствам предоставляются субсидии для компенсации 9 тысяч сум расходов, связанных с импортом каждого однодневного породистого цыпленка.

В сельском хозяйстве все еще сохраняются нерешенные проблемы. Вот некоторые из них: ограниченность кормовой базы животноводства и птицеводства, что связано, прежде всего, с не достаточной обеспеченностью отрасли земельными ресурсами для выращивания высокоурожайных кормовых культур; низкая рентабельность используемых земельных площадей; слабая разработанность нормативно-правовой базы в части обеспечения самостоятельности сельскохозяйственных производителей в производстве и реализации продукции с высокой добавленной стоимостью (необходимость ее совершенствования); процедуры предоставления в аренду сельскохозяйственных площадей не прозрачны; недостаточная разработанность механизмов защиты прав землевладения арендаторов, их доверия к договору аренды; не в полной мере сформированность кадастровой инвентаризации и оценки стоимости сельскохозяйственных земель, слабость механизмов субаренды земли; несовершенство системы распределения воды для нужд сельского хозяйства, низкий уровень использования современных водосберегающих технологий, высокий уровень потребления поливной воды в производстве сельхозпродукции.

Все это требовало скорейшего решения для обеспечения развития сельского хозяйства в республике и обеспечения продовольственной безопасности.

Стратегия развития сельского хозяйства Республики Узбекистан на 2020-2030 годы [3] - это, по сути, основной программный документ по реализации задач, обозначенных ранее Президентом Республики Узбекистан для развития отрасли. Основной целью ее является коренное совершенствование государственной политики и углубление осуществляемых реформ, нацеленных на повышение конкурентоспособности агропродовольственного сектора. Стратегия построена на комплексном подходе к трансформации сельского хозяйства и направлена на реализацию таких стратегических приоритетов, как: обеспечение продовольственной безопасности населения; создание благоприятного агробизнес-климата и цепочек добавленной стоимости; снижение роли государства в управлении сферой и повышение инвестиционной привлекательности; обеспечение рационального использования природных ресурсов и охрана окружающей среды; развитие современных систем государственного управления; поэтапная диверсификация государственных расходов в поддержку сектора; развитие науки, образования, систем информационных и консультационных услуг в сельском хозяйстве; развитие сельской местности; разработка прозрачной системы отраслевой статистики.

Для реализации этих направлений принимаются правительственные документы, в которых обозначены конкретные меры и круг министерств, ведомств ответственных за их исполнение [8,10]. Так, например, в направлении разработки и внедрения государственной политики в сфере продовольственной безопасности поэтапно внедряется система интервенционных закупок. Реализация этого позволит бесперебойно обеспечить население республики зерновой продукцией и предотвращение резких колебаний цен. Начиная с урожая 2021 года, предусмотрено поэтапное снижение объемов государственного заказа на зерновые, включая внедрение рыночных механизмов, обеспечивающих свободную конкуренцию при закупке и реализации зерновых колосовых. Кроме того, разработан механизм по переходу от системы государственного заказа на использование государственного резерва для обеспечения продовольственной безопасности.

В целях создания благоприятного агробизнес-климата и цепочек добавленной стоимости, начиная с урожая 2021 года, станет осуществляться переход на рыночные принципы ценообразования, закупки и реализации хлопка-сырца путем установления минимальных цен при определении условий договоров по его поставке, произведенного фермерскими хозяйствами для хлопково-текстильных кластеров. Все это станет проводиться на основе анализа рыночной конъюнктуры и прогнозного расчета затрат на проведение агротехнических мероприятий.

Кроме того, в части реализации направления «снижение роли государства, повышение инвестиционной привлекательности отрасли» на площадях, не задействованных в производстве хлопка-сырца и зерновых колосовых, внедряется система поэтапной специализации районов исходя из их почвенно-климатических условий и конъюнктуры рынка.

Еще следует остановиться на вопросах реализации такого стратегического приоритета, обозначенного Президентом страны в Стратегии развития сельского хозяйства на 2020-2030 годы, как развитие науки, образования, систем информационных и консультационных услуг в сельском хозяйстве. Переход сельского хозяйства республики на новое качественное состояние предопределяет значимость активизации инновационной деятельности. Это, в свою очередь, требует фундаментальных изменений в структуре производства, образовании и составе рабочей силы. Необходима также смена вектора развития, базирующегося на использовании преимущественно природных ресурсов, к развитию на основе знаний и информации.

В направлении реализации этого приоритета, обозначенного Президентом, уже сделаны определенные шаги. В частности, принята Концепция приоритетного развития системы знаний и инноваций в сельском хозяйстве в 2021-2025 годах [11]. Основными целями ее является дальнейшее углубление интеграции образования, науки, инновационной деятельности и производства. Ее реализация позволит осуществить формирование и применение новых знаний, внедрение ресурсосберегающих инновационных технологий, передовых достижений зарубежной и отечественной науки. Здесь немаловажным выступает и подготовка специалистов, обладающих современными знаниями и квалификацией, а также развитие системы оказания аграрных услуг. Позициями для дальнейшего реформирования и развития станут, во-первых, система аграрного образования, которая будет направлена на развитие человеческого капитала в соответствии с изменениями конъюнктуры рынка труда; во-вторых, научная и инновационная деятельность научных учреждений агропромышленного комплекса; сети оказания аграрных услуг для субъектов, занимающихся производством, хранением и переработкой сельскохозяйственной продукции, ведущих деятельность на основе системы информации и консалтинга.

Выводы и рекомендации:

Анализ тенденций в развитии аграрного сектора позволил сделать следующие выводы и рекомендации.

1. Одной из самых сложных, но в то же время важной частью экономики является сельское хозяйство. Сразу после обретения независимости Узбекистан не сразу смог добиться значительных успехов в этой отрасли экономики. Причинной тому стало наследие плановой экономики. Сегодня текущее положение дел в сельском хозяйстве республики уже давно не имеет проблем, которые были в начале 90-х годов. Однако на смену им пришли новые проблемы и вызовы.

2. Производство продукции сельского хозяйство возросло в 2022 г. по сравнению с 2016 г. в 2,8 раза. Увеличение в 2022 г. доли животноводства в сравнении с 2020 г. вполне обусловлено активизацией рассмотрения государством вопросов этой сферы, выражающейся, прежде всего, в применении инструмента государственной поддержки и субсидирования. В целом по сельскому хозяйству в 2022 г. произошел рост объемов производства продукции растениеводства по сравнению с 2016 г. на 220%, животноводства – на 256%.

3. Стратегия - это своего рода декларация о намерениях, базовый ориентир для реализации практических шагов по совершенствованию той или иной сферы социально-экономической жизни, важный сигнал для бизнеса и внешних партнеров. Таким документом по реализации задач, обозначенных Президентом республики, является Стратегия развития сельского хозяйства Республики Узбекистан на 2020-2030 годы. Принимаемые государством целевые ориентиры становятся элементами стратегии, если: имеется четкое ранжирование по срокам выполнения, а также приоритетам достижения поставленного результата; установлено оптимальное соответствие «расходы» - «результат», то есть выбранная цель должна быть достижима, а бюджетная нагрузка четко спрогнозирована; учтена территориальная локализация выбранного комплекса мероприятий, а также эффекта от их выполнения. Основная цель Стратегии развития сельского хозяйства Республики Узбекистан на 2020-2030 годы - коренное совершенствование

государственной политики и углубление осуществляемых реформ, нацеленных на повышение конкурентоспособности агропродовольственного сектора.

4. Одним из основных направлений является сохранение положительной динамики роста в аграрном секторе и реформирование сельского хозяйства. За счет восстановления выращивания продуктивной и полезной продукции на малоурожайных землях, а также возобновления использования 41,5 тыс. га залежных земель имеется возможность увеличения темпов роста в данной отрасли начиная с 2021 года еще на 0,2%. Должна быть обеспечена стабильность цен на продовольственном рынке и укрепления продовольственной безопасности. Кроме того, внедрение водосберегающих технологий в 2021-2022 гг. должно повысить эффективность использования воды.

5. Необходимо дальнейшее стимулирование развития всех форм кооперации, сбытовой, потребительской, снабженческой, производственной. Это особенно актуально для действующего в аграрном секторе экономики республики слоя фермеров и дехкан в таких направлениях, как переработка и реализация сельскохозяйственной продукции, ремонт и обслуживание техники, проведение почвенно-природоохранительных мероприятий, развитие социальной инфраструктуры села.

6. Для дальнейшего развития сельского хозяйства в республике и обеспечения продовольственной безопасности необходимо и дальше осуществлять процессы смещения роли государства от системы государственного заказа, размещения культур и контроля за производством сельскохозяйственной продукции к предоставлению государственных услуг, необходимых для повышения производительности труда в фермерских и дехканских хозяйствах, обеспечения безопасности и повышения качества пищевой продукции, защиты окружающей среды и других целей, не предоставляемых со стороны частного сектора. Использование механизма государственно-частного партнерства обеспечит усиление сотрудничества с частным сектором по предоставлению государственных услуг.

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LOW CARBON AND RENEWABLE ENERGY RESOURCES IN CENTRAL ASIAN COUNTRIES

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Abstract. Today, all the countries of the world are focusing their attention on the reforms to be implemented in order to transition to a green economy and a sustainable business form. The main reason for this is the limitation of natural resources and the unlimited material needs of mankind. A number of reforms in this field are being carried out in the Central Asian countries, like every other country. Regarding the development of electricity, which is one of the most important commodities today, many projects and targeted plans are being implemented to transition from traditional electricity generation to low-carbon, renewable energy sources. The main reasons for this are the reduction of natural resources, the negative change in climate from year to year, and the increasing importance of energy reserves. This sector can be represented by the transition to a green economy, the strengthening of the renewable and low-carbon energy sector.

Key words. Central Asia, Uzbekistan, green economy, sustainability, green energy, low carbon energy, renewable energy, energy, fossil fuels.

Introduction:

The close and high relationship between production growth and energy consumption growth in the economy refers to the dependence of the economy on energy [1]. Thus, the economy is not only sensitive to energy supply and price shocks, but any initiative to conserve energy can have an impact on the performance of the economy. Electricity is a crucial for poverty alleviation, economic growth and improved living standards. We should not forget about one thing that 13% of the world do not have access to electricity. This is very high percentage in terms of numbers it is more than 9 million people around the world do not have electricity access. Measuring the share of people with electricity access is therefore an important social and economic indicator. There is no universally-adopted definition of what 'access to electricity' means. However, most definitions are aligned to the delivery of electricity, safe cooking facilities and a required minimum level of consumption. At a global level, the percentage of people with access to electricity has been steadily increasing over the last few decades. In 1990, around 71% of the world's population had access; this has increased to 87% in 2016, not it should be more than 90% percent around the world. Progress has been fast. 1.26 billion got access to electricity for the first time in their lives between 2005 to 2016 [2]. Broken down to average daily change this means that on any average day in the last 11 years there were 314,770 people who got access to electricity for the first time in their lives. This figure is still unacceptably high - and gains in access are moving much too slow to reach our goal of universal access by 2030. This is particularly true for Sub-Saharan Africa - despite the share of the population with electricity rising steadily, population growth meant that the total number of people without access was on the rise until 2016. Accelerated progress will be needed to ensure this number now continues to fall. In our research work we have fully given attention for central Asian countries electricity capacity, renewable energy recourses and low carbon energy recourses.

It is possible to include the Central Asian countries among the countries with a lot of natural resources, but the biggest problems facing the world economy today, the reduction of resource reserves, climate change, and demographic growth affect the Central Asian countries with their negative consequences didn't miss either. Among the biggest and social tasks facing every country today, we can mention the large-scale reforms aimed at transitioning to a green economy and strengthening sustainable business. Also, the importance of increasing the weight of low-carbon energy and renewable energy in the general energy system, which are the largest branches of the green economy, is considered very important today.

Today, the importance of the energy system is so high that if the stock of this type of goods is not sufficient, the economy of every country will be greatly damaged. For example, social security will decrease, disruptions will occur in the production sector, external economic and social sectors will be damaged, a number of disruptions will occur in the transport logistics sector, problems will arise in the military sector, health sector and a number of other sectors. On the other hand, it should not be forgotten that one of the most common types of electricity production today is thermal power plants. To obtain this type of electricity, we use coal, gas and a large amount of fuel and fuel products, which in turn leads to a decrease in natural resources, environmental degradation, and a decrease in the social status of the population. To make sure that everyone in the world has access to clean and safe energy, we need to understand energy consumption and its impacts around the world today and how this has changed over time.

Low carbon energy and renewable energy resources contain following sources to produce electricity. Low carbon energy is the sum of nuclear and renewable energy sources. This is based on primary energy equivalents, rather than final electricity use. Renewables is the sum of energy from hydropower, wind, solar, geothermal, wave and tidal, and bioenergy. Traditional way of producing energy is Electricity generation from coal, oil and gas sources combined. It is time for all countries to change these types of production for law carbon energy and renewable energy resources. In this article, we have tried to discuss energy resources of central Asian countries and Uzbekistan. For the next 5 years, there are econometric models to prognose the level of low carbon energy and renewable energy resources.

The main objectives of the research work are discussing the central Asian countries energy capacity, to measure it we have paid attention to these sides of the energy production:

1. Low carbon energy production capacity in central Asian countries and their policies;
2. A brief information about the capacity of producing renewable energy resources in central Asian countries and their future trends;
3. A brief information about the production capacity of electricity from fossil fuels such a coal, oil, gas.

Research purpose:

This research work has been done in the form of IMRAD model. Research work contains the following chapters.

Abstract;
Key words;
Introduction;
Research purpose;
Literature review;
Methodology;
Results and discussion;
Conclusion and recommendations.

Literature review:

Child and Breyer discussed the definition of transition and transformation in terms of energy systems, and they suggested that changes of physical forms be denoted as transformations, while changes to large socio-technical systems as transitions, when highlighting the ways that society motivates, facilitates, and benefits from the change on a higher level [3]. Energy transition is being discussed more extensively in many countries and regions of the world, not only due to the depletion of fossil fuels, but also because of the challenge of climate change and irreversible pollution [4]. **Jesse Richman, Nurullah**

Ayyılmaz scientists "Can the US and Europe contain Russian power in the European energy market? A game theoretical approach"[5]. In doing so, the scientists analyzed Russia's role in the Euro energy market and the attitudes of its competitors.

In Europe many scholars have done many researches in this field such as **Dr Vaughan Beck** (Australia – the Australian Academy of Technological Sciences and Engineering), **Professor Robert Evans** (Canada – the Canadian Academy of Engineering), **Professor John Loughhead** (UK – Royal Academy of Engineering) and so on, and they collected their researches "Opportunities for Low-Carbon Energy Technologies for Electricity Generation to 2050" energy report [6]. Inside them they focused on every part of the low carbon energy production sector, financial, economical, and others.

Solar power generation is characterized by variability and uncertainty. Business decisions considering where best to install photovoltaic (PV) arrays rely on historical solar irradiation data, which measure the solar energy that reaches the earth's surface over a long-term period. This usable energy varies according to latitude, elevation, season, and climate. The value of more short-term, namely day-ahead, solar power forecasting is discussed in **Brancucci** et al.'s 2017 paper [7], and indicates that such forecasting can lead to a reduction in overall solar energy generation costs. The paper discusses the 'duck curve', in which solar power generation is observed to be highest during the middle of the day, and can account for a greater share of electrical power generation; however, more conventional power generation methods are required to meet demand during the downward (during sunrise) and upward (during sunset) sloping sections of the curve.

Methodology:

The research sample consists of a total of 5 Central Asian countries: Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan. The policy review was conducted by reviewing available official documents and reports. The most comprehensive data were obtained by reviewing energy conditions of central Asia and were supplemented by observations from additional scientific literature and reports. Measurement of data statistical methods and econometrical analysis were used for data processing. Quantitative analysis includes mostly series for the period 2000–2020, but in some cases the data for 2021 is also used. To make a comparison with central Asian countries in energy supply we take these indicators: low carbon energy, renewable energy, energy consumption per capita, energy rate in GDP and others. The indicator GDP per capita PPP (current international USD) was obtained by inspecting the database of the World Bank [2], while other indicators were obtained by inspecting the database of the International Energy Agency [8].

By applying the selected explorative methods, the historical trend, the correlation of the selected indicators, as well as the assessment of the reliability of the applied methods are determined (with the aim of gaining insight into methodological correctness).

Results and discussions:

All Central Asian countries used to be the members of the USSR, and after its disintegration they embarked on the path of independence. During the 1990s, they were hit by crises in all areas, energy system was not good in all central Asian countries at that time, but year by year they are getting well, followed by gradual consolidation when each country chose its own path of development. To this end, each country defined certain policies for the energy sector development, which is the subject of this part of the analysis, where 2020 is the last year for which the sources were considered.

The Republic of Kazakhstan has embarked on the energy transition from the fossil-based to low carbon power. Coal is the dominant source of energy in the country, accounting for 64.7% of total projected generation and 74.0% of thermal generation in 2019 [2]. The government is seeking to diversify Kazakhstan's energy mix and the National Green Growth Plan envisages the following (optimistic) breakdown by 2030: 49.0% coal, 21.0% gas, 10.0% hydropower and 8.0% nuclear, alongside a sizeable renewables element [9]. However, we predict that the relative contribution of coal will fall at a slower pace than targeted by the government, such that it still accounts for 64.9% of total electricity generation and 74.0% of thermal generation in 2028 [10]. By 2050, the government anticipates that non-thermal sources will generate at least half of Kazakhstan's energy needs [10]. This plan requires the start of a domestic nuclear energy program and significant growth in non-hydro renewables. Kazakhstan will remain open to foreign investment as a means to import the capital and expertise to realize its objectives, although investor uncertainty about the operating environment will further militate against the government achieving its targets. In this article we have paid attention to the source of fossil based energy production such coal, gas, oil and renewable and low carbon energy production sources in central Asian countries.

Fossil fuel :

For most of the countries in the world energy from coal is common types of electricity production. Kazakhstan is also one of them. In the first table we have tried to illustrate annual electricity production, annual per capita electricity production and share of total electricity production for Kazakhstan from 2000 to 2022 (Table 1) [11].

Table 1

Fossil fuel energy production from 2000 to 2022 in Kazakhstan.

Years	Annual production (in TWh)	Per capita production (in kWh)	Share of total electricity production (in %)
2000	44	2,895	85
2001	47	3,095	85
2002	49	3,223	85
2003	55	3,583	86
2004	59	3,794	88
2005	60	3,826	88
2006	64	4,038	89
2007	68	4,276	89
2008	73	4,500	91
2009	72	4,380	91
2010	75	4,488	90
2011	79	4,666	91
2012	83	4,853	92
2013	85	4,893	92
2014	86	4,910	91
2015	82	4,609	90
2016	83	4,572	87
2017	91	4,995	88
2018	96	5,198	90
2019	95	5,086	90
2020	97	5,095	89
2021	102	5,329	89
2022	100	5,155	89

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

It is obvious from the table that electricity production is main one for this country. The reason for this mini conclusion that every year from 2000 to 2022 its percentage in the whole electricity production is more than 60 percent. In the last three years its percentage is decreasing steadily, because low carbon energy and renewable energy production is increasing in this country. Annual electricity production from coal is measured in TWh, I should mention that 1 TWh (terawatt hours) equal to 1,000,000 megawatt-hours (MWh) or 1,000,000,000 kilowatt-hours (kWh). To compare annual production of electricity from coal to per capita, we should change terawatt to kilowatt, and after that we can easily compare them each other. The highest per capita electricity production we can see in 2010, 2011, 2018 years from 2019 till 2022 its rate was decreasing steadily. The reason for this also an increase in the production of electricity from low carbon energy and renewable energy.

Low carbon and renewable energy:

The country has taken steps to attract greater investment into the renewable energy segment in recent years — introducing a 15-year feed-in-tariff (FiT) mechanism in 2013 - and there are plans to open up the power and energy sectors to greater numbers of private investors. The main focus for the renewables sector is wind and solar power (Table 2) [11]. Kazakhstan is very rich in wind potential, with around 50.0% of the country's territory having average wind speeds of 4-5m/sec at a height of 30m. The wind potential of Kazakhstan is 1.8trn kWh per year, close to 10 times Kazakhstan's current energy consumption, according to UN estimates. Solar also has great potential given the number of sunny hours per year - typically between 2,200 and 3,000 - implying a capacity of 1,300-1,800kW/sqm per year. In the second table we can the low carbon and renewable energy production potential of Kazakhstan. Low-carbon electricity is the sum of electricity generation from nuclear and renewable sources. Renewable sources include hydropower, solar, wind, geothermal, bioenergy, wave and tidal. In Kazakhstan there in no any kind of nuclear energy so we do not pay attention for this type of energy production.

Table 2.

Low carbon energy and renewable energy production in Kazakhstan from 2000 to 2022

Years	Nuclear power	Hydropower (in TWh)	Solar (in TWh)	Wind (in TWh)	Low carbon and renewable energy per capita (in kWh)	Shared of total electricity (in percentage)
2000	-	7,53	0	0	8	15
2001	-	8,08	0	0	8	15
2002	-	8,89	0	0	9	15
2003	-	8,62	0	0	9	13
2004	-	8,06	0	0	8	12
2005	-	7,86	0	0	8	12
2006	-	7,77	0	0	8	11
2007	-	8,17	0	0	8	11
2008	-	7,46	0	0	7	9
2009	-	6,88	0	0	7	9
2010	-	8,02	0	0	8	10
2011	-	7,88	0	0	8	9
2012	-	7,62	0	0	8	8
2013	-	7,73	0	0	8	8
2014	-	8,26	0	0,01	8	9
2015	-	9,72	0,05	0,13	9	13
2016	-	11,62	0,09	0,27	12	11
2017	-	11,21	0,09	0,34	12	10
2018	-	10,38	0,14	0,39	11	10
2019	-	9,99	0,39	0,71	11	11
2020	-	9,66	1,24	1,03	12	11
2021	-	9,09	1,29	1,67	12	11
2022	-	9,10	1,41	2,28	13	11

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

From the table it is obvious that there is no nuclear energy production in Kazakhstan. Low carbon energy includes nuclear energy and renewable energy. Renewable energy includes the following sources itself such as solar, wind, hydropower, biomass and waste, geothermal and wave and tidal. Hydropower is the main source of renewable energy production solar and wind are after that, from 2014 these types of renewable energy was begun to produce.

Hydropower accounts for approximately 12.3% of Kazakhstan's total generating capacity. Kazakhstan has abundant hydro resources, which are mainly concentrated in the eastern and southern parts of the country on the Irtysh, Ili and Syrdarya rivers (73 % of the total capacity of hydro resources). Hydropower plants on the

Irtysh River constitutes of the Bukhtyrma (750MW), Shulbinsk (702MW) and Ust-Kamenogorsk (315MW), the Kapshagai (364MW) plant on the Ili River, and the Shardarinskaya(104MW) plant on the Syrdarya River [10]. Kazakhstan is rich in wind energy resources. In some regions, the average wind speed at an altitude of 15 m is 27-36 m / s. there are at least 10 areas with a large wind potential with an average wind speed of 8 -10 m/s. The most significant are the wind energy resources of the Dzungarian Gate (17,000 kWh / m2). Other promising areas include Yerementau (Akmola region), Fort Shevchenko (Caspian Sea coast), Korda (Zhambyl region) [10].

The potential of solar energy in Kazakhstan is estimated at 2.5 billion kWh per year, which corresponds to an area of about 10 km2 of solar cells with a total efficiency of 16%. The average efficiency of modern solar panels varies in the range of 15-25%. Solar energy can be widely used in two-thirds of the territory of the Republic of Kazakhstan. In the southern regions, the duration of solar radiation is from 2,800 to 3,000 hours per year, and the annual consumption of solar energy is from 1,280 to 1,870 kWh per 1 m2. Moreover, in June, the amount of energy per 1 m2 on the horizontal surface ranges from 6.4 to 7.5 kWh per day, which makes the South Kazakhstan, Kyzylorda and Aral regions extremely favorable to produce solar energy. According to the Strategic development plan of the Republic of Kazakhstan and the Concept of transition to a "green economy" it is planned to put into operation about 28 solar power plants by the end of 2020 [12].

Tajikistan:

After the end of the Soviet Union, electricity subsidies were terminated and the following energy demand gap was predominantly filled by local biomass resources, such as coal and wood, resulting in increased deforestation and pollution. In certain areas, the average electricity available amounts to less than 4 hours daily during winter. Tajikistan has enormous hydro power potential as it possesses 4% of the world's hydro power resources and 53% of Central Asia's resources. Yet these resources remain to be sufficiently developed. About 94% of electricity generating capacity is hydroelectric, but only an estimated 5% of its potential is in use.

Fossil fuel:

Fossil fuel is also main types of electricity for Tajikistan. In the following table three we have paid attention to the electricity production from fossil fuel, fossil fuel contains coal, oil, and gas from 2000 to 2022 (Table 3) [11].

Table 3

Fossil fuel energy production from 2000 to 2022 in Tajikistan

Years	Annual production (in TWh)	Per capita production (in kWh)	Share of total electricity production (in %)
2000	0,2	33	1,50
2001	0,2	27	1,20
2002	0,2	20	0,90
2003	0,2	24	1
2004	0,2	21	0,90
2005	0,2	17	0,70
2006	0,3	33	1,40
2007	0,4	53	2,20
2008	0,3	48	2
2009	0,2	29	1,40
2010	0,1	4	0,20
2011	0,1	5	0,25
2012	0,1	9	0,40
2013	0,1	5	0,25
2014	0,2	18	1
2015	0,2	18	0,90
2016	0,6	64	3,29
2017	0,9	103	5,15
2018	1,3	139	6,52
2019	1,4	152	6,90
2020	1,6	170	8,20
2021	2	177	8,80
2022	-	-	-

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://

ourworldindata.org/team

From the table there is no doubt that fossil fuel is not the main source of electricity production, the reason for this that low carbon energy and renewable energy is the main source of electricity production. The highest percentage of fossil fuel energy production is 2% in the total production of energy in Tajikistan.

Low carbon and renewable energy

We have mentioned before that main source of electricity production in Tajikistan is low carbon and renewable energy. In the following table 4 [11], we have paid attention to the low carbon and renewable energy production in Tajikistan.

Table 4. Low carbon energy and renewable energy production in Tajikistan from 2000 to 2022

Years	Nuclear power	Hydropower (in TWh)	Solar (in TWh)	Wind (in TWh)	Low carbon and renewable energy per capita (in kWh)	Shared of total electricity (in percentage)
2000	-	13,77	0	0	2,195	98,50
2001	-	14,06	0	0	2,194	98,81
2002	-	15,01	0	0	2,294	99,14
2003	-	16,17	0	0	2,423	99,02
2004	-	16,18	0	0	2,379	99,14
2005	-	16,80	0	0	2,425	99,29
2006	-	16,53	0	0	2,342	98,16
2007	-	16,94	0	0	2,357	97,81
2008	-	16,64	0	0	2,272	97,84
2009	-	16,74	0	0	2,107	98,62
2010	-	16,24	0	0	2,131	99,82
2011	-	16,04	0	0	2,060	99,75
2012	-	16,73	0	0	2,103	99,58
2013	-	16,90	0	0	2,077	99,76
2014	-	15,84	0	0	1,902	99,06
2015	-	16,83	0	0	1,974	99,12
2016	-	16,47	0	0	1,888	99,71
2017	-	16,96	0	0	1,900	94,85
2018	-	18,21	0	0	1,995	93,48
2019	-	19,17	0	0	2,053	93,10
2020	-	18,11	0	0	1,898	91,79
2021	-	18,00	0	0	1,846	91,23
2022	-	-	-	-	-	-

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

Table illustrates that low carbon energy and renewable energy is the main source of electricity production for Tajikistan, but their share is not so high for like other countries in central Asian countries. From the table it is obvious that the main source for renewable energy is Hydropower, year by year its share of total energy is increasing, whereas year by year its share in per capita in Tajikistan is decreasing, this means that populations is increasing more than electricity supply in Tajikistan. We should pay attention to the total share of low carbon and renewable electricity production in total electricity production. It used to be nearly 100%, but year by year its percentage is decreasing, this does not mean these types of electricity production is decreasing, whereas it means population is increasing.

Tajikistan is one of the focus countries of the EU4 Energy programme [13], which is being implemented by the IEA and the European Union along with the Energy Community Secretariat and the Energy Charter Secretariat. The Republic of Tajikistan is a landlocked country situated in the southeast of Central Asia. The government also plans to develop energy sources other than large hydro to diversify the fuel mix and reduce volatility in electricity generation. Having sizeable coal deposits/reserves and a coal production history of more than a century, the government has turned to coal as an ultimate fuel in resolving severe electricity shortages in winter months, when water levels are too low for electricity production. Production of coal in 2020 reached 2.1 Mt, which is a tenfold rise from 2010. Coal has rapidly become a key energy source in Tajikistan (26.3% of total energy supply (TES) in 2020). Barqi-Tojik constructed a new coal-fired power plant, Dushanbe-2 (400 MW capacity), and a new TPP is planned to be built by 2025 in Zarafshon. Over 130 MW of small hydro had been developed by the end of 2014, and other plans include converting heat generation plants from gas to coal and rehabilitating existing TPPs to improve efficiency. Tajikistan's primary energy production amounted to 2.5 Mtoe in 2020. Domestic energy production mainly consists of hydro (62% of production in 2020) and coal (37%). Hydro generation has increased in recent years (+13% since 2015) as a result of capacity additions. Coal mining has increased from negligible quantities in 2010 to over 2 Mt (1.2 Mtoe) in 2019. Overall self-sufficiency has grown from around 60% of the TES in the early 2000s to almost 75% in 2019 [10].

Kyrgyzstan:

Kyrgyzstan has considerable untapped renewable energy potential. Existing renewable energy consists of large HPPs, which account for 30% of total energy supply, but only 10% of hydropower potential has been developed. Opportunities to develop decentralized renewable energy technologies are especially promising, primarily small hydropower stations on rivers in the mountains. In 2016, there was approximately 40 MW of small hydro capacity. The National Energy Program and the Strategy for Fuel and Energy Sector Development (covering 2010-25) [14] are the key policies for sustainable energy development. The rapid expansion of renewables, especially hydro, is a priority for energy sector development, and the Strategy supports the construction of approximately 100 small hydroelectric plants with total capacity of 180 MW.

Fossil fuel:

After Kyrgyzstan gained its independence, residential power consumption rose significantly due to intensive use of electricity for heating and cooking. In November 2014, new electricity tariffs were approved based on a 700-kWh monthly threshold for residential electricity consumers (700 kWh is the level of power consumption that can be satisfied through domestic power generation). Above this threshold, residential consumers are charged a higher tariff (assessed for domestic power generation) plus the cost of imported power during the winter months. This threshold and the new tariffs provide incentives for consumers to conserve energy, especially in winter, and to adopt alternative fuels when it is economically efficient (coal, for example). In the table 5 [11], fossil fuel energy production from 2000 to 2022 in Kyrgyzstan is demonstrated.

Table 5

Fossil fuel energy production from 2000 to 2022 in Kyrgyzstan

Years	Annual production (in TWh)	Per capita production (in kWh)	Share of total electricity production (in %)
2000	2	432	13,75
2001	2	474	16,09
2002	2	430	16,82
2003	2	382	12,66
2004	2	405	12,98
2005	2	381	13,52
2006	2	368	13,52
2007	2	372	13,51
2008	1,5	294	13,55
2009	0,7	150	7,42

2010	0,8	170	7,80
2011	0,9	173	6,42
2012	0,8	165	6,21
2013	0,7	150	6,20
2014	1	206	8,36
2015	1,7	306	14,14
2016	1,6	276	12,73
2017	1,3	201	8,04
2018	1,2	182	7,39
2019	1,2	179	7,61
2020	1,4	213	8,47
2021	1,5	224	10,10
2022	-	-	-

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

A more reliable supply of gas and implementation of Gazprom Kyrgyzstan’s investment programme to improve the gas grid will further encourage switching from electricity to gas and coal. Under the National Strategy for Sustainable Development for 2018-2040 [15], energy efficiency technologies must be applied in all new construction and the government plans to implement large-scale programmes on energy-efficient reconstruction of old residential and non-residential buildings, and to introduce energy efficiency passports for all buildings.

From the table above it is obvious that fossil fuel is not the main source to produce electricity in Kyrgyzstan. Annual electricity production from the fossil fuel is decreasing year by year in the late 5 years. Electricity production in per capita also decreasing year by year from 2000 to 2022, in 2021 it was increased but not dramatically.

Low carbon and renewable energy:

The Law on Renewable Energy adopted at the end of 2008 established an important framework for renewable energy development in general, and for small HPPs in particular. It provides a number of incentives and preferences, such as exemption from customs duties on equipment import and export, relief from licensing for generation, the right to sell output to consumers under commercial agreements, and guaranteed purchase of renewable energy output by the distribution company. Renewable energy developers also have a multiplying coefficient of 1.3 for the feed-in tariff (for all renewable sources: hydro, wind, solar, biomass and geothermal). The law also guarantees non-discriminatory access of renewable energy output to the grid and obligates the National Grid and distribution companies to ensure unobstructed transit of renewable energy to consumers. In the table 6 [11], Low carbon energy and renewable energy production in Kyrgyzstan from 2000 to 2022 has been illustrated.

There are currently no waste-to-energy projects or initiatives. Municipalities of large cities have been considering building plants for converting non-recyclable waste materials into electricity and heat, but no plans have yet been fully developed or implemented. Kyrgyzstan’s geographic location and climatic conditions are quite favorable for the broader development of solar energy, evident in solar radiation maps. Annual specific power generation by photoelectrical equipment has a potential 300 kilowatt hours per square meter (kWh/m2), and annual specific productivity of solar hot water supply could be up to 750 kWh/m2 (heat). These figures assume the availability of increasingly inexpensive photoelectrical converters, modules and flat solar collectors, as well as the necessary scientific-technical capacity. In Kyrgyzstan’s predominantly mountainous terrain, winds of constant direction and strength sufficient for power generation can only be found in remote and sparsely populated areas. Analysis of instrumental observations at meteorological stations reveals that the actual average annual wind speed is much lower than 5 metres per second (m/s) (only at one weather station does it exceed 5 m/s, and that is for two months per year only). As construction of wind power plants is considered feasible from an average annual wind speed of 8 m/s, those areas with average speed of 5 m/s or less are not suitable for wind turbine installation. The potential for wind energy is therefore very low in populated residential areas, and the areas where wind energy could be economically viable are far from consumer centers and difficult to access. The main share of renewable energy in production is hydropower. Its trends are some have fluctuated, there is no exact increase or decrease. Hydropower energy production is somehow the same average 13 or 14 TWh, in per capita it is average 2000 kWh.

Table 6.

Low carbon energy and renewable energy production in Kyrgyzstan from 2000 to 2022

Years	Nuclear power	Hydropower (in TWh)	Solar (in TWh)	Wind (in TWh)	Low carbon and renewable energy per capita (in kWh)	Shared of total electricity (in percentage)
2000	-	13,55	-	-	2,746	86,25
2001	-	12,31	-	-	2,471	83,91
2002	-	10,68	-	-	2,125	83,18
2003	-	13,38	-	-	2,637	87,34
2004	-	13,95	-	-	2,716	87,02
2005	-	12,66	-	-	2,438	86,48
2006	-	12,35	-	-	2,354	86,48
2007	-	12,61	-	-	2,382	86,49
2008	-	10,02	-	-	1,875	86,45
2009	-	10,11	-	-	1,867	92,58
2010	-	11	-	-	2,006	92,20
2011	-	14	-	-	2,521	93,58
2012	-	14,04	-	-	2,493	93,79
2013	-	13	-	-	2,273	93,80
2014	-	13,16	-	-	2,263	91,64
2015	-	10,99	-	-	1,858	85,86
2016	-	11,38	-	-	1,891	87,27
2017	-	14,06	-	-	2,297	91,96
2018	-	14,17	-	-	2,277	92,61
2019	-	13,71	-	-	2,168	92,39
2020	-	14,80	-	-	2,302	91,58
2021	-	13	-	-	1,992	89,90
2022	-	-	-	-	-	-

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

Turkmenistan:

The electrification rate in Turkmenistan is 99.6%. Electricity is mostly produced in 8 thermal power plants with an installed capacity of 3.3 GW. Electricity consumption by sector is the following: agriculture and forestry 31.8%, industry 36%, transport 2.6%, and residential 21%. Demand for renewable energy sources in Turkmenistan is practically inexistent. Turkmenistan has relatively low potential for bio energies, hydro power, and geothermal energy. While it does have tremendous wind and solar power with 300 sunny days per year (equaling 2,00 kW/m²/yr) and wind potential equal to the country's fossil fuel potential, its wealth of oil and gas overshadow these potentials.

Fossil fuel:

Turkmenistan has the world's fourth-largest reserves of natural gas and is one of the region's key suppliers of this fuel. The devastating effects of climate change felt most keenly in Central Asia are spreading desertification, water scarcity, heat waves, and droughts. Official Ashgabat plans to take several measures, according to experts at the regional finance institute. The first measure under consideration is to improve energy efficiency in the production, consumption, and transportation of hydrocarbons, including preventing methane leaks. Second, Turkmenistan has vast potential for developing renewable energy such as solar and wind power, so investments to diversify sources could bring gains. Third, in fostering technological advances, the country plans to explore the development of green hydrogen by learning and adopting modern practices used in developed countries. It also plans to introduce various carbon capture, use, and storage technologies to reduce harmful emissions into the atmosphere. In the table 7 [11], Fossil fuel energy production from 2000 to 2022 in Turkmenistan has been illuminated.

From the table it is obvious that 100% electricity production is based on the fossil fuel energy. Annual electricity production from fossil fuel and per capita electricity production from fossil fuel have increased steadily from 2000 till 2021 respectively.

Table 7.

Fossil fuel energy production from 2000 to 2022 in Turkmenistan

Years	Annual production (in TWh)	Per capita production (in kWh)	Share of total electricity production (in %)
2000	9	2024	100
2001	10	2151	100
2002	10	2141	100
2003	10	2133	100
2004	11	2324	100
2005	12	2466	100
2006	13	2590	100
2007	14	2782	100
2008	14	2771	100
2009	15	2899	100
2010	16	2973	100
2011	16	3020	100
2012	17	3056	100
2013	18	3191	100
2014	19	3387	100
2015	21	3673	100
2016	21	3609	100
2017	21	3549	100
2018	21	3492	100
2019	21	3439	100
2020	20	3217	100
2021	21	3374	100
2022	-	-	-

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

Turkmenistan, possessing one of the largest energy potential in the world, strives to establishment of stable structure of the global energy security, which is built on the principles of justice, balance of interests of both supplying countries and transit countries and consumers. Energy cooperation, based on beneficial and long-term partnership, formed on the basis of common principles and rules, is a condition of steadfast development of the world community. Energy is life which has been endangered because of power politics and scarcity of energy resources in the region as well as around the globe. Energy fuels development and Turkmenistan implements an energy policy of easy and smooth supply of energy resources to consumers, as well as export of electricity to foreign consumers. It has the world's fourth largest estimated reserves of natural gas. Turkmenistan strives to give its unlimited energy resource potential to the disposal of the mankind, realizing the energy policy based on the principles of combined modernization of fuel and energy complex and diversification of energy supplies to the world markets. Energy policy of Turkmenistan is based on diversified operationalization and channelization of energy resources, efficiency and saving of energy, optimal use of energy resources, energy security, investments, energy diplomacy, innovations and the last but not the least development of renewable or green energy resources. Moreover, increasing internal/national production capacity to meet external demands, diversifying energy export routes, increasing export capacity, securing energy transportation and networks to external markets are also salient features of its energy policy. For the further development of national energy resources and production channels, the government of Turkmenistan will make investments of 240 billion manats in oil and gas sector. The Government of Turkmenistan announced total existing generation capacity equals 5,432,4 megawatt (MW). In 2016, Turkmenistan produced more than 24 billion kWh. Turkmenistan has ambitious plans to bring power generation capacity to about 26 billion kWh by 2020 and to 35 billion kWh by 2030 by upgrading existing power stations and building new ones. The country has announced plans to build 14 new gas turbine power stations with a total capacity of 4,000 megawatts by 2020. Turkmenistan exports approximately 65bcm (Billion cubic metres) gas to China. It exports 10bcm gas to Russia. It supplies more than 50bcm gas to Iran too. Dream Gas Pipeline in shape of TAPI would export up to33bcm and Turkmenistan-Europe gas pipeline exports 30bcm through the Trans-Caspian Gas pipeline.

Low carbon and renewable energy:

Today, it is no secret that Turkmenistan ranks among the world’s most developed countries in terms of natural resources. Therefore, due to the lack of demand for low-carbon and renewable energies, the production of this type of electricity has not been established in Tajikistan. That’s why, finding information in terms of low carbon and renewable energy production is somehow hard.

Uzbekistan:

Uzbekistan has been implementing large-scale reforms in recent years to strengthen its energy industry. Problems are associated with high wear and tear on equipment as well as with the slow pace of infrastructure updates, faulty equipment operations, inadequate installations, and both gas pipelines and power lines that have exceeded their service life. The country’s unstable financial situation and inadequate introduction of resource- and energy-saving technologies have raised technological losses and made fuel and energy resource supply interruptions more frequent. In Uzbekistan fossil fuel is main source to produce electricity. In the following table 8 [16], we have illustrated the electricity consumption in Uzbekistan by sectors in 2019.

Table 8.

Uzbekistan electricity consumption by sector, 2019

Sectors	Electricity consumption
Industry	**40%**
Population	**23%**
Agriculture	**20%**
Utility	**13%**
Transport	**3%**
Construction	**1%**

From the table it is obvious that most of the electricity is consumed by the industries, both lite industry and heavy industries. Next is population, there is some part of the countries who does not have any electricity supply, but in Uzbekistan most parts of the country is supply by the electricity.

Fossil fuel:

Uzbekistan is implementing comprehensive measures to deepen structural reforms, modernize and diversify basic sectors of the economy, and balance the socioeconomic development of its territories. Presidential Decree No. PP-4477 of 4 October 2019 approved the Strategy for the Transition of the Republic of Uzbekistan to the Green Economy for the Period 2019-2030 [17]. The strategy has many objectives within several priority areas for electricity production from fossil fuels contains followings:

- reduce natural gas losses in the production, processing, transportation and distribution stages by upgrading compressor stations, low- and medium-pressure gas distribution networks, and the gas transportation system with effective technologies for monitoring hydrocarbon resource losses (i.e. a supervisory control and data acquisition [SCADA] system);
- introduce modern gas distribution and metering technologies;
- reduce greenhouse gas (GHG) emissions during the processing and storage of oil and petroleum products;
- reduce GHG emissions from the combustion of associated petroleum gases once processes for

their utilization and advanced processing have been introduced;

- introduce alternative energy sources at oil and gas production facilities;
- deploy waste gas heat recovery for power generation.

Today Uzbekistan's electricity production capacity from the fossil fuels is given in the following table seven. The table 9 [11], includes the information about the electricity production from fossil fuels (such as coal, gas, oil) from 2000 to 2022.

Table 9

Fossil fuel energy production from 2000 to 2022 in Uzbekistan

Years	Annual production (in TWh)	Per capita production (in kWh)	Share of total electricity production (in %)
2000	39	1,545	87
2001	39	1,547	87
2002	41	1,585	87
2003	39	1,516	84
2004	38	1,467	81
2005	38	1,435	81
2006	39	1,458	89
2007	40	1,465	90
2008	36	1,290	89
2009	38	1,355	86
2010	41	1,438	84
2011	44	1,524	89
2012	44	1,476	87
2013	46	1,534	89
2014	47	1,534	89
2015	48	1,536	87
2016	49	1,550	87
2017	50	1,556	86
2018	54	1,651	90
2019	54	1,627	89
2020	51	1,519	90
2021	54	1,590	92
2022	-	-	-

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

Development of annual production of fossil fuel in Uzbekistan and forecast values for the following periods is important in working out prospects for further development of the industry. For this, it is necessary to analyze the characteristics of the time series of the forecasted indicator.

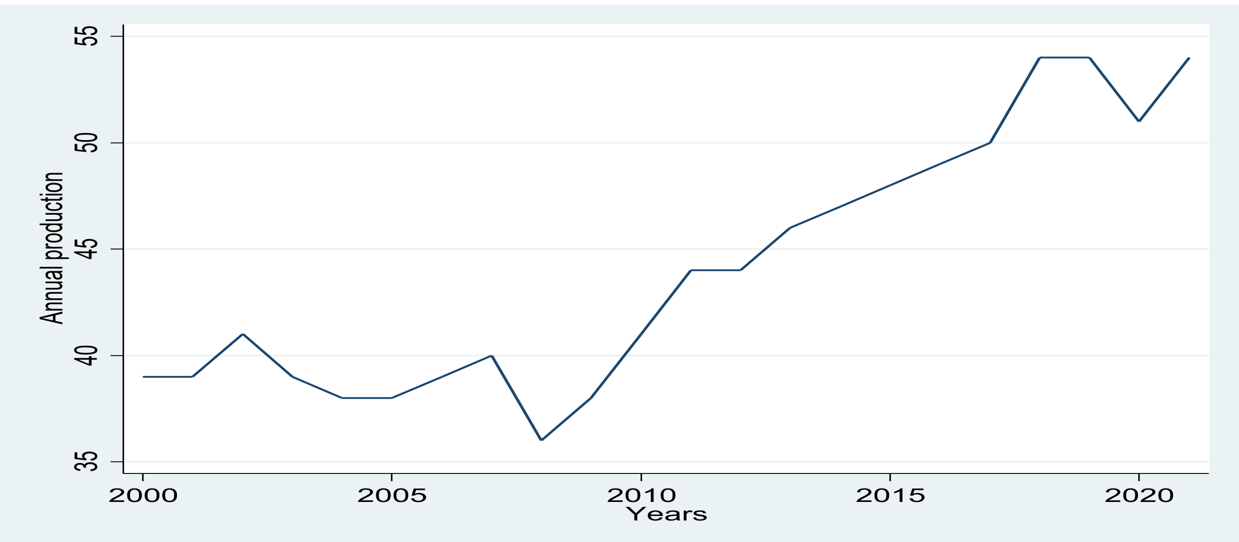


Figure 1. Tendency of changes on annual production of fossil fuel in

According to the graphical analysis, there is a trend and uncertainty in the time series of Annual production of fossil fuel during the years 2000–2021. Therefore, this time series is non-stationary. Taking into account the above, it is appropriate to use the ARIMA model to forecast Annual production of fossil fuel.

$$Y_t = c + \sum_{i=1}^{p} \alpha Y_{t-i} + \sum_{j=1}^{q} \theta e_{t-j} + e_t \quad (1)$$

here: *c* – constant, *p* – order of autoregression, *q*– order of average moving, *e* – residual.

```
Dickey-Fuller test for unit root                    Number of obs   =        20

                               ---------- Interpolated Dickey-Fuller ---------
                  Test         1% Critical       5% Critical      10% Critical
               Statistic           Value             Value             Value
------------------------------------------------------------------------------
 Z(t)             -4.512            -3.750            -3.000            -2.630
------------------------------------------------------------------------------
MacKinnon approximate p-value for Z(t) = 0.0002
```

Figure 2. Dickey-Fuller test

According to the Dickey-Fuller test, $z(t) < 0,05$ it was determined that and the parameters of the ARIMA model were determined.

```
ARIMA regression

Sample:  2001 - 2021                            Number of obs     =         21
                                                Wald chi2(1)      =       0.23
Log likelihood = -43.72424                      Prob > chi2       =     0.6327

------------------------------------------------------------------------------
D.           |                 OPG
Annualproduction |      Coef.   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
Annualproduction |
       _cons |   .7056858   .4027699     1.75   0.080    -.0837288      1.4951
-------------+----------------------------------------------------------------
ARMA         |
          ma |
         L1. |   -.158045   .3306455    -0.48   0.633    -.8060984    .4900083
-------------+----------------------------------------------------------------
      /sigma |   1.939738    .319963     6.06   0.000     1.312622    2.566854
------------------------------------------------------------------------------
Note: The test of the variance against zero is one sided, and the two-sided
      confidence interval is truncated at zero.
```

Figure 3. Arima regression

$$\Delta Y_t = 0,7056858 - 0,158045\, Y_{t-i} + 1,939738\, e_{t-i}$$

The reliability of the constructed model was evaluated by Akaike and Bayesian criteria and the expected result was obtained.

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
.	21	.	-43.72424	3	93.44847	96.58204

Note: N=Obs used in calculating BIC; see **[R] BIC note**.

Figure 4. Akaike and Bayesian criteria

Medium-term forecast values of annual production of fossil fuel were developed based on the ARIMA model. In this following table 10, Mid-term forecast values of annual production of fossil fuel rare illustrated.

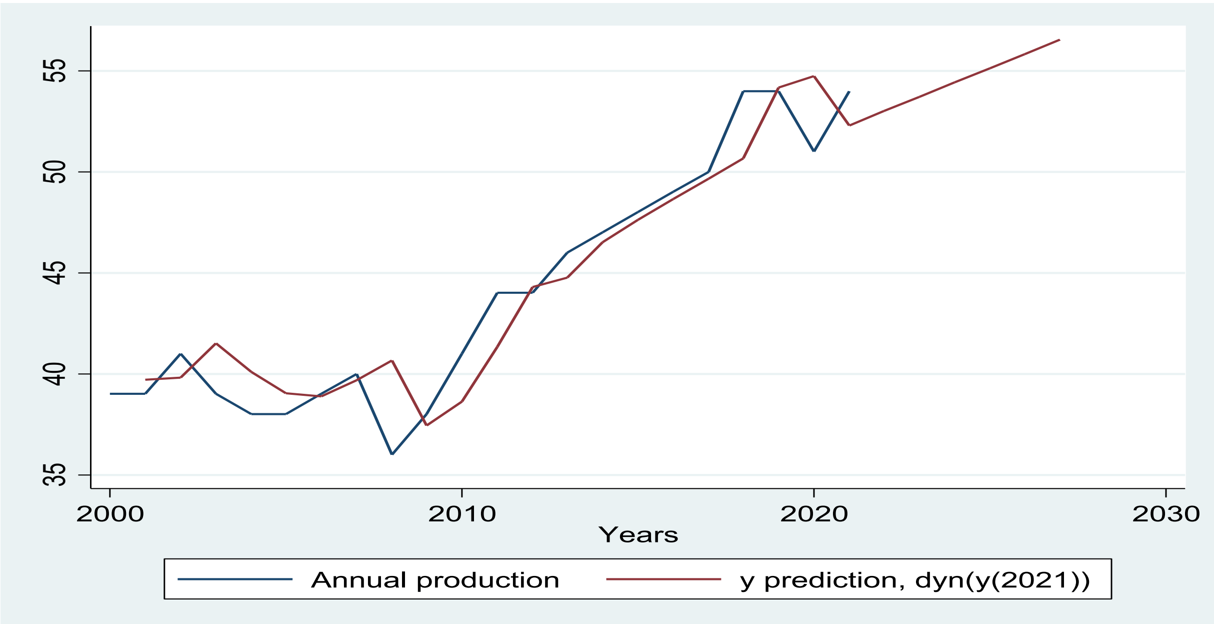
Table 10.

Mid-term forecast values of annual production of fossil fuel

Years	Future forecasts of annual production of fossil fuel (in TWh)
2023	53.707127
2024	54.412811
2025	55.118496
2026	55.824184
2027	56.529869

Source. Authors' work

Annual production of fossil fuel time series and forecast values for 2023-2027 were graphically analyzed in the figure 5.



Source. Authors' work

Figure 5. Change trends and future forecasts of annual production of fossil fuel

According to the results of the analysis, by 2027, the annual production of fossil fuel can reach 56.529869 TWh. That is, this indicator may increase by 1.07 times compared to 2022.

Low carbon and renewable energy

As global GDP and population growth have aggravated environmental problems and raised awareness of energy resource limitations, many countries have made the transition to sustainable development their main goal. Intergovernmental Panel on Climate Change (IPCC) research shows that raising the CO2 price to USD 50 per tonne of carbon dioxide (/tCO2) emitted into the atmosphere and expanding the use of RESs would help reduce CO2 emissions 38% by 2030, and 70% by 2050 [16].

In 2018, Uzbekistan ratified the Paris Agreement and adopted a national commitment to reduce GHG emissions per unit of GDP by 10% of the 2010 level by 2030 [18]. According to the Strategy on the Transition of the Republic of Uzbekistan to the "Green" Economy for the Period 2019-2030, Uzbekistan aims to increase the share of RESs in total electricity generation to more than 25% by 2030 [17]. It also plans to double its energy efficiency indicator, reduce the carbon intensity of GDP, and provide the entire population and all economic sectors with access to modern, inexpensive and reliable energy.

Uzbekistan's considerable RES potential could spur significant development of a green, environmentally friendly economy. The country's total RES potential is 117 984 Mtoe, while its technical potential is 179.3 Mtoe.

The bulk of this potential lies in solar energy (total potential of 51 Gtoe and technical potential of 177 Mtoe). In fact, solar energy's technical potential is almost four times the country's primary energy consumption. Its favorable climate and geographical location would allow Uzbekistan to use solar energy for a wide range of industrial purposes. Wind energy potential totals 2.2 Mtoe, with 19% technical development possible. Although total geothermal energy potential (67 Gtoe) exceeds that of solar, the underdevelopment of simple and cost-effective technologies to exploit this type of energy limits technical development to only 0.3 Mtoe.

In the following table 11 [11], low carbon and renewable energy production information is given from 2000 to 2022. Renewable energy and low carbon energy are not main types of energy production for Uzbekistan, but it is time to change it.

Table 11

Low carbon energy and renewable energy production in Uzbekistan from 2000 to 2022

Years	Nuclear power	Hydropower (in TWh)	Solar (in TWh)	Wind (in TWh)	Low carbon and renewable energy per capital (in kWh)	Shared of total electricity (in percentage)
2000	-	5,82	0	-	233	13
2001	-	5,90	0	-	234	13
2002	-	6,12	0	-	239	13
2003	-	7,54	0	-	291	16
2004	-	8,92	0	-	340	19
2005	-	8,84	0	-	333	19
2006	-	4,65	0	-	173	11
2007	-	4,61	0	-	169	10
2008	-	4,44	0	-	160	11
2009	-	6,42	0	-	228	14
2010	-	8,11	0	-	283	17
2011	-	5,65	0	-	194	11
2012	-	6,59	0	-	223	13
2013	-	5,65	0	-	189	11
2014	-	6,01	0	-	197	11
2015	-	7,00	0	-	226	13
2016	-	7,25	0	-	230	13
2017	-	8,34	0,01	-	261	14

2018	-	5,84	0,01	-	180	10
2019	-	6,46	0,01	-	196	11
2020	-	5,00	0,01	-	149	9
2021	-	5,00	0,01	-	147	8
2022	-	-	0,01	-	-	-

Source: Hannah Ritchie, Max Roser and Pablo Rosado. Energy, Our world in one data. https://ourworldindata.org/team

While Uzbekistan's annual electricity production amounted to 54.2 billion kWh in 1991, it had dropped to 45.4 billion kWh by 1996 because the power units at its largest power plants had become obsolete. Electricity production rose steadily between 1996 and 2018, however, as a result of modernization and commissioning of new power units. Uzbekistan's total electricity generation capacity is 14.1 GW, with TPPs accounting for 85.8%. With GDP and population growth, the country's electricity demand is bound to increase. Production is therefore forecast to rise to 84.9 billion kWh by 2025 – 40% above the 2018 level. Electricity generation capacity is expected to expand 2.5 times to double annual production by 2030 [17].

The development of forecast values of the hydropower indicator for the next period is important in working out the prospects for further development of the sector. For this, it is necessary to analyze the characteristics of the time series of the forecasted indicator. In the figure 6, changing trends of hydropower of Uzbekistan is shown.

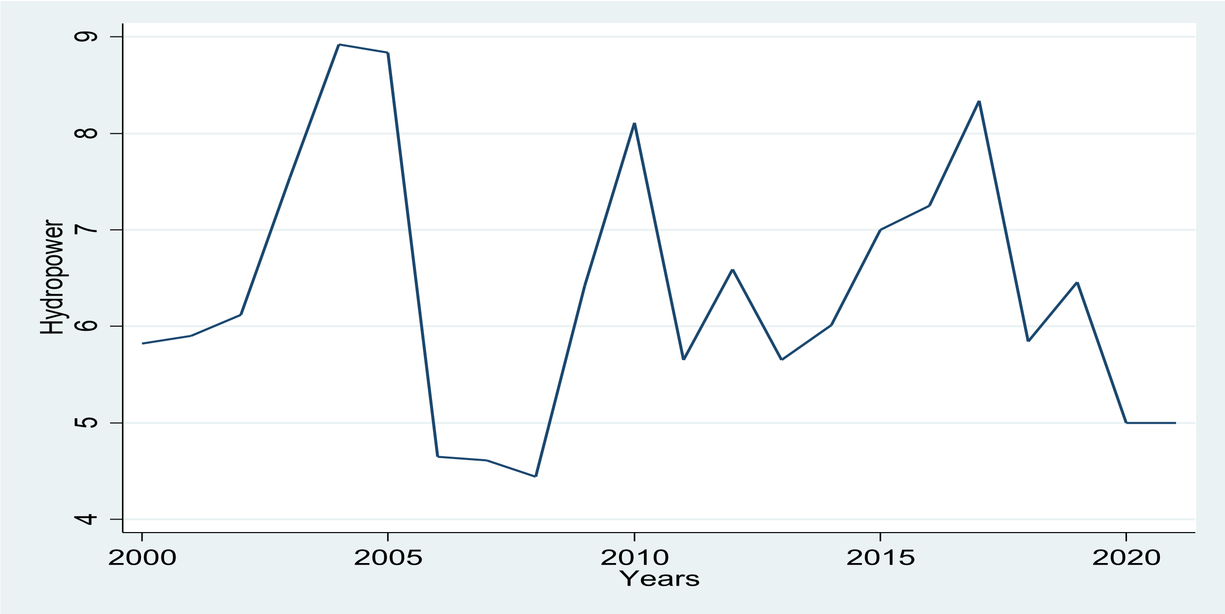


Figure 6. Changing trends of hydropower

According to graphical analysis, the time series of Hydropower from 2000 to 2021 has cycle and uncertainty. Therefore, this time series is non-stationary. Considering the above, it would be appropriate to use ARIMA model to forecast Hydropower [Figure 7].

```
Dickey-Fuller test for unit root                    Number of obs   =        21

                               ---------- Interpolated Dickey-Fuller ---------
                  Test         1% Critical       5% Critical      10% Critical
               Statistic           Value             Value             Value
------------------------------------------------------------------------------
 Z(t)             -2.909            -3.750            -3.000            -2.630
------------------------------------------------------------------------------
MacKinnon approximate p-value for Z(t) = 0.0443
```

Figure 7. ARIMA model to forecast Hydropower

According to the Dickey-Fuller test, $z(t) < 0{,}05$ it was determined that and the parameters of the ARIMA model were determined.

```
ARIMA regression

Sample:  2001 - 2021                            Number of obs     =         21
                                                Wald chi2(1)      =       0.11
Log likelihood = -38.13255                      Prob > chi2       =     0.7347

------------------------------------------------------------------------------
             |                 OPG
D.Hydropower |      Coef.   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
Hydropower   |
       _cons |  -.0399165   .4499107    -0.09   0.929    -.9217254    .8418923
-------------+----------------------------------------------------------------
ARMA         |
          ar |
         L1. |  -.1279843   .3775958    -0.34   0.735    -.8680585    .6120899
-------------+----------------------------------------------------------------
      /sigma |   1.486613   .2553951     5.82   0.000     .9860481    1.987178
------------------------------------------------------------------------------
Note: The test of the variance against zero is one sided, and the two-sided
      confidence interval is truncated at zero.
```

Figure 8. Arima regression

$$Y_t = -0{,}099165 - 0{,}1279843\, Y_{t-i} + 1{,}486613\, e_{t-i}$$

The reliability of the constructed model was evaluated by Akaike and Bayesian criteria and the desired result was obtained [Figure 9].

```
Akaike's information criterion and Bayesian information criterion

-----------------------------------------------------------------------------
       Model |          Obs  ll(null)  ll(model)      df         AIC        BIC
-------------+---------------------------------------------------------------
           . |           21         .  -38.13255       3     82.2651   85.39867
-----------------------------------------------------------------------------
                 Note: N=Obs used in calculating BIC; see [R] BIC note.
```

Figure 9. Akaike and Bayesian criteria of reliability

Medium-term forecast values of Hydropower were developed based on the ARIMA model [Table 12].

Table 12.

Medium-term forecast values of Hydropower

Years	Hydropower (in TWh)
2023	5.041715
2024	5.001417
2025	4.96155
2026	4.921627
2027	4.881711

Hydropower's time series and forecast values for 2023-2027 were graphically analyzed. It should not be forgotten that the results of this forecast did not take into account the reforms of renewable energy and low-carbon energy production in our country, so we can observe a decrease in the forecast values. It should not be forgotten that the results of this forecast did not take into account the reforms of renewable energy and low-carbon energy production in our country, so we can observe a decrease in the forecast values [Figure 10].

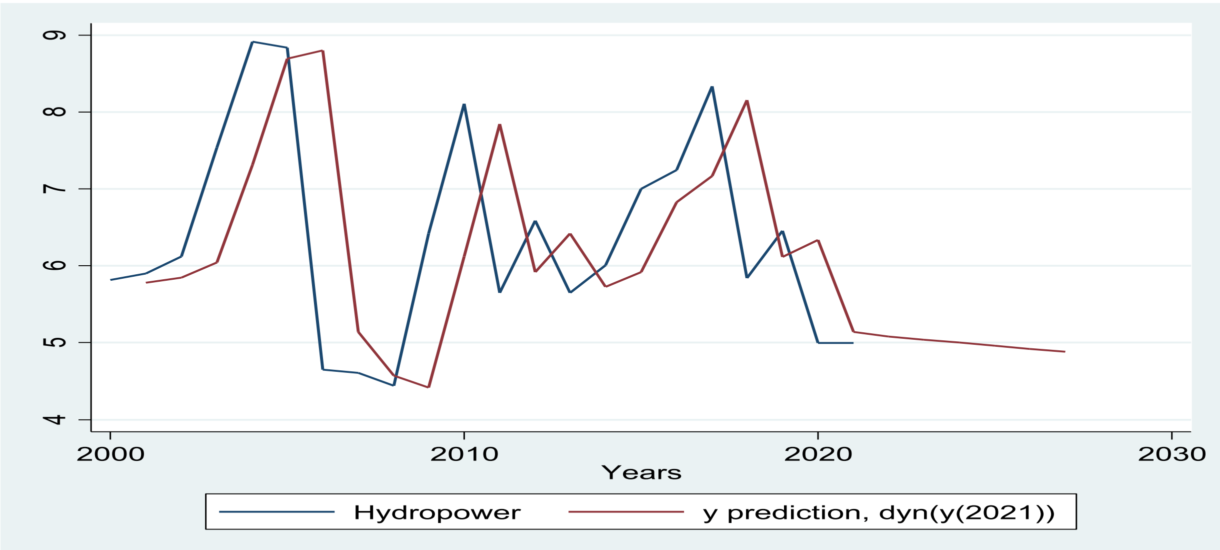


Figure 10. Hydropower's changing trends and future forecasts

According to the results of the analysis, by 2027, Hydropower can be 4.881711 TWh. That is, this indicator can be observed to decrease by 1.04 times compared to 2022 [Figure 11].

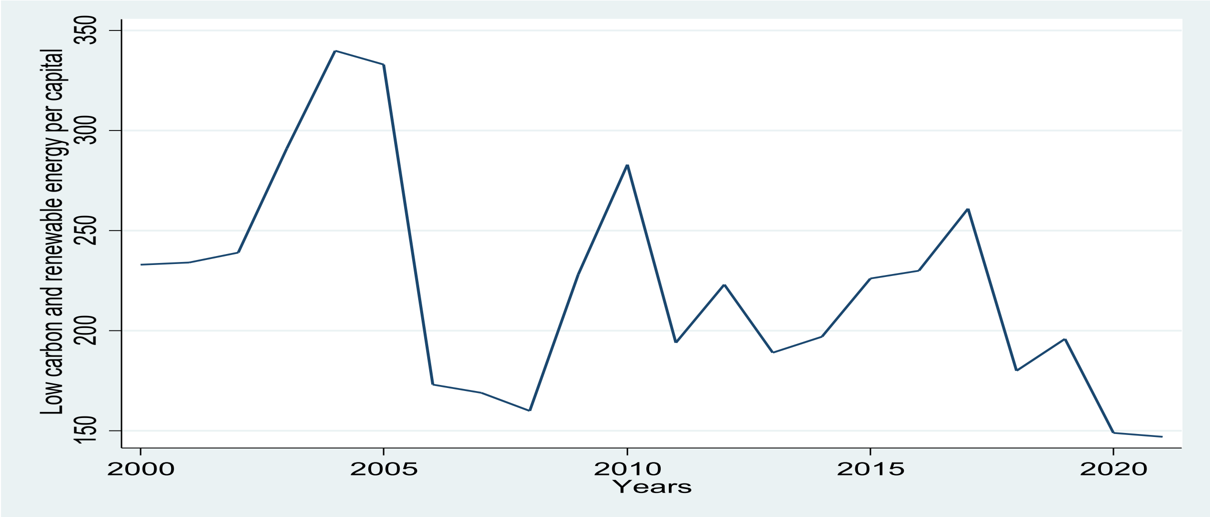


Figure 11. Changing tendency low carbon and renewable energy per capital

```
Dickey-Fuller test for unit root                   Number of obs   =        20

                          ——————— Interpolated Dickey-Fuller ———————
                  Test         1% Critical       5% Critical      10% Critical
               Statistic           Value             Value             Value
──────────────────────────────────────────────────────────────────────────────
 Z(t)             -4.675            -3.750            -3.000            -2.630
──────────────────────────────────────────────────────────────────────────────
MacKinnon approximate p-value for Z(t) = 0.0001
```

Figure 12. Dickey-Fuller test

According to the Dickey-Fuller test, $z(t) < 0,05$ it was determined that and the parameters of the ARIMA model were determined [Figure 13].

```
ARIMA regression

Sample:  2001 - 2021                           Number of obs     =         21
                                               Wald chi2(1)      =       0.05
Log likelihood = -113.0825                     Prob > chi2       =     0.8173

──────────────────────────────────────────────────────────────────────────────────────────
D.                            │                 OPG
Lowcarbonandrenewableenergy   │      Coef.   Std. Err.      z    P>|z|     [95% Conf. Interval]
──────────────────────────────┼───────────────────────────────────────────────────────────
Lowcarbonandrenewableenergy   │
                        _cons │  -4.125895   16.87693    -0.24   0.807    -37.20407    28.95228
──────────────────────────────┼───────────────────────────────────────────────────────────
ARMA                          │
                           ar │
                          L1. │  -.0922288   .3991819    -0.23   0.817    -.8746109    .6901534
──────────────────────────────┼───────────────────────────────────────────────────────────
                       /sigma │   52.75936   8.650482     6.10   0.000     35.80473    69.71399
──────────────────────────────────────────────────────────────────────────────────────────
Note: The test of the variance against zero is one sided, and the two-sided
      confidence interval is truncated at zero.
```

Figure 13. Arima regression model

$$\Delta Y_t = -4{,}125895 - 0{,}0922288 Y_{t-i} + 52{,}75936 e_{t-i}$$

The reliability of the constructed model was evaluated by Akaike and Bayesian criteria and the expected result was achieved [14].

Akaike's information criterion and Bayesian information criterion

Model	Obs	ll(null)	ll(model)	df	AIC	BIC
.	21	.	-113.0825	3	232.165	235.2986

Note: N=Obs used in calculating BIC; see **[R] BIC note**.

Figure 14. Akaike and Bayesian criteria for reliablity

Medium-term forecast values of low carbon and renewable energy per capital were developed based on the ARIMA model (Table 13).

Table 13

Mid-term forecast values of low carbon and renewable energy per capital

Years	Future forecasts of low carbon and renewable energy per capita (in kWh)
2023	140.2455
2024	136.1165
2025	131.9909
2026	127.865
2027	123.73906

Time series of low carbon and renewable energy per capital and forecast values for 2023-2027 were graphically analyzed. The main goal of today’s reforms is to reduce the negative impact on the environment, to satisfy unlimited needs from limited resources. Reforms aimed at increasing the share of renewable and low-carbon energy per capita are a clear proof of this.

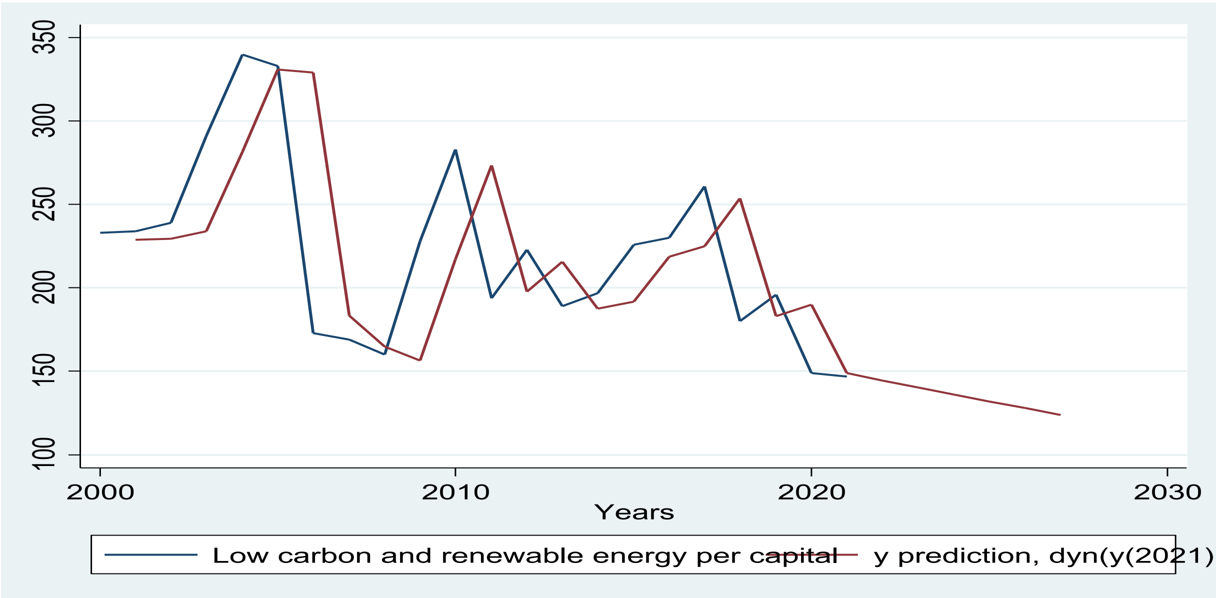


Figure 15. Low carbon and renewable energy per capital change trends and future forecasts

According to the forecast, by 2027, Low carbon and renewable energy per capital may reach 123.73906 kWh. That is, Low carbon and renewable energy per capital can be expected to decrease by 1.13 times compared to 2022.

Conclusion and recommendations:

Central Asian region, on the one hand, is rich in energy resources, but on the other hand, those energy resources are not evenly distributed or they are diverse. Unresolved water and energy issues are not only an obstacle to successful integration, but also occasionally lead to local conflicts and conflicts. For example, at the end of January of this year, electricity went out in a number of regions of Kazakhstan, Uzbekistan, and Kyrgyzstan, which caused supply interruptions in the entire energy chain. The problem was quickly resolved, but it showed that everything in our region is interconnected. As soon as the disaster happened, there were increasing calls for Uzbekistan and Kyrgyzstan to strengthen their energy systems and reduce dependence on neighboring countries. In other words, it covers Kazakhstan, Uzbekistan and Kyrgyzstan. The need for a shortened version of the single energy ring also raises questions.

Today, there are several major reasons for the revival of the energy industry in the Central Asian countries, these are as followings;

- In terms of export and import potential, the logistics system in the Central Asian countries has not been properly implemented;
- The potential of the Central Asian countries in terms of electric energy is not being paid enough attention;
- The lack of investment flows to the territory of Central Asian countries specifically for renewable and low-carbon energy;
- Rapid growth of the population in terms of demographics from year to year;
- We can mention that the level of one of the largest seas in Central Asia, the Aral Sea, is decreasing year by year, which in turn causes climate change.

With growing economies and populations, countries in Central Asia need ever more energy to fuel their development. At the same time, the increasing impacts of climate change in the region mean that countries must significantly cut their carbon emissions and accelerate the shift to clean and renewable power sources. Here are five things to know about the energy outlook for Central Asia [19].

1. Energy demand in the CAREC region (excluding the PRC) will grow by more than 30% by 2030.
2. Modernizing transmission and distribution infrastructure will improve energy efficiency.
3. Wind and solar are becoming highly competitive.
4. The CAREC region (excluding the PRC) needs around $340 billion in energy investments.
5. CAREC countries are taking action to cut their energy-related carbon emissions.

These are the key factors for central Asian countries to improve their energy outlook till 2030.

Today, many countries' renewable energy goals include reducing GHG emissions, increasing the share of renewable energy in final energy consumption, and meeting growing demand for energy. Uzbekistan is also developing objectives to promote renewable energy and increase its share in the overall energy balance. It particularly aims to increase the share of renewable energy in total electricity production from 10-12% in 2018 to 20% by 2025, including raising the HPP portion from 10-12% to 15.8%, solar energy from 1.95% to 2.3% and wind energy from 1.36% to 1.6% [20].

As in other developing countries, a number of factors continue to hinder renewable energy development in Uzbekistan.

First, the high cost of producing renewable energy and its limited generating capacity compared with traditional energy sources, as well as the low cost of traditional energy sources compared with other countries.

Second, there are no specific financial support mechanisms (tariffs and taxes) that stimulate RES use. The legal framework for economic mechanisms promoting RES use is inadequate.

Third, progressive techniques and technologies based on modern control systems are not sufficiently developed. One of the main reasons for the low rate of RES development is the technical imperfection of these types of energy production technologies. Plus, short-term energy system profitability is low.

Fourth, as in many other developing countries, public awareness of modern forms of energy – especially renewable energy – is lacking.

Fifth, innovative renewable energy technologies are being developed too rapidly for Uzbekistan to keep up. For example, solar panels made of semiconductor silicon were quickly replaced by photoelectric panels made of amorphous silicon, and then by flexible solar cells. Because there is no local renewable energy technology manufacturing in Uzbekistan, purchase, installation and maintenance costs remain high. Rapid development of the industry requires that outdated technologies be quickly replaced with new ones.

Sixth, nuclear power influences the scale of renewable energy use and hampers development of the energy sector.

Above, some shortcomings of the central Asian countries' energy production are mentioned. To tackle them we should implement these innovations or changes in central Asian countries. **Firstly,** we should create well developed energy logistics system in central Asian countries. With the help of these new innovative system energy outlook will increase in all countries in central Asia. **Secondly**, it is necessary to increase the number of photoelectric power stations in all the countries of Central Asia, which are among the sunny countries, and as a result, it is necessary to strengthen the field of energy production to European countries. **Thirdly,** in the countries of Central Asia, it is necessary to establish the sector of obtaining electricity through the processing of waste, which is not yet developed, in which the systems existing in Korea and Germany should be used.

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FACTORS AFFECTING SUSTAINABLE AGRICULTURE AND FOOD PRODUCTION IN UZBEKISTAN

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Abstract. In the article, we studied the factors influencing the food production index. Factors include agricultural land, per capita expenditure, import volume index, rural population, export volume index and cereal crop yield. These variables are denoted by y and x1, x2, x3, x4, x5, x6 respectively. In addition, the relationship between the residuals was checked using the Heteroscedasticity test and found to be normally distributed. Data for variables were obtained from World Bank report. The relationship between these variables was checked with multi-collinearity, and we also checked how reliable the data of the variables was using the STATA 17 program.

Keywords. OLS, regression, correlation, model parameters, model estimation, export volume index, import volume index, agriculture.

O'ZBEKISTONDA QISHLOQ XO'JALIGI VA OZIQ-OVQAT ISHLAB CHIQARISHGA TA'SIR ETADIGAN OMILLAR

Abdurahmonova Zuhra Toxir qizi
TDIU tayanch doktoranti.

Annotatsiya. Maqolada biz oziq-ovqat ishlab chiqarish indeksiga ta'sir qiluvchi omillarni o'rgandik. Omillarga qishloq xo'jaligi yerlari, aholi jon boshiga to'g'ri keladigan xarajatlar, import hajmi indeksi, qishloq aholisi, eksport hajmi indeksi va boshoqli ekinlar hosildorligi kiradi. Bu o'zgaruvchilar mos ravishda y va x1, x2, x3, x4, x5, x6 bilan belgilanadi. Bundan tashqari, qoldiqlar o'rtasidagi munosabatlar Heteroscedasticity testi yordamida tekshirildi va normal taqsimlanganligi aniqlandi. O'zgaruvchilar uchun ma'lumotlar Jahon banki hisobotidan olingan. Ushbu o'zgaruvchilar o'rtasidagi munosabatlar ko'p kollinearlik bilan tekshirildi va biz STATA 17 dasturidan foydalangan holda o'zgaruvchilar ma'lumotlari qanchalik ishonchli ekanligini tekshirdik.

Kalit so'zlar. regressiya, korrelyatsiya, model parametrlari, modelni baholash, eksport hajmi indeksi, import hajmi indeksi, qishloq xo'jaligi.

Introduction:

Food production index is an index that includes all phases of production and consumption related to the food sector in a country or region. Factors influencing this index are:

1.Activities in the field of agriculture: Proper and efficient activities in the field of agriculture are of great importance in obtaining food production index. Energy prices: Energy prices affect the index because they increase the amount of energy needed to produce food.

2.Transport services: Food transport is one of the important factors affecting food production index. The cost and quality of transportation services can increase or decrease the index of food production.

3.Political and economic situation: Political and economic situation is one of the important factors affecting food production index. If the economic situation is good, the food production index will also increase.

4.Joint trade: Joint trade is one of the factors affecting food production index. Food export-import can increase or decrease the index.

5.Fiscal Policy: Fiscal policy is one of the important factors affecting food production index. If the fiscal policy is good, the index will also increase.

6.Demography: Demography is one of the factors influencing food production index. Changes in the number and composition of the population can increase or decrease the index.

7.Technological development: Technological development is one of the important factors influencing food production index. If the technological development is good, the index will also increase.

8.Tourism activity: Tourism activity is one of the factors affecting food production index. The development of activities in the field of tourism can increase or decrease the index.

Methods and Materials:

Building mathematical models based on statistical data representing economic and social processes and using these models to make predictions, we will consider the relevant conclusions on the example of the following problem.

Literature review:

Based on a systematic literature review, it takes stock of existing social sustainability indicators, analyses their structure and evolution, and proposes critical considerations for selecting indicators relevant to the current period. Three sub-questions guide this research. First, what indicators exist on the social dimension of sustainability, and how are they defined? Second, how can these indicators be structured according to conceptually and empirically relevant themes? And third, how has the meaning of the main indicators evolved over time? While our first question is straightforward, structuring social indicators (second question) by theme, although seemingly more intuitive, can be risky due to the lack of conceptual clarity when deriving them[1].

Circular resource use in agriculture and food systems could play an important role when aiming for sufficient food output with limited environmental impact and resource depletion. [2]

The food security indicators can primarily be grouped into four dimensions represented by the availability of food, access to food, potential utilization and stability of food production. Each of the identified indicators that are independent of each other can be utilized to assign individual values based upon actual statistics and observations available for each country. The projection of these statistical values for evaluating future food security can also be done once the appropriate methodology is available for making projections[3].

Analysis and results:

In the article, we want to study and analyse other factors affecting food production index. Factors include agricultural land, per capita expenditure, import volume index, rural population, export volume index and cereal crop yield. The data was taken from the World Bank, which studied the data of Uzbekistan for the period from 2003 to 2020. There y=food production index, x1=Agricultural land (%), x2=Expenditure per capita $, x3=Import volume index (2000 = 100), x4=% of rural population, x5=Export volume index, x5=Grain yield (kg per hectare).

Years	Y	x1	x2	x3	x4	x5	x6
2003	43.59	61.6343601520	15.0751471	93.7985686	52.429	100.292814	3522.4
2004	45.52	61.2224763853	16.5599636	111.327931	51.946	120.379680	3596.1
2005	48.66	60.807756814	18.5837609	114.754813	51.463	118.625261	4042.1
2005	54.3	60.3923368131	21.4218209	131.453918	50.979	111.616691	4103.2
2007	56.05	59.9586223347	27.0282577	178.061288	50.495	145.682170	4396.9
2008	59.08	59.5457913098	34.8361878	238.191658	50.011	150.805094	4285.3
2009	64.11	59.1336063035	40.2692118	234.509710	49.528	182.330261	4553.1
2010	68.9	58.7255558716	53.4781476	219.062830	49.044	157.47343	4434.2
2011	73.94	58.3214206223	63.4045761	241.339903	48.85	139.706935	4414.5
2012	80.17	57.9072969251	71.3737475	279.714610	48.95	129.804959	4597.9
2013	86.92	57.5048934231	78.2416559	313.476190	49.05	144.558919	4746.4
2014	93.08	58.6109332727	53.3899822	335.917682	49.15	144.629185	4806.6
2015	100.51	57.9845665002	63.7842766	299.885148	49.25	136.086054	4835.2
2016	106.41	57.9805306962	70.5774287	303.151333	49.35	134.975874	4827.0
2017	101.18	57.9525543137	52.7453972	310.674899	49.45	138.986859	4298.2
2018	105.11	57.9234067278	49.6840134	426.216918	49.522	134.275291	4102.4
2019	105.23	58.0070592775	56.8701192	545.302953	49.567	180.799234	4533.6
2020	106.96	58.2832179734	64.0036967	498.465745	49.584	166.677777	4481.1

Descriptive Statistics:

Variable	Obs	Mean	Std. Dev.	Min	Max
Yil	18	2011.5	5.339	2003	2020
Y	18	77.762	23.352	43.59	106.96
x1	18	58.994	1.289	57.505	61.634
x2	18	47.296	20.558	15.075	78.242
x3	18	270.85	127.421	93.799	545.303
x4	18	49.923	1.084	48.85	52.429
x5	18	140.984	21.76	100.293	182.33
x6	18	4365.344	381.063	3522.4	4835.2

This table shows the descriptive statistics for seven variables, including the number of observations (Obs), mean, standard deviation (Std. Dev.), minimum value (Min), and maximum value (Max).The variable "yil" represents the year and has 18 observations with a mean of 2011.5 and a standard deviation of 5.339. The minimum value is 2003, and the maximum value is 2020. The variable "y" represents some numerical value and has 18 observations with a mean of 77.762 and a standard deviation of 23.352.

The minimum value is 43.59, and the maximum value is 106.96. The variables x1, x4, x5, and x6 are all numerical values with 18 observations each. x1 has a mean of 58.994 and a standard deviation of 1.289, with a minimum value of 57.505 and a maximum value of 61.634. x4 has a mean of 49.923 and a standard deviation of 1.084, with a minimum value of 48.85 and a maximum value of 52.429. x5 has a mean of 140.984 and a standard deviation of 21.76, with a minimum value of 100.293 and a maximum value of 182.33. x6 has a mean of 4365.344 and a standard deviation of 381.063, with a minimum value of 3522.4 and a maximum value of 4835.2. The variables x2 and x3 are also numerical values with 18 observations each. x2 has a mean of 47.296 and a standard deviation of 20.558, with a minimum value of 15.075 and a maximum value of 78.242. x3 has a mean of 270.85 and a standard deviation of 127.421, with a minimum value of 93.799 and a maximum value of 545.303.

Figure 1 There is a negative relationship between the dependent variables x1 and x4 and y, and this relationship is well correlated. There is a positive correlation between the variables x2 and x3 and y, and there is a good correlation. There is a positive but less significant correlation between variables x5 and x6 and y.

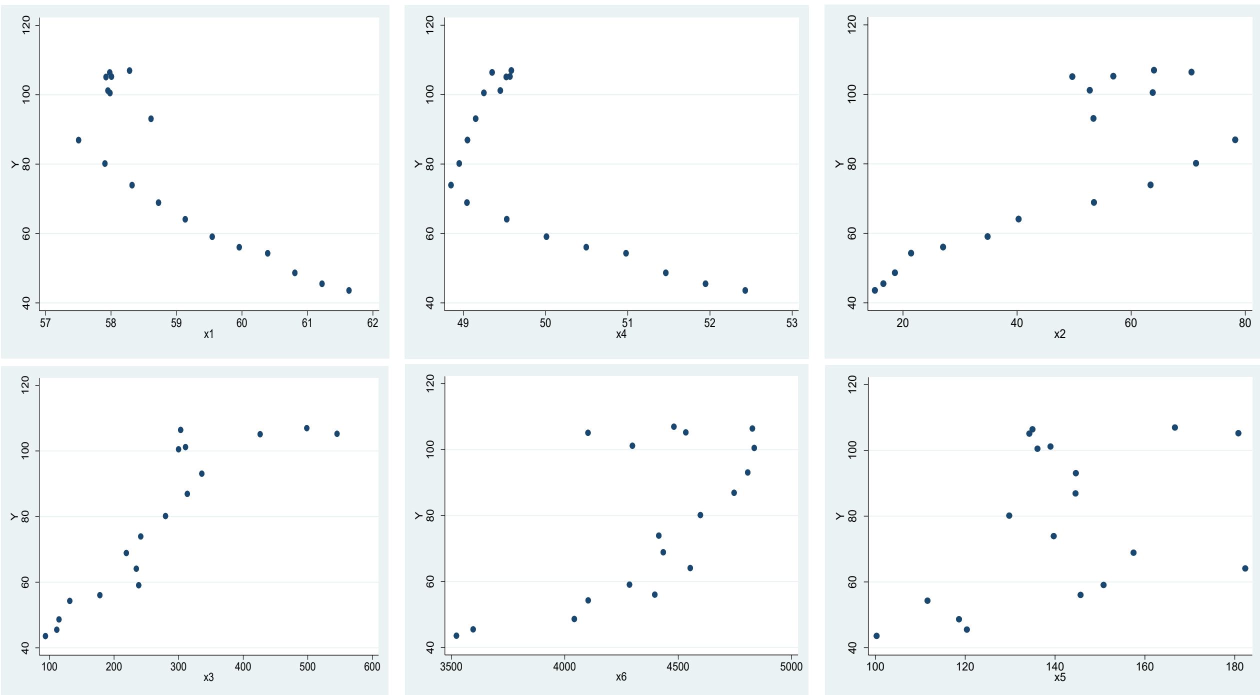
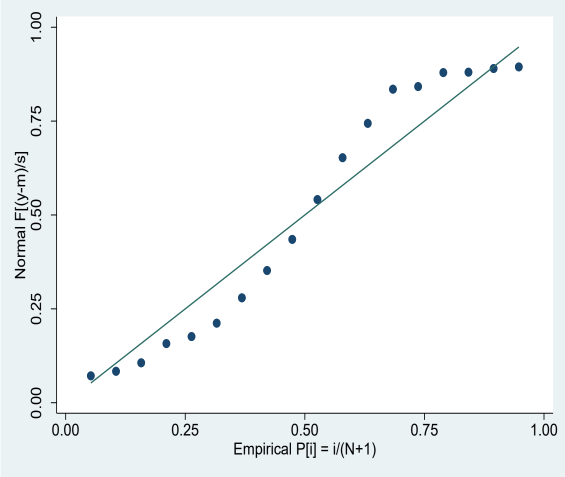
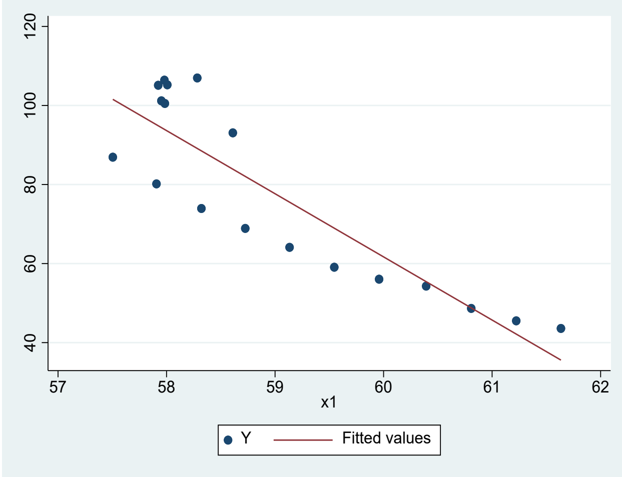


Figure 3 above shows the relationship between x1,x2,x3,x4,x5,x6 and y. It is known from the regression line that these variables are normally distributed.





Pairwise correlations

Variables	(1)	(2)	(3)	(4)	(5)	(6)	(7)
(1) y	1.000						
(2) x1	-0.882	1.000					
	(0.000)						
(3) x2	0.810	-0.946	1.000				
	(0.000)	(0.000)					
(4) x3	0.891	-0.781	0.688	1.000			
	(0.000)	(0.000)	(0.002)				
(5) x4	-0.727	0.939	-0.895	-0.642	1.000		
	(0.001)	(0.000)	(0.000)	(0.004)			
(6) x5	0.439	-0.534	0.440	0.649	-0.605	1.000	
	(0.068)	(0.022)	(0.068)	(0.004)	(0.008)		
(7) x6	0.665	-0.809	0.813	0.547	-0.863	0.569	1.000
	(0.003)	(0.000)	(0.000)	(0.019)	(0.000)	(0.014)	

This scatterplot shows the relationship between social studies scores and reading scores for a group of students. The dots represent individual students, with their social studies score on the x-axis and their reading score on the y-axis. The line of best fit (lfit) is also shown, which represents the trend in the data. The pairwise correlations table below the plot shows the strength and direction of the correlation between each variable. For example, there is a strong negative correlation (-0.882) between social studies scores (x1) and reading scores (y), meaning that as social studies scores increase, reading scores tend to decrease. Conversely, there is a strong positive correlation (0.810) between social studies scores (x1) and another variable, x2. Overall, this scatterplot and correlation table provide a visual and numerical summary of the relationship between social studies and reading scores in this group of students.

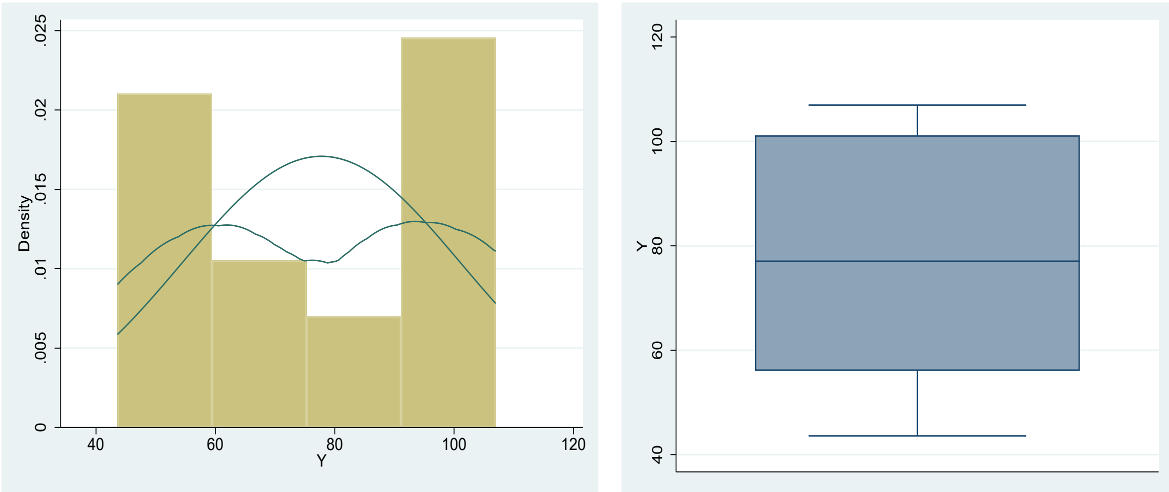
Spearman’s rank correlation coefficients:

Variables	(1)	(2)	(3)	(4)	(5)	(6)	(7)
(1) y	1.000						
(2) x1	-0.810	1.000					
(3) x2	0.765	-0.856	1.000				
(4) x3	0.936	-0.800	0.711	1.000			
(5) x4	-0.523	0.738	-0.810	-0.501	1.000		
(6) x5	0.414	-0.207	0.354	0.478	-0.300	1.000	
(7) x6	0.631	-0.628	0.825	0.577	-0.701	0.459	1.000

Spearman rho = 0.459

The Spearman's rank correlation coefficient for the relationship between social studies scores and reading scores is 0.459. This indicates a moderate positive correlation between the two variables, meaning that as social studies scores increase, reading scores tend to increase as well, but not strongly. It is important to note that this correlation coefficient is different from the Pearson correlation coefficient mentioned in the previous paragraph, as Spearman's rank correlation coefficient measures the strength and direction of the relationship between two variables based on their ranks rather than their actual values.

Figure 2. The graph show s that the given variables are not normally distributed. According to the box plot, 75% of the data is between 50 and 100.



Linear regression:

Y	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
x1	-15.652	7.889	-1.98	.073	-33.015	1.711	*
x2	-.202	.282	-0.72	.488	-.823	.419	
x3	.112	.034	3.30	.007	.037	.186	***
x4	8.084	7.145	1.13	.282	-7.642	23.81	
x5	-.269	.146	-1.85	.092	-.59	.052	*
x6	.015	.01	1.57	.146	-.006	.036	
Constant	549.702	328.479	1.67	.122	-173.275	1272.679	

Mean dependent var	77.762	SD dependent var	23.352
R-squared	0.940	Number of obs	18
F-test	28.660	Prob > F	0.000
Akaike crit. (AIC)	126.873	Bayesian crit. (BIC)	133.105

*** *p<.01, ** p<.05, * p<.1*

This is the output of a linear regression model with y as the dependent variable and x1, x2, x3, x4, x5, and x6 as the independent variables. The table shows the coefficients, standard errors, t-values, p-values, and confidence intervals for each independent variable, as well as the constant term. The mean and standard deviation of the dependent variable, R-squared value, number of observations, F-test statistic, and AIC and BIC values are also provided. The significance levels for each coefficient are indicated by asterisks (*, **, or ***) based on their p-values.

```
Test scale = mean(unstandardized items)
Reversed items:  x1 x4
Average interitem covariance:    2462.005
Number of items in the scale:           7
Scale reliability coefficient:    0.4530
```

The Shapiro-Wilk test is a statistical test used to determine whether a data set is normally distributed or not. It tests the null hypothesis that a sample comes from a normally distributed population. The test calculates a W statistic, which measures the degree of deviation from normality, and compares it to critical values to determine whether to reject or fail to reject the null hypothesis. A p-value is also calculated, which indicates the probability of obtaining the observed W statistic or a more extreme value if the null hypothesis is true. If the p-value is less than the significance level , the null hypothesis is rejected and the data is considered non-normal.

Shapiro-Wilk W test for normal data

Variable	Obs	W	V	z	Prob>z
y	18	0.894	2.325	1.689	0.046
x1	18	0.866	2.937	2.156	0.016
x2	18	0.923	1.693	1.054	0.146
x3	18	0.940	1.321	0.557	0.289
x4	18	0.825	3.841	2.694	0.004
x5	18	0.969	0.687	-0.753	0.774
x6	18	0.914	1.883	1.267	0.103

The Shapiro-Wilk test is a statistical test used to determine whether a data set is normally distributed or not. It tests the null hypothesis that a sample comes from a normally distributed population. The test calculates a W statistic, which measures the degree of deviation from normality, and compares it to critical values to determine whether to reject or fail to reject the null hypothesis. A p-value is also calculated, which indicates the probability of obtaining the observed W statistic or a more extreme value if the null hypothesis is true. If the p-value is less than the significance level (usually 0.05), the null hypothesis is rejected and the data is considered non-normal.

VIF	1/VIF
34.710	0.029
20.140	0.050
11.290	0.089
6.230	0.160
4.430	0.226
3.380	0.296
13.360	

The VIF (Variance Inflation Factor) is a measure of how much the variance of the estimated regression coefficient is increased due to multicollinearity in the data. A VIF value of 1 indicates no multicollinearity, while values above 5 or 10 are often considered problematic. The 1/VIF column shows the degree to which the standard errors of the regression coefficients are reduced when the variable is removed from the model. In general, variables with high VIF values and low 1/VIF values should be considered for removal from the model to improve its accuracy and reduce multicollinearity. However, it is important to also consider the theoretical importance and relevance of each variable before removing them from the model.

VIF	1/VIF
1.950	0.513
1.880	0.532
1.610	0.622
1.810	

In this example, all variables have relatively low VIF values, indicating less multicollinearity in the model. The variable with the highest VIF value is 1.950, but its corresponding 1/VIF value of 0.513 suggests that removing this variable may not have a significant impact on reducing multicollinearity. The other variables have even lower VIF values and higher 1/VIF values, indicating their potential importance in the model. Overall, the model appears to have low levels of multicollinearity, which is a good indication for its accuracy and reliability.

We remove the variables x1,x2, and x4 from the model because these variables cause the problem of multicollinearity. According to the VIF analysis, the value went above 10.

Conditional marginal effects Number of obs = 18
Model VCE: OLS
Expression: Linear prediction, predict()
dy/dx wrt: x3 x5 x6
At: x3 = 270.8503 (mean)
x5 = 140.9837 (mean)
x6 = 4365.344 (mean)

Delta-method

	dy/dx	std.	err.	T	P>t	[95%	conf.	interval]
x3	0.171	0.020	8.550	0.000	0.128	0.214		
x5	-0.404	0.119	-3.390	0.004	-0.660	-0.148		
x6	0.023	0.006	3.650	0.003	0.009	0.036		

These conditional marginal effects show how the predicted value of the response variable changes when each predictor variable is increased by one unit, holding all other variables constant at their mean values. In this example, an increase of one unit in x3 (which has a mean value of 270.8503) is associated with an increase of 0.171 in the predicted value of the response variable. An increase of one unit in x5 (which has a mean value of 140.9837) is associated with a decrease of 0.404 in the predicted value of the response variable. And an increase of one unit in x6 (which has a mean value of 4365.344) is associated with an increase of 0.023 in the predicted value of the response variable. The standard errors, t-values, and p-values indicate whether these effects are statistically significant. In this case, the effect of x3 is highly significant (p<0.001), while the effects of x5 and x6 are also significant (p=0.004 and p=0.003, respectively). The confidence intervals provide a range of plausible values for the true effect sizes, based on the observed data. Overall, these results suggest that x3 has the strongest positive association with the response variable, while x5 has a negative association and x6 has a weaker positive association.

Shapiro-"Wilk W test for normal data

Variable	Obs	W	V	z	Prob>z
yhat	18	0.942	1.273	0.483	0.315

Based on the provided information, it appears that the Shapiro-Wilk W test was performed on a variable called "yhat" with 18 observations. The results show that the W statistic is 0.942 and the test statistic V is 1.273. The z-score is 0.483 and the p-value is 0.315. However, it is still unclear what "hist yhat,kdensity norm" refers to in relation to this information. It is possible that it could be related to the method or software used to perform the test, but more context is needed to provide a definitive answer.

Shapiro "Wilk W test for normal data

Variable	Obs	W	V	Z	Prob>z
ehat	18	0.914	1.882	1.265	0.103

Based on the provided information, it appears that the Shapiro-Wilk W test was performed on a variable called "ehat" with 18 observations. The results show that the W statistic is 0.914 and the test statistic V is 1.882. The z-score is 1.265 and the p-value is 0.103. Again, it is unclear what "hist yhat,kdensity norm" refers to in relation to this information. It is possible that it could be related to the method or software used to perform the test, but more context is needed to provide a definitive answer.

```
BreuschвЂ"Pagan/CookвЂ"Weisberg test for heteroskedasticity
Assumption: Normal error terms
Variable: Fitted values of y
H0: Constant variance
   chi2(1) =   0.64
Prob > chi2 = 0.4243
```

Linear regression

Lny	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
x3	.002	0	8.28	0	.002	.003	***
x5	-.005	.002	-3.10	.008	-.008	-.001	***
x6	0	0	4.60	0	0	.001	***
Constant	2.792	.308	9.05	0	2.13	3.454	***
Mean dependent var		4.307	SD dependent var			0.319	
R-squared		0.920	Number of obs			18	
F-test		53.928	Prob > F			0.000	
Akaike crit. (AIC)		-28.597	Bayesian crit. (BIC)			-25.035	

*** *p<.01*, ** *p<.05*, * *p<.1*

This is the output of a linear regression model with the dependent variable "lny" and four independent variables (x3, x5, x6, and a constant). The coefficients, standard errors, t-values, and p-values are provided for each independent variable. The results show that x3 and x6 have significant positive effects on the dependent variable at the 1% level, while x5 has a significant negative effect at the 5% level. The constant is also significant at the 1% level. The R-squared value indicates that the model explains 92% of the variation in the dependent variable. The F-test and associated p-value suggest that the overall model is significant at the 1% level.The Akaike and Bayesian information criteria (AIC and BIC) are measures of model fit that take into account both the goodness of fit and the complexity of the model. Lower values indicate better fit, and the values provided here suggest that this model fits well. The asterisks below each coefficient indicate the level of significance, with *** indicating significance at the 1% level, ** indicating significance at the 5% level, and * indicating significance at the 10% level.

Linear regression

Lny	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
x3	.002	0	8.78	0	.002	.003	***
x5	-.005	.001	-3.72	.002	-.008	-.002	***
x6	0	0	5.85	0	0	.001	***
Constant	2.792	.225	12.38	0	2.308	3.276	***
Mean dependent var		4.307	SD dependent var			0.319	
R-squared		0.920	Number of obs			18	

F-test	104.982	Prob > F	0.000
Akaike crit. (AIC)	-28.597	Bayesian crit. (BIC)	-25.035

*** *p<.01, ** p<.05, * p<.1*

This linear regression model estimates the relationship between the natural logarithm of the dependent variable (lny) and three independent variables (x3, x5, and x6). The coefficients for x3, x5, and x6 are 0.002, -0.005, and 0, respectively. The t-values for x3, x5, and x6 are 8.78, -3.72, and 5.85, respectively, with corresponding p-values of 0, 0.002, and 0. The constant term is 2.792 with a standard error of 0.225, a t-value of 12.38, and a p-value of 0.The R-squared value for this model is 0.92, indicating that the independent variables explain 92% of the variation in the dependent variable. The F-test has a value of 104.982 with a p-value of 0, indicating that the model as a whole is statistically significant. The Akaike criterion (AIC) and Bayesian criterion (BIC) are -28.597 and -25.035, respectively. These values can be used to compare this model with other models to determine which one is the best fit for the data. The significance levels for the coefficients are indicated by asterisks (*). In this case, all three independent variables are statistically significant at the p<0.01 level.

Linear regression

Y	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
x3	.171	.016	10.81	0	.137	.205	***
x5	-.404	.107	-3.79	.002	-.632	-.175	***
x6	.023	.006	4.02	.001	.011	.035	***
Constant	-10.135	17.349	-0.58	.568	-47.345	27.074	

Mean dependent var	77.762	SD dependent var	23.352
R-squared	0.911	Number of obs	18
F-test	86.683	Prob > F	0.000
Akaike crit. (AIC)	127.875	Bayesian crit. (BIC)	131.436

*** *p<.01, ** p<.05, * p<.1*

Linear regression

Lny	Coef.	St.Err.	t-value	p-value	[95% Conf	Interval]	Sig
x3	.002	0	8.28	0	.002	.003	***
x5	-.005	.002	-3.10	.008	-.008	-.001	***
x6	0	0	4.60	0	0	.001	***
Constant	2.792	.308	9.05	0	2.13	3.454	***

Mean dependent var	4.307	SD dependent var	0.319
R-squared	0.920	Number of obs	18
F-test	53.928	Prob > F	0.000
Akaike crit. (AIC)	-28.597	Bayesian crit. (BIC)	-25.035

*** *p<.01, ** p<.05, * p<.1*

This linear regression model has three independent variables (x3, x5, and x6) that are all statistically significant at the p<0.01 level. The coefficients for x3, x5, and x6 are 0.002, -0.005, and 0, respectively. The R-squared value is 0.92, indicating that the independent variables explain 92% of the variation in the dependent variable. The F-test has a value of 104.982 with a p-value of 0, indicating that the model as a whole is statistically significant. The Akaike criterion (AIC) and Bayesian criterion (BIC) are -28.597 and -25.035, respectively, which can be used to compare this model with other models to determine which one is the best fit for the data.

Conditional marginal effects Number of obs = 18
Model VCE: OLS
Expression: Linear prediction, predict()
dy/dx wrt: x3 x5 x6
At: x3 = 270.8503 (mean)
x5 = 140.9837 (mean)
x6 = 4365.344 (mean)

		Delta-method						
	dy/dx	std.	err.	T	P>t	[95%	conf.	interval]
x3	0.002	0.000	8.280	0.000	0.002	0.003		
x5	-0.005	0.002	-3.100	0.008	-0.008	-0.001		
x6	0.000	0.000	4.600	0.000	0.000	0.001		

This output shows the conditional marginal effects of the three independent variables (x3, x5, and x6) on the dependent variable, holding all other variables constant at their mean values. For example, for a one-unit increase in x3 (keeping x5 and x6 constant), the predicted value of the dependent variable increases by 0.002 units. The standard errors, t-values, and p-values are also provided to assess the significance of these effects. Overall, this model suggests that x3 has a positive effect on the dependent variable, while x5 has a negative effect. X6 does not appear to have a significant effect. However, it's important to keep in mind that these effects are conditional on the other variables being held constant at their mean values. The coefficients and effects may change if the values of the other variables change.

Variable	Ols	Robust	Ln	margins
x3	0.002***	0.171***	0.002***	0.002***
x5	-0.005**	-0.404**	-0.005**	-0.005**
x6	0.000***	0.023**	0.000***	0.000***
_cons	2.792***	-10.135	2.792***	2.792***

Legend: * p<.05; ** p<.01; *** p<.001

Conclusion:

The output shows the regression coefficients and associated statistics for a linear regression model. The “OLS” column shows the coefficients estimated using ordinary least squares regression, while the “robust” column shows the coefficients estimated using a robust regression method that is less sensitive to outliers. The “ln” column shows the coefficients estimated using a logarithmic transformation of the dependent variable. The “margins” column shows the marginal effects of each independent variable on the dependent variable, holding all other variables constant at their mean values. These effects are estimated using the “margins” command in Stata. The legend at the bottom of the output indicates the level of statistical significance for each coefficient, based on the p-value. A p-value less than .05 indicates that the coefficient is statistically significant at the 5% level, while a p-value less than .01 indicates significance at the 1% level, and so on. The most optimal models are OLS, margins, Ln models, because their p-value was 0.001. Thus, we can construct regression equations as follows. Linear regression model.

$$y=-10.135+0.002x3-0.404x5+0.023x6$$

1% increase in the import index increases the food production index by 0.002. 1% increase in the export volume decreases the food production index by 0.404. 1% increase in cereal yield increases the food production index by 0.023.

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DETERMINATION OF HYDRAULICALLY ACCEPTABLE LENGTH OF DRIP IRRIGATION PIPE

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Abstract. Practical studies were carried out to determine the optimal length of the pipe in drip irrigation with and without fertilizer mixture at different slopes and at different pressures. When determining the optimal lengths of irrigation pipes i=0,0 at different pressures and slopes: i=-0,004555; -0,00613; 0,00288; 0,00235; 0,00228 0,000497; diameter d=16 mm, droppers 50,40,30 sm research was conducted to determine the dependence of the length of the pipe on the pressure and consumption of the water and fertilizer mixture. Based on the results of the research, the results of the research aimed at determining the optimal length of the pipes are presented in this article.

Key words. consumption, pressure, process, drippers, pipe, diameter, slope, fertilizer, mixture.

Introduction:

According to scientific and practical analysis, under the influence of climatic changes observed on our planet, the water shortage, the seriousness of the economy, threatens to create serious problems in the areas related to irrigated agriculture.

In recent years, the problems related to water resources in the republic are becoming serious day by day, and it has a serious negative impact on the formation of river water resources on a regional and global scale. Effective use of existing water resources, use of drip irrigation technology in accelerating the gradual transition from traditional irrigation methods to water-saving technologies is becoming one of the most urgent problems [1].

In order to solve these problems, scientific and practical studies were conducted to determine the hydraulically acceptable length of the drip irrigation technology irrigation pipe.

Problem issue:

The studies to determine the optimal length of the drip irrigation pipe were adapted to the drip irrigation system to measure the pressure in the irrigation system using high-precision digital manometers, field studies were conducted and the results were analyzed. Determining the optimal length of flexible drip irrigation pipes with a diameter of 30, 40, 50 cm with cylindrical and solid flat drippers of 16 mm, depending on the consumption and pressure of movement of the drip irrigation pipe with and without fertilizer mixture in water.

Diameter 16 mm dropper spacing 50 cm. A pressure loss study of a drip irrigation flexible pipe in the horizontal (i=0.0) case was carried out on a drip irrigation plot in the IWPSRI area. An irrigation pipe with a length of 193 m was installed in the experimental field, and a special device (its slope is unchanged i=0) was formed on the field in a horizontal (i=0.0) position according to the research method [2].

Discussion and results:

Analysis of the pressure change process along the length of the irrigation pipeline at the pressures determined based on the average indicators of manometers installed at 193 m of the length of the flexible irrigation pipeline was carried out according to the parameters listed in Table 1.

Table 1

Manufacturer	The location of the graph in the picture and the type of dropper	Dropper spacing, sm	Length and initial distance, m	Manometer pointer at 1.5 m, m. in the water column	Longitudinal pressure loss in 193, m. in the water column
"Agro Drip"	Row 1, cylindrical	50	193; 1,5	21,0389	17,2692

Based on the indicators obtained from the digital manometer in the irrigation pipe, the dependence of the pressure loss on the length of the pipe was investigated and their results were graphically analyzed in (Fig. 1).

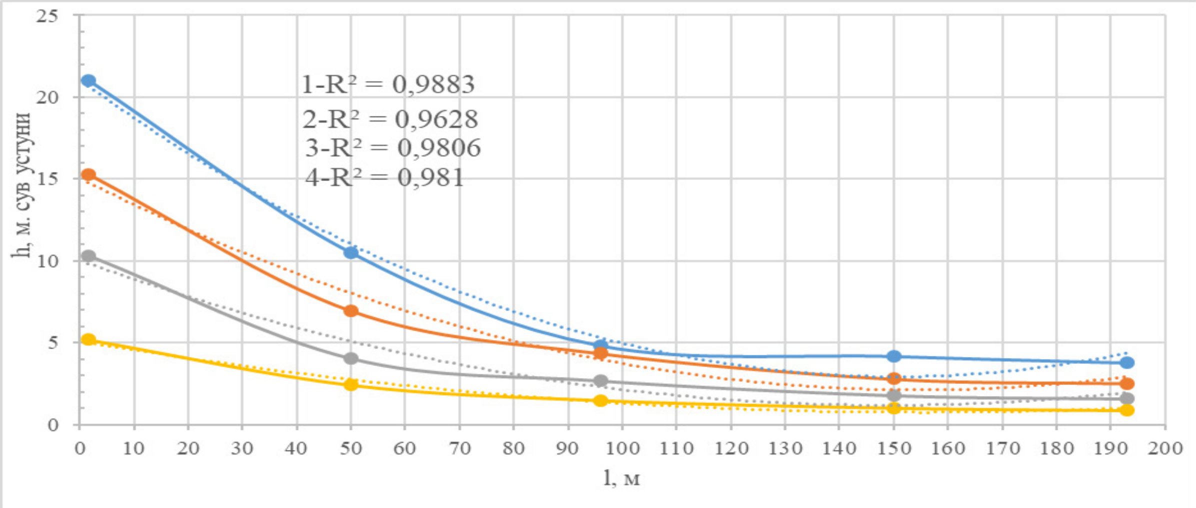

Figure 1. Generalized variation of pressure loss in a flexible drip irrigation pipe.

Based on the analysis of lines 1, 2, 3, 4 of the results of practical research in the graph (Fig. 1), expressions are obtained and their characteristics are as follows:

$$h = 0{,}0008 \cdot l^2 - 0{,}2409 \cdot l + 21{,}055 \qquad (1)$$

(1) - the expression made it possible to determine the waste of water pressure (h) according to the length (l) of the drip irrigation pipe.

The length of the flexible drip irrigation pipe is 70 m. in 5 repetitions, practical studies were carried out to determine the optimal length of the irrigation pipe and waste of pressure.

The analysis of the pressure change process along the length of the irrigation pipeline based on the pressures determined on the basis of the average readings of the manometers installed in the initial part of the flexible irrigation pipeline and at 70 m of its length is presented in Table 2.

Table 2

Manufacturer	The location of the graph in the picture and the type of dropper	Dropper spacing, sm	Length and initial distance, m	Manometer pointer m. in the water column	Longitudinal pressure loss in 70, m. in the water column
"Agro Drip"	Row 1, cylindrical	50	70; 1,5	**23,2597**	**3,0686**

Based on the pressure readings on the manometer, the waste of pressure in the irrigation pipeline along the generalized length and determination of the optimal length of the pipeline are presented in the graph:

Based on the indicators obtained from the digital manometer in the irrigation pipe, the dependence of the pressure loss on the length of the pipe was investigated and their results were expressed in a graph (Fig. 2).

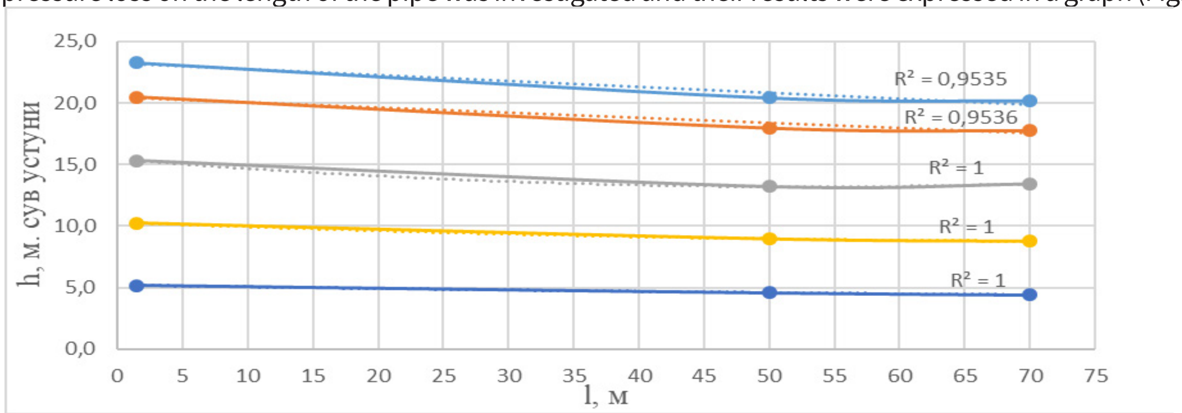

Figure 2. A graph comparing the generalized case of waste at varying

pressures in a drip irrigation flexible pipe.

The expressions for lines 1, 2, 3, 4, 5 of Fig. 2 obtained on the basis of the results of practical research are taken and their characteristics are as follows [3].

$$h = 0{,}0007 \cdot l^2 - 0{,}0931 \cdot l + 23{,}398 \qquad (2)$$

Expression (2) makes it possible to determine the waste of water pressure along the length of the drip irrigation pipe.

Table 3

Manufacturer	The location of the graph in the picture and the type of dropper	Dropper spacing, sm	Pipe length and manometer installed distance, m	Manometer pointer m. in the water column	Longitudinal consumption distribution indicator l/ hour
“Agro Drip”	Row 1, solid flat	40	150; 1,5	3,18	1,95
“Netafim”	Row 1, cylindrical	50	150; 1,5	2,23	1,82

Practical studies of water consumption of cylindrical and solid flat drippers in the horizontal (i=0) state of the drip irrigation pipe were conducted based on the parameters listed in Table 3, and the results are graphically analyzed in Figure 3.

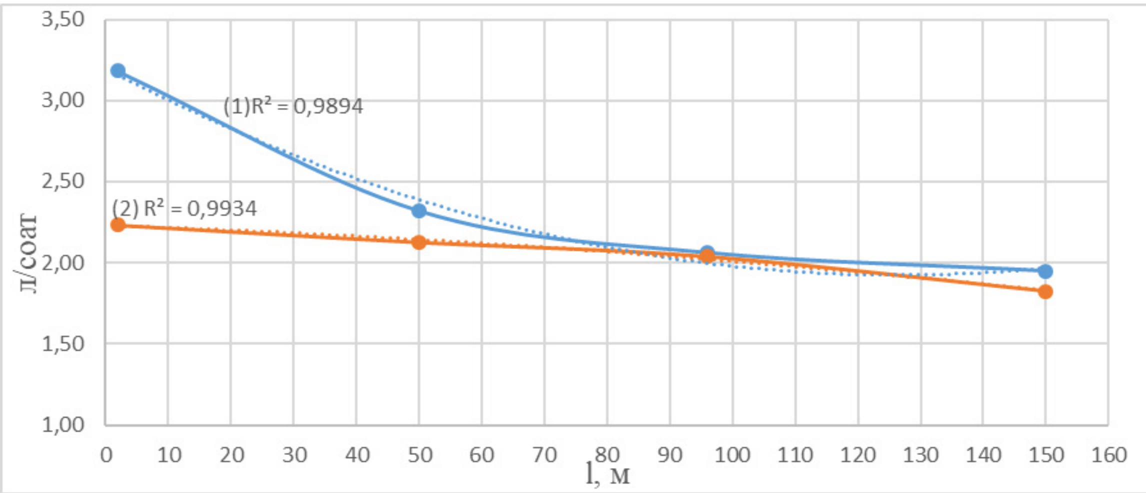

Figure 3. The length of the pipe is 150 m. Water consumption of cylindrical and solid flat drippers in horizontal position (i=0).

A comparison of the results obtained on the water consumption of drippers in 150 m. long horizontal cylindrical and solid flat drip irrigation pipes is presented in the graphs in Figure 3:

Expression (4) was obtained based on the analysis of the results of practical studies, Fig. 3, line 2.

$$q = 9e^{-6} \cdot l^{2} - 0{,}0012 \cdot l + 2{,}2292 \qquad (4)$$

Expression (4) allows determining the change of water consumption along the length of the drip irrigation pipe.

Depending on the slope of the land, the distance between the drippers in the case of no fertilizer mixture and different slopes is 50 cm. pressure variation in an irrigation pipe with a diameter of 16 mm.

Table 4

Manufacturer	The slope of the study and the type of dropper	Pipe diameter and dropper spacing		Length and initial distance, m	Manometer pointer at 0.2 m., in the water column	Pressure loss along the length, m. in the water column
		sm	mm			

“Agro Drip”	i=-0.00455 cylinder	50	16	193; 0,20	20,8877	17,088
	i= 0.00235 cylinder	50		80; 0,20	23,6818	4,3076

The horizontal drip irrigation pipe of the companies **«Agro Drip»** and **«Netafim»** has a diameter of 16 mm, a length of 150 m with cylindrical and solid flat drippers, the distance between the drippers of the drip irrigation pipe is 50 and 40 cm. done.

The length of the irrigation pipe is 150 m at 1.90 m from the distribution pipe. per 50.0; 96.0; and 150.0; m. distance dropper water consumption measurement was carried out by volumetric method. In this method, the capacity is 1.0 l. a **measuring cup** (beaker) and a stopwatch were used to measure time.

The optimal length of the pipe was determined based on the comparison of consumption indicators in the graph of the results obtained in the graph (Fig. 4).

Depending on the slope of the land, the diameter of the drip irrigation pipes is 16 mm, and the distance between the drippers is 50, 40 and 30 cm. in order to determine the wasted pressure consumption along the length of flexible drip irrigation pipes with cylindrical and rigid flat drippers, the readings obtained from digital manometers at the specified locations of the irrigation pipe were compared:

One of them is i=-0.00613 i=-0.00613 in the position depending on the slope of the land at 150 m, comparing the results obtained in cylindrical and solid flat irrigation pipes (Fig.4).

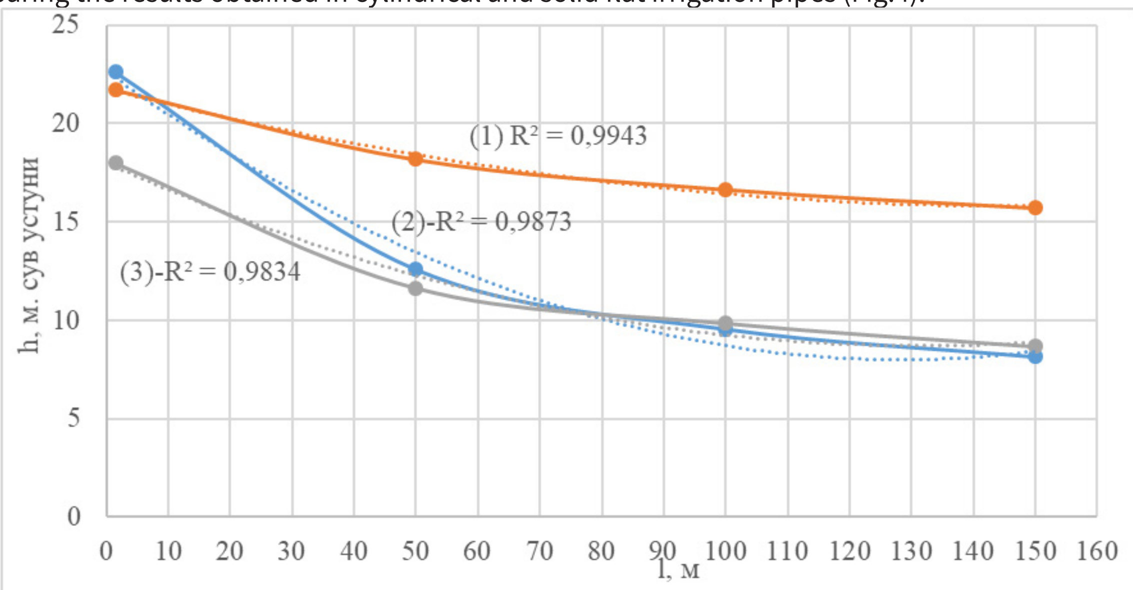

Figure 4. The length of the pipe is 150 m. Analysis of the change of water pressure waste on the length of the irrigation pipe with cylindrical and solid flat drippers in case of slope (i=-0.00613).

Expression (6) was obtained based on the analysis of the results of practical studies, line 1 of Figure 4 [7].

$$h = 0{,}0003 \cdot l^{2} - 0{,}0802 \cdot l + 21{,}756 \qquad (6)$$

It depends on the slope of the land and the distance between the drippers in the case of no fertilizer mixture and different slopes is 50 cm. pressure variation in an irrigation pipe with a diameter of 16 mm.

Table 5

Manufacturer	The slope of the study and the type of dropper	Pipe diameter and dropper spacing		Length and initial distance, m	Manometer pointer at 0.2 m., m. in the water column	Pressure loss along the length, m. in the water column
		см	мм			

"Agro Drip"	i=-0.00455 cylinder	50	16	193; 0,20	20,8877	17,088
	i= 0,00235 cylinder	50		80; 0,20	23,6818	4,3076

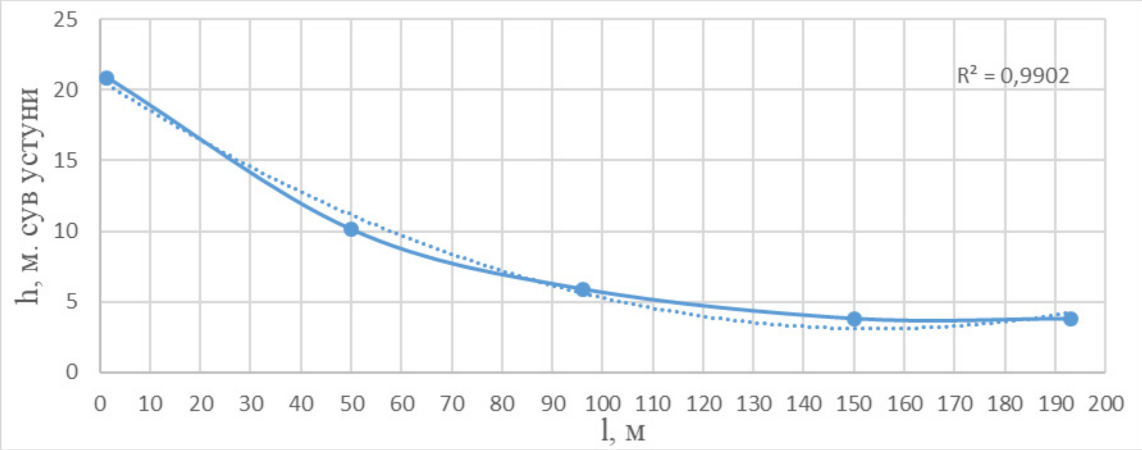

Figure 5. Variation of wasted pressure consumption along the length of the irrigation pipe (when i=-0.00455) in the case of no fertilizer mixture

Based on the analysis of the results of practical studies, the expression (7) was obtained on the basis of Figure 5 (graph).

$$h = 0{,}0007 \cdot l^{2} - 0{,}2292 \cdot l + 20{,}766 \qquad (7)$$

Expression (7) allows to determine the waste of water pressure along the length of the drip irrigation pipe.

Depending on the slope of the land and the addition of fertilizer mixture, the distance between the drippers is 50 cm. the length of the flexible drip irrigation pipe with a diameter of 16 mm is 193, 100, 80 m. the results of the research.

Table 5

Manufacturer	The slope of the study and the type of dropper	Pipe diameter and dropper spacing		Length and initial distance, m	Manometer pointer at 0.2 m., m. water u.	Pressure loss along the length, m. water u.
		sm	mm			
"Agro Drip"	i=-0,00455 cylinder	50	16	193; 0,20	20,688	16,9997

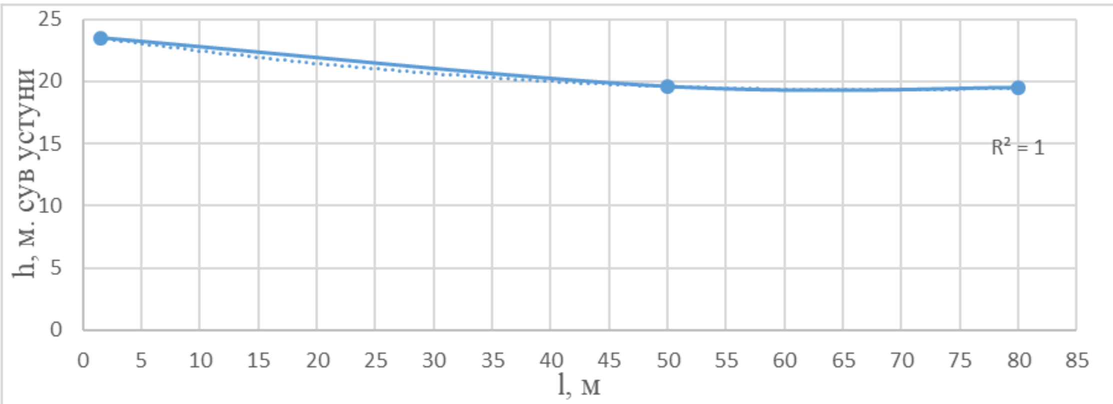

Figure 6. Variation of pressure loss along the length of the irrigation pipe (l=80 m) when fertilizer mixture is added, when i= 0.00235.

Based on the analysis of the results of practical studies, the expression (8) was obtained on the basis of Figure 6 (graph).

$$h = 0{,}001 \cdot l^{2} - 0{,}1675 \cdot l + 23{,}109 \qquad (8)$$

Expressions (10) allow to determine the waste pressure consumption along the length of the pipe during the movement of the fertilizer mixture during drip irrigation.

Conclusion and Suggestions:

Depending on the water pressure and consumption in the pipes of the drip irrigation system, the diameter of the irrigation pipe is 16 mm in 193 m. Scientific studies were conducted when the distance between the drippers was 30, 40, 50 cm. In the course of the research, it was determined that the pressure and consumption were unevenly distributed along the length of the drip irrigation pipe. that the difference between the points should not exceed 10%, based on the analysis of the research results, it is advisable to take into account the length of the drip irrigation pipe to the topography of the place, as well as the waste of pressure, together with the requirements of GOST ISO 9261-2004 in the design of the drip irrigation system.

Optimal lengths of drip irrigation flexible pipes at different slopes were determined.

- In order to reduce liquid and water consumption and pressure drop in drip irrigation systems, it is advisable to use counter irrigation methods on flat land with a slope.
- The distance between **“Agro Drip”** drippers is 50 cm. The maximum length of the drip irrigation pipe is 65-70 m.
- **“Netafim”** firm flat dropper spacing is 40 cm. The maximum length of the drip irrigation pipe is 120 m.
- **“Marv imkon”** LLC 30 cm spacing of solid flat drippers. The maximum length of the drip irrigation pipe is 80 m.

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INFLUENCE OF MONETARY POLICY INSTRUMENTS ON MACROECONOMIC STABILITY DURING THE TRANSITION TO INFLATION TARGETING IN UZBEKISTAN

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Abstract. The article presents economic aspects of moving to inflation targeting regime. Foreign experience in transition to inflation targeting has been studied empirically. The impact of Uzbekistan's monetary policy stability indicators on economic growth was also investigated by using four criteria from the 4x2 matrix model in 2011-2020. Based on obtained results, the Phillips-Perron and extended Dickey-Fuller tests are used to determine whether variables are stationary or not. The long-term correlation between the variables is checked using the Johansen cointegration test. The results show that increases in bank capital adequacy, loan portfolio, and money supply, as well as lower inflation, all help to maintain macroeconomic stability. However, rising volume of bank deposits and appreciation of foreign currency against Uzbek sum has a negative impact on economic growth. In addition, liquidity ratio, state gold and foreign exchange reserves are insignificant and have no effect on economic growth.

Keywords. monetary policy, inflation targeting, interest rate, exchange rate, GDP, CPI.

O'ZBEKISTONDA INFLYATSIYA TARGETINGGA O'TISH DAVRIDA MAKROIQTISODIY BARQARORLIKGA PUL-KREDIT SIYOSATI OMILLARINING TA'SIRI

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Toshkent Davlat Iqtisodiyot Universiteti
Bank ishi va investitsiyalar kafedrasi.

Annotatsiya. Maqolada inflyatsiyani nishonlash rejimiga o'tishning iqtisodiy jihatlari ko'rsatilgan. Inflyatsion maqsadlilikka o'tish bo'yicha xorijiy tajriba empirik tarzda o'rganildi. Shuningdek, 2011-2020 yillarda 4x2 matritsa modelidan to'rtta mezondan foydalangan holda O'zbekiston pul-kredit siyosati barqarorligi ko'rsatkichlarining iqtisodiy o'sishga ta'siri o'rganildi. Olingan natijalarga asoslanib, o'zgaruvchilarning statsionar yoki yo'qligini aniqlash uchun Phillips-Perron va kengaytirilgan Dikki-Fuller testlari qo'llaniladi. O'zgaruvchilar o'rtasidagi uzoq muddatli korrelyatsiya Yogansen kointegratsiya testi yordamida tekshiriladi. Natijalar shuni ko'rsatadiki, bank kapitalining yetarliligi, kredit portfeli va pul massasining oshishi, shuningdek, inflyatsiya darajasining pasayishi makroiqtisodiy barqarorlikni saqlashga yordam beradi. Biroq, bank depozitlari hajmining o'sishi va xorijiy valyuta kursining o'zbek so'miga nisbatan qimmatlashishi iqtisodiy o'sishga salbiy ta'sir ko'rsatmoqda. Bundan tashqari, likvidlik koeffitsienti, davlat oltin-valyuta zaxiralari ahamiyatsiz va iqtisodiy o'sishga hech qanday ta'sir ko'rsatmaydi.

Kalit so'zlar. pul-kredit siyosati, inflyatsiyani nishonlash, foiz stavkasi, valyuta kursi, YaIM

Introduction:

While USA President Richard Nixon eliminated exchange of US dollar to gold in 1971, New Zealand economy experienced volatile inflationary processes until 1989. As a result, the New Zealand Parliament and Reserve Bank put on the task of abandoning the Bretton Woods monetary system, as well as the transition to inflation targeting regime and adjusting operational and strategic goals of monetary policy. After such a sudden decision in changing monetary policy by New Zealand government, many developing countries such as Brazil, Chile, the Czech Republic, Hungary, Israel, Korea, Mexico, Poland, the Philippines, South Africa and Thailand also took steps adapting to inflation targeting regime in the 1990s. (IMF, 2020).

The foreign experience shows that countries with inflation targeting regime have not abandoned and have not returned to other alternative monetary regimes. This indicates that inflation targeting regime has successfully tested in practical.

Central bank of Uzbekistan introduced inflation targeting in 2017 and targeted 5% in 2024.

Today, Central Bank of Uzbekistan, based on the strategic goals of monetary policy in medium term, has implemented systematic measures such as conducting inflation expectations of individuals and businesses, introduction of new monetary policy instruments such as overnight loans and deposit auctions in order to reach the target which keep the inflation rate at 5% until 2024. Operational mechanisms of the bank also have been developed. The bank is using new instruments to absorb and provide liquidity.

It should be noted that practice of inflation targeting has led to new approaches for monetary policy targets. As a result, international economists and experts has started to conduct research on inflation targeting as new path in scientific arena.

Researchers studied efficiency of inflation targeting regime, as well as the creation of a favorable macroeconomic environment for the regime and the selection of appropriate targets for Central banks over the past few years. However, it has turned out that those approaches are not perfect in stabilizing monetary policy. Thus, because of the existence of disparities in different views, research on inflation targeting is still relevant today.

This article studies employment of monetary policy instruments and establishment of favorable macroeconomic conditions in the transition to inflation targeting, based on the numerous viewpoints mentioned above.

Literature review:

In order to understand the relationship between inflation targeting and macroeconomic processes (indicators), we need to look at a number of studies undertaken by some of the world's top scholars. Although there is no clear definition of whether this policy belongs to fiscal or monetary policy, the processes connected with inflation and its limitation are interpreted within the framework of monetary policy because the main goal of most central banks is to ensure low and stable price levels.

In particular, Junankar, Wong (2020) emphasizes need for an independent and fully functioning Central Bank to influence consumption and investment spending. He mentions that inflation may also increase, often due to non-monetary and external factors, including weather and oil prices. Moreover, it became obvious over the investigation period that inflation rates were falling not only in nations that target inflation (21%) but also in countries that did not target inflation at all (10 percent). Both countries that apply the regime (5%) and those that do not have good economic development (18 percent). In all groups of countries, however, inflation and economic growth volatility has diminished.

According to a study by Marcelo Arbex, Sidney Caetano, and Wilson Correa (2019) on the macroeconomic effects of inflation targeting, random shocks that lead to stochastic changes in inflation targeting affect not only the monetary government but also its macroeconomic targeting fluctuations. It also shows that as the volatility of the inflation target increases, unemployment increases and inflation decreases regardless of the interest rate rule.

Using a dynamic model based on panel data, Kartaev et al (2016) investigated the influence of the inflation targeting regime on GDP dynamics in the short and long term. This influence was also evaluated using data from 141 countries from 1980 to 2012. The study concludes that the transition to inflation targeting in developed countries will not lead to a decline in production. It, on the other hand, has a favorable impact. This is because in industrialized countries, high public confidence in the monetary government avoids high inflation expectations. This regime, on the other hand, does not result increase in production in developing countries.

The study of Ayres et al. (2014) focused on the regional characteristics of inflation targeting policy, examining the impact of a particular time choice on policy decisions and its impact on the six developing regions of the world. Although the direct impact of inflation targeting policy on real GDP is limited, statistically only in certain regions, including Europe, Latin America, North Africa and the Middle East, the impact on real GDP is positive, while in Asia, Africa-Sahara countries inflation rate rose and there was no economic growth. In general, the impact of this regime is short-lived and is aimed at reducing inflation, not stimulating economic growth.

According to B.Bernanke (2004), an important aspect of inflation targeting is stable inflation expectations of business entities in relation to future changes of price levels. Bernanke's approach is vital at macroeconomic scale because stable and clear expectations is important for Central Banks to determine monetary indicators and making predictions about price changes, fluctuations of exchange rates and unemployment in future.

Kurihara (2013) and Walsh (2009) studied correlation between inflation targeting regime and economic growth. They found that inflation targeting policy does not directly lead to GDP growth. This makes it even more important to study macroeconomic implications of inflation targeting and its impact on price dynamics.

S.Moiseev proposed "overnight" interest rates, medium-term interest rates, and monetary indicators as operational monetary policy objectives for central banks adapting to inflation targeting, as well as the central bank's interest rate corridor system, specifically methods of managing interest rate corridor, and its benefits and drawbacks.

Moiseev also notes that Because of its ineffectiveness and commercial banks also have the opportunity to avoid this instrument with the help of financial innovations in developed markets. According to Moiseev, most of European countries have already abandoned reserve requirements for financial institution as they adapt to inflation targeting regime. Due to its ineffectiveness, commercial banks have the option of avoiding this instrument through financial innovations in most developed countries.

It's worth noting that the research above came to different conclusions about the positive, negative, and neutral macroeconomic effects of inflation targeting. There has been few research on the influence of inflation targeting on economic growth so far. While the majority of research have concluded that inflation targeting is effective, some have come to the opposite conclusion. In addition, inflation targeting has been found to be ineffective in a number of studies. Following that, the paper looks at the economic aspects of the switch to inflation targeting.

Methodology:

1.1. Empiric analysis of foreign countries

The global economy is in a state of flux. The complex situations of world economy have had a significant impact on the financial systems of stable economies, rather than developing countries with low incomes, over the last decade. The general economic and social situation in the United States has deteriorated as a result of the economic crisis, financial crisis, and breakdown of market regulation and it has taken the form of a large-scale worldwide crisis in a short period of time.

The chaotic and inefficient operation of the financial sector, large-scale capital losses, and the reversal of capital flows geographically have resulted in fiscal disruptions in developed countries as a result of the crisis of large financial institutions that are critical to the stability of the economic system. As a result, international financial institutions, as well as the G7 and G20 countries, have started to utilize monetary policy instruments more actively to address economic instability. The primary objectives were to maintain price stability, regulate money supply and avoid the budget deficit.

In these circumstances, some countries have used gold and foreign exchange reserves to maintain currency stability, while others have attempted to control inflation by raising key policy rate to avoid an excess of money supply. At that time, these measures showed that monetary policy was one of the most effective tools in crisis period and its scope would be even more wider and successful if the economy was under stable condition. However, against the backdrop of the economic crisis, currency depreciation and the rise in the consumer price index necessitated managing inflation of national currency. As a result, the European Central Bank was one of the first to utilize the inflation targeting strategy to control euro inflation.

The effort to limit inflation eventually paid off, as the Eurozone faced deflation for the first time in 30 years in 2011. This, in turn, proved the possibility of implementing inflation targeting not only in monetary policy, but also in ensuring macroeconomic stability.

It became obvious, in particular, that monetary policy, which aims to control inflation, has a unique role to play in the regulation of the economy and the achievement of economic development targets.

As a result, monetary policy and the country's role in global economy have been pushed to the background, and some theories that place a premium on the financial market have faded away, replaced by theories that see monetary policy as one of the most important components of government economic policy. Econometric models for factor analysis of monetary policy have been developed based on novel methodologies, and a number of scientific investigations have been done in this area.

B. Bernanke, a professor at Princeton University and F. Mishkin, an expert at the National Bureau of Economic Research, investigated prospect of broader inflation targeting regime (1997) on the basis of the experience of industrialized countries. The study proves that inflation targeting was not a simple theoretical concept at that time, it was not only a support for monetary policy to monitor the consumer price index, but also a tool to stabilize the national economy and establish a program for its implementation. Inflation targeting regime was only considered a theoretical strategy based on the consumer price index at that time, it was only partially implemented in 1990 in New Zealand, 1991 in Israel and Canada, 1992 in the United Kingdom, 1993 in Australia, and 1994 in Sweden.

T. Petursson (2005), a professor at Reykjavik University, examines the outcomes of inflation targeting implementation with example of 21 successful countries. According to his research, the average inflation rate in countries that have implemented a targeting mechanism was 31.4 percent five years prior to implementation, 7.2 percent one year before implementation and 4.5 percent one year after implementation.

G.Debelle (1997), an expert at the International Monetary Fund, examines the outcomes of inflation targeting, as well as the issues that have arisen and the methods used to overcome them. He was able to develop a number of systemic interrelationships by examining the impact of national economic policies on lowering inflation. Inflation can be kept lower through reduced excise taxes in Canada, a higher key policy rate in New Zealand, and stiffer mortgage lending rules in Australia. Based on his findings, the economist proposes the introduction of "soft" and "hard" marginal inflation corridors.

A.Vredin (2015), an expert at the International Bank for Reconstruction and Development, studies the importance of inflation targeting in ensuring stability of financial sector. He develops a Taylor rule-based model to examine the influence of inflation targeting on financial stability. His research reveals that financial market imbalances hinder the efficiency of inflation targeting, while social sector support, particularly social protection measures, helps to lower inflation.

T.Ito (2010), a professor at the University of Tokyo in Japan, argues that inflation targeting should take into account market conditions before setting target limits, particularly the price of assets in the capital market. He harshly criticized the flexible inflation targeting strategy, claiming that it failed to work during the 1997 Asian crisis, the 2001 dotcom bubble, and the 2007-2009 global financial crisis. Instead of such an inefficient strategy, he advocates basic inflation management and offers implementation of a tight regulation system of banks and financial markets.

3.2. 4x2 matrix model for Uzbekistan:

The global financial and economic crisis, as previously mentioned, has left a long-term and very complicated mark on the global financial system. As the worldwide financial system began to exert new influences on global economic stability through new channels, the world's leading economists and experts set out to develop an integrated model that reflect influence of wholly new variables by using a novel technique. A committee of specialists formed at the World Bank's initiative has developed a new model - a 4x2 matrix model - as a result of two years of research. This model examines the general state of the financial system (investment and capital flows) as well as the banking system (monetary policy) using four criteria: two systems that were unable to sustain severe blows of the global financial and economic crisis. This model, which has a simple empirical structure, uses a chain technique to represent the overall condition in the banking and financial markets based on various criteria.

Due to the fact that central banks conduct monetary policy and banks operate on monetary system, banking system (monetary policy) section of the 4x2 matrix model is selected in this article, and the practice of Uzbekistan from 2011 to 2020 is assessed using four criteria (Table 1).

Table 1.

Stability matrix of monetary policy in Uzbekistan in 2011-2020

Criteria	*Significance (scope)*			*Money-currency*			*Stability*		*Regulation*	
Indicators	The ratio of the banking system's loan portfolio to GDP	The ratio of assets of financial institutions to GDP	The ratio of deposits of financial institutions to GDP	The ratio of money supply to GDP	The ratio of gold and foreign exchange reserves to external debt	Exchange rate fluctuations (annual change against the US dollar)	Capital adequacy ratio	Liquidity ratio	Key policy rate	Reserve requirment rate
2011	0.202	0.353	0.231	0.165	2.657	-0.095	0.242	0.651	0.12	0.15
2012	0.211	0.370	0.211	0.173	2.412	-0.105	0.243	0.650	0.12	0.15
2013	0.223	0.369	0.219	0.188	2.344	-0.110	0.243	0.651	0.12	0.15
2014	0.240	0.388	0.197	0.196	2.128	-0.100	0.238	0.646	0.10	0.15
2015	0.249	0.381	0.208	0.185	1.943	-0.160	0.236	0.645	0.09	0.15
2016	0.217	0.347	0.153	0.193	1.740	-0.130	0.147	0.644	0.09	0.15
2017	0.365	0.551	0.197	0.207	1.674	-0.602	0.188	0.561	0.14	0.15
2018	0.329	0.527	0.172	0.234	1.672	-0.026	0.156	0.815	0.16	0.15
2019	0.415	0.535	0.178	0.197	1.544	-0.123	0.235	0.891	0.16	0.14
2020	0.447	0.631	0.198	0.178	1.347	-0.093	0.184	0.674	0.14	0.14
characteristics of influence										

Positive variable neutral

Monetary policy instruments had a diverse impact during the study period. A reduction in the refinancing rate boosted money supply, but a shift in reserve requirements stifled inflation. Also, the ratio of money supply to GDP was variable. The economic-mathematical model used in this article is based on econometric, analytical methods, which in turn were implemented in two stages. Initially, regression equation was constructed using the least squares method of aggregation of indicators from the 4x2 matrix method in the criteria for regulating economy. To reduce standard error and normalize probability, longer period data was analyzed. The chosen model revealed that, in the framework of inflation targeting, monetary policy instruments such as refinancing and required reserve requirements had a negative impact on economic regulation from 2011 to 2020. Multivariate regression analysis is the simplest and most fundamental way of econometric modeling, and it is on this foundation that more complex and reasonably high-precision analytical models have been developed today.

Based on macroeconomic principles, current monetary theories, and the conclusions of the above-mentioned top economists, as well as the characteristics of the Uzbek economy and monetary system, the following model was developed based on the indicators analyzed in the matrix. Measurement units of indicators were different in this example so they were transformed to a natural logarithm.

$$LnGDP = \alpha_0 + \alpha_1 LnCAR_t + \alpha_2 LnLCR_t + \alpha_3 LnBLP_t + \alpha_4 LnBND_t + \\ + \alpha_5 LnMNM_t + \alpha_6 LnRSD_t + \alpha_7 LnEXC_t + \alpha_8 LnINF_t + \mu_t$$

$$LnGDP = \alpha_0 + \alpha_1 LnCAR_t + \alpha_2 LnLCR_t + \alpha_3 LnBLP_t + \alpha_4 LnBND_t + \\ + \alpha_5 LnMNM_t + \alpha_6 LnRSD_t + \alpha_7 LnEXC_t + \alpha_8 LnINF_t + \mu_t \qquad (1)$$

GDP is economic growth (GDP) in period t, CAR is capital adequacy ratio in period t, LCR is liquidity ratio in period t, BND is volume of deposits in period t, BLP is volume of loan portfolio in period t, MNM

(M2) is broad money supply in period t, RSD - ratio of gold and foreign exchange reserves and public debt in period t, EXC - exchange rate in period t, INF - inflation rate in period t, $\mu_t \mu_t$ - standard error.

Results and discussion:

The co-integration method, a complex econometric method, was used to make the results obtained reliable and stable based on the data collected. A unit root test was performed to determine the interaction properties, stationary signs, and to obtain T-statistics, F-statistics, and corresponding values of R2. In conducting the unit root test, the Phillips-Perron and extended Dickey-Fuller tests examined the integration procedure, i.e., stationary, by determining the simple-level, first-, and second-order differences.

Table 2.

Determination of stationary on the basis of Phillips-Perron and extended Dickey-Fuller tests

Variables	Phillips-Perron test	Extended Dickey-Fuller test
LnGDP	-1.3127	-1.3568
LnCAR	-3.3411	-3.3127
LnLCR	-7.4852	-7.2415
LnBND	-6.9455	-7.0214
LnBLP	-0.4706	-0.4251
LnMNM	-5.1145	-4.9726
LnRSD	-3.2388	-3.4372
LnEXC	-5.1642	-4.8528
LnINF	-1.7284	-1.5769

From results in Table 2, it can be seen that there is no stationary in the unit root test at the normal level. The zero hypothesis was confirmed by the Phillips-Perron and extended Dickey-Fuller tests, which showed that values greater than the critical values of 1%, 5%, and 10% suggested the presence of a unit root at a normal level. Since there is no normal stationary, the stationary variability of the variables in one difference is checked (table 3).

Table 3.

Determination of stationary in one difference based on Phillips-Perron and extended Dickey-Fuller tests

Variables	Phillips-Perron test	Extended Dickey-Fuller test
LnGDP	-2.8499	-2.8499
LnCAR	-1.3389	-1.3389
LnLCR	-3.5462	-3.5462
LnBND	-5.1196	-5.1196
LnBLP	-0.7633	-0.7633
LnMNM	-4.1224	-4.1224
LnRSD	-3.8137	-3.8137
LnEXC	-2.1468	-2.1468
LnINF	-1.2577	-1.2577

As it can be seen from table 3, all variables are stationary in one difference and in I (1) order, satisfying the stationary conditions. The co-integration method is normally used in the analysis of non-stationary long-term equilibrium relationships. In other words, a co-integration relationship exists if the non-stationary variables change in a mutually consistent manner and are in equilibrium over time. Therefore, even if the time intervals are not stationary, their linear combination can be stationary. Such a combination is called a co-integration equation and has a co-integration vector. As a result, the Johansen co-integration test was used to examine the long-term connection between the variables in our model (Table 4).

Table 4.

Johansen co-integration test results

The number of assumed cointegration equations	Unique number	«Trace» statistics	Critic value	Probability (0.05)**
No*	0.56964	47.15223	39.11475	0.0001
1	0.44637	29.38628	32.58297	0.0912
2	0.26275	14.40413	18.17935	0.1485

** A zero hypothesis in the confidence interval with a coefficient of 0.05 is not valid.*
*** MacKinnon-Hugh-Michelis p value*

Table 4 shows that the variables had a long-term relationship according to the Johansen co-integration test. The eigenvalue statistics, on the other hand, revealed that the zero hypothesis was not valid and there was co-integration in the 5% confidence interval.

According to Engle Granger theory, if dependent variable (economic stability) and independent variables (reserve ratio, refinancing rate, and ratio of sterilization volume to GDP) are co-integrated, there must be an error correction mechanism. According to the Engle Granger specification, the error correction mechanism of co-integration relationship is as follows:

$$\Delta y_t = \emptyset_{10} + \sum_{j=0}^{s} \emptyset_{11j} \Delta p_{t-j} + \sum_{i=0}^{q} \emptyset_{12i} \Delta y_{t-i} + p_1 \mu_{t-1} + e_{1t}$$

$$\Delta y_t = \emptyset_{10} + \sum_{j=0}^{s} \emptyset_{11j} \Delta p_{t-j} + \sum_{i=0}^{q} \emptyset_{12i} \Delta y_{t-i} + p_1 \mu_{t-1} + e_{1t} \quad (2)$$

$$\Delta p_t = \emptyset_{20} + \sum_{j=0}^{s} \emptyset_{21j} \Delta y_{t-j} + \sum_{i=0}^{q} \emptyset_{22i} \Delta p_{t-i} + p_2 \eta_{t-1} + e_{2t}$$

$$\Delta p_t = \emptyset_{20} + \sum_{j=0}^{s} \emptyset_{21j} \Delta y_{t-j} + \sum_{i=0}^{q} \emptyset_{22i} \Delta p_{t-i} + p_2 \eta_{t-1} + e_{2t} \quad (3)$$

Here, Δ is the primary difference operator, $\mu_{t-1}\mu_{t-1}, \eta_{t-1}\eta_{t-1}$ is the error corrector nomials, $e_{1t}e_{1t}, e_{2t}e_{2t}$- is the residual.

Based on the above formula, the error correction model for our model is as follows:

$$\Delta LnGDP = \alpha_0 + \alpha_1 \Delta LnCAR_t + \alpha_2 \Delta LnLCR_t + \alpha_3 \Delta LnBLP_t + \alpha_4 \Delta LnBND_t + $$
$$+ \alpha_5 \Delta LnMNM_t + \alpha_6 \Delta LnRSD_t + \alpha_7 \Delta LnEXC_t + \alpha_8 \Delta LnINF_t + \mu_{t-1}$$

$$\Delta LnGDP = \alpha_0 + \alpha_1 \Delta LnCAR_t + \alpha_2 \Delta LnLCR_t + \alpha_3 \Delta LnBLP_t + \alpha_4 \Delta LnBND_t + $$
$$+ \alpha_5 \Delta LnMNM_t + \alpha_6 \Delta LnRSD_t + \alpha_7 \Delta LnEXC_t + \alpha_8 \Delta LnINF_t + \mu_{t-1} \quad (4)$$

Table 4.

Error Correction Model (Dependent variable: GDP)

Variable	Coefficent	Standart error	t-statistics	Probability
C	0.2890	0.2457	1.9729	0.9527
$\Delta LnCAR$	0.047	0.7124	0.0198	0.0371
$\Delta LnLCR$	0.002	0.0533	0.0099	0.3628
$\Delta LnBLP$	0.014	0.3741	0.0722	0.0426
$\Delta LnBND$	-0.033	0.0047	-0.0013	0.1253
$\Delta LnMNM$	0.064	0.8364	0.0334	0.0488
$\Delta LnRSD$	0.182	0.9807	1.0829	0.4255
$\Delta LnEXC$	-0.083	0.0021	-0.0072	0.0324
$\Delta LnINF$	0.054	0.8179	0.9593	0.0038
U_{t-1}	0.4618	0.2321	2.6816	0.0149
R^2	0.6132	Everage dependent variable value		0.1085
F-Statistics	4.9822	Durbin-Watson statistics		1.8771

Probability (F-statistics)	0.074

The Durbin-Watson statistic (1.8771) revealed no autocorrelation, however the F-statistic (4.9822) revealed that the Fisher variance was significant for GDP, as shown in Table 5.

Conclusion:

From the results of the analysis presented in the table above, it can be concluded that in the context of the transition to inflation targeting in Uzbekistan, monetary policy has a direct impact on the regulation of the economy. There is a link between the monetary policy instruments in the model and economic growth, change of these instruments has an impact on the country’s GDP. The improvement in bank capital adequacy, loan portfolio, money supply and decline of inflation all help to maintain macroeconomic stability. However, increasing volume of bank deposits and depreciation of Uzbek sum has a negative impact on economic growth. In addition, liquidity ratio of banks and gold and foreign exchange reserves are insignificant and have no effect on economic growth.

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THE EU'S GENERALISED SYSTEM OF PREFERENCES: IMPACT ON FOREIGN TRADE OF DOMESTIC PRODUCTS

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Abstract. The article reveals ways to increase the type and volume of products exported to EU countries within the framework of the "GSP+" (Generalised system of preferences), to increase the export potential of local products, to adapt products to international requirements and norms, and to implement them. The role and importance of the effective use of the "GSP+" system of benefits in export activities has been highlighted by the author.

Key words. "GSP+" preferential system, export potential, local products, food and non-food products, export volume, international requirements.

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Annotatsiya. Maqolada "UIT+" (Umumiy imtiyozlar tizimi) doirasida Yevropa Ittifoqi mamlakatlariga eksport qilinadigan mahsulotlar turi va hajmini oshirish, mahalliy mahsulotlarning eksport salohiyatini oshirish, mahsulotlarni xalqaro talab va me'yorlarga moslashtirish yo'llari ochib berilgan. ularni amalga oshirish. Muallif tomonidan eksport faoliyatida "GSP+" imtiyozlar tizimidan samarali foydalanishning o'rni va ahamiyati alohida ta'kidlangan.

Kalit so'zlar. "UIT+" imtiyozli tizimi, eksport salohiyati, mahalliy mahsulotlar, oziq-ovqat va nooziq-ovqat mahsulotlari, eksport hajmi, xalqaro talablar.

Introduction:

Developing the national economy in Uzbekistan, ensuring its growth rate at the level of modern requirements, forming a competitive economy, taking local products to foreign markets and promoting the brand of Uzbek products on the world market, rapidly continuing reforms, raising them to a new modern level, and comprehensive socio-economic development of the regions are today's priorities. is one of the most urgent issues.

In the Decree of the President of the Republic of Uzbekistan dated January 28, 2022 No. PF-60 «On the Development Strategy of New Uzbekistan for 2022-2026» it is stated that «by increasing the export potential of the Republic, the export volume of the Republic will reach 30 billion US dollars in 2026, the system of supporting the activities of exporting enterprises» by actively continuing to increase the republic's export potential, introduce standards that meet the foreign market and international requirements and attract famous brands, increase the share of the private sector in exports to 60%, increase the export geography of goods from 115 to 150». [1]

On April 15, 2022, under the chairmanship of President Shavkat Mirziyoev, at the meeting dedicated to the issues of "Ensuring price stability in the markets by increasing the production of food products and creating additional conditions for business support", effectively using the existing land resources, 7.7 million tons in 2022 It was emphasized that it is necessary to grow wheat and 23 million tons of fruits and vegetables and ensure export of 1.5 billion dollars. [2]

For this reason, it is necessary to implement part of the tasks indicated in this article, that is, first of all, to produce local products based on the requirements of international standards, to ensure their competitiveness, to increase the level of recognition, and secondly, to comprehensively support and encourage export, and to increase its volume steadily. ensuring success in export markets due to the diverse and unique environment in foreign markets is one of the most important tasks.

Literature review:

Iqbal Ahmad A. and Soomro Dr. Ishaque Ahmad Ansari interpret the benefits of GSP+ as follows: "GSP+ is called a special incentive agreement for sustainable development and good governance" [3]. This definition focuses on two main concepts - sustainable development of the country and optimal management system. GSP+ is considered as an important step towards the development of the country's economy by generating additional income every year as a result of export growth.

Rusudan Seturidze noted that "GSP+ benefits are granted by the World Bank to countries whose GDP per capita has not been recognized as high or upper middle income in the last three years" [4].

According to Brynn Jonsson R. Julia, "GSP+ is a trade agreement that removes EU tariffs in return for developing countries' compliance with international conventions on human and labor rights, environmental protection and good governance" [5].

According to J. de Coster, "The Generalized System of Preferences (GSP) gives exporters from developing countries the opportunity to use preferential tariffs in the markets of industrialized countries. The purpose of this system is to help these countries to generate income through additional exports and reduce poverty" [6].

Siddiqui M.S. "The main objective of GSP+ is to eradicate poverty and contribute to the development of sustainable development in developing countries," [7] explains.

By analyzing the literature, it was found that obtaining the status of GSP+ beneficiary is one of the important factors of the economic development of the beneficiary country, attracting investments and raising the standard of living, free access to EU markets for the goods produced in the country.

Methodology:

This scientific article was developed using general and special research methods. In particular, the methods of analysis-synthesis, induction and deduction, scientific comparison, statistical analysis, as well as expert evaluation were used during the preparation of the scientific article.

Results:

At the meeting dedicated to the development of local industry held on November 7, 2022 in the presence of the President of the Republic of Uzbekistan, the types of industrial products to be exported to the European Union countries in 2023 will be increased to 600, the export volume will be 700 million dollars, in particular, the types of electrical engineering products will increase from 7 to 20, and the types of leather industry products will increase to 10. to bring from 30; to increase the export volume of finished products by at least 2 times; it was noted to increase the export of home textile products by 200 million dollars, the export of carpet products by 200 million dollars, the export of construction materials by 800 million dollars, the export of pharmaceutical products by 120 million dollars, the export of furniture industry products by 50 million dollars, and the export of food products by 2 times. [8]

As we know, on April 9, 2021, the European side adopted a regulatory document on granting Uzbekistan the status of a beneficiary country under the General System of Preferences ("GSP+"). Based on this normative document, the system of special preferences of the European Union for sustainable development and effective management ("GSP+") came into force for Uzbekistan from April 10, 2021.

Before receiving the status of a beneficiary country of the "GSP+" system, Uzbekistan used benefits within the framework of the General System of Preferences ("GSP"). Within the framework of these privileges, the country had the opportunity to export 3,000 goods without customs duties and 3,200 goods at reduced customs duty rates to the markets of EU member countries.

As part of the European Union's system of special preferences for sustainable development and effective management ("GSP+") provided to the republic, Uzbekistan had the opportunity to export more than 6,200 items of goods to the European market without customs duties.

In particular, a wide range of textile products, footwear, agricultural products, vehicles, mineral fertilizers, oil and chemical industry products, construction materials, ceramic and metal products, and technological equipment, which have the main export potential of the republic, are exempt from customs duty.

If we give clear examples, within the framework of the "GSP+" system, in contrast to the "GSP" system, apple and tomato juices - 13.3-25.5%, peaches and apricots - 14.1-16.5%, frozen vegetables (potatoes , olives, tomatoes, etc.) – 10.9%, vehicles for cargo transportation – 15.4%, offal products – 11.9%, canned vegetables – 14.1%, fish meat and fillets – 14.5 %, fruit juices - 14.5%, children's clothes - 8.4% and t-shirts - 9.6% customs duties were canceled. [9]

It should be noted that the use of benefits within the framework of the "GSP+" by the member countries of the European Union will significantly increase their export potential while ensuring the competitiveness of their local products on the European market.

Table 1

Analysis of product sectors under GSP+ benefits [11]

No.	Product sectors under GSP+ benefits	Number of products included in the list of GSP+ benefits
1	Food and agriculture	1 097
2	Textile and light industry	1 324
3	Chemistry, oil and gas	969
4	Electrical engineering	653
5	Metallurgy	467
6	Leather industry	105
7	Mechanical engineering	148
8	Construction	111

* live animals, plants and their roots, jewelry, furniture, toys and other products.

As can be seen from the above table, there are 6,200 types, including food and agriculture - 1097 types, textile and light industry - 1324 types, chemical and oil and gas - 969 types, electrical engineering - 653 types, metallurgy - 467 types. leather industry - 105 types, machinery - 148 types, construction - 111 types, etc. - 1326 types of products can be exported to EU countries without customs duties.

Table 2.

Analysis of products supplied to foreign markets within the framework of GSP+ during 2022

No.	Name of Sectors	Number of products	Analysis of products destined for export to the European Union under GSP+			Analysis of products destined for export to other countries under GSP+		
			product type	number of enterprises	export quantity (mln. doll.)	product type	number of enterprises	export quantity (mln. doll.)
1	Food and agriculture	1 097	81	158	29,8	291	1 824	1 140,5

2	Textile and light industry	1 324	226	204	177,8	604	1 529	3 100,8
3	Chemistry, oil and gas	969	30	47	45,6	242	546	1 138,7
4	Electrical engineering	653	58	28	6,9	275	308	148,7
5	Metallurgy	467	61	45	33,0	218	428	1 179,0
6	Leather industry	105	6	6	0,59	64	213	59,4
7	Mechanical engineering	148	1	2	0,002	35	96	30,3
8	Construction	111	15	17	0,1	84	333	63,0
9	Others*	1 326	112	68	3,8	622	916	475,5
	Total:	**6 200**	**590**	**575**	**297,6**	**2 435**	**6 193**	**7 335,9**

Source: developed by the author

As can be seen from the above table, there are 6 200 types, including food and agriculture - 1097 types, textile and light industry - 1324 types, chemical and oil and gas - 969 types, electrical engineering - 653 types, metallurgy - 467 types. leather industry - 105 types, machinery - 148 types, construction - 111 types, etc. - 1326 types of products can be exported to EU countries without customs duties.

We consider the analysis of exports to the European Union and other countries within the scope of GSP+ benefits in terms of the types of products produced in the regions (Table 2).

Discussions:

In 2022, within the framework of GSP+ benefits, 590 types of products have been shipped to EU countries by the Republic of Uzbekistan, equivalent to 300 million US dollars. Also, 2,435 types of products were delivered to the countries that do not provide GSP+ benefits with a value equal to 7.3 billion US dollars, and 24 times more exports were made than to the countries that provide the benefits.

Table 3

Analysis of the export geography of Uzbek domestic products in the framework of the GSP+ in 2022 (January-November) As of 01.12.2022

No.	Name of states	Export volume (thousand dollars)	
		Total export:	GSP+ (from total)
1	AUSTRIA	17 511,5	10 420,6
2	BELGIUM	8 880,5	5 364,4
3	BULGARIA	36 778,6	5 789,7
4	HUNGARY	2 989,6	2 418,9
5	GERMANY	59 392,5	35 683,7
6	GREECE	40 857,3	1 673,6
7	DENMARK	1,0	1,0
8	IRELAND	0,4	0,4
9	SPAIN	8 833,7	4 240,6
10	ITALY	46 568,9	37 911,4
11	CYPRUS	40,3	40,3
12	LATVIA	82 807,2	25 612,5

13	LITHUANIA	53 907,0	29 052,5
14	LUXEMBOURG	116,7	69,7
15	MALTA	41,4	41,4
16	NETHERLANDS	26 167,8	2 425,9
17	POLAND	118 471,7	90 117,7
18	PORTUGAL	5 321,6	3 448,9
19	ROMANIA	9 518,1	6 256,4
20	SLOVAKIA	1 411,7	423,4
21	SLOVENIA	1 284,1	1 199,4
22	FINLAND	594,7	588,9
23	FRANCE	64 802,9	2 969,6
24	CROATIA	441,2	427,2
25	CZECH	6 799,8	5 012,1
26	SWEDEN	117,1	37,9
27	ESTONIA	15 367,0	6 178,8
	Total:	9 612 706,9	6 742 184,6

Source: developed by the authors

The table 3 illustrates that the export geography of Uzbek domestic products to 27 European Union member countries in the framework of the GSP+ in 2022 (January-November). It can be clearly seen from the table that majority of Uzbek domestic products have been placed to markets of EU utilizing GSP+ through Poland (90 mln. US dollars), Italy (almost 38 mln. US dollars) and Germany (35.6 mln. US dollars) in the period of analysis. Moreover, Lithuania, Luxembourg and Austria are also important trade partner in EU for Uzbekistan.

Through the table below, we will consider the export analysis of other countries that have established exports to the European Union based on the benefits of the GSP status.

Table 4

Analysis of GSP beneficiaries with the largest share of EU imports [12]

No.	GSP beneficiary country	Imports from the European Union under the GSP (billion euros)	Total imports of the European Union (billion euros)	GSP imports total %
1	Bangladesh	16,766	17,401	96,4
2	India	16,378	43,601	37,6
3	Vietnam	8,994	37,531	24,0
4	Indonesia	6,616	15,557	42,5
5	Pakistan	5,885	6,74	87,3
6	Cambodia	4,987	5,255	94,9
7	Myanmar	1,926	2,189	88,0
8	Philippines	1,915	7,49	25,6
9	Sri Lanka	1,365	2,755	49,5
10	Mozambique	1,219	1,84	66,3

From the data of Table 4, it can be seen that Bangladesh and India from a number of countries with the GSP system of benefits delivered more than 16 billion Euro worth of products to the EU under these incentives. Also, the value of the products supplied by Vietnam, Indonesia and Cambodia to EU countries is 5-9 billion. The Philippines and Sri Lanka delivered products equal to 1-2 billion Euro to the markets of EU countries.

Conclusion and suggestions:

According to the results of the research and analysis, we believe that it is necessary to further develop marketing research in order to diversify the finished local products delivered from Uzbekistan to the European Union market. After Uzbekistan acquires the right to GSP+, it will be appropriate to conduct diplomatic negotiations on the establishment of "green corridors" at the borders of these countries in order to significantly increase the volume of agricultural products exports to the EU countries.

Establishing the activity of centers that include services specialized in supplying the results of marketing research to the requirements of food, fruit and vegetable and industrial products in the markets of importing countries, the world market situation of products and the results of marketing research.

Taking measures to hold exhibitions and fairs in foreign markets considered promising for products within the scope of GSP+ benefits.

Further improvement of the work of introducing international standards and technical regulations to the activities of producers of products within the framework of GSP+ privileges by studying advanced foreign experience.

We believe that it is necessary to find promising buyers through the diplomatic missions of the Republic of Uzbekistan abroad with farmers and peasant farms and other manufacturing enterprises that grow and process products with international quality and safety certificates.

References:

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EXPLORING SYNERGIES: REDEFINING ENGINEERING EDUCATION MANAGEMENT FOR INDUSTRY 4.0 IN THE DIGITAL ECONOMY ERA

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Abstract. In an era defined by the digital economy and the advent of Industry 4.0, higher education, particularly in the realm of engineering, finds itself at a crossroads. This paper explores a critical research area aimed at the transformation and reinvigoration of higher education management mechanisms in engineering education. Instead of merely assessing impacts or enhancing existing paradigms, our focus is on the innovative redesign of these mechanisms to align with the evolving demands of the digital economy and Industry 4.0. This study employs a multidisciplinary approach, drawing from education, technology, and industry 4.0 literature. We delve into the complexities of this multifaceted challenge by examining the synergies between engineering education, the digital economy, and Industry 4.0. Through comprehensive analysis and empirical research, we aim to identify novel strategies and frameworks that can revolutionize engineering education management. Our research seeks to answer fundamental questions, such as how higher education institutions can adapt their curricula, teaching methodologies, and administrative structures to nurture graduates who possess the skills and mindset needed to thrive in the digitalized industrial landscape. We consider the role of emerging technologies, pedagogical innovations, and collaboration with industry stakeholders in shaping the future of engineering education management. By contributing to a deeper understanding of innovative mechanisms for engineering education management in the context of the digital economy and Industry 4.0, this paper provides valuable insights for policymakers, educators, and institutions striving to prepare the next generation of engineers for success in an ever-evolving world.

Keywords. Engineering Education, Digital Economy, Industry 4.0, Higher Education Management, Innovative Mechanisms, Curriculum Adaptation, Faculty Development

Introduction:

The landscape of higher education is undergoing a profound transformation in response to the digital revolution and the rise of Industry 4.0. Within this evolving context, engineering education stands at a pivotal juncture, facing the formidable task of preparing students to thrive in an increasingly complex and technologically driven world. As we embark on this transformative journey, we find ourselves compelled to explore innovative mechanisms for higher education management that extend beyond the realms of mere impact assessment and enhancement [1].

The digital economy, characterized by the pervasive integration of digital technologies into various facets of society and commerce, has catalyzed a paradigm shift in the workforce's demands [2]. Concurrently, Industry 4.0, marked by automation, data analytics, artificial intelligence, and the Internet of Things, is reshaping the industrial landscape [3]. To equip engineering graduates with the skills and knowledge required to excel in this new reality, higher education institutions must undergo significant reevaluation and adaptation [4].

This research, situated at the nexus of education, technology, and industry, seeks to address this pressing issue. It aspires to redefine the mechanisms that underpin the management of engineering education in the digital economy era, navigating the complexities of Industry 4.0 [5]. Unlike prior studies that primarily assess the impact of digitalization on education or endeavor to enhance existing systems, our approach is inherently forward-looking [6].

Through an interdisciplinary lens, we endeavor to unravel the intricate interplay between engineering education, the digital economy, and Industry 4.0. Drawing on insights from fields as diverse as education theory, information technology, and industrial strategy, this study aims to unearth novel strategies and frameworks for engineering education management [7].

In the pages that follow, we will explore fundamental questions surrounding the adaptation of curricula, pedagogical approaches, and administrative structures within higher education. Moreover, we will delve into the role of emerging technologies, innovative pedagogy, and collaborative partnerships with industry stakeholders in shaping the future of engineering education management [8].

By embarking on this intellectual journey, we aim to contribute significantly to the discourse on reimagining engineering education management in the digital economy era and Industry 4.0. This research holds the promise of guiding policymakers, educators, and institutions in their endeavors to equip the next generation of engineers with the competencies and resilience necessary to excel in a rapidly evolving technological landscape [9].

The subsequent sections of this paper are structured to provide a comprehensive exploration of the innovative mechanisms for engineering education management in the digital economy era and Industry 4.0. The paper will begin with a Literature Review section, where we examine existing research and theories related to the convergence of digitalization, engineering education, and Industry 4.0. Following that, the paper will transition into the Methodology section, outlining our research approach and data collection methods. In the Findings and Discussion section, we will present our empirical findings and engage in an in-depth analysis of the identified innovative mechanisms. Finally, the paper will conclude with a Conclusion that synthesizes key insights, underscores the practical implications, and proposes avenues for future research.

Literature Review:

Digitalization, Engineering Education, and Industry 4.0: A Nexus of Transformation

The confluence of digitalization, engineering education, and the emergence of Industry 4.0 has ignited a rich body of literature that underscores the profound transformations underway in higher education and industry practices. This section delves into key themes and insights from prior research, offering a comprehensive understanding of the complex interplay between these domains.

The Digital Economy and Its Implications for Education

The digital economy's rapid expansion has significantly impacted educational paradigms. Scholars have noted the necessity for curricular adaptations to equip students with digital literacy, problem-solving skills, and an entrepreneurial mindset [10]. This shift emphasizes the importance of project-based learning, digital tools, and the integration of real-world applications in engineering education [11].

Industry 4.0 and Its Impact on Engineering Competencies

Industry 4.0's integration of advanced technologies, such as IoT, AI, and automation, has reshaped industrial landscapes. Consequently, there is a growing consensus in the literature regarding the need for engineering graduates to possess a broader skill set, including data analytics, cybersecurity, and systems thinking [12]. Research underscores the importance of aligning educational outcomes with the demands of digitally-driven industries [13].

Innovative Pedagogical Approaches

In response to these transformations, educators and institutions are experimenting with innovative pedagogical approaches. Blended learning, flipped classrooms, and online simulations have gained prominence [14]. Additionally, collaborative and interdisciplinary projects are recognized as effective strategies for fostering problem-solving and creativity, vital attributes in Industry 4.0 [15].

Collaborative Partnerships with Industry

The literature emphasizes the significance of forging strong partnerships between academia and industry. Such collaborations provide students with experiential learning opportunities, facilitate technology transfer, and ensure curriculum relevance [16]. Industry-academic partnerships have become an essential bridge between the academic and professional worlds.

Challenges and Future Directions

While the literature illuminates the promising avenues for redefining engineering education, it also acknowledges several challenges, including resistance to change, resource constraints, and the need for faculty development [17]. Future research must delve deeper into addressing these obstacles and exploring novel solutions.

The literature reviewed here establishes a foundational understanding of the dynamic landscape where digitalization, engineering education, and Industry 4.0 converge. It underscores the urgency for innovative mechanisms in higher education management to ensure graduates are well-prepared to navigate the complexities of the digital economy and contribute effectively to Industry 4.0 [18].

Methodology:

Research Approach

To investigate the innovative mechanisms required for engineering education management in the digital economy era and within the context of Industry 4.0, we employ a mixed-methods research approach. This approach combines both qualitative and quantitative methods to offer a comprehensive understanding of the multifaceted challenges and opportunities facing engineering education [19].

Data Collection

Quantitative Phase: In the initial quantitative phase, we will conduct a nationwide survey of engineering educators, students, and industry professionals. The survey instrument will be designed to gather data on the current state of engineering education, the integration of digital technologies, and perceptions regarding the relevance of curricular components to Industry 4.0. Sampling will be stratified to ensure representation from diverse institutions and regions. Survey responses will be analyzed using statistical techniques such as regression analysis and descriptive statistics to identify trends and patterns.

Qualitative Phase: In the qualitative phase, we will conduct in-depth interviews and focus group discussions with key stakeholders, including engineering faculty, industry leaders, and policymakers. These qualitative data collection methods will provide rich insights into the challenges and opportunities associated with implementing innovative mechanisms in engineering education. Thematic analysis will be used to identify recurring themes and emergent patterns in the qualitative data.

Data Integration

The quantitative and qualitative data will be integrated through a triangulation process, allowing us to draw comprehensive and nuanced conclusions regarding the research questions. This mixed-methods approach will facilitate a deeper understanding of the complex relationships between digitalization, engineering education, and Industry 4.0 [20].

Ethical Considerations

This research adheres to ethical guidelines, ensuring the anonymity and confidentiality of survey respondents and interview participants. Informed consent will be obtained from all participants, and data will be securely stored and anonymized to protect their privacy.

Limitations

While the mixed-methods approach offers a robust understanding of the research topic, it is essential to acknowledge potential limitations. Survey responses and interview data may be subject to bias, and the generalizability of findings may be constrained by the selected sample. Despite these limitations, this research methodology provides a rigorous foundation for exploring the innovative mechanisms required for engineering education management in the digital economy era and Industry 4.0.

Results and Discussion:

Quantitative Findings

We begin by presenting the quantitative findings obtained from our nationwide survey of engineering educators, students, and industry professionals. The survey aimed to gauge the current state of engineering education in the digital economy era and Industry 4.0 and to assess perceptions regarding the relevance of curricular components.

Table 1

Perceived Relevance of Curricular Components to Industry 4.0

Curricular Component	Very Relevant (%)	Somewhat Relevant (%)	Not Relevant (%)
Digital Skills Training	65	30	5
Data Analytics Courses	72	25	3
Interdisciplinary Projects	58	35	7
Industry Partnerships	75	20	5

The quantitative data (Table 1) reveal strong perceptions of the relevance of digital skills training, data analytics courses, interdisciplinary projects, and industry partnerships to Industry 4.0 within the engineering education context. These findings underscore the demand for curricular adaptations to align with the requirements of the digitalized industrial landscape.

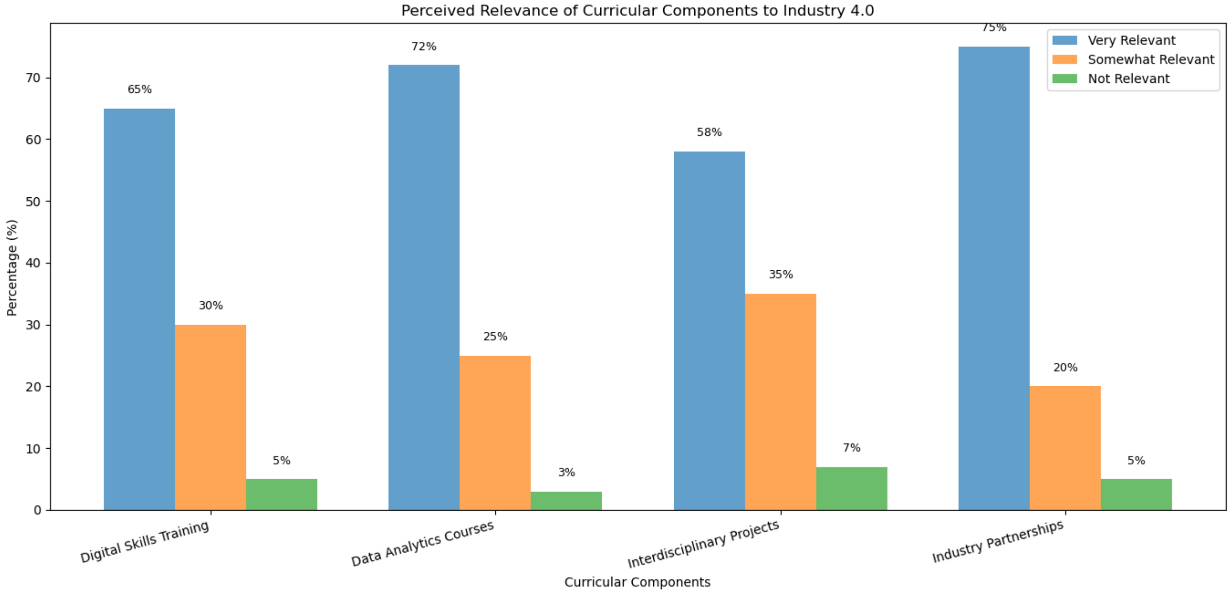

Figure 1. Perceived Relevance of Curricular Components to Industry 4.0

Qualitative Findings

In the qualitative phase of our research, we conducted in-depth interviews and focus group discussions with engineering faculty, industry leaders, and policymakers. Thematic analysis of these qualitative data uncovered several key themes.

Table 2

Key Themes Emerging from Qualitative Data

Theme	Description
Faculty Resistance	Some faculty members expressed resistance to change, citing challenges in adapting to digital teaching tools.
Student Engagement	Engaging students in project-based and experiential learning was highlighted as a successful pedagogical approach.
Industry Collaboration	Strong industry collaboration was identified as crucial for bridging the gap between academia and the workforce.
Curriculum Flexibility	Participants emphasized the need for flexible curricula that can evolve rapidly to accommodate technological shifts.

Discussion:

The quantitative findings reveal a high level of consensus among survey respondents regarding the relevance of digital skills training, data analytics courses, interdisciplinary projects, and industry partnerships in engineering education. These results support the argument for innovative mechanisms in curriculum design and delivery to better prepare engineering students for the demands of Industry 4.0.

Qualitative data further illuminate the challenges and opportunities in implementing these mechanisms. Faculty resistance emerged as a barrier, suggesting the importance of faculty development programs to facilitate the adoption of innovative teaching approaches. Student engagement, industry collaboration, and curriculum flexibility were highlighted as enablers of successful education management in the digital economy era and Industry 4.0.

The integration of both quantitative and qualitative data enriches our understanding of the complex dynamics at play in engineering education. It underscores the importance of a holistic approach that combines curriculum reform, faculty training, and strategic partnerships to navigate the transformative landscape of the digital economy and Industry 4.0.

Conclusion:

The convergence of the digital economy era and Industry 4.0 has ushered in a profound transformation in engineering education management. This paper has explored innovative mechanisms within this context, emphasizing the need for adaptability and relevance in higher education. In conclusion, we synthesize key insights, highlight practical implications, and propose avenues for future research.

Key Insights

Our research underscores several key insights:

1. Relevance Matters: There is a strong consensus among stakeholders on the relevance of digital skills training, data analytics courses, interdisciplinary projects, and industry partnerships in engineering education. These components are seen as critical for preparing graduates to excel in Industry 4.0.

2. Challenges Exist: Faculty resistance to change poses a significant challenge to implementing innovative mechanisms. Faculty development programs must be a priority to address this issue.

3. Engagement and Collaboration: Student engagement, collaborative projects with industry, and curriculum flexibility emerged as enablers of successful education management in the digital economy era.

Practical Implications

The implications of our findings are substantial:

1. Curricular Adaptation: Higher education institutions should prioritize the integration of digital skills training, data analytics, and interdisciplinary projects into engineering curricula. This adaptation should be flexible to accommodate evolving industry demands.

2. Faculty Development: Faculty members need support and training to embrace innovative pedagogical approaches. Institutions should invest in faculty development programs to facilitate this transition.

3. Industry Collaboration: Establishing and nurturing strong industry-academic partnerships is essential. Such collaborations provide students with real-world experiences and ensure curricular relevance.

Avenues for Future Research

Our study suggests several promising avenues for future research:

1. Longitudinal Studies: Long-term studies tracking the effectiveness of innovative mechanisms in engineering education are needed to assess their impact on graduates' careers and adaptability to evolving industry needs.

2. Cross-Cultural Comparisons: Comparative research across different regions and countries can shed light on the cultural and contextual factors influencing the implementation of innovative mechanisms.

3. Technology Integration: Further investigation into the integration of emerging technologies like virtual reality, blockchain, and augmented reality into engineering education can provide valuable insights.

4. Interdisciplinary Collaborations: Exploring interdisciplinary collaborations between engineering and other fields, such as the social sciences and humanities, can help create well-rounded engineers capable of addressing complex global challenges.

In conclusion, our research underscores the urgency of redefining engineering education management in response to the digital economy era and Industry 4.0. By embracing innovative mechanisms, fostering faculty development, and strengthening industry partnerships, higher education institutions can equip future engineers with the skills and knowledge they need to excel in an ever-evolving technological landscape. This journey toward transformation is not only necessary but also holds immense potential for the advancement of engineering education and its contributions to Industry 4.0 and beyond.

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O‘ZBEKISTONDA MAKROIQTISODIY BARQARORLIKNI TA’MINLASHDA XORIJIY INVESTITSIYALARNING TUTGAN O‘RNI

Haydarov Humoyun Begmurod o‘g‘li

Annotatsiya. Ushbu maqolada xorijiy investitsiyalarning mamlakatning makroiqtisodiy barqarorligida tutgan ahamiyati, xorijiy investitsiyalarni to‘g‘ridan-to‘g‘ri jalb qilishda kuzatilayotgan muammolar, yurtimizda ohirgi yillarda barqaror iqtisodiy o‘sishga erishish uchun olib borilayotgan keng ko‘lamli islohotlar haqida fikr yuritiladi. Aholi jon boshiga o‘zlashtirilayotgan investitsiylar miqdorini oshirish yo‘llari o‘rganiladi. Tahlil qismida esa makroiqtisodiy barqarorlikga ta’sir o‘tkazuvchi omillar qiyosiy va tanlanma usullar orqali chuqur tahlil qilinib natijalar olinadi. Olingan kuzatish va tahlillar orqali xulosa va takliflar beriladi.

Tayanch so‘zlar. Makroiqtisodiy ko‘rsatkichlar, investitsiyalar, makroiqtisodiy barqarorlik, yalpi ichki mahsulot,import, eksport, tashqi savdo balansi.

THE ROLE OF FOREIGN INVESTMENTS IN ENSURING MACROECONOMIC STABILITY IN UZBEKISTAN

Haydarov Humayun Begmurad ugli

Abstract. This article discusses the importance of foreign investments in the macroeconomic stability of the country, the problems observed in direct attraction of foreign investments, large-scale reforms carried out in recent years in order to achieve stable economic growth in our country.Ways to increase the amount of investments per capital will be studied. In the analysis part, the factors affecting macroeconomic stability are analyzed in depth through comparative and selective methods and results are obtained. Based on the observations and analysis, conclusions and suggestions are given.

Keywords. Macroeconomic indicators, investments, macroeconomic stability, gross domestic product, import, export, trade balance of the organization.

РОЛЬ ИНОСТРАННЫХ ИНВЕСТИЦИЙ В ОБЕСПЕЧЕНИИ МАКРОЭКОНОМИЧЕСКОЙ СТАБИЛЬНОСТИ В УЗБЕКИСТАНЕ

Хайдаров Хумаюн Бегмурад угли

Аннотация. В данной статье рассматривается значение иностранных инвестиций для макроэкономической стабильности страны, проблемы, наблюдаемые при прямом привлечении иностранных инвестиций, масштабные реформы, проводимые в последние годы в целях достижения стабильного экономического роста в нашей стране. Будут изучены пути увеличения объема инвестиций на душу населения. В аналитической части с помощью сравнительных и выборочных методов детально анализируются факторы, влияющие на макроэкономическую стабильность, и получаются результаты. Выводы и предложения даны на основе наблюдений и анализа.

Ключевые слова. Макроэкономические показатели, инвестиции, макроэкономическая стабильность, валовой внутренний продукт, импорт, экспорт, внешнеторговый баланс.

Kirish:

Hozirgi zamonaviy dunyoda mamlakatlar o‘z iqtisodiyotini kengaytirish, makroiqtisodiy barqarorlikga erishish uchun ko‘pgina usullardan foydalanib kelishmoqda. Misol qilib aytadigan bo‘lsak, davlat qarzi hisobiga yangi loyihalarni ishga tushurish, xorijiy moliyaviy tashkilotlardan pul mablag‘larini jalb qilish va xorijiy investitsiyalarni kiritish. Bizning fikrimizcha, davlat qarzi qtisodiyotini zo‘riqtirish bilan birgalikda, oddiy odamlar o‘rtasida norozilik kayfiyatini ham yuzaga keltirishi mumkun. Ikkinchidan ba’zi hukumatlar faqat tashqi qarz hisobiga yashab boqimandalik kayfiyatiga o‘rganib qolishgan. Masalan Gretsiya davlatini olaylik, Gretsiya Yevropa Ittifoqidan yillar mobaynida qarzlar olib kelmoqda. Ammo iqtisodiyotni kuchaytirishni yana bir ajoyib usuli borki ko‘pgina davlatlar bu usuldan foydalanib kelishmoqda. Bu tashqi investitsiyalarni keng miqyosda jalb qilish bu yo‘ ayniqsa biz kabi rivojlanayotgan mamlakatlar uchun muhim ahamiyat kasb etadi. Tan olib aytishimiz kerakki, ohirgi yillarda O'zbekiston barcha xorijiy investorlar uchun o'z eshiklarini ochdi bu esa o'zning ijobiy natijalarini ko'rsatmoqda.

So'ngi yillarda mamlakatimizda keng miqyosda olib borilayotgan islohotlar iqtisodiy sektorni ham chetlab o'tmadi. Bu yo'nalishda ko'pgina prezident farmonlari, qonun osti hujjatlari qabul qilindi. O'zbekiston Respublikasi Prezidentining (Farmon-2023) O'zbekiston -2030 strategiyasi to'g'risidagi farmonda barqaror iqtisodiy o'sish orqali aholi farovonligini ta'minlash, xususan **2030-yilga qadar iqtisodiyot hajmini 2 barobar oshirish "daromadi o'rtachadan yuqori bo'lgan davlatlar" qatoriga kirish borasida quyidagi chora-tadbirlar amalga oshirilishi ko'zda tutildi.**

- Yalpi ichki mahsulot hajmini 160 milliard dollarga va aholi jon boshiga daromadlarni 4 ming dollarga yetkazish.
- Makroiqtisodiy barqarorlik hamda iqtisodiy rivojlanishni zarur darajadagi energetika,suv va infratuzilma resurslari bilan ta'minlash.
- Pul-kredit, fiskal va tashqi savdo siyosatlarini o'zaro muvofiqlashtirish hamda tovar vaxizmatlar bozorida raqobat muhitini yaxshilashga qaratilgan tarkibiy islohotlarni davomettirish orqali 2030 yilga borib yillik inflyatsiyani 5-6 foiz darajasida ta'minlash.
- Iqtisodiyotda transformatsiya va institutsional islohotlarni izchil davom ettirish, mamlakatda qulay investitsion va ishbilarmonlik muhitini ta'minlash hamda muvozanatlashgan pul-kredit siyosatini amalga oshirish.
- Davlat qarzining yalpi ichki mahsulotga nisbatini 50 foizdan oshmasligi uchun o'rta muddatlarga mo'ljallangan davlat qarzini boshqarish strategiyasini amalga oshirish.
- Asosiy kapitalga kiritiladigan investitsiyalar hajmining yillik o'rtacha 7 foiz atrofidao'sishini ta'minlash.

Mamlakatimizning investitsiyaviy jozibadorligini yanada oshirish va qimmatli qog'ozlar bozorini jadal rivojlantirish borasida quyidagi vazifalar amalga oshirilishi kutilmoqda.

- Mamlakatimizda 250 milliard dollarlik investitsiyalarni o'zlashtirish, jumladan 110 milliard dollar xorijiy investitsiyalar va 30 milliard dollar davlat-xususiy sheriklik doirasidagi investitsiyalarni jalb qilish.
- Erkin muomaladagi qimmatli qog'ozlar savdolari hajmini 8 milliard dollarga yetkazish.
- Umumiy qiymati 150 milliard dollarlik 500 dan ziyod strategik ahamiyatiga ega bo'lgan texnologik va infratuzilmaviy loyihalarni amalga oshirish.
- Pay va venchur jamg'armalar faoliyatini yo'lga qo'yish orqali portfel investitsiyalarhajmini 2 barobarga oshirish.
- 40 ta davlat ishtirokidagi korxonalar aksiyalarini "Xalq IPO"siga chiqarish, aholini IPO daqatnashishini rag'batlantirish mexanizmlarini joriy qilish.
- Chet ellik nominal saqlovchilar hamda kastodian banklarning mahalliy kapital bozorida qatnashishi uchun infratuzilmani yaratish.
- Barcha iqtisodiy zonalarda zarur infratuzilmadan (yo'l, elektr energiyasi, suv va oqova tizimi) uzluksiz foydalanish imkoniyatlarini yaratish.

Albatda, bu kabi farmonlar sohaning huquqiy asosini mustahlamlaydi ammo agar bu ishlar amalga tatbiq qilinmasa iqtisodiyotga eng muhimi insonlarga foydasi tegmay qoladi. Shuning uchun bu maqsad va vazifalarning amalga joriy etish kutilgan natijalarni olish davlat oldida turgan ulkan vazifadir. Bizning tadqiqotdan kutilayotgan birlamchi maqsadimiz xorijiy investitsiyalarni o'zlashtirishda yuzaga kelayotgan muammolarni o'rganish, ularni tahlil qilish va xulosa va takliflar berish.

Adabiyotlar tahlili:

Lui, Jr Uells va boshqalar (2021) o'zlarining rag'batlantirish xorijiy investitsiyalarni jalb qilish maqolalarida ushbu tadqiqot mamlakatlar to'g'ridan-to'g'ri xorijiy investitsiyalarni jalb qilish uchun raqobatda foydalanadigan usullari va tuzilmalari haqida. Mualliflar tomonidan to'plangan dalillarga asoslanib, quyidagilar ta'kidlanadi:1. Investitsiyaning jalb qilish usullarining turli kombinatsiyasi dasturining turli bosqichlarida foydalidir; 2. Rag'batlantirish uchun mas'ul bo'lgan tashkilot turi samaradorlikni oshiradi; 3. Iqtisodiy dasturini baholashning turli foydali usullari mavjud; 4.

Investitsiyalarni rag'batlantirish xorijiy investitsiyalar oqimiga statistik jihatdan sezilarli ta'sir ko'rsatadi; 5. Investitsiyalarni rag'batlantirish dasturlari faqat ma'lum turdagi investorlarni jalb qilishda samarali bo'lgan. Rag'batlantirish texnikasi quyidagilardan iborat: a) Potentsial investorlarga ma'lumot berish; b) Sarmoya kiritish joyi sifatida mamlakatning jozibador qiyofasini yaratish va istiqbolli investorlarga xizmatlar ko'rsatish. Biroq, rag'batlantirish xorijiy investitsiyalarni jalb qilish istagida bo'lgan mamlakatlar uchun mavjud bo'lgan bir nechta vositalardan biri hisoblanadi. Hukumatlar: i) Soliq imtiyozlari va grandlar berishlari mumkin; ii) Sanoat maydonlarini, eksportni qayta ishlash zonalarini va boshqa infratuzilmani ta'minlash; iii) Potentsial investorlar oldida turgan byurokratik tartiblarni soddalashtirishga urinish; iv) Ikki tomonlama soliq, savdo va investitsiya shartnomalarini muzokaralar olib borish va foydaning repatriatsiya qilinishini kafolatlash, import qilinadigan komponentlarga kirishni ta'minlash va mulkni kompensatsiyasiz ekspropriatsiya qilmaslikka va'da berish orqali qulay muhit yaratishga urinish. rag'batlantirish xorijiy investitsiyalarni jalb qilish istagida bo'lgan mamlakatlar uchun mavjud bo'lgan bir nechta vositalardan biri hisoblanadi. Bundan tashqari, Bekmurodov (2019) fikricha, to'g'ridan-to'g'ri xorijiy investitsiyalar-investorga korxonani nazorat qilish huquqini beruvchi kapitalni to'g'ridan-to'g'ri eksport qilish va shu bilan karxona asosiy bosh kompaniyasining xorijiy sho'ba korxonasiga aylanadi. Vaxobov (2020) esa to'g'ridan-to'g'ri xorijiy investitsiyalar-investorga iqtisodiy faoliyati ustidan ta'sirchan nazorat etish imkonini beradigan investorning uzoq muddatli, firmaning kamida 10 foizi ulushiga yoki aksiyadorlar kapitaliga egalik qilishiga imkon beradigan investitsiyalardir, deb ta'kidlaydi. Azizov A.S. (2021) to'g'ridan-to'g'ri xorijiy investitsiyalar atamasini, avvalo, xo'jalik faoliyati ustidan qisman yoki to'liq nazoratni ta'minlash orqali xorijiy korxonaga investitsiya sifatida tushunish kerakligini ta'kidlaydi. Qo'ziyev (2008) ilmiy ishlarida xorijiy investitsiyalarning mohiyati to'g'risida: "Kelgusida foyda olish maqsadida kapitalni eksport qiluvchi xorijiy davlatlar, yuridik va jismoniy shaxslarning kapitalni qabul qiluvchi mamlakatlarga turli ko'rinishdagi boyliklar (ko'char, ko'chmas mol-mulk, intellektual boyliklar va boshqalar) va ulardan olingan daromadlar (foyda, foizlar, dividendlar, litsenziya va komission mukofotlar, royalti, texnik ta'minot va boshqa mukofotlar)ni qo'yilishiga xorijiy investitsiyalar deyiladi" degan ta'rif keltirilgan. Fozilchayev va Xidirov (2019) "Investitsiya va lizing asoslari" kitobida xorijiy investitsiyaga quyidagicha ta'rif keltirilgan: "Xorijiy investitsiyalar - bu chet el investorlari tomonidan yuqori darajada daromad olish, samaraga erishish maqsadida mutloq boshqa davlat iqtisodiyotining, tadbirkorlik va boshqa faoliyatlariga safarbar etadigan barcha mulkiy, moliyaviy, intellektual boyliklaridir".G'ozibekov (2003) xorijiy investitsiyalar to'g'risidagi nazariy qarashlarida quyidagi fikrlar bayon etgan: "Chet el investitsiyalari bir iqtisodiyot sub'ekti kapitalini o'zga iqtisodiyotga muayyan muddatga bog'lash bo'lib, ichki investitsiyalardan risklar kengligi bilan farqlangan holda, huquqiy sharoitlarning, investitsiya muhitining o'zgarishi bilan tavsiflanadi va natijada mamlakatlar va mintaqalar bo'ylab kapital ko'chishi yuz beradi.

Metodalogiya:

Ushbu maqolada ham miqdoriy, ham sifat yondashuvlarini birlashtirgan aralash usullar tadqiqot dizayni qo'llaniladi. Bunday yondashuv O'zbekistonda makroiqtisodiy barqarorlikni ta'minlashda xorijiy sarmoyalarning rolini har tomonlama o'rganish imkonini beradi. Ma'lumotlar yig'ishda asosan Davlat statistika qo'mitasining ma'lumotlaridan foydalanildi. Ushbu tadqiqotning cheklovlarini, jumladan, o'z-o'zidan xabar qilingan ma'lumotlarning mumkin bo'lgan noto'g'riligini va tarixiy ma'lumotlarning mavjudligini tan olish muhimdir.

Ushbu metodologiya bo'limida O'zbekistonda makroiqtisodiy barqarorlikni ta'minlashda xorijiy investitsiyalarning o'rni bo'yicha tadqiqot qanday olib borilganligi, jumladan, ma'lumotlarni to'plash usullari, tanlab olish texnikasi va axloqiy mulohazalar haqida aniq ma'lumot berilgan. Tadqiqotchilar, bundan o'zlarining kelgusidagi ilmiy ishlarida qo'llanma sifatida foydalanishlari va uni o'zlarining maxsus tadqiqot talablariga moslashtirishlari mumkin.

Natijalar:

Ushbu maqoladan kutilayotgan natijalar maqolada keltirilgan tadqiqot savollari, farazlar va metadalogiyalarga bog'liq bo'ladi. Biz maqoladan kutishimiz mumkun bo'lgan ba'zi bir natijalar quyidagilardir.

Xorijiy investitsiyalar va iqtisodiy o'sish o'rtasidagi ijobiy korrelyatsiya:

Maqolada xorijiy investitsiyalar oqimi va yalpi ichki mahsulot (YAIM) o‘sishi, bandlik darajasi va sanoat ishlab chiqarishi kabi iqtisodiy o‘sish ko‘rsatkichlari o‘rtasidagi ijobiy bog‘liqlikni tasdiqlovchi dalillar topilishi mumkin.

Iqtisodiyotni diversifikatsiya qilish: Xorijiy investitsiyalar O‘zbekiston iqtisodiyotini diversifikatsiya qilishga, uning ayrim tarmoqlarga qaramligini kamaytirishga va umumiy barqarorlikni mustahkamlashga hissa qo‘shganini taxmin qilish mumkin.

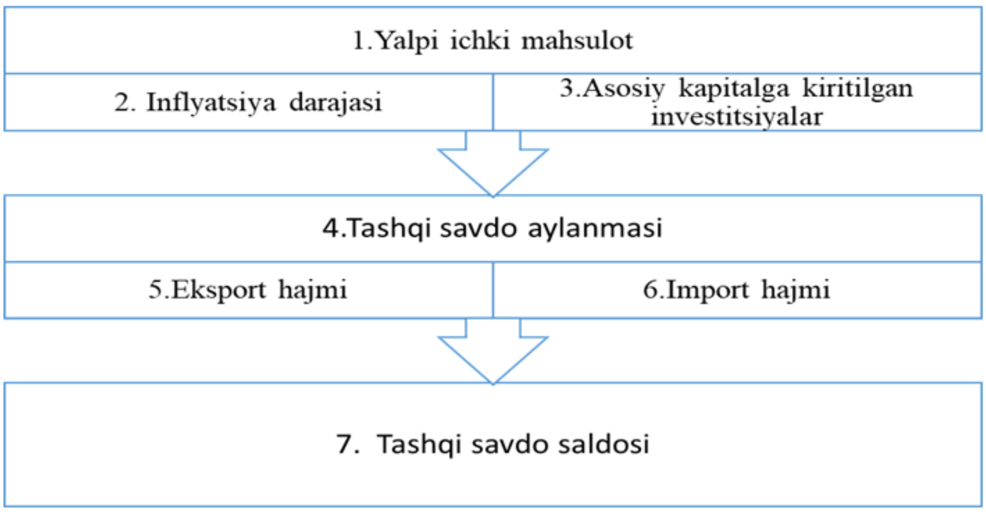
Valyuta zahiralarining ko‘payishi: Kutilayotgan natija to‘g‘ridan-to‘g‘ri xorijiy investitsiyalar natijasida mamlakat valyuta zaxiralarining oshishi bo‘lishi mumkin, bu esa milliy valyutani barqarorlashtirish va tashqi zaifliklarni kamaytirishga yordam beradi.

Yaxshilangan infratuzilma va texnologiyalar transferi: Maqolada xorijiy investitsiyalar infratuzilmaning yaxshilanishiga va ilg‘or texnologiyalar transferiga olib keldi, bu esa uzoq muddatli iqtisodiy barqarorlik va raqobatbardoshlikka hissa qo‘shishi mumkin.

Investorlarni tushunish: Kutilayotgan natijalar xorijiy investorlarning O‘zbekistondagi investitsiya muhitini qanday qabul qilishlari, ularning ishbilarmonlik muhitidan qoniqishlari va kelajakdagi investitsiya niyatlari haqidagi tushunchalarni o‘z ichiga olishi mumkin.

Tahlil:

Bizning provard natijamiz eng avvalo makroiqtisodiy barqarorlikga erishish deb qaraydigan bo‘lsak, makroiqtisodiy barqarorlik ko‘rsatkichlarini o‘rganib chiqishimiz lozim bo‘ladi.



1-rasm: Asosiy makroiqtisodiy ko‘rsatkichlar
Manba: https://stat.uz/uz/

Bu ko‘rsatkichlar makroiqtisodiy barqarorlikga erishishni ta’minlovchi ko‘rsatkichlar bo‘lishidan tashqari bevosita bir-biri bilan bog‘liqdir.Misol uchun tashqi savdo aylanmasi mamlakatdagi eksport va import hajmining yig‘indisiga tengdir. Tashqi savdo saldosi esa eksport va import o‘rtasidagi tavofutni anglatadi.

1-Jadval

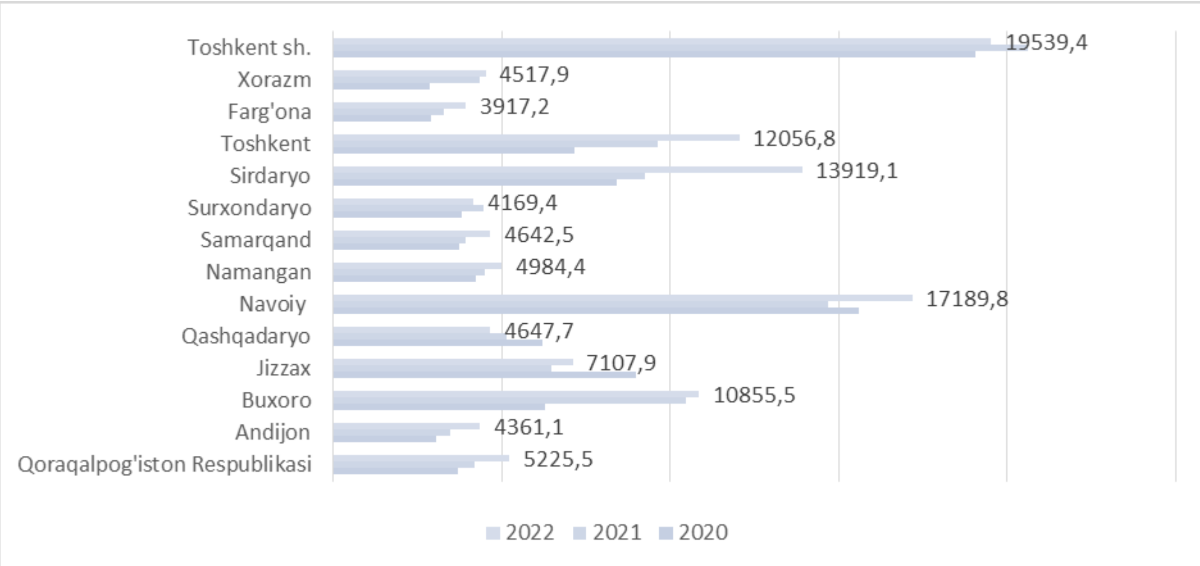
Asosiy kapitalga o‘zlashtirilgan investitsiyalar hududlar kesimida (mlrd.so‘m).

Hududlar	2020	2021	2022	2023 (2 chorak)
O‘zbekiston Respublikasi	520196,7	555467,1	625809,2	195662,2
Qoraqalpog‘iston Respublikasi	16125,1	17733,9	23144,1	6780,3
Andijon	21106,0	25206,6	35379,5	9581,1

Buxoro	28094,6	46719,5	57191,4	16511,4
Jizzax	30152,6	21621,3	26046,5	8130,1
Qashqadaryo	50653,0	36700,1	37662,7	10388,5
Navoiy	40290,9	36444,1	43465,9	13223,7
Namangan	28456,8	30348,7	35333,7	11050,4
Samarqand	32972,8	37502,4	47807,3	17297,5
Surxondaryo	19999,7	26566,8	27107,1	8972,7
Sirdaryo	16064,9	19674,8	30620,9	10856,6
Toshkent	46558,8	65474,6	73450,0	25297,8
Farg'ona	26457,6	28911,8	36462,4	12246,5
Xorazm	12633,4	17899,7	20061,0	5621,9
Toshkent sh.	107271,5	129590,6	129313,4	39512,1

Manba: https://stat.uz/uz/

Bu jadval 2020-2023-yil 2 choragi bo'yicha asosiy kapitalga o'zlashtitilgan investitsiyalarning hududlar kesimi bo'yicha tahlilini ko'rsatyapdi. Ko'rib turganimizdak investitsiyalar miqdori oshib borishiga qaramasdan asosiy o'zlashtirilgan investitsiyalar Toshkent shahri hududiga to'g'ri kelmoqda. Bu esa investitsiyalarning notekis taqsimlanishi yoki boshqa viloyatlar sarmoyalarni o'zlashtirishda sustkashlikga yo'l qo'yayotganligini ko'rsatadi. 2020-yilda Xorazm viloyatida eng past ko'rsatkich qayd qilingan bo'lsa 12 633,4 mlrd so'm bo'lib, 2023-yilning dastlabki 2 choragida ham o'zlashtirilgan investitsiyalar miqdori boshqa viloyatlarnigan pastligini ko'rishimiz mumkun. Bu esa viloyatning daromadiga va aholining turmush farovonligiga o'zining salbiy ta'sirini o'tkazishi mumkun.



2-rasm:Aholi jon boshiga asosiy kapitalga o'zlashtirilgan investitsiyalar(ming.so'm)

Manba: https://stat.uz/uz/

Aholi jon boshiga asosiy kapitalga o'zlashtirilgan investitylar miqdori afsuski juda past darajada ekanligini ko'rishimiz mumkun. Birgina, Toshkent shahrida bu ko'rsatkich 19 539,4 so'mni tashkil qilayotgan bo'lsa,eng yomon ko'rsatkich Farg'ona viloyatida 3917,2 so'mni tashkil qilmoqda. Navoiy viloyatida esa aholi jon boshiga to'g'ri keladigan investitsiyalar miqdori 17189,8 so'mni tashkil qilmoqda. Bunga viloyatda sanoat zonalarning ko'pligi va aholi soninig kamligi sabab bo'lishi mumkun.

3-rasm: Moliyalashtirish manbalari bo‘yicha asosiy kapitalga o‘zlashtirilgan investitsiyalar tarkibi chet el investitsiyalari va kreditlari (foizda)

Manba: https://stat.uz/uz/

Chet el investitsiyalarini o‘zlashtirish bo‘yicha 2020-yilda Qashqadaryo viloyati yetakchilik qilayotgan bo‘lsa 69,3 foiz, huddi shu yilning o‘zida Samarqand viloyati eng kam investitsiya va kreditlarni o‘zlashtirgan viloyat bo‘lib qolmoqda 27 foiz. 2022-yilda esa investitsiyalar kirib kelishining pasayishi sababli sarmoyalarni o‘zlashtirish miqdori ham tusgib ketganligini ko‘rishimiz mumkun.

Xulosa va takliflar:

Bizning fikrimizcha makroiqtisodiy barqarorlikni ta’minlashda hukumat quyidagi chora tadbirlarni qo‘llab-quvvatlashi kerak.

Siyosatni davom ettirish va oshirish:

O‘zbekiston hukumati xorijiy sarmoyalarni rag‘batlantiruvchi siyosatni davom ettirishi va kuchaytirishi kerak. Normativ-huquqiy bazada barqarorlikni ta’minlash, imtiyozlar berish, byurokratik jarayonlarni soddalashtirish xorijiy kapitalni yanada jalb qilishi mumkin.

Xatarlarni yumshatish strategiyalari:

Xorijiy investitsiyalar bilan bog‘liq potentsial muammolarni, shu jumladan daromadlar tengsizligi, atrof-muhit muammolari va potentsial aktiv pufakchalarini hal qilish uchun keng qamrovli xavflarni kamaytirish strategiyalarini ishlab chiqing. Mas’uliyatli boshqaruv bilan manfaatlarni muvozanatlash juda muhimdir.

Monitoring va baholashni kuchaytirish:

Vaqt o‘tishi bilan xorijiy investitsiyalar ta’sirini monitoring qilishning mustahkam mexanizmlarini yaratish. Investitsiyalar mamlakatning uzoq muddatli iqtisodiy barqarorlik maqsadlariga mos kelishini ta’minlash uchun muntazam ravishda baholash o‘tkazilishi kerak.

Investor ta’limi:

Potentsial investorlarni O‘zbekistonning investitsiya imkoniyatlari, tartibga solish muhiti va potentsial risklar haqida o‘rgatuvchi dastur va tashabbuslarni ilgari surish. Bu investorlarning kengroq qismini jalb qiladi va ishonchni oshiradi.

Barqaror rivojlanish:

xorijiy investitsiyalar doirasida barqaror rivojlanish amaliyotiga ustuvor ahamiyat berish. Uzoq muddatli barqarorlikni ta'minlash uchun ekologik mas'uliyatli investitsiyalar va ijtimoiy rivojlanish loyihalarini rag'batlantirish.

Hamkorlik va ikki tomonlama kelishuvlar:

xorijiy investitsiyalarni osonlashtirish va xavfsiz investitsiya muhitini ta'minlash uchun asosiy investor davlatlar va xalqaro tashkilotlar bilan hamkorlik va ikki tomonlama kelishuvlarni rivojlantirishni davom ettiring.

Tadqiqotlar va ma'lumotlar:

Xorijiy investitsiyalarning makroiqtisodiy barqarorlikka ta'sirini doimiy ravishda baholash uchun keyingi tadqiqotlar va ma'lumotlar to'plashni rag'batlantirish. Bu dalillarga asoslangan siyosatni ishlab chiqishda yordam beradi.

Xulosa o'rnida aytish mumkinki, O'zbekistonda makroiqtisodiy barqarorlikni ta'minlashda xorijiy sarmoyalarning o'rni yaqqol ko'zga tashlanadi, ammo buning uchun mutanosib va strategik yondashuv talab etiladi. Jozibador investitsiya muhitini yaratish, ular bilan bog'liq risklarni bartaraf etish va barqaror rivojlanishga ko'maklashish bo'yicha doimiy sa'y-harakatlar mamlakatning uzoq muddatli barqarorligi va farovonligi uchun xorijiy investitsiyalar foydasini maksimal darajada oshirishda muhim ahamiyat kasb etadi.

Foydalanilgan adabiyotlar ro'yxati:

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IMPROVING THE EFFICIENCY OF CORPORATE GOVERNANCE BASED ON THE MODELING OF AGRICULTURAL MACHINERY ENTERPRISES

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Annotation. In this article, it is required to carry out economic policy, carry out specific calculations that are carefully developed in making managerial decisions and rely on scientific theories, work on the determination of development plans, relying on their results. As a result, the importance of modeling economic processes using various statistical, econometric, economic mathematical methods of managing economic processes, ensuring efficiency, developing strategic plans is increasingly increasing.

Keywords. corporate governance, Correlation-regression methods, agricultural machinery enterprises, efficiency.

QISHLOQ XO'JALIGI MASHINASOZLIGI KORXONALARINI MODELLASHTIRISH ASOSIDA KORPORATIV BOSHQARUV SAMARADORLIGINI OSHIRISH

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Annotatsiya. Ushbu maqolada iqtisodiy siyosatni olib borish, boshqaruv qarorlarini qabul qilishda puxta ishlab chiqilgan va ilmiy nazariyalarga tayanadigan aniq hisob-kitoblarni amalga oshirish, ularning natijalariga tayangan holda rivojlanish rejalarini belgilash ustida ishlash talab etiladi. Binobarin, iqtisodiy jarayonlarni boshqarishning turli statistik, ekonometrik, iqtisodiy matematik usullaridan foydalangan holda iqtisodiy jarayonlarni modellashtirish, samaradorlikni ta'minlash, strategik rejalarni ishlab chiqishning ahamiyati tobora ortib bormoqda.

Kalit so'zlar. korporativ boshqaruv, korrelyatsiya-regressiya usullari, qishloq xo'jaligi mashinasozligi korxonalari, samaradorlik.

ПОВЫШЕНИЕ ЭФФЕКТИВНОСТИ КОРПОРАТИВНОГО УПРАВЛЕНИЯ НА ОСНОВЕ МОДЕЛИРОВАНИЯ ПРЕДПРИЯТИЙ СЕЛЬСКОХОЗЯЙСТВЕННОЙ ТЕХНИКИ

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Аннотация. В данной статье требуется проводить экономическую политику, проводить конкретные расчеты, тщательно разрабатываемые при принятии управленческих решений и опирающиеся на научные теории, работать над определением планов развития, опираясь на их результаты. В результате все более возрастает значимость моделирования экономических процессов с использованием различных статистических, эконометрических, экономико-математических методов управления экономическими процессами, обеспечения эффективности, разработки стратегических планов.

Ключевые слова и фразы. корпоративное управление, корреляционно-регрессионные методы, предприятия сельскохозяйственной техники, эффективность.

Introduction:

Today, such processes as the rapid development of the world economy, the expansion of commodity turnover between states ensure the aggravation of the competitive struggle in the world and national markets. Currently, the acceleration of economic processes, the aggravation of market relations have made the use of econometric and statistical methods and economic mathematical modeling in solving such issues as the development and adoption of management decisions of any network or enterprise, the organization of optimal distribution of resources, the study and adaptation of market conditions, the analysis and selection of optimal alternative investment options.

At the present stage of the development of the industry of Uzbekistan, the effec-tiveness of the introduction of corporate governance is assessed on the basis of econ-ometric methods of the management system of the agricultural machinery industry and its socio-economic indicators. Correlation-regression methods were used to carry out our analyzes. Initially, in order to assess the interaction of general and private indicators with each other, their impact on indicators that are important in determining the volume of production and efficiency of products, the correlation analysis method was used to determine the pair correlation coefficients.

Literature Review:

By the 50s and 70s of the 19th century, there were major turning points in the evolution of corporate management. By this time, large multinational corporations, banking industry groups began to develop in the world. There is a need to use new ideas, approaches, principles, methods to manage them effectively. In particular, in the last quarter of the 20th century, foreign scientists Ansoff, P. Drucker, M. Porter, A. Marshal and others, Teraniznikov, Gvishiani, Agenbegan, Popov, Fatkhuddinov, Gerchikov from Russian scientists made a worthy contribution to the evolution of corporate management methodology.

One of our Uzbek economists S. Ghulamov, B. Khodiev, M. Khamidulin, Sh. Yuldashev, D. Suyunov, M. Aliev, A. Hoshimov, B. Berkinov, L. Turikova, D. Begmatova, B. Orinov, Z. Ashurov and others made a significant contribution to the development of the theory of corporate governance with their doctoral and candidate theses.

Research Methodology:

The article used methods of scientific abstraction, mathematical-statistical, economic, financial, quantitative, structural analysis and mathematical modeling. In industrial production, an important factor is socio-economic relations in the process of increasing the efficiency of corporate governance. The theoretical and methodological basis of this article is the analysis of literature and scientific articles covering mixed teaching in the digital educational environment, the analysis of the views of scientists, and the observation of processes.

Results And Discussion:

The correlation coefficients between the main indicators of the industry, which primarily represent the general economic development of the industry, such indicators as the volume of production of products in the metallurgical industry, its share in the industry, in particular the amount of production of cars, buses, tractors, tractors, tractors and cultivators, were determined. To carry out this analysis, data from 2000-2022 were used as well as the data given in the form of value 2000 was converted to real values without being selected as a base year (Table 1).

Table 1.

Double correlation coefficients between the industrial development of the metallurgical industry and the indicators of the production of products in it.

	X_1	X_2	X_3	X_4	X_5	X_6	X_7	X_8	X_9	X_{10}	X_{11}	X_{12}
X_1	1.00											
X_2	0.76	1.00										
X_3	0.74	0.59	1.00									
X_4	0.12	-0.16	-0.07	1.00								
X_5	0.33	0.49	0.53	-0.18	1.00							
X_6	-0.26	-0.01	-0.02	-0.01	0.48	1.00						
X_7	0.45	0.27	0.54	0.65	0.29	0.20	1.00					

X_8	0.63	0.48	0.91	0.02	0.35	-0.07	0.51	1.00				
X_9	0.29	0.20	0.66	-0.15	0.10	-0.37	0.21	0.82	1.00			
X_{10}	0.50	0.36	0.86	0.08	0.32	-0.01	0.54	0.98	0.84	1.00		
X_{11}	-0.43	-0.54	-0.34	0.52	-0.06	0.54	0.34	-0.39	-0.56	-0.28	1.00	
X_{12}	0.81	0.51	0.70	0.50	0.22	-0.16	0.75	0.71	0.39	0.68	-0.07	1.00

Here: X1-produced cars, thousand units; X2-produced buses units; X3 - produced battery and battery batteries, thousand units; X4-produced tractors units; X5-production tractor trailers units; X6-production tractor cultivators, units; X7 - growth rates of production in industry, percentage; X8 - industrial product at prices of 2000, billion sums; X9 - number of production personnel in industry, (thousand people); X10 - the cost of fixed assets of industrial production by the end of the Year at prices of 2000, billion sums; X11-the share of percentage; X12- the share of Mechanical Engineering and metal processing, percentage.

The share of Mechanical Engineering and metal processing in total industrial prod-ucts to the results obtained has a high correlation relationship with a number of indi-cators. In particular, the production of cars (0.81), the growth rate of industrial pro-duction (0.75), the production of industrial products (0.71), the value of the main funds of industrial production by the end of the year (0.68) were determined to have a high dependence. But we can see that the correlation coefficient (0,39) between the number of employees of industrial production and the share of machine and metal processing in industrial products has a positive value, but is rather weak.

We want to focus on the indicators that affect the production of basic agricultural techniques. During the period under analysis, the amount of tractor production is quite unstable, and it can be seen that its connection with the main indicators of the main industrial and machine-building industry is much weaker. Among such indicators as the growth rates of industrial production with the amount of tractor production, the share of metallurgy in the total industrial output, the share of Mechanical Engineering and metal processing, a much higher correlation relationship was observed, and their values were 0.65, 0.52 and 0.50, respectively.

It was also established that the production of tractor sediments and cultivators, which are considered important products in agricultural machinery, does not have high correlation dependence with any significant indicators. Labor, which is considered an important factor in production, that is, between the number of employees of industrial production and the volume of production of a tractor and a cultivator, there is an inverse, and with the production of a sawfly there is a very weak correct relationship. A similar situation can be observed with the cost of fixed assets of industrial production by the end of the year.

By the end of the year, it can be seen that the relationship between the value of fixed assets of industrial production and the volume of production of tractors, sediments and cultivators is also quite weak, and their value is equal to 0.08, 0.32 and (-0.01), respectively. According to the above results, in the next period, it is observed that the indicators of the development of agricultural machinery in industry are much lower, and the level of use of production factors is also not in demand.

In addition, we must pay special attention to the fact that the share of metallurgy in the total industrial output has the opposite relationship with all indicators, except for the number of tractors, cultivators and the growth rate of industrial production. The lowest correlation dependence of this indicator was determined by the number of employees of industrial production, this value is equal to -0.56.

From the results of the analysis, it turned out that the indicators of the development of the metallurgical industry are rather unstable and not at the level of demand, that is, the indicators that represent industry change have a reverse relationship with the indicators that represent the development of the industry. However, the share in the industry of Mechanical Engineering and metal processing is quite stable and has a rather high positive relationship with the indicators that represent the development of industry, as well as the main factors in the production of products.

From the results of our research, it is known that the automotive and metallurgical industry in our country is one of the areas that are waiting for its development and today causes much controversy. A number of measures have been implemented by our government in such areas as ensuring network progress, the formation of a free competitive environment in the network, regulation of management. One of the main problems is that privatization is burdened precisely in such large enterprises, and its implementation is much more complicated than in other areas. The fact that the organization of Joint-Stock Companies is among the areas that are acceptable was given on the basis of the results of our previous research. Particular attention is paid to the issues of formation of the legal foundations of corporate governance and economic mechanisms corresponding to our country, increasing its effectiveness.

From the results of the analysis, it is known that corporate governance is widely used in the industrial sector, where large enterprises are relatively large in our country. Taking this into account, the effectiveness of corporate management was looked at, assessing the processes of production of products in the industry, in particular, factors in the production of products, the role, influence of Labor and capital. At the next stage, it was on the basis of the method of regression analysis that the trends in the change in the production of products and the impact of important indicators on them were assessed in large enterprises, where corporate governance was widely implemented. Taking into account the object of research and the importance of the industry in the socio-economic development of the country, the analysis evaluated the results of the activities of the former JSC "Uzagrotexsanoatholding", that is, on the basis of a change in the volume of production of basic products at the enterprise.

Analysis, forecasting of the growth and development of the volume of products provided on the basis of the introduction of corporate management in production presupposes the creation of factor microeconomic models. Growing and predicting production volumes largely determines the relationship between production resources. There are many factor models for the study and research of this connection, which differ from each other in their uniqueness, advantages and disadvantages.

The construction of the model is also carried out by determining the influence of the volume and dynamics of resources used as the subject of factor analysis and forecasting on the volume and level of growth of the company's gross product, determining the connections between the factors of pre-production. From the analyzes carried out above, it is known that the analysis of the studied economic process or object on the basis of econometric and statistical methods, the development of a model of the object in the form of equations, inequalities, logical relationships and graphs, the study of which will allow new knowledge about the object to make the best decision in one.

According to the results of correlation analysis, the share of Mechanical Engineering and metal processing in industry, as well as the amount of tractor production, has a high correlation with the growth rates of industrial production. This in turn requires an analysis of the growth of industrial production, an assessment of the influence of production factors.

To assess the influence of factors on the production of products in the industry, a two-factor microeconomic model based on a popular level function of the Cobba-Douglas type was used. According to the results of Regression analysis, it was divided with the following equation:

$$Y=12.6*K^{0.58}*L^{0.08}$$

Here: Y-manufactured industrial products at prices of 2000 billion. sum; k - fixed assets of industrial production at the end of the Year at prices of 2000, mlrd.sum; L-the number of employees of industrial production (thousand people)

The model presented above was developed using the Gretl program, with the aim of checking the compatibility of the model, the results were presented in Table 2.

Table 2.

Results of regression analysis carried out to assess the impact of capial and labor on the volume of production of products in industry.

	Coefficient	Std. Error	t-ratio	p-value	
Const	2.53527	0.989778	2.561	0.0202	**
l_Kindusreal	0.578562	0.0225504	25.66	<0.0001	***
l_Lindus	0.0769054	0.171550	0.4483	0.6596	

Mean de-pendent var	8.344793	S.D. dependent var	0.516047
Sum squared resid	0.063924	S.E. of regression	0.061321
R-squared	0.987366	Adjusted R-squared	0.985880
F(2, 17)	664.2981	P-value(F)	7.30e-17
Log-likelihood	29.07909	Akaike criterion	−52.15817
Schwarz criterion	−49.17098	Hannan-Quinn	−51.57504
Rho	0.194146	Durbin-Watson	1.498687

Based on the data of the table, focusing on the compatibility of coefficients by the St'udent criterion, we can see that it is not the adequacy of the coefficient that represents the impact of Labor on the production of products. And the coefficient representing the impact of capital is suitable, and its effect on the production of products was determined to be equal to 0.57, that is, an increase in the volume of capital by one percent serves to increase the volume of production of products by 0.57%.

From the results of correlation analysis it is known that there is a high correlation relationship between the number of production personnel in the industry and the value of the main funds of industrial production by the end of the year, this value is equal to 0.84. This leads to the problem of multicollinearity in the inclusion of both indicators as a factor influencing a single function.

For this reason, the influence of factors was assessed on the basis of models with a separate factor. The results of the regression analyzes performed are presented in Table 3.

Table 3.

Regression analysis results.

№	Model	se	t-statistics	R^2	Elastic coefficients
1	$Y = 19.7 * K^{0.58}$	b_1=0,144 b_2=0.015	20.56 32.28	0.98	0.58
2	$Y = 4.2 * 10^{-6} * L^{3.2}$	b_1=4.905 b_2=0.749	-2.5 4.2	0,49	3.2

Based on the analyzes presented, it can be seen that all the coefficients determined are suitable according to the Styudent criterion, therefore, according to the Fisher criterion, the indicators are also at the required level. However, in our second model, one can see that the determinant coefficient (0,49), which represents the relationship between the indicators, is much lower.

Focusing on the results, we can see that the coefficient of elasticity of production in industry by Capital is equal to 0.58, and by Labor it is equal to 3.2. The coefficient of Labor elasticity is coming out with a much higher value and sharply differs from the figure determined on the basis of the multi-factor model. At the same time, the coefficient that serves to assess the overall effectiveness of factors is equal to 12.6 in a multi-factor function, while in a one-factor function this indicator is equal to a much smaller value, that is, 4,2*10-6 .

The general conclusion is that the coefficient of elasticity of industrial production by Capital is equal to 0.58, the elasticity of Labor can be viewed as equal to 3.2, relying on the results of one factor function. However, it should also be remembered that the determinant in this function has a much smaller value.

In our opinion, increasing the efficiency of corporate governance in turn requires creating the necessary environment, ensuring the development of institutions that serve it, in particular the capital market, liberalizing processes in this market, further improving the activities of stock exchanges. If the existing conditions are maintained without the implementation of work on this, we will cite short-term forecast indicators of the volume of industrial products, the amount of production of tractors, tractor drills, tractor cultivators in order to determine what the situation will be.

For the development of forecast indicators, the ARIMA model was used, which is widely used in time series, and the results received the following appearance Table 4.

Table 4.

Regression analysis results

№	Model	se	t-statistics	R^2
1	$\Delta Pin_t = 561.37 + 0.84 * \Delta Pin_{t-1} + 0.54 * e_{t-1}$	b_1=302,986 b_2=0.171 b_3=0.232	1.85 4.89 2.31	0.99
2	$Ptr_t = 2498.07 + 0.47 * Ptr_{t-1}$	b_1=325,576 b_2=0.228	7.67 2.07	0.18

3	$\Delta Pcul_t = -5.016 + 0.55 * \Delta Pcyl_{t-1} - 1.0 * e_{t-1}$	b_1=33,359 b_2=0.205 b_3=0.138	-0.15 2.76 -7.225	0.26
3	$Pcul_t = 759.22 + 0.44 * Pcul_{t-1}$	b_1=126,725 b_2=0.191	5.99 2.28	0.14

Here: Pin - industrial products at prices of 2000 years; Ptr - the number of tractors produced, PCs; Pcul - the number of cultivators produced, PCs; Pdrilll-the number of trailers produced, PCs

Model 28: ARIMA, using observations 2000-2026 (T = 19)
Dependent variable: (1-L) inprodreal
Standard errors based on Hessian

	Coefficient	*Std. Error*	*z*	*p-value*	
Const	561.370	302.976	1.853	0.0639	*
phi_1	0.836656	0.170930	4.895	<0.0001	***
theta_1	0.536998	0.232037	2.314	0.0207	**

Mean dependent var	447.2421	S.D. dependent var	351.5293
Mean of innovations	21.45295	S.D. of innovations	166.6303
R-squared	0.995844	Adjusted R-squared	0.995599
Log-likelihood	−125.3027	Akaike criterion	258.6055
Schwarz criterion	262.3832	Hannan-Quinn	259.2448

		Real	*Imaginary*	*Modulus*	*Frequency*
AR					
	Root 1	1.1952	0.0000	1.1952	0.0000
MA					
	Root 1	-1.8622	0.0000	1.8622	0.5000

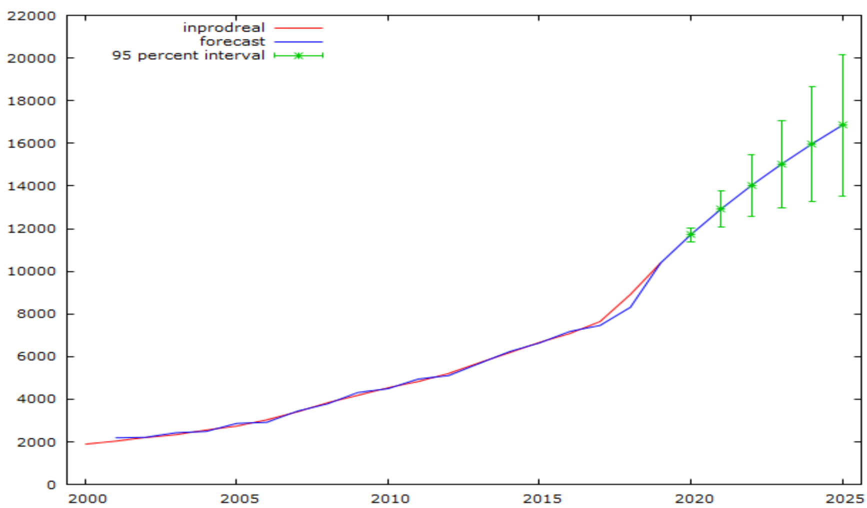

Fig. 1. Chart of test and criterion indicators and forecast indicators to check whether the listed models are adequate.

To check the adequacy of the presented models, all test and criterion indicators and forecast indicators are presented in the graph. Despite the fact that the determinants of the models of the tractor, tractor cultivators and sediments are much lower, the forecast indicators were given taking into account the fact that the actual and model-based indicators are close to one and have a general trend.

Table 5.

Forecast indicators of product sales revenue and product cost.

Years	Size of industrial products (mlrd.s)	Number of tractors (PCs)	Number of tractor cultivators (PCs)	Number of tractor drills (PCs)
2022 in truth	12920	2843	1118	760
2023	14019	2661	1099	760
2024	15030	2575	1086	760
2025	15968	2534	1077	760
2026	16844	2515	1069	760

According to the forecast results, by 2026, an increase in the real volume of industrial products by 1.62 times compared to 2022 will be ensured, with an increase of 16844 billion soums. In the case when other cases have not changed, there is a decrease in the volume of production of agricultural machines compared to 2022, there is a decrease in the number of tractors produced by 38%, the number of cultivators by 11%, the number of workshops by 9%. In our opinion, there is an opportunity to change these indicators in a positive way for this, it is required to increase the efficiency of Management in the production network of agricultural machinery and to establish efficient use in labor resources.

Conclusions:

Based on the results of the conducted study, the following scientific and practical conclusions were developed:

In conclusion, the use of economic mathematical methods to correctly define any economic processes in corporate production gives an effective result. In the practice of science, many models, methods of mathematical modeling of macroeconomic indicators associated with economic spheres have been developed. But at the microeconomic level, there is little practice of factor modeling that concerns the development of enterprises.

In modeling the efficiency of corporate production or economic growth, a mathe-matical model was proposed based on a multi-factor form. In the model, the correla-tion of variable indicators can be assessed only quantitatively, in which the parame-ters of the forecast can also be seen. But it can be noted that any model has an abstract character. Because studying the most necessary factors in the object under study, they can change the development of the object in relation to other factors, in which the object is the determinant of laws.

Improving the efficiency of corporate governance requires, first of all, the creation of a favorable environment, the development of institutions that serve it, in particular the capital market, the liberalization of processes in this market, the further develop-ment of the activities of stock exchanges.

Technologically update, rearmament, diversification, digitization and effective management of these processes in the field of Agricultural Mechanical Engineering make it possible to create import substitutes and exportable competitive products.

Mathematical modeling is a necessary way to develop corporate production, to determine its promising directions. In the course of the study, the author proposed to use his method of mathematical modeling in multi-factor microdistrict using functional practice in determining the effectiveness of corporate governance. This method can be used in the development of production, in the study of the dynamics of economic indicators and in determining the prospects.

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ANALYSIS OF THE ACTIVITIES OF INNOVATION OF THE AGRICULTURAL SECTOR OF OUR COUNTRY

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Abstract. In this article, financial relations in agricultural networks and the financial position of network farms in the innovative development of agricultural networks will help create innovative ways, sources and mechanisms for financing financial support in the context of the formation of a socially oriented market economy.

Keywords. agriculture, sectors of the economy, innovation index, innovations, financing, innovative technologies, world civilization, private fund, integration, diversification, natural resource, natural ecosystem, human capital, intellectual property.

Introduction:

Currently, the economy of many foreign countries of the world is facing various complications and problems in terms of financing in its development. The presence of various economic and financial problems in the world has had a great impact on the banking and financial market of the whole world.

In such conditions, it is of particular importance to search for options suitable for innovative processes compared to traditional methods and sources of financing. When viewed from this point of view, the problem is remarkable because the options of innovative financing have already been sufficiently used in world practice.

It is known that the existence of urgent problems, such as the development of producers of agricultural products operating on the basis of risk, depending on the natural and climatic conditions and factors, through the stable supply of financial resources and their effective use, and the innovative financing of agriculture in the context of economic globalization taking place on a global scale, are their scientific and theoretical and it is permissible to admit that it is an objective necessity to find methodological and practical solutions.

Literature review:

The level of study of the problem. Problems of innovative financing of agricultural sectors and improvement of the scientific-theoretical and methodological foundations of financial stabilization were discussed by foreign economists-scientists B.Lundvall, L.Tsfu, Ts.Fan, L.Zhou, A.Bugara, I.Buzdalov, A.Dankevich, V.Pakhomov, I.Sandu, I.Ushachev, M.Yunus, V.Bautin, B.Armendriz, J.Morduch, R.Kristen, T.Layman, M.Robinson, R.Rosenberg, D.Kilgour, A.Shchepotev researched in his works.

In particular, V.Pakhomov focused on scientifically and practically justifying the need and importance of taking regional features into account in order to ensure the financial stability of the sector and increase the effectiveness of credit union cooperation.

D.Kilgour emphasized the need to introduce preferential lending mechanisms for agricultural production and economic management entities.

As O.Efimova noted, financial stability reflects the financial condition and level of operation of the enterprise, because it creates a tendency of income growth in relation to expenses through the rational management of material, labor and financial resources, as well as the current and long-term solvency of the enterprise, as well as investments provides a stable cash flow that allows to meet its requirements.

Some theoretical and methodological-practical aspects of the mechanisms aimed at innovative financing of agriculture and further development of the industry in our country were discussed by economists and specialists of our republic, including A.Vakhabov, D.Gozibekov, E.Shodmonov, A.Avliyakulov, M.Qasimov, E.Ergashev. researched. In addition, the organizational and economic problems of the development of agricultural sectors, including agriculture, were discussed by agrarian economists, in particular, A.Abdug'aniev, B.Berkinov, S.Usmonov, M.Rizaev, O.Jumaev, M.Pardaev, N.Khushmatov, Ch.Murodov and S.Khamroeva's scientific works have studied each stage of agrarian reforms in accordance with directions.

For example, Professor A.Vakhabov in his scientific research work states that it is necessary to financially support and encourage the processes of investing in the agricultural sector and the effective use of investment resources from the point of view of economic and social development.

E.Shodmonov justified the feasibility of strengthening the practice of financing investments on the basis of leasing and introducing the sale of surplus products from the state order through futures contracts in the conditions of the instability of the financial situation of agricultural enterprises and the limited possibilities of using sources of financing investment costs.

In his research work, A.Boymuratov focused on the role and role of commercial banks in financing the agricultural production of our country, as well as directions for improving their lending practices.

E.Ergashev expressed his views on the current issues of insurance and subsidization in the further development of the horticulture and viticulture industry in the conditions of financial stability.

And O.Jumaev, the objective necessity and economic importance of establishing cooperatives for the further development of fruit and vegetable industries in our country's agriculture, including the further development of them, has been scientifically and practically substantiated.

Research methodology:

Reflecting the dynamics of the statistical and financial situation in the course of scientific research, analyzing the dynamics of the statistical and financial situation, dividing the data into groups and studying their structure taking into account index and normative methods, analyzing socio-economic situations, logically concluding, analyzing and synthesizing the understanding of economic processes, the dynamics of indicators methods and methods such as analysis, comparison of statistical data were used.

Analysis and results:

The low interaction of economic and social networks with scientific institutions, the lack of proper coordination of the activities of ministries and agencies, as well as local government bodies in the field of innovative development, does not allow to achieve the priority goals and tasks in this direction.

In this regard, the large-scale reforms implemented at the current stage of our country's development indicate the need to improve the mechanisms of state management in the field of science and innovation, increase transparency in the formation of state programs for scientific activities, and accelerate the process of introducing scientific achievements and innovative technologies to economic sectors and regions.

In the Decree of the President of the Republic of Uzbekistan "On improving the state management system in the field of scientific and innovative development", the main tasks of the Ministry were determined in order to increase the role of the national scientific and innovative system in socio-economic development, to improve innovative activities in the regions of innovative development:

developing a strategy for the development of priorities and sectors based on scientific achievements and innovations, based on long-term scenarios of innovative development of the country;

formation of modern infrastructure for increasing intellectual and technological potential of regions, development of scientific and innovative activities;

formulating, approving and monitoring the implementation of state programs on scientific activity; coordination of personnel training system with academic degree;

introduction of effective mechanisms for the development of scientific and innovative activities of young people; comprehensive support of scientific and innovative activities and their initiatives;

wide involvement of investments in the implementation of scientific and innovative projects, increasing the activity of the private sector and developing venture financing;

conducting financial-economic and technical expertise of projects implemented on the basis of innovative developments, providing necessary conditions for the introduction of intellectual property;

strengthening the integration of science and production based on the development of scientific research and innovation in the real sector of the economy and production sectors, as well as the development of sector scientific research;

commercialization and introduction of new developments into production, implementation of start-up projects, formation of new organizations with the participation of intellectual property and creation of necessary conditions for development of innovative activities;

expansion and strengthening of international relations in the field of science and innovation, implementation of measures for conducting new projects, etc.

Comprehensive measures aimed at deepening structural changes, modernization and diversification of the main sectors of the economy, and balanced socio-economic development of regions are being implemented in our country.

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On July 8-9, 2021, a regional Ministerial Conference on the "green" economy of European and CIS countries was held in Tashkent, aimed at improving the regulatory framework and policy for the "green" economy, encouraging innovative "green" investments through partnerships between the state and the private sector. At the same time, the analysis showed the existence of interrelated challenges and needs in ensuring an efficient, resource-efficient and environmentally safe economy in the face of climate change.

The low energy efficiency of the economy, the rational consumption of natural resources, the slow updating of technologies, the weak participation of small businesses in the introduction of innovative solutions for the development of the "green" economy prevent the achievement of the priority national goals and tasks in the field of sustainable development of the country.

The lack of a long-term strategy does not allow the adoption of systematic measures for the introduction of "green" technologies and the transition to a "green" economy.

"Strategy of the transition to the "green" economy of the Republic of Uzbekistan for 2019-2030" defines the following priorities for its implementation:

• increase the energy efficiency of the basic sectors of the economy; diversification of energy consumption and development of renewable energy sources;

• adapting and mitigating the consequences of climate change, increasing the efficiency of natural resource use and preserving natural ecosystems;

• Development of financial and non-financial mechanisms to support "green" economy, etc.

The agro-industrial complex is one of the most socially important sectors of the national economy of Uzbekistan. The main strategic tasks are being solved here: continuous supply of food to the population, supply of light and food industry with raw materials. In modern conditions, the products of the agricultural sector began to acquire new functions, for example, the processing and use of various biological masses into energy sources such as biofuel for vehicles, biogas for domestic use, heating of residential buildings, greenhouses, animal husbandry facilities, etc. In addition, agricultural activity ensures social control of rural areas, development of rural culture, preservation of traditions and rural lifestyle, increase of natural potential, satisfaction of social and spiritual needs of society.

Measures to increase the rate of growth in agriculture by 6% in 2023 in our country include: (growing 23.7 million tons of the main types of fruits and vegetables, potatoes, potatoes); planting vegetable crops on 157.4 thousand hectares and increasing the average yield from 234 centners to 260 centners; increasing the main areas of potatoes by 22 thousand hectares to 71.8 thousand hectares and increasing the yield from 210 to 230 centners; to increase the main area of rice crops by 4.4 thousand hectares to 75.9 thousand hectares and increase the yield from 170 to 200 centners; The issue of establishing intensive orchards on 25,000 hectares and new vineyards on 50,000 hectares, as well as increasing the average yield from 84 to 110 centners in fruit and from 120 to 135 centners in grapes.

In 2023, taking measures to increase the growth rate in livestock breeding by an average of 6.2%, i.e.: increase the number of cattle to 14.5 million, of which the number of cows to 4.9 million, meat production to 2.7 million tons, milk to 12.2 million tons deliver;

Production of 8.2 billion eggs and 468.4 thousand tons of poultry meat, production of 700 thousand tons of fish;

At the same time, in 2023, introducing drip irrigation on 25,000 hectares, 3,750 billion soums will be spent to create intensive gardens (own funds - 1,125 billion soums, bank loans - 2,625 billion soums,

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foreign loans - 37.5 million US dollars) is planned to attract.

In 2023, it is planned to attract 3,010 billion soums (own funds - 900 billion soums, bank credit - 2,110 billion soums) to establish a vineyard on an area of 50,000 hectares and supply 66 million seedlings.

In 2023, 600 million dollars will be allocated to establish greenhouses on 1,000 hectares and increase the total area to 6,500 hectares. (equity - 180 million US dollars, bank loan - 420 million US dollars) planned.

156.5 billion soums (own funds - 65.3 billion soums, bank loan - 29 billion soums) to increase the export potential of agricultural products to 1 billion US dollars in the next 3 years, to increase the number of agrologistics centers to 73 and their capacity to 1.1 million tons , foreign investments — 6.2 million dollars, foreign credit lines) are planned to be attracted.

Table 1

Innovation products, works, services produced in the country and innovation products, works, services produced in rural, forest and fishing farms, the volume of services, million soum.

Years	The country's GDP volume (Y), million. soum	The volume of innovation products, works, services produced, million. soum (X1)	The volume of innovative products, works, services produced in rural, forest and fishing farms, mln.soum (X2)
2018 year	199 325 000	10 688 245,6	35 520,3
2019 year	249 100 000	18 543 331,0	47 941,3
2020 year	407 500 000	28 871 465,3	118 539,4
2021 year	524 000 000	26 811 437,5	183 429,9
2022 year	580 200 000	31 142 795,9	247 793,6

Based on the data of 2018-2022, it is possible to use regression equations and correlation coefficients to analyze the relationship between the volume of innovative products produced in the country, as well as the volume of work, services, and the volume of innovative products, work, and services produced in agriculture, forestry, and fisheries. It is advisable to use the "excel" program to do this. In 2018-2022, at the national level, we define the country's GDP (Y), the volume of innovative products, works, and services (X1), the volume of innovative products, works, and services produced in agriculture, forestry, and fisheries (X2).

Table 2

Regression analysis result

Regression statistics	
Plural R	0,99217
R-squared	0,984407
Normalized R-squared	0,968814
Standard error	29368198,98
Observations	5

Analysis of variance

	df	SS	MS	F – account	F – table
Regression	2	1,08903E+17	5,44513E+16	63,1	0,01
The rest	2	1,72498E+15	8,62491E+14		
Total	4	1,10628E+17			

The result of regression statistics

Variables	Coefficients	Standard error	t- statistics	p-value
Y-variable	98439795,13	50612832,48	1,9	0,19
X1	4,9	3,41	0,28	0,28
X2	1419,7	321,2	0,04	0,04

Based on the results of regression statistics, we can reflect the equation of regression, which represents the correlation between Y - the resulting factor and the influencing factors (X1, X2), using the method of least squares as follows:

Y = 4,9 X1 + 1419,7 X2+ 98439795,1

Calculated R2 = 0.984; F(count)=63.1 > F(table)=0.01;

As can be seen from this model, the degree of correlation between the volume of innovative products, jobs, and services produced in the country’s total, as well as the volume of innovative products, jobs, and services produced in agriculture, forestry, and fisheries, indicates that it is very strong and correctly proportional. The volume of innovative products, works, and services produced according to the results of the model is one million. the increase of soums allows the country’s GDP to increase by 4.9 million soums.

Despite the positive trends in the field of agriculture, the level of production and sale of agricultural products in the republic does not correspond to the potential and economic opportunities of the sector. These problems can be solved, first of all, by creating conditions for the creation and implementation of resource-saving, innovative technologies. It should also be noted that the low solvency of farms, unpreparedness of personnel, low level of marketing, lack of mechanisms that stimulate the development of the innovative process in the agro-industrial complex are factors that prevent the introduction and development of innovations in the agricultural sector.

Conclusions and suggestions:

In short, when the financial support of producers, preparers, processors and other related links of agricultural products is implemented in a collective manner, it is possible to obtain high income at all links, further increase the export potential of the country, provide services, creation of new jobs in processing, preparation, and a strong position in the international market will be created.

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IMPLEMENTING SDGS (SUSTAINABLE DEVELOPMENT GOALS) IN SMALL BUSINESS ENTITIES

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Abstract. This article is here to illustrate the importance of small business in Uzbekistan's economy. With checking and analyzing how small business sectors' role in the national economy, we can say that there are still myriads of actions should be taken really. Among such actions, SDG (sustainable development goals) should be a real trend and we already can see its seeds in each and every part of the economic activities of SBE (small business entities).

Keywords. sustainable development goals, small business, entrepreneurship, economic reforms.

KICHIK TADBIRKORLIK SUBYEKTLARIDA BRM (BARQAROR RIVOJLANISH MAQSADLARI)NI AMALGA OSHIRISH

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Annotatsiya. Ushbu maqola O'zbekiston iqtisodiyotida kichik biznesning strategik ahamiyatini ko'rsatish uchun berilgan. Kichik biznes tarmoqlarining milliy iqtisodiyotdagi o'rni qay darajada ekanligini tekshirish va tahlil qilish orqali aytish mumkinki, haqiqatda hali ham ko'plab chora-tadbirlar amalga oshirilishi kerakligi namoyon bo'ladi. Bunday harakatlar orasida SDG (barqaror rivojlanish maqsadlari) haqiqiy tendentsiya bo'lishi kerak va biz uning tarkiblarini KBS (kichik biznes sub'ektlari) iqtisodiy faoliyatining har bir qismida ko'rishimiz mumkin.

Kalit so'zlar. barqaror rivojlanish maqsadlari, kichik biznes, tadbirkorlik, iqtisodiy islohotlar.

РЕАЛИЗАЦИЯ ЦУР (ЦЕЛЕЙ УСТОЙЧИВОГО РАЗВИТИЯ) НА ПРЕДПРИЯТИЯХ МАЛОГО БИЗНЕСА

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Аннотация. Эта статья призвана проиллюстрировать важность малого бизнеса в экономике Узбекистана. Проверив и проанализировав роль сектора малого бизнеса в национальной экономике, мы можем сказать, что на самом деле необходимо предпринять еще множество действий. Среди таких действий ЦУР (цели устойчивого развития) должны стать настоящей тенденцией, и мы уже можем видеть ее семена в каждой части экономической деятельности SBE (предприятий малого бизнеса).

Ключевые слова. цели устойчивого развития, малый бизнес, предпринимательство, экономические реформы.

Introduction:

It is apparent from the practice of today's economy that small business plays an aorta role in any developing countries' economy. SB (Small business) provides myriads of minor and major economic benefits. They contribute directly and indirectly to national output, and at the same time with same manner to the society with the spendings and profit they generate. The role of SBEs is irreplaceable for the national economy– their number, employment capacity and value added constitute a large share of Uzbekistan economy as well. Providing the right conditions in which SBEs can flourish is paramount for ensuring a sustained recovery and achieving prosperity for all Uzbek citizens. For many small businesses, at the moment going global in trendy is no longer just a focusal point to reach but it has become an evident that new innovational and economical breakthroughs also must be important to survive in such fastly changing economic world. it has become the vital to nearly all that SDG (sustainable development goals) also should be all small business companies' strategy to enhance the health and performance of the company. Across Uzbekistan policies are being developed at regional, national and transnational government level that see SBEs as the only positive way of creating employment and generating increased local growth for the community and SBEs should be employed with applicable SDGs.

Literature Review:

Currently more than 80 percent of big companies in different industries talk about corporate responsibility. Also, when investors decide where to put their money, they care most about whether a business's values match social and sustainability values. Many big companies mention their connection to the Sustainable Development Goals (SDGs) in their reports.

American researchers hold a wide range of views on the Sustainable Development Goals (SDGs) due to the diversity of expertise and research interests within the academic and scientific community. Many American researchers recognize the interconnected nature of the SDGs. They emphasize that addressing one goal can have positive or negative impacts on others. Researchers advocate for a holistic approach to sustainable development, considering the synergies and trade-offs between different goals when designing policies and interventions. Researchers often stress the importance of data and indicators for tracking progress towards the SDGs. They advocate for robust data collection and analysis to measure outcomes and identify areas where action is needed. Improving data quality and availability is seen as crucial for informed decision-making. American researchers frequently highlight the role of innovation and technology in achieving the SDGs. They argue that technological advancements, such as renewable energy solutions, digital connectivity, and precision agriculture, can drive progress across multiple goals. Researchers often call for increased investment in research and innovation to find sustainable solutions to complex challenges. Some American researchers emphasize the need for private sector engagement in sustainable development efforts. They believe that businesses can contribute to the achievement of SDGs through responsible business practices, sustainable supply chains, and investments in social and environmental initiatives. Researchers explore ways to encourage corporate responsibility and partnerships. American researchers recognize the global dimension of the SDGs and emphasize the significance of international collaboration. They support partnerships between countries, organizations, and civil society to share knowledge, expertise, and resources to achieve common sustainable development objectives.

It's important to note that individual researchers may have specific areas of expertise and priorities within the SDGs, and their views can vary widely. The views mentioned above are general themes commonly found in discussions among American researchers working on sustainable development issues.

Our study focuses on small and medium-sized enterprises (SMEs) and how they understand the SDGs.

Methodology:

The research methodology includes analysis, synthesis and systematization of SDGs is small business entities by providing several goals with its useful features in the long run.

The condition created for small business activity in uzbekistan:

Today, the industrial sector is one of the leading sectors that has made a significant contribution to the stable growth of the world economy. The use of the opportunities of small business enterprises has a significant effect on the demonstration of the potential of this network. After all, the use of socio-economic functions of small business in the organization of industrial production, such as ensuring the mobility and flexibility of the economy, strengthening the competitive environment in it, creating new jobs, increasing the efficiency of large enterprises through industrial cooperation, significantly increases the efficiency of the network. Accordingly, in the following years, special attention is paid to expanding the activities of small industrial enterprises in developed countries.

In modern economies economic activity by small firms is considerably vital as a life blood for any country for achieving economic growth. Small business is an economic activity carried out by its subjects by following a real legislation, aimed at obtaining income (profit) at its own risk and under its own property responsibility. Entrepreneurship entities are legal and physical entities that have been registered with the state in accordance with the established procedure and are engaged in business activities.

It should be noted that during the years of independence, a stable legal framework was already created in Uzbekistan, which strengthens the primacy of private property, which is the basis of the market economy. A favorable business environment and reliable legal guarantees have been created for the rapid development of small business and private entrepreneurship, which is an important factor for the formation of the middle owner class, the stable development of the country's economy, the creation of new jobs and the increase of the population's income.

Before diving into new actions to SBs we should remember the concept of Small business entities. Small business is a business activity which is an entrepreneurial activity carried out by its subjects in accordance with legislation, aimed at obtaining income (profit) at its own risk and under its own property responsibility. Entrepreneurial entities (entrepreneurial entities) are legal and physical entities that have been registered with the state in the prescribed manner and are engaged in entrepreneurial activity.

It is true that SDGs were come to practice in 2016. However, there are several proofs that such strategies interestingly were in power until 2016 in our country. Uzbekistan, which is considered one of the developing countries, is also in order to keep pace with the world, and in addition, there are a number of measures to radically update the existing types of business activities, production infrastructures in the country, to create a pure business environment in them, and to encourage the development of small business and private entrepreneurship (SBEs). is adopting legal documents and they are giving their results today. The Decree of the President of the Republic of Uzbekistan dated January 28, 2022 No. PF-60 "On the Development Strategy of New Uzbekistan for 2022-2026" can be cited as a clear proof of this. In accordance with the purpose of Clause 29 of I - Appendix III[1] - ―Rapid development of the national economy and ensuring high growth rates‖ of this Decree, creation of conditions for the organization of entrepreneurial activities and formation of permanent sources of income, private sector in the Gross Domestic Product (GDP) it is set to increase its share to 80% and its share in exports to 60%, to reduce the tax burden on business entities from 27.5% to 25% of the gross domestic product by 2026.

Implementing the sustainable development goals:

As a result of numerous activities established in our republic to support small business and protect the rights and interests of entrepreneurs, as this sector is making more and more strengthened, its place in the economy of our republic, its value in employment and production is increasing year by year. Small business is forming such a competitive environment that the development of the market economy is becoming unreal without it. We are here to say that by employing tested experiences from developed countries such as Japan, Germany, Canada, small business sphere can be updated and be ready for market changes. One of such experience can be implementing SDG (sustainable development goals) in each small business entities in our country. By implementing, without any details we can say that Small business sphere only develops and pees its role in national economy and its benefits are so tremendous for national economy and population as well.

A major Grand Challenge facing the world is achievement of the Sustainable Development Goals (SDGs) by 2030 and better understanding the contribution of business to help meet this challenge (Muff et al., 2017). The article builds on this challenge by exploring the role for business academics in pursuit of the commitment of countries to attain the SDGs.[2]

What is SDGs ? Where was it firstly introduced? These questions are important here. By analyzing the role, it holds, we can note that small business sphere in our country should be mobilized with SDG principles and regulations.

On 1 January 2016, the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development — adopted by world leaders in September 2015 at an historic UN Summit — officially came

[1] Shadibekova Dildor. "Prospective Development Analysis of Small Business and Entrepreneurship of Uzbekistan" 2020 ISSN: 0193-4120.

[2] Decree of the President of the Republic of Uzbekistan dated January 28, 2022, No. PF-60 "On the Development Strategy of New Uzbekistan for 2022-2026".

into force. Over the next eighteen years, with these new Goals that universally apply to all, countries will mobilize efforts to end all forms of poverty, fight inequalities and tackle climate change, while ensuring that no one is left behind.

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

At the time being, SDGs are strategies taken seriously worldwide. Here we can see all 17 goals which were set for delivering meaningful progress for all economies, population and the planet by 2030.[3]

Goal 1	End poverty in all its forms everywhere
Goal 2	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
Goal 3	Ensure healthy lives and promote well-being for all at all ages
Goal 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
Goal 5	Achieve gender equality and empower all women and girls
Goal 6	Ensure availability and sustainable management of water and sanitation for all
Goal 7	Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10	Reduce inequality within and among countries
Goal 11	Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12	Ensure sustainable consumption and production patterns
Goal 13	Take urgent action to combat climate change and its impacts
Goal 14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
Goal 15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development

Figure 1st. The Sustainable Development Goals.2019y.

These SDG goals differs in each country by analyzing the role of the government, entrepreneurships in the economy. Our country has their own targeted way to enhance the economy and this is so true way to fuel economy by affecting small business sector more thoroughly. There are several goals which we should borrow this international SDGs.

In the practice of the world economy, the overall wealth of small business compared to large enterprises, their share in the gross domestic product (GDP), the numbers, as well as their role in ensuring employment is ultimately high. For example, in developed countries USA, Germany, Canada for instance, the share of small and medium business in GDP is more than 50 percent, and in some countries, even up to 60-70 percent. Their share in the total number of enterprises is in some cases up to 95-98 percent, and their share in total employment is 60-80 percent. So, it is clear that this sphere should be first step to implement SDGs over national economy. Upon checking abovementioned goals, though almost all these goals should be treated over government scale, all of them are really important for Small business's

[3] Muff K, Kapalka A and Dyllick T (2017) The gap frame-translating the SDGs into relevant national grand challenges for strategic business opportunities. The International Journal of Management Education 15: 363–383.

prosperity but look in more detail there are several prominent goals which small business itself can be armed strongly and be affected in more core truly way. They are listed below and can be implemented in our small business entities. As knowing the role of small business in our country, these goals are unreachable without the presence of small business in this long-taken strategy.

This year, on August 22, 2022, the President of the Republic of Uzbekistan Sh. On the basis of Mirziyoyev's "Open Dialogue with Entrepreneurs" program, a meeting was held with representatives of the business community. During the meeting, the President expressed initiatives in 5 areas to support small business.

These are illustrated in table 2nd below:

Initiative 1	Categorizing enterprises and defining a special approach to support them. Enterprises are divided into categories according to their annual turnover.
Initiative 2	Creating a convenient financing system for expanding the activities of entrepreneurs, implementing new projects.
Initiative 3	Introducing special approaches for business based on the conditions of districts and cities.
Initiative 4	From now on, decisions on the division of land and property will be implemented only and only in court.
Initiative 5	Controlling the activities of entrepreneurs and holding them accountable

Figure 2nd. Five initiatives supporting small business entities in Uzbekistan.

When we look at the indicators of ours, according to the results of 2022, the share of small business in the GDP of the republic was 51.8%. Main indicators of small business and private entrepreneurship in economic sectors and GDP are given below 2nd graph. If we look at in detail to the graph, in 2017 SBE role in the economy was 65.3% which was the greatest upcoming five years. We can say that there were several factors which effected the SBE economic activity. In 2020, as a result of COVID 19, thousands of SBEs were closed and stopped their business for some reason and this brought a little downturn in their role in Economy. Nonetheless, the share was not dropped under 50%. This conclude that, the government tried to help and support in any directions of their business.

The current stage of economic reforms implemented in our country requires the development of small business and private entrepreneurship, giving it wide economic freedom and improving its efficiency. In order to achieve this goal, the development of several decrees and decisions by the head of our country will serve to increase the efficiency of small business and private entrepreneurship. These trends show how small business sector plays a giant role in the economy.

If we look at the 3rd graph below, it is clear that we can find nearly all SDGs in small business daily economic life.

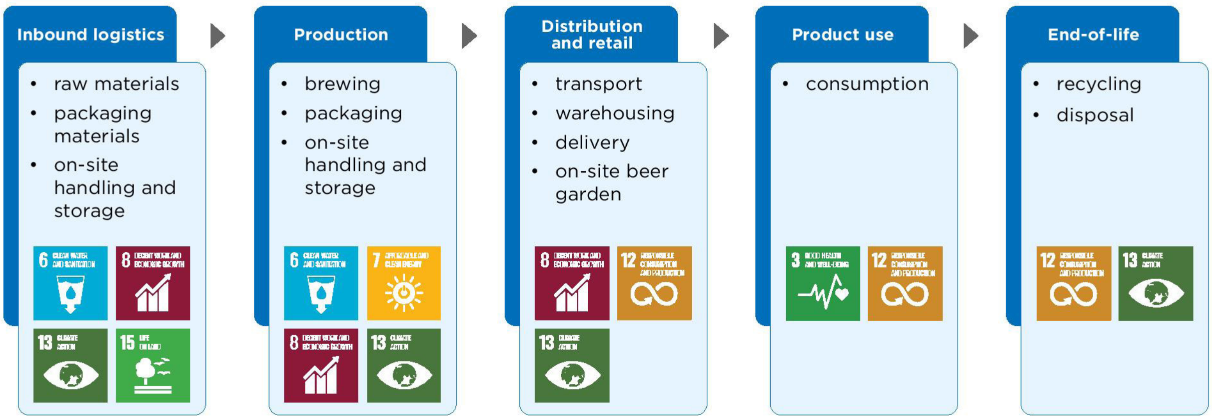

Figure 3rd Small business entities value chain (Example SDGs)

Small business sphere plays a crucial role forming such a production chain. During the span of all 5 process, we can see basic forms of SDGs. These were formed as a result of different economic reforms, degrees and economic changes in Uzbekistan. All the time, authorities find it difficult to create job opportunities for unemployed people. In this issue, governments give opportunities for small business sector and small business plays its role successfully here.

Conclusion:

In our opinion, as a result of such noble works and the opportunities created, not only all types and forms of SBEs will flourish, but it will raise the economic growth of the country to new levels. Furthermore, their activities can be improved by SDGs which created locally and initiatives by authorities and only serve for the development of the country, the well-being of the population, create new opportunities in the new Uzbekistan, and entrepreneurship in our country environment will improve and our country will improve its position in international rankings.

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1 Shadibekova Dildor. “Prospective Development Analysis of Small Business and Entrepreneurship of Uzbekistan” 2020 ISSN: 0193-4120.

2 Decree of the President of the Republic of Uzbekistan dated January 28, 2022, No. PF-60 “On the Development Strategy of New Uzbekistan for 2022-2026”.

3 Muff K, Kapalka A and Dyllick T (2017) The gap frame-translating the SDGs into relevant national grand challenges for strategic business opportunities. The International Journal of Management Education 15: 363–383.

4 The Sustainable Development Goalshttps://www.un.org/sustainabledevelopment.

O'ZBEKISTONDA KLASTERLAR FAOLIYATINI TASHKIL ETISH MEXANIZMI

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Annotatsiya. Mamlakatimizda bozor munosabatlarining shakllanishi sharoitida iqtisodiyotda yangicha xo'jalik yuritish va mulkchilik shakllari, xususan klaster tizimini rivojlantirish uchun qulay sharoitlar yaratilishiga xizmat qilmoqda. Dunyo mamlakatlari iqtisodiy o'sishning pasayishi , oziq-ovqat xavfsizligi va tibbiy –ekologik muommolar tus olgan bir sharoitda respublikamizda barqaror suratlar bilan rivojlantirishda qishloq xo'jaligiga katta e'tibor berilmoqda. Mazkur holatdan kelib chiqib klasterlarni faoliyatini tashkil etishda mavjud muommolar ushbu maqolada atroflicha o'rganilgan.

Kalit so'zlar. Klaster, paxta-to'qimachilik, tarkibiy tuzilish, moliyaviy holat, yer maydoni, innovatsion texnologiyalar.

МЕХАНИЗМ ОРГАНИЗАЦИИ КЛАСТЕРНОЙ ДЕЯТЕЛЬНОСТИ В УЗБЕКИСТАНЕ

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Аннотация. В условиях становления рыночных отношений в нашей стране создаются благоприятные условия для развития новых форм хозяйствования и собственности, кластерной системы. В ситуации, когда страны мира переживают спад экономического роста, продовольственной безопасности, медико-экологические проблемы, большое внимание в устойчивом развитии нашей республики уделяется сельскому хозяйству. В статье подробно исследованы существующие проблемы организации деятельности кластеров на основе скрытой ситуации.

Ключевые слова. Кластер, хлопково-текстильная промышленность, структурная структура, финансовое положение, земельная площадь, инновационные технологии.

MECHANISM OF ORGANIZING CLUSTER ACTIVITY IN UZBEKISTAN

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Abstract. In the conditions of the formation of market relations in our country, favorable conditions are created for the development of new economic management and ownership forms, and the cluster system. In a situation where the countries of the world are experiencing a decline in economic growth, food security, and medical-ecological problems, great attention is being paid to the development of agriculture in a sustainable way in our republic. The existing problems in organizing the activity of clusters based on the hidden situation are studied in detail in this article.

Keywords. Cluster, cotton-textile industry, structural structure, financial situation, land area, innovative technologies.

Kirish:

Mamlakatimizda paxtachilik-to'qimachilik klasterini tashkil qilishdan ko'zlanayotgan asosiy maqsad tumandagi fermer xo'jaliklari yer maydonlarida intensiv texnologiyalarni ishlab chiqarishga keng jalb etish orqali paxtadan yuqori hosil olish hamda fermer xo'jaliklari iqtisodiyotini barqarorlashtirishdan iborat. Tashkil etilayotgan klaster tizimida xom ashyo yetishtirishdan uni tayyor mahsulotga aylantirishgacha bo'lgan jarayonni qamrab oladi. Shu maqsadda xo'jaliklar texnik ta'minotini yaxshilash, paxtachilikdagi ilg'or usullarni joriy qilish orqali yil yakunida ajratilgan yer maydonlaridan belgilangan rejadan ko'proq paxta hosili yig'ib olish ko'zlanmoqda. Bundan tashqari, yuqorida paxta hosilini qayta ishlash va tayyor mahsulotga aylantish maqsadida ip yigiruv fabrikalari qurilishi rejalashtirilgan. Paxta xom ashyosini qayta ishlash natijasida olinadigan tayyor mahsulotning asosiy qismi eksportga yo'naltiriladi. Ko'rib turganimizdek, qishloq xo'jaligi, ayniqsa, paxtachilik tarmog'i sanoatlashadi, davlatning ekport salohiyati ortadi, ish o'rni ko'payib, xalqning turmush farovonligi yuksaladi.

Mavzuga oid adabiyotlarning tahlili:

Umuman olganda, klaster amaliy ahamiyati mamlakatlar, tarmoqlar va korxonalar iqtisodiyoti raqobatbardoshligini oshirish va yuqori samaradorlikka erishishni nazarda tutgan holda quyidagi adabiyotlar, misol uchun klasterlar nazariyasi rus olimlari klasterga oid ilmiy taqdiqot ishlari horijlik olimlar tomonidan ilmiy-nazariy jihatdan keng o'rganilib kelinmoqda. Jumladan, J.Ashenbroyx, S.Aleksandr, A.Barabolina, V.Baburin, I.Bortnik, S.Zemtsov, V.Tarasenko[1]lar tomonidan muayyan ilmiy ishlar olib borilgan. Shuningdek, paxta to'qimachilik klasterining mohiyati, uni rivojlantirish masalalari O'zbekistonlik olimlar tomonidan ham ilmiy tadqiqotlar olib borilgan.

Xususan, professor M. Rahmatovning "Yangi O'zbekiston Uchinchi Renessans ostonasida" nomli kitobida bu klasterlarni tashkil etish, ularni rivojlantirish hamda moliyalashtirish mexanizmlari haqida masalalar yoritilgan.

O'zbekistonda paxta to'qimachilik klaster tizimi asosida ishlab chiqarishni tashkil etishning ilmiy asoslari M.A.Rahmatov, B.Z.Zaripovlar "Klaster-integratsiya innovatsiya va iqtisodiy o'sish" risolasi tomonidan ko'rsatib bergan.

Bu kabi ilmiy tadqiqot ishlarini ilmiy tahlili shuni ko'rsatmoqdaki, klasterlar faoliyatini rivojlantirishda moliyalashtirish masalalari va muommolari hamda ularda qo'llaniladigan usullar tahlillar masalalariga kengroq urg'u berilgan.

Tadqiqot metodologiyasi:

O'zbekistonda keyingi yillarda ilg'or texnologiyalarga asoslangan infratuzilmani yaratish, qishloq xo'jaligida klaster usulini joriy etishga jiddiy e'tibor qaratilyapti. Klasterlar faoliyatini tashkil etishning xususiyalari va qonuniyatlari ilmiy-nazariy jihatdan tahlil qilish bir qator samarali tadqiqot metodologiyasidan foydalanishni taqozo etadi. Albatta bunda avvalo nazariy mushohada hamda mantiqiy yondoshuv asosida klasterlar faoliyatini tashkil etish va unda tashkiliy boshqaruvning yondoshuvlarni ilmiy-nazariy tahlil qilindi. Unga asoslangan holda ilmiy adabiyotlar ilmiy tahlil qilindi, muammoga oid ilmiy tadqiqotchilar va mutaxassislarning ilmiy-nazariy qarashlari bunda umumlashtirish va guruhlashtirish metodga asoslandi. Rasmiy va amaliy materiallarga asoslangan holda sintez va tahlil usullarga asoslanib ilmiy xulosalar olindi, deduktsion yoki induktsion yondoshuvga asosan klasterlar tashkil etish jarayonida boshqaruvga ta'sir etadigan omillarni quyidan yuqoriga va aksincha tartibda tadqiq etish imkoni tug'ildi. Mantiqiy va taqqoslama, abstrakt-mantiqiy fikrlash hamda statistik usullarni qo'llash orqali kompleks tahillarga asoslanib ilmiy-amaliy takliflarni shakllantirildi.

Tahlil:

Klasterlarni tashkil etishdan maqsad – shahar, tuman va viloyat ichida joylashgan bir hil soha korxonalarini va ular bilan yagona texnologik zanjirda bo'lgan ta'lim, ilmiy, injiniring, konsalting, standartlashtirish, sertifikatlashtirish va boshqa xizmatlarni uyg'unlashtirishdan iborat.

Paxta-to'qimachilikni tashkil etishda quyidagi maqsadlarga erishiladi;

Xomashyo yetishtirish, uni tashish, saqlash, qayta ishlash, sotish – bularning barchasi bitta sub'ekt tomonidan amalga oshiriladi;

Mahsulot arzon va sifatli bo'ladi;

Xo'jaliklar, korxonalarning tizimli zanjiri tashkil qilinishi evaziga turli yo'qotishlar kamayadi va xomashyoga muhtojlik singari holatlar barham topadi;

Qishloqqa sanoatning kirib borishi tufayli odamlar industrial mehnat bobida ham ko'nikma, malaka hosil qiladi;

Innovatsion g'oyalarning aynan qishloqlarda shakllanish imkoniyati yuzaga keladi;

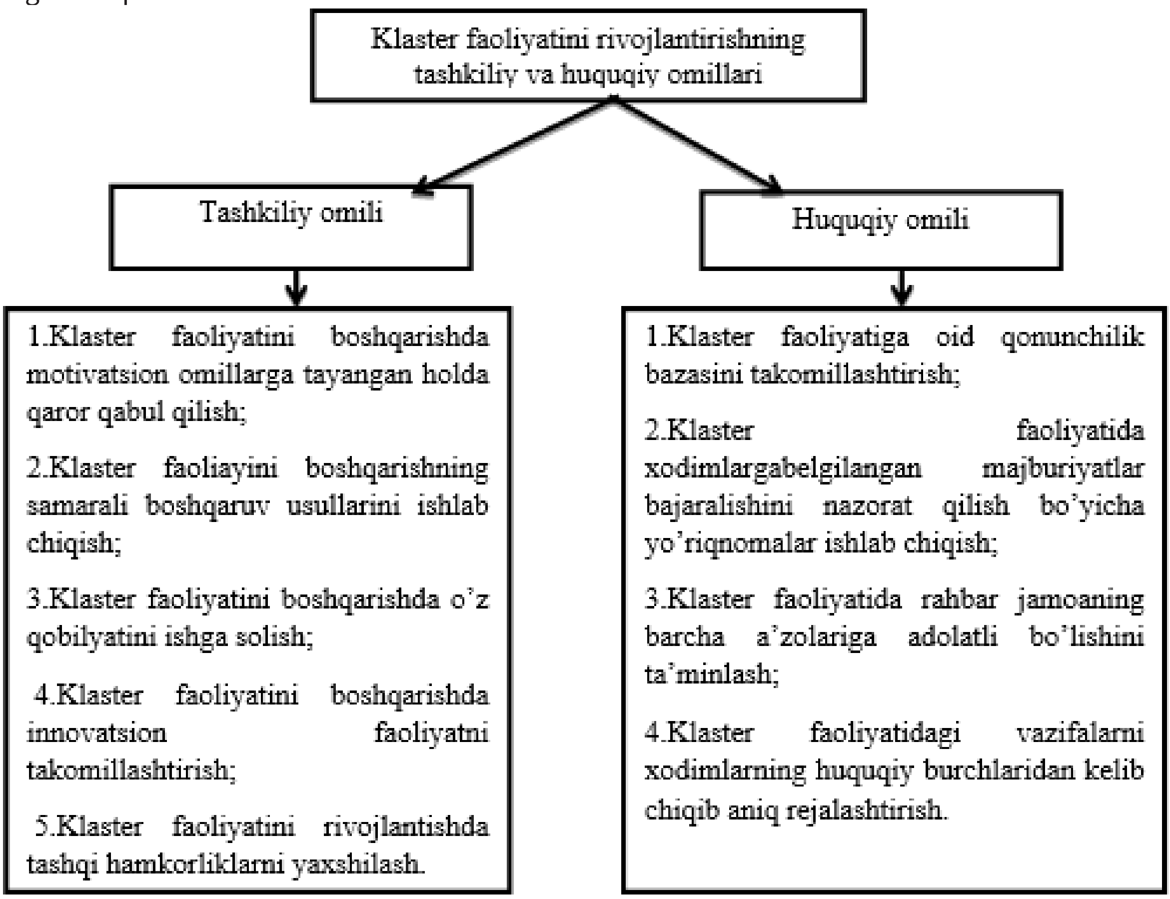
Qishloqlarda aholining ish bilan ta'minlash imkoniyati kengayadi;

[1] Muallif tomonidan tuzilgan.

Klaster tarkibidagi xo'jaliklar, korxonalar va boshqa sub'ektlarning barqaror ishlashi ta'minlanadi;

Klasterga asoslangan ish yuritish mexanizmi har qanday sharoitga moslasha oladi, shuning barobarida iqtisodiy, ijtimoiy muammolar hal qilinishiga ko'maklashadi. Bir qancha sohalar mutaxassislari kooperatsiyasi vujudga keladi. Bu, o'z navbatida, innovvatsion iqtisodiyotga o'tish uchun yo'l ochadi. Iqtisodiyotni yanada rivojlantirish, mahsulot ishlab chiqarish hajmi va sur'atini oshirish, tarmoqlararo kooperasiyani kengaytirish, qayta ishlash sanoatida samaradorlikni oshirish maqsadida tarmoqlar va hududlarda bir qator yangi ishlab chiqarish klasterlarini tashkil etish ko'zda tutilgan. Xususan:

1. Yirik sanoat korxonalari negizida 6 ta kimyo-texnologiya klasteri;
2. Yengil avtomobillar, yuk mashinalari, avtobuslar, qishloq xo'jaligi texnikasini ishlab chiqaruvchi korxonalarni ham o'z ichiga olgan mashinasozlik klasterlari;
3. Toshkent viloyatida 41ta sanoat klasteri;
4. Elektromobillar uchun butlovchi qismlar va materiallar ishlab chiqarishni lokalizasiya qilish bo'yicha elektromobil klasteri;
5. Sho'rtan majmuasi doirasida gaz-kimyo klasteri, shuningdek, mamlakatning barcha hudud-laridagi boshqa klasterlar.



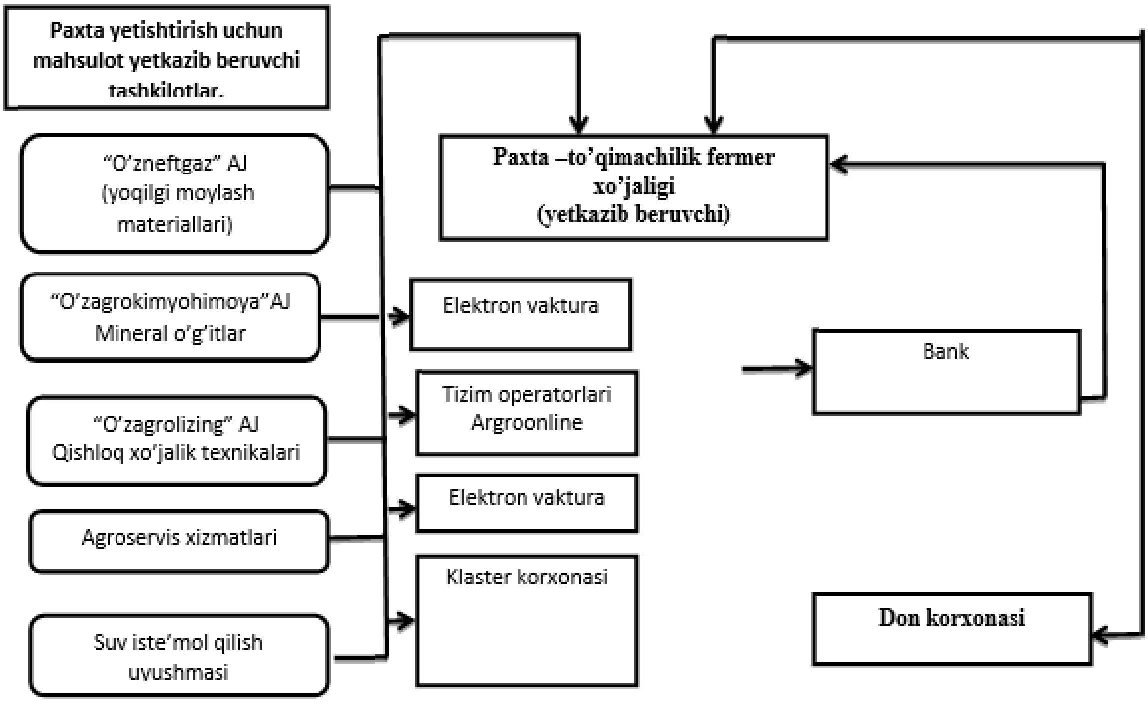
1-rasm. Klaster faoliyatning tashkiliy va huquqiy omillari[2]

Mahalliy ishlab chiqaruvchilar va iste'molchilarni qo'llab-quvvatlash maqsadida tegishli subsidiyalar va imtiyozlar taqdim etildi. 2023-2024-yillarda qishloq xo'jaligi texnikasi xaridlarini moliyalashtirish uchun 2,6 trln. so'm miqdorida mablag' yo'naltirish ko'zda tutilgan.

Respublikada 2022-yilda jami 134 ta paxta-to'qimachilik klasterlari faoliyat yuritadi. Paxta-to'qimachilik klasterlari tomonidan 2022-yilda 1034 223 gektar yer maydonida paxta xom ashyosi yetishtiriladi.Paxta-to'qimachilik klasterlari paxta xom ashyosi yetishtirish davrida ilg'or zamonaviy innovatsion texnologiyalarni jalb etgan holda paxta hosildorligini qo'shimcha 10 sentnerga oshiradi.[3]

[2] O'zbekiston paxta-to'qimachilik klasterlar uyushmasi https://uzptk.uz/
[3] Muallif tomonidan tuzilgan

Yuqorida keltirilgan klaster faoliyatini rivojlantirishning tashkiliy, moliyaviy va huquqiy omillari amaliyotda keng qo'llanilishi klasterlar uchun ma'lum bir darajada iqtisodiy samaradorlikni shakllantirsa, bir tomondan klaster boshqaruvni to'g'ri tashkil etishida, iqtisodiyotda o'z o'rnini topishida hamda qonunchilik tamoyillariga amal qilishida o'ziga xos samara beradi. Klaster faoliyati 3 ta omillardan foydalangan holda ishni to'g'ri tashkil qilishda quyidagilar muhim hisoblanadi:



2- rasm. Fermer xo'jaligining paxta yetishtirish sxemasi.

Yuqorida keltirilgan rasmda shuni ko'rishimiz mumkinki, klaster faoliyatida paxta-to'qimachilik fermer xo'jaligining tashkil etish strukturasi berilgan. Bunda paxta yetishtirish uchun mahsulot yetkazib beruvchi tashkilotlar ro'yhati hamda ularning ishlash mexanizmi keltirilgan. Paxta yetishturuvchi korxona va mahsulotni qabul qiluvchi korxona o'rtasidagi yo'l xaritasi bayon etilgan. Paxta-to'qimachilik klasterining texnologik zanjiri paxta xomashyosini ishlab chiqarish, uni qayta ishlash, paxta tolasidan kalava ip ishlab chiqarish, gazlama ishlab chiqarish va tayyor mahsulotlar ishlab chiqarishni o'z ichiga qamrab oladi. Shu bilan birga, fermerlarni (paxta xomashyosini yetishtiruvchilarni), paxta tozalash zavodini, paxtani qayta ishlash korxonasini, to'qimachilik fabrikasini va kiyim-kechak ishlab chiqaruvchi korxonani birlashtirishning maqsadi – har bir ishlab chiqaruvchining xarajatlarini kamaytiradigan va yakuniy mahsulotning raqobatbardoshligini oshiradigan yagona tuzilma yaratishdir.

Muhokama:

Agrar tarmoqqa innovatsiyalarni keng tatbiq qilish, zaminimizda yetishtirilayotgan xom ashyoni o'zimizda qayta ishlashni chuqurlashtirish bugungi zamon talabi hisoblanadi. Zero, qishloq xo'jaligi qanchalik sanoatlashsa, davlatning iqtisodiy va eksport salohiyati shunchalik ortadi. Natijada aholi turmush farovonligi yuksaladi. O'zbekistonda keyingi paytlarda ilg'or texnologiyalarga asoslangan infratuzilmani yaratish, qishloq xo'jaligida klaster usulini joriy etishga jiddiy e'tibor qaratilmoqda. Klaster tizimi va zamonaviy issiqxona xo'jaliklarini yaratish hamda tomorqa xo'jaligi amaliyotini kengaytirish nafaqat hosildorlikni, balki qishloqda aholi turmush darajasini sezilarli darajada oshirish imkonini berdi. Ushbu yangi tuzilma o'tgan juda qisqa vaqt ichida agrar sohani harakatlantiruvchi yetakchi kuchga aylandi .Klaster faoliyatini tashkil etishda turli xildagi mavjud muommolarni bartaraf etishda quyidagilarni ko'rib chiqamiz:

— birinchidan, klaster faoliyatida fermerlarni turli risklardan himoya qilish mexanizmini takomillashtirish, bunda bu faoliyatda uchraydigan iqtisodiy xavf larni aniqlash, ularni baholash hamda ulardan himoya qilish choralarini ko'rish, bu esa boshqaruvchining mas'uliyatli vazifalaridan biri hisoblanadi;

— ikkinchidan, klaster sub’ektini davlat ro‘yxatiga olish uchun ruxsat beruvchi hujjatlarni rasmiylashtirish sohasidagi muammolar va to‘siqlar yuzaga kelishining oldini olish maqsadida ularning huquqiy savodxonligini oshirish;

— uchinchidan, mahalliy hokimiyatlar huzuridagi yer ajratish komissiyasi ishini qaytadan ko‘rib chiqish va fermerlar uchun yer ajratish mexanizmini tubdan o‘zgartirish choralarini ko‘rish;

— to‘rtinchidan, klaster faoliyatiga doir soha mutaxassislarini tayyorlash bo‘yicha ta’lim muassasalarida kadrlar tayyorlashni takomillashtirish, ishlab chiqarishni – ta’lim bilan bevosita bog‘lash, tadbirkorlik faoliyatini rivojlantirish va boshqarishda innovasion faollikni oshirish;

Xulosa va takliflar:

Mamlakatizda paxta-to‘qimachilik klasterilarini tashkil etishda paxta xomashyosini ishlab chiqarish, uni qayta ishlash, paxta tolasidan kalava ip ishlab chiqarish, gazlama ishlab chiqarish va tayyor mahsulotlar ishlab chiqarishni o‘z ichiga qamrab oladi. Shu bilan birga, fermerlarni (paxta xomashyosini yetishtiruvchilarni), paxta tozalash zavodini, paxtani qayta ishlash korxonasini, to‘qimachilik fabrikasini va kiyim-kechak ishlab chiqaruvchi korxonani birlashtirishning maqsadi – har bir ishlab chiqaruvchining xarajatlarini kamaytiradigan va yakuniy mahsulotning raqobatbardoshligini oshiradigan yagona tuzilma yaratishdir.

Mavzu doirasida quyidagilar taklif sifatida keltiramiz:

- Qishloq xo‘jaligi korxonalarining tashkil etishda ta’sir etuvchi omillarni stratitegik tahlilini yuritish.
- paxta-to‘qimachilik klasterlari bilan fermer xo‘jaliklari o‘rtasidagi munosabatlarni tartibga solishning shaffof mexanizmini joriy etish;
- paxta to‘qimachilik klasterlari faoliyatini kengaytirish,va bu jarayonlarga raqamli texnologiyalarni joriy etish bo‘yicha kompleks tadbirlarni amalga oshirish;
- bozor sharoitidan kelib paxta to‘qimachilik klasterlaridagi mavjud xom ashyo bazasini, infratuzilmasini, mehnat resurslar va bozor sharoitidan kelib chiqib ularni joylashtirish kerak.

Foydanilgan adabiyotlar tahlili:

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2. O‘zbekiston Respublikasi Prezidenti tomonidan 2016 yil 2 dekabrda PQ-2687 sonli “To‘qimachilik va tikuv-trikataj sanoatini rivojlantirishning 2017 yillarga mo‘ljallangan chora – tadbirlari dasturi to‘g‘risida”gi qarori
3. O‘zbekiston Respublikasi Prezdentining Farmoni “Paxta to‘qimachilik klasterlari faoliyatini tartibga solish chora tadbirlar to‘g‘risida”gi 16.11.2021 yildagi PF-14 son
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6. M.A.Rahmatov, B.Z.Zaripovlar “Klaster-integratsiya innovatsiya va iqtisodiy o‘sish” risolasi T:”Zamin nashr”2018
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8. www.Lex.uz
9. www.Stat. uz

THE ESSENCE OF GREEN LOANS IN A GLOBAL UNSTABLE ENVIRONMENT

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Abstract. In this article, we analyzed data on the contribution of bank loans to the "green" economy and developed our own proposals for improving the "green" credit system. The factors influencing the bank's credit policy, the bank's loan portfolio and its structure are analyzed, as well as the conclusions and recommendations for improving the banks' credit policy are analyzed and summarized. Sustainable development and the "green economy" to global political aspiration of the "green" financial instruments market gave impetus to its emergence and growth.

The world community is aware that the most optimal way to overcome these problems is to switch to a "green economy". As a result, Environmental Sustainability ensures the creation of useful products and services for human health.

Keywords. banks, bank loans, credit policy, deposits, bank obligations, loan portfolio**,** credit, credit risks, commercial banks. Portfolio, digital banking.

СУТЬ ЗЕЛЕНЫХ КРЕДИТОВАНИЙ В ГЛОБАЛЬНОЙ НЕСТАБИЛЬНОЙ УСЛОВИЯХ

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ТГЭУ, Базовый докторант

Аннотация. В этой статье мы проанализировали данные о вкладе банковских кредитов в «зеленую» экономику и разработали собственные предложения по совершенствованию «зеленой» кредитной системы. Проанализировали факторы, влияющие на кредитную политику банка, кредитный портфель банка и его структура, а также проанализировали и обобщили выводы и рекомендации по совершенствованию кредитной политики банков. Устойчивое развитие и «зеленая экономика» в соответствии с глобальными политическими устремлениями рынка «зеленых» финансовых инструментов дали толчок его появлению и росту.

Мировое сообщество осознает, что наиболее оптимальным способом преодоления этих проблем является переход к «зеленой экономике». В результате экологическая устойчивость обеспечивает создание полезных продуктов и услуг для здоровья человека.

Ключевые слова. банки, банковские кредиты, кредитная политика, депозиты, банковские обязательства, кредитный портфель, кредит, кредитные риски, коммерческие банки. Портфолио, цифровой банкинг.

GLOBAL BARQAROR MUHITDA YASHIL KREDITLARNING MOHIYATI

Xayitova Maftuna Raxmatilla qizi
TDIU, tayanch doktoranti

Annotatsiya. Ushbu maqolada biz bank kreditlarining "yashil" iqtisodiyotga qo'shgan hissasi to'g'risidagi ma'lumotlarni tahlil qildik va "yashil" kredit tizimini takomillashtirish bo'yicha o'z takliflarimizni ishlab chiqdik. Bankning kredit siyosati, bankning kredit portfeli va uning tuzilishiga ta'sir etuvchi omillar tahlil qildik, shuningdek banklarning kredit siyosatini takomillashtirish bo'yicha xulosa va tavsiyalar ishlab chiqildi va umumlashtiriladi. Barqaror rivojlanish va "yashil" moliyaviy vositalar bozorining global siyosiy intilishlariga "yashil iqtisodiyot" uning paydo bo'lishi va o'sishiga turtki berdi.

Jahon hamjamiyati ushbu muammolarni bartaraf etishning eng maqbul usuli "yashil iqtisodiyot"ga o'tish ekanligini biladi. Natijada ekologik barqarorlik inson salomatligi uchun foydali mahsulotlar va xizmatlarni yaratishni ta'minlaydi.

Kalit so'zlar. banklar, bank kreditlari, kredit siyosati, depozitlar, bank majburiyatlari, kredit portfeli, kredit, kredit xatarlari, tijorat banklari, Portfolio, raqamli bank.

Introduction:

The environmental problems that arise in the Global world community are compressing the welfare and future of humanity today. The reason is, the result of the damage to the atmosphere caused by old-fashioned technologies in the provision of social benefits, as well as a sharp increase in resource consumption, the environmental risk on Earth is considered urgent.

Today, the topic of "green" financing is the world the most common among scientists, as well as local experts are also interested in this topic, but the amount of scientific work carried out is not enough.

Green lending refers to monetary funds intended to financially stimulate environmentally sustainable projects . The first and most common form of" green "financing in terms of historical formation are "green" bonds created to fund effective environmental or climate-affecting projects .

The first "green" bonds were issued by the bank for International Development and reconstruction in 2007-2008. As a result of the rapid growth of such bonds, the bond market International Capital Market Association (ICMA) developed the Green Bond Principles in 2014. The green bond market grew by 80% each year over the next five years and continues to grow today. The issuance of fixed "green" bonds at the end of 2018 amounted to $ 389 billion. And in 2022, bonds were issued worth US $ 863.4 billion.

Literature review:

Chinas authors Yuzhun Sui, Sean Geoby and others view "Green" credit as a real-world solution that connects Environmental Protection Areas with financial institutions, while "green" financing as an overall environmentalist problem and resource management solution[1].

The authors Andreeva, Vovchenko, Epifanova, polubotko speculate that subsidizing the green lending system will help to more effectively manage environmental costs when developing the rules for the transition to a green economy[2]. The authors also point out that Russia should start developing its own "green" lending tools to ensure economic stability due to the negative volatility of hydrocarbon fuel prices.

Vietnamese authors Ho Miy Hankh and Thi Than Tung Pham believe that "green" lending improves the management of social and environmental risks in the bank with the aim of optimizing credit structures and introducing innovative banking services. On the other hand, it helps to transform the model of economic growth into sustainable development[3].

Dvoreskaya argues that the provision of loans for projects with high environmental efficiency is one of the areas of participation of credit organizations in the "green" economy, which undoubtedly affects the main economic indicators of the organization[4].

Judging from the above, we have included our own definition of authorship in the term "green" lending. Depending on the financing terminology in this direction as a relatively new direction for commercial banks, we have defined: "green" lending is the provision of financial resources for projects built on economic interests, with a long-term effect, aimed at ensuring social goals.

At the same time you can keep away from a problem. Most of the technologies available today are technologies that incorporate environmental aspects and since the infrastructure for their application is well formed, investing seems more attractive in projects as a technology in which such projects are more efficient, cost-effective and affordable. In contrast" ECO " - format slugs, while their technological processes require expensive resources, for shunning, because of the high value of these slugs, their development, the risks of financing by banks will be higher. In this matter, the development of mechanisms that encourage "green" loans is required by Government.

Methods analysis:

In the meantime, we will analyze the measures taken by the Government of Uzbekistan and the indications for the lending of green projects by banks. In the article used a comparative analysis method of green loans of the banks of Uzbekistan.

[1] Khudyakova L. International cooperation in the development of "green" financing.Money and credit. 2017;10–18.
[2] Bogacheva O.V., Smorodinov O.V. "Green" bonds as the most important tool for financing "green" projects.Financial Research Institute. Financial journal. 2016;(2):70–81.
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Analysis and results:

The “green economy” is a process that is not economically cheap. This means that it requires financial resources. In Uzbekistan, from April 1, 2023, it was established that the electricity generated by the population will be paid from 1,000 rubles per kilowatt. They can connect to the” sunny apartment “ system and receive the appropriate fees[5]. As part of the solar cell program in Uzbekistan, the aim is to install solar panels in the 37th thousand inhabitants in 2023. A subsidy of Rs 1,000 per kwh was set aside for each transfer to a single electric power system. For the formation of such infrastructures, the participation of banks on the basis of a “green loan” is considered important.

At the same time, it adopted a green loan policy requiring banks to provide green loans for public-private partnership projects for Environmental Protection, waste reduction and energy conservation, and limit loans to businesses whose production involves high levels of pollution.

The use of PPP in Uzbekistan has recently begun. PPP projects are being used in the construction of water supply, airports and utility systems and Heat Supply. At the same time, large-scale projects are being implemented in the fields of culture, social infrastructure and energy.

Relying on the experiences of the countries of the world, the relevant aspects of financing the green economy in Uzbekistan are being studied and implemented. In particular, as a key component of China’s green finance system, the Chinese government encourages commercial banks to issue green loans. In 2007-2018, China Green loan will improve the financial performance of commercial banks, and this improvement is mainly due to the positive impact of green loan on the profitability rate of banks ‘ interest-bearing assets, the green development rate will increase the economic profit of green loan issued by banks, and growth and more support through the environmental policy of high green economic In summary, commercial banks should actively develop their green credit businesses and the government should strengthen its green credit incentive policies to promote the coordinated development of green finance and the green economy[6].

Table 1.

List of “green” credit products offered by banks[7]

№	Category	Subcategory
1	Green loans for borrowers in certain areas	- «Green» agricultural projects. Industrial Energy, Environmental Protection. - «Green» forestry projects
2	Nature of the environment, environment, environment and natural remedies	
3	Resours processing projects	
4	Waste disposal and pollution prevention projects	
5	Renewable and environmentally friendly energy source projects	- Solar energy projects. - Wind projects. - Biomass electricity generation projects. - Hydropower projects. - Projects on Smart Power Networks.
6	Rural and urban water supply projects	- Engineering projects for drinking water safety. - Water conservation projects. - Urban water conservation projects
7	Energy saving or green building projects	- «Green» change of existing construction projects. - Green construction, development, use and maintenance projects

[5] Hanh H.Green finance for sustainable growth and development in Vietnam. 2016. URL: http://210.245.26.173:6788/tapchi/Uploads/Ho_20Hanh_20My_20T8_2016.pdf (data обращeniya: 12.01.2019). 9. Pham T.Assessing the role of green credit for green growth and sustainable development in Vietnam. Master’s thesis. 2017. URL: http://tampub.uta.fi/bitstream/handle/10024/104571/1541748671.pdf (data обращeniya: 27.12.2018).

[6] Dvoretskaya E. Green Finance as a modern trend in the global economy. Bulletin of the Academy. Moscow Academy of Entrepreneurship under the Government of Moscow. 2017;(2):60–65.

[7] The decision of President of the Republic of Uzbekistan Shavkat Mirziyoyev on February 16 “on measures to accelerate the introduction of renewable energy sources and energy-saving technologies in 2023”.

8	Environmental transportation projects	- Rail transport projects. - Projects for the management of waterways and the purchase of ships. - Urban public transport projects. -Transport projects for Environmental Protection-rail transport projects. - Projects for the management of waterways and the purchase of ships. - Urban public transport projects. - Transportation projects for Environmental Protection
9	Energy-saving and environmental services	- Energy-saving services. - Environmental Protection Services. - Water management services.

Currently, there are many types of "green" credit offered by banks. Credit market assumption (credit market assumption) divides "green" credit into two main types[8]:

- credit for Environmental Protection and waste reduction projects and services;
- credit to developing strategic areas.

However, banks often introduce additional products and services to meet the specific needs of their customers. The actual classification of" green " credit products differs between banks. Table 1 presents a general approximate list of" green " credit products. To regulate and ensure the reliability of these credit relations, "green" loans must comply with four basic principles.

(Green Lean Principles), developed by the Loan Market Association, is a structure that allows all market participants to characterize credit as "green". The principles of" green " credit are based on the following four main components, which are the use of income, the process of evaluating and selecting projects, income management and reporting.

Use of income. The main sign of a" green "loan is the use of loan funds for" green " projects, which must be appropriately described in financial documents. All designated projects must provide specific environmental benefits, which must be evaluated and, if possible, quantitative and reported by the borrower.

Project evaluation and selection process. The borrower must clearly tell the lender the following:

* purpose of the project;
* how the borrower described the project as " green;
* criteria for identifying and managing potentially hazardous environmental hazards associated with the proposed project.

Revenue management. The proceeds from the" green " loan must be transferred to the allocated account and monitored appropriately by the borrower to ensure transparency and improve the integrity of the product. If the" green "credit is in one or more forms of the credit line, each" green " form must be clearly defined. In this case, the proceeds from these tranches are transferred to a separate account or monitored appropriately by the borrower. Borrowers are encouraged to create an internal management process that can track funding for" green " projects.

Report. Borrowers must provide timely updated information about the use of receipts. Privacy agreements recommend providing information in a general sense or on the basis of a common project portfolio in cases where competitive considerations or many key projects limit the amount of detail that can be provided. Information should only be given to institutions involved in credit relations. Transparency is of particular importance to reveal the expected outcome of the project. It is recommended to use indicators of quality and quantitative efficiency (for example, energy intensity, electricity generation, greenhouse gas emissions reduction, etc.), as well as reveal the basic methodology for their calculation. Borrowers who have the ability to track the results obtained are advised to include them in regular reports.

Green credit banks have introduced credit types for residents and businesses such as Sorporate Green Loan, sme Green Loan, Green Sonsumer Loan, Green produce, Green produce Online.

[8] Loan Market Association. URL: https://www.lma.eu.com

Table 2.

The procedure for lending aimed at Green projects in banks[9]

№	Banks	Amoun of lending	Duration	Interest rate	Goal
1.	Ipoteka bank	99Mln. so‘m	60 month	23,99%	Loans for the purpose of purchasing solar panels
2.	Infin green	50Mln. so‘m	60 month	23,99%	Loans for the purpose of purchasing solar panels
3.	O‘zsanoatqurilishbank	150Mln. so‘m		14 %	full or partial financing of «green» projects
4.	Agrobank	100Mln. so‘m	60 month	24%	Cost-effective electricity developer to buy and install devices!
5.	Qishloqqurilishbank	165Mln. so‘m	60 month	24 %	Green consumer credit
6.	Turon bank	60 Mln. so‘m	60 month	25 %	ECOPANEL
7.	Universal bank	99 Mln. so‘m	60 month	25 %	Potrebitelsky credit «Sunlight»
8.	Asakabank	99 Mln. so‘m	60 month	14 %	Green space
9.	Xalq banki	100 млн.сўм	60 month	14%	GREEN
10.	Ipak yo‘li banki	100 млн.сўм	60 month	17%	Green space
11.	Orient finance bank	50 Mln. so‘m	60 month	21%	«Green consumer credit
12.	Ziraatbank	99 Mln. so‘m	60 month	21	«Green comfort consumer credit»
13.	O‘zmilliybank	60 Mln. so‘m	60 month	22	«National Green consumer credit
14.	Trastbank	66 Mln. so‘m	60 month	22	«Credit for the purchase and installation of solar panels»
15.	Kapitalbank	50 Mln. so‘m	60 month	23	«Ecocredits»

In Table 2, we are presented with information on green loans, which are proposed to be issued by some existing banks in Uzbekistan. In the process of analyzing this data, we witness that in our country there are enough conditions for reducing energy shortages and applying green economic projects. However, the “green” loan term given for the installation of solar panels, along with the fact that the terms of issuance are satisfactory, the interest rates of these loans remain high in many banks. In mortgage bank, Infin bank, Agrobank, Rural Construction Bank, the loan interest rate stands at 24% and in Turon bank and universal bank at a higher interest rate of 25%. From this offer of high interest loans, it is possible to draw a conclusion in two ways.

The first. Taking into account the high inflation rate, the length of time provided, as well as the high risk of credit non-return, this targeted loan is considered a consumer loan, it is no rentable for banks to allocate loans to these projects, and they demonstrate in this way that they do not want to issue this loan.

The second is due to the cost of importing solar panels and installing this project, the cost of insurance payments from the risk of non-return of the loan, and the implementation of these projects also causes inconvenience for the citizen and causes him to abandon this project. And as a result, state programs become a reform formed in the mouth. So the steps taken for this purpose are evaluated ineffectively.

At the Bank of Asaka”, “Xalq banki”, a loan offer is being made at 14%.

Also, $100 million will be attracted from international financial organizations, creating “green” credit products for residents and small entrepreneurs in the amount, on acceptable terms. $100 billion will be allocated to compensate for part of the loan interest allocated to the population. The Ministry of economy and finance was instructed to introduce a system to cover part of the interest on “green” loans issued to residents and entrepreneurs.

Conclusion and suggestions:

In our analysis, we tried to analyze the activities of banks in state policies aimed at the reforms carried out in the Republic of Uzbekistan and the “green economy”, which is the modern stage of the country’s development. We cited in our analysis above the conclusion that the activities aimed at increasing “green” projects in our banks are relatively new and has not been improved yet. In turn, in the scheme for the participation of credit organizations in projects, we believe that it is advisable to introduce in practice the system of project financing, which is presented in Jeffrey Delmon’s proposed scheme for financing public-private partnership projects to infrastructure facilities. That is, in Uzbekistan today, the practice of projects for the construction and employment of alternative energy production

[9] Author development

facilities on the basis of PPP gives a good result. In turn, the issue of the use of bank loans in the financing of such infrastructure facilities is relevant.

Since in our country the inflation rate is high, the loan period is high, and the "green" target loan is considered a consumer loan, the credit allocation to these projects for banks, given the high risk of non-return, is norentable, and they demonstrate in this way that they do not want to issue this loan.

In the article on speeding up the process of implementation of green projects, it is necessary to create legal benefits for credit organizations providing" green " loans and develop a mechanism for interactive work with producers

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MILLIY IQTISODIYOTDA EKSPORT AMALIYOTIGA TA'SIR ETUVCHI OMILLARNI EKONOMETRIK TAHLILINI BAHOLASH

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Annotatsiya. Maqolada eksport amaliyoti va unga tasir etuvchi omillarga ekonometrik modellardan foydalangan holda ilmiy tahliliy ishlanma olib borildi. ma'lumotlar ko'p omilli vaqtli qatorlar asosida shakllantirilganligi sababli ekonometrik tenglamalar avtoregressiv taqsimlangan kechikish ARDL (Autoregressive distributed lag) modelidan foydalangan holda ishlab chiqildi. Mamlakatimizda eksport amaliyoti va unga ta'sirini ishlab chiqishda O'zbekiston Respublikasi Prezidenti huzuridagi statistika agentligi (www.stat.uz) Markaziy bankm va Jaahon banki ma'lumotlarining 23 yillik ko'rsatkichlaridan foydalanildi. Shuningdek, ARDL modeli bo'yicha vaqtli qatorlar grafik matritsasi ishlab chiqildi. Bog'liq va mustaqil o'zgaruvchilar bog'lanishlarning korrelyatsion matritsasi, statsionarlik holatini tekshirishda Unit-root test ko'rsatkichlari, kointegratsiya uchun Bound testi tekshirildi hamda ARDL modeli regression tenglamasi ishlab chiqildi. Shuningdek, ishlab chiqilgan ARDL modeli regression tenglamasini Gaus Markovning muhim shartlari hamda Cusum diognostik testi bilan tekshirildi.Tadqiqotda muallif yondashuvlari va takliflari keltirilgan.

Kalit so'zlar. Eksport amaliyoti, makroiqtisodiy ko'rsatkichlar, logistika tizmi, valyuta kursi, inflyatsiya, asosiy kapitalga kiritilgan investitsiya, milliy iqtisodiyot, ekonometrik modellashtirishtirish.

ОЦЕНКА ЭКОНОМЕТРИЧЕСКОГО АНАЛИЗА ФАКТОРОВ, ВЛИЯЮЩИХ НА ЭКСПОРТНУЮ ПРАКТИКУ В НАЦИОНАЛЬНОЙ ЭКОНОМИКЕ

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Аннотация. В статье проведена научная аналитическая разработка с использованием эконометрических моделей экспортной практики и факторов, влияющих на нее. поскольку данные формируются на основе многомерных временных рядов, эконометрические уравнения были разработаны с использованием модели авторегрессии с распределенным лагом ARDL (Авторегрессия с распределенным лагом). Для развития экспортной практики и ее влияния в нашей стране были использованы 23-летние показатели данных Центрального банка и Всемирного банка. Также была разработана графическая матрица временных рядов на основе модели ARDL. Были проверены корреляционная матрица корреляций зависимых и независимых переменных, показатели единичного корня для проверки стационарности, связанный тест на коинтеграцию и построено уравнение регрессии модели ARDL. Также разработанное уравнение регрессии модели ARDL было проверено с помощью значимых условий Гаусса Маркова и диагностического теста Кусума. В исследовании представлены подходы и предложения автора.

Ключевые слова. Экспортная практика, макроэкономические показатели, логистическая система, валютный курс, инфляция, инвестиции в основной капитал, национальная экономика, эконометрическое моделирование.

EVALUATION OF ECONOMETRIC ANALYSIS OF FACTORS AFFECTING EXPORT PRACTICES IN THE NATIONAL ECONOMY

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Abstract. The article carried out a scientific analytical development using econometric models of export practices and factors influencing it. since the data is generated from multivariate time series, the econometric equations were developed using the distributed lag autoregression model ARDL (Distributed lag autoregression). For the development of export practice and its influence in our country, 23-year indicators of data from the Central Bank and the World Bank were used. A graphic matrix of time series based on the ARDL model was also developed. The correlation matrix of correlations of dependent and independent variables, unit root measures to test for stationarity, the associated cointegration test, and the regression equation of the ARDL model were tested. Also, the developed regression equation of the ARDL model was tested using significant Gauss-Markov conditions and the Kusum diagnostic test. The study presents the approaches and proposals of the author.

Keywords. Export practice, macroeconomic indicators, logistics system, exchange rate, inflation, investment in fixed capital, national economy, econometric modeling.

Kirish:

Milliy iqtisodiyotda eksport amaliyotini rivojlantirish iqtisodiy o'sish va farovonlikning asosiy omili hisoblanadi.[1] Bu nafaqat mamlakatning xalqaro raqobatbardoshligini oshiradi, balki biznes uchun yangi bozorlar va imkoniyatlar eshigini ochadi. Biroq, bugungi kunda eksport sektori sayohatga iqtisodiy sharoitlar va hukumat boshqaruvidan tortib infratuzilma dinamikagacha bo'lgan ko'plab omillar ta'sir ko'rsatadi.

Iqtisodiy tizimda eksport amaliyoti spektrini shakllantirishda hal qiluvchi rol o'ynaydigan turli omillarni ko'rib chiqilmoqda. Ushbu omillarni tushunish orqali iqtisodchilar, biznes va manfaatdor tomonlar jonli eksport ekotizimini rivojlantirish va qo'llab-quvvatlash uchun ongli qarorlar qabul qilishlari mumkin.

Xalqaro savdo dunyosi o'zaro bog'liq jarayonlarning murakkab tarmog'idir, shu bilan birga tovar va xizmatlarning muvaffaqiyatli eksporti iqtisodiy omillar va logistika tizimlari o'rtasidagi nozik muvozanatga bog'liq. [2]. Biri ikkinchisisiz rivojlana olmaydi. Shu nuqtai nazardan, mamlakatning iqtisodiy o'sishi nazari bilan ta'minlaydigan makroiqtisodiy ko'rsatkichlar yo'naltiruvchi bo'lib xizmat qiladi.

Ular eksport operatsiyalarini ko'paytirish yo'lini yoritib, moliyaviy jarayonlarning boshlanishidan to tovar va xizmatlarni yakuniy yetkazib berishgacha bo'lgan qo'llab-quvvatlashni kengaytiradigan keng qamrovli logistika xizmatlarini muvofiqlashtirish muhimligini ochib beradi. Shuningdek ta'minot zanjiridagi makroiqtisodiyot va logistika o'rtasidagi muhim o'zaro bog'liqlikni o'rganib chiqadi va eksport hajmini oshirishga intilishda ta'minot zanjirini moliyalashtirishning muhim roliga qaratilgan.

Hozirgi o'zaro bog'langan jahon iqtisodiyotida eksport amaliyotini rivojlantirish shunchaki strategik variant emas balki davlatning iqtisodiy o'sishining muhim omilidir. Rivojlanayotgan eksport sektori sari xalqaro savdo jarayonlarining shakllantiruvchi iqtisodiy omillarning dinamik o'zaro ta'siridir. Iqtisodiy omillar eksport faolligini oshirish, pirovardida iqtisodiy o'sish va farovonlik kabi maqsadlarga hissa qo'shishda ushbu omillarning qulay kombinatsiyasi muhimligini ta'kidlaydi. Iqtisodiy tizimda export amaliyotlarining ushbu murakkab jarayonlari biznes va manfaatdor tomonlari savdo aylanmasi ekotizimini rivojlantiruvchi va qo'llab-quvvatlovchi muhitni yaratish uchun muhim ahamiyat kasb etadi.

Xalqaro savdo sohasida makroiqtisodiy ko'rsatkichlar va logistika xizmatlari o'rtasidagi uyg'un jarayonlarni ortiqcha baholab bo'lmaydi. Eksport amaliyotining o'sishini ta'minlash uchun ushbu elementlarning muvofiqlashtirilishi ajralmas hisoblanadi. Eksport hajmini yangi cho'qqilarga ko'tarish uchun zarur bo'lgan moliyaviy ko'mak ta'minot zanjirini moliyalashtirishda asosiy o'rin tutadi. [3].

Milliy iqtisodiyot doirasida eksport amaliyotini rivojlantirish iqtisodiy dinamika bilan chambarchas bog'liq bo'lgan ko'p qirrali jarayondir. Ushbu omillarning muvaffaqiyatli tartibga solinishi eksport faolligini oshirish, iqtisodiy o'sish va farovonlikni rag'batlantirishning foydali tsikliga olib kelishi mumkin. Ushbu murakkab o'zaro ta'sirning hal qiluvchi rolini e'tirof etgan holda, hukumatlar, biznes va boshqa manfaatdor tomonlar uyg'un hamkorlik qilishga undaydi. Eksportni rivojlantirish uchun qulay muhit yaratish uchun birgalikda harakat qilish orqali davlatlar xalqaro savdoning ulkan salohiyatini ochib global bozorlardad foyda massaisni oshishiga imkon yaratadi.

Mavzuga doir adabiyotlar tahlili:

Eksport amaliyotlari va unga ta'sir etuvchi omillarning ahamiyatini nazariy va amaliy jihatlari, hamda ularni joriy etish masalalari bir qator iqtisodchi olimlar tomonidan tadqiq etilgan. Shuningdek, ekpsort amliyotlarini rivojlantirish bo'yicha ko'plab nazariy ilmiy ishlar qilingan va ta'riflar berilgan.

Xususan, iqtisodchi olim Pol Krugman eksport amaliyoti xalqaro savdo miqyosida iqtisodiyotning ajralmas qismi ekanligini ta’kidlagan. Krugmanning ishi natijlariga ko‘ra qiyosiy ustunlikning klassik iqtisodiy kontseptsiyasiga asoslangan, bu esa mamlakatlar qiyosiy ustunlikka ega bo‘lgan tovarlar va xizmatlar ishlab chiqarishga boshqa davlatlar bilan savdo qilishga ixtisoslashishi kerakligini ko‘rsatadi.[4]. U qiyosiy ustunlik qay darajada mamlakatlar eksport modellarini shakllantirishi va uning eksporti tarkibiga ta’sir qilishi mumkinligini ko‘rsatdi.

Yevropalik iqtisdochi olimlar M.Helble va Ketrin Mannlar xalqaro iqtisodning turli jihatlari, jumladan eksport amaliyoti uchun muhim jihatlar bo‘yicha ko‘plab tadqiqotlar olib borgan. Olmlarning savdo amaliyotlari haqidagi tadqiqotlarida eksport va import o‘rtasidagi nomutanosibliklarga e’tibor qaratib, mamlakatning savdo munosabatlari dinamikasi ahamiyatini ta’kidlagan[5]. Savdo nomutanosibligini tushunish iqtisodchilar va korxonalar uchun juda muhim, chunki ular mamlakat savdo aylanmasi va uning eksport rivojlanishiga ta’sirini baholaydi. Ularning tadqiqotlari nafaqat nazariy tushunishni rivojlantiradi, balki amaliy iqtisodiy tavsiyalarini ham beradi. Tadqiqotchilanring ishi iqtisodchilarga turli iqtisodiy va savdo jarayonlarida eksport amaliyoti va umumiy iqtisodiy barqarorlikka ta’sir qilishi mumkin bo‘lgan oqibatlari haqida yordam bergan.

Xorijlik iqtisodchi olim Mark Melitz o‘z tadqiqotlarida korxonalar darajasida savdo xajmini eksport amaliyotiga ta’siri bo‘yicha bir qancha tadqiqotlar olib borgan. Olim o‘z tadqiqotlarida export amliyotiga ta’sir etuvchi omillar sifatida firma darajasidagi mahsuldorlik, heterojen firmalar, savdoni erkinlashtirishqtisodiy siyosatning oqibatlari, globallashuv va raqobat ko‘rsatkichlairni tanlagan. [6]. Mark Melitzning tadqiqotlari eksport amaliyotiga ta’sir qilish uchun savdo siyosati, firma darajasidagi samaradorlik va raqobat qanday kesishishi haqidagi tushunchamizni sezilarli darajada kengaytirdi. Uning ishi nafaqat iqtisodiy nazariyani boyitibgina qolmay, balki xalqaro savdo va eksportni rivojlantirishning murakkab landshaftini boshqarishga intilayotgan siyosatchilar va korxonalar uchun amaliy tushunchalar ham bergan.

Iqtisodchi olim Arvind Subramanian ilmiy ishlanmalarida xalqaro savdo va eksport ko‘rsatkichlarining bir qancha muhim jihatlarini yoritib bergan. Globallashuv tendentsiyalari, jumladan, rivojlanayotgan iqtisodiyotlarning global iqtisodiyotga integratsiyalashuvi eksport ko‘rsatkichlariga ta’sirini tushunishga hissa qo‘shgan[7].

Olim globallashuv eksport faoliyatini kengaytirishga intilayotgan rivojlanayotgan mamlakatlar uchun taqdim etayotgan imkoniyatlar va muammolarni ko‘rib chiqqan.Tadqiqotchining ilmiy ishlar natijalarida eksport ko‘rsatkichlariga ta’sir etuvchi omillar sifatida valyuta kurslari, savdo to‘siqlari va rivojlanayotgan mamlakatlarning globallashuviga biznes va doimiy rivojlanayotgan global bozorda muvaffaqiyatli eksport amaliyotini qo‘llab-quvvatlashdan manfaatdor tomonlar uchun amaliy ahamiyatini oshirgan.

Yevropalik iqtisodchi olim Jeyms Anderson eksport amaliyoti va xalqaro savdoga sezilarli ta’sir ko‘rsatadigan muhim omillar bo‘lgan savdo xarajatlari va savdo to‘siqlari bo‘yicha keng qamrovli tadqiqotlar olib borgan. Olim xalqaro savdo bilan bog‘liq bo‘lgan turli xarajatlarni, jumladan, transport xarajatlari, bojxona tartib-qoidalari, hujjatlarni rasmiylashtirish va tovarlarni chegaradan o‘tkazish paytida yuzaga keladigan boshqa xarajatlarni chuqur o‘rganib chiqqan[8]. Olimning ilmiy ishlari natijalariga ko‘ra xalqaro savdo iqtisodiyoti sohasi va eksport amaliyotiga ta’sir etuvchi omillar haqida qimmatli tushunchalar bergan va savdo sharoitlarini yaxshilash orqali eksport va import amlaiyotlarining iqtisodiy o‘sishni rag‘batlantirishni ta’kidlab o‘tgan.

Osiyolik iqtisodchilar Chou Chu va Liang ekonometrik modellarni yaratish orqali Tayvanda import va eksport o‘rtasidagi bog‘liqlikni o‘rganib chiqdilar[9]. Tadqiqotchilar o‘zlarining ilmiy ishlanmalaridagi ekonometrik modelni prognoz qilish uchun regressiya tenglamalarini qo‘lladilar. P.K.Narayan, S.Narayan. va Prasad 2003-yildan 2020-yilgacha Fidjining iqtisodiy eksport ko‘rsatkichlarini prognoz qilish uchun avtoregressiv harakatlanuvchi o‘rtacha ko‘rsatkichlarga ega ARMA modelidan foydalanganlar[10].

Osiyolik iqtisodchi S.Linning fikricha, «Global transport logistikasi tizimlari eksport operatsiyalari va yuklarni ekspeditorlik xizmatlarini taklif qiladi, turli mamlakatlarda konsolidatsiya va saqlash vazifalarini bajaradi va qo‘shimcha qiymatli, chuqur qayta ishlash xizmatlarini taqdim etish uchun ishlab chiqarish tarmoqlarini birlashtiradi.»[11]. Iqtisodchi W. Zong o‘z ilmiy ishlanmalarida eksport amaliyot iqtisodiy o‘sishda va uning mamlakat iqtisodiy kengayishiga ta’sirini o‘tkazadi deb ta’kidlagan[12].

Tadqiqot metodologiyasi:

Tadqiqotda ilmiy abstraksiyalash, guruhlash, qiyoslash, retrospektiv va istiqbolli, empirik tahlil va boshqa uslublardan foydalanildi. Maqolada ilmiy abstraksiyalash usuli yordamida logistika tizimidagi korxonalarni aylanma aktivlarni samarali boshqarish orqali moliyaviy ekspluatatsion ehtiyojlarni optimallashtirish rivojlantirishdagi ahamiyati va zarurati asoslandi.

Shuningdek, logistika tizimidagi korxonalarni moliyalshtirishning iqtisodiy tahlili usullaridan foydalangan holda emitasion modellar ishlab chiqilgan.

Tahlil va natijalar:

Tadqiqot bo'yicha empirik ma'lumotlar milliy iqtisodiyotda 23 yillik vaqtli qatorlar ko'rsatkichlarida asosida shakllantirilganligi sababli ekonometrik tenglama Avtoregressiv taqsimlangan kechikish (ARDL) modellari ko'pincha bir tenglama doirasidagi vaqt seriyalari ma'lumotlari bilan dinamik munosabatlarni tahlil qilishda foydalanildi.Vaqtli qatorlarni ekonometrik modellashtirishda ARDL modeli bo'yicha xorijlik olimlar tomonidan ko'plab nazariy-ilmiy asoslangan ishlanmalar yaratilgan va ta'riflar berilgan.

Ekonometrik modellashtirish sohasida ko'p o'zgaruvchan vaqt seriyali ARDL (Autoregressive Distributed Lag) regressiya modellaridan foydalanish uzoq tarixga ega. Biroq, so'nggi paytlarda vaqt qatorlari orasidagi doimiy bog'lanishlarni tekshirish iqtisodiy hodisalarni tahlil qilishda juda muhim vosita sifatida paydo bo'ldi.

Xorijlik ro tadqiqotchilar Pesaran va Smit ARDL modeli doirasida oddiy eng kichik kvadratlar hisob-kitoblarini qo'llash orqali ham qisqa muddatli, ham uzoq muddatli vaqt qatorlari parametrlarini chiqarish mumkinligini aniqladilar. Shuningdek, ular ARDL modeli metodologiyasi baholash jarayonida zarur bo'lgan ma'lumotlarni ishlab chiqarish jarayonlarining stokastik komponentlari o'rtasida zamonaviy munosabatlarni o'rnatish uchun mos ravishda kengaytirilganligini ta'kidladilar[13].

Vaqtli qatorlar ARDL (Autoregressive Distributed Lag) modelida qaram o'zgaruvchi mustaqil o'zgaruvchining kechikishi, joriy qiymatlari va o'zining lag qiymati bilan ifodalanadi[14]. Vaqt seriyasiga qaram o'zgaruvchining o'tmishdagi qiymatlari kiritilganligi sababli, ARDL modelining oddiy eng kichik kvadratchalar (OLS) bahosi kamroq aniq koeffitsient baholarini beradi. Xato atamasi avtokorrelyatsiya qilinganda, OLS ishonchsiz baholovchiga aylanadi. Bunday hollarda, ushbu modeldan foydalanganda odatda instrumental o'zgaruvchan baholovchilar qo'llaniladi. Bundan tashqari, har bir o'zgaruvchining kutilayotgan belgisi uning nazariy taxminlarga mos kelishini aniqlashga yordam beradi[15].

Avtoregressiv atamasi x_t bilan izohlash bilan birga y_t ham o'zining kechikishi bilan izohlanishini ko'rsatadi.

ARDL tenglamasi quyidagicha:

$$y_t = \beta_0 + \beta_1 y_{t-1} + ... + \beta_p y_{t-p} + a_0 x_t + a_1 x_{t-1} + a_2 x_{t-2} + ... + a_q x_{t-q} + \varepsilon_t \quad (1)$$

bu yerda ε_t - tasodifiy "xatolik" atamasi.

Model "avtoregressiv", ya'ni y_t "o'zining kechikkan qiymatlari bilan izohlanadi. Shuningdek, "x" izohli o'zgaruvchining ketma-ket laglari ko'rinishidagi "tarqatilgan kechikish" komponentiga ega. Ba'zan, x_t ning o'zi joriy qiymati model strukturasining taqsimlangan lag qismidan chiqarib tashlanadi. Xuddi shuni model sifatida quyidagicha yozish mumkin.

$$Y_{t=}\sum_{i=1}^{j} a_i \; y_{t-i}\sum_{i=1}^{j} a_i \; y_{t-i} {}_{+}\sum_{i=0}^{k} b_i \; x_{t-i}\sum_{i=0}^{k} b_i \; x_{t-i} {}_{+} e_t \quad (2)$$

ARDL model formulasiga ko'ra o'zgaruvchining o'z laglari, mustaqil o'zgaruvchisi va mustaqil o'zgaruvchilarning kechikishi bo'yicha regressiyalanganligini anglatadi hamda ARDL modeldagi ***j*** va ***k*** kechikishlar soniga qarab ARDL (j, k) modeli deb ataladi. Yuqoridagi 2-formulaga ko'ra ***j*** va ***k*** - kechikish uchun yillar soni, e_t -buzilish shartlari va $b_i \, b_i$ - qisqa muddatli koeffitsientlar va $a_i \, a_i$ -uzoq muddatli munosabatlar uchun koeffitsientlardir.

Tadqiqot bo'yicha natijaviy belgi va omil belgilar quyidagi ko'rinishga ega bo'ldi.

y- Eksport hajmi. ***(Bog'liq o'zgaruvchi),*** x_1- logistika xizmatlari sohasining ***(mustaqil o'zgaruvchi)***, x_2- Valyuta kursini ***(mustaqil o'zgaruvchi)***, x_3 - Asosiy kapitalga kiritilgan moliyaviy investitsiya ***(mustaqil o'zgaruvchi)*** hamda x_4- Inflyatsiya darajasi ***(mustaqil o'zgaruvchi)***

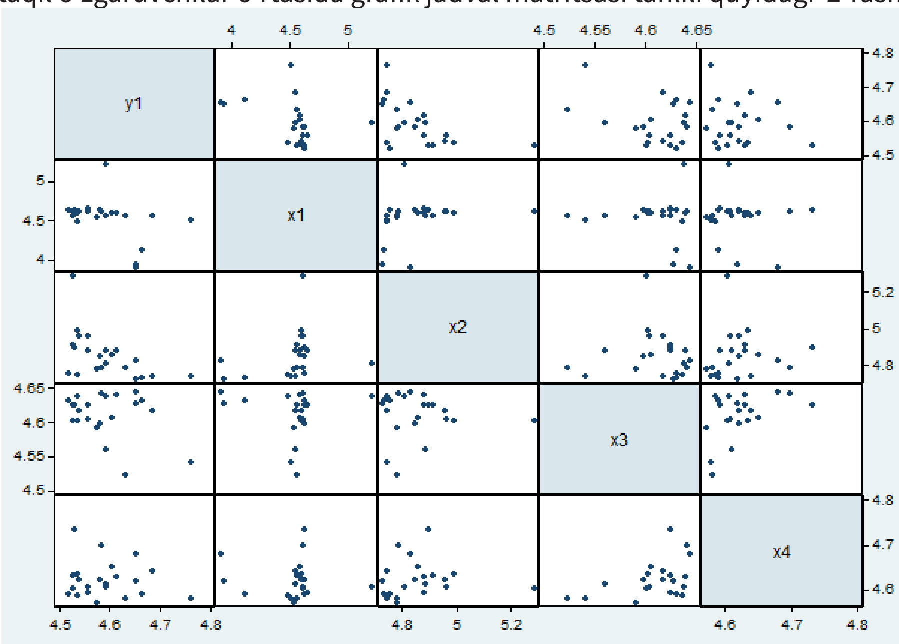
Tadqiqot bo‘yicha ARDL modelini ishlab chiqishda quyidagi ketma- ketlikda tenglamani qurdik.

ARDL modeli bo‘yicha vaqtli qatorlar grafik matritsasi ishlab chiqildi. bog‘liq va mustaqil o‘zgaruvchilar bog‘lanishlarning korrelyatsion matritsasi ishlab chiqildihamda ular bo‘yicha Unit root test ko‘rsatkichi tekshirildi. ARDL modeli regression tenglamasi ishlab chiqildi. Ishlab chiqilgan ARDL modeli regression tenglamasini Gaus Markovning muhim shartlari hamda Cusum testi bilan tekshirildi.

Tadqiqot bo‘yicha 23 yil davomida bog‘liq va mustaqil o‘zgaruvchilar tahliliy grafigi quyidagi ko‘rinishga ega bo‘ldi (1-rasmga qarang).

1-rasm. Bog‘liq va mustaqil o‘zgaruvchilar grafigi.

1-rasmga ko‘ra milliy iqtisodiyotda 2000-2022- yillar davomida omillar deyarli bir xil tebranishga ega faqatgina inflyatsiya darajasi 2015-2020 yillar o‘rtasida pastga tushgan. Shuningdek, ushbu davrda bog‘liq va mustaqil o‘zgaruvchilar o‘rtasida grafik jadval matritsasi tahlili quyidagi 2-rasmda keltirilgan.



2-rasm. Bog‘liq va mustaqil o‘zgaruvchilar grafik matritsasi.

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2-rasmga ko'ra milliy iqtisodiyotda 2000-2022-yillar davomida natijaviy belgilar va omil belgilar o'rtasida zichlik bo'lib, ular o'rtasidagi bog'lik mavjudligini ko'rsatadi. Tadqiqotning navbatdagi qadamda, natijaviy belgi va omil belgilar har biri bo'yicha korrelyatsion matritsasi quyidagi ko'rinishga ega bo'ldi (1-jadvalga qarang).

1-jadval

Bog'liq va mustaqil o'zgaruvchilar grafigi bog'lanishlarning korrelyatsion matritsasi

Bog'liq va mustaqil o'zgaruvchilar	*y*	*x1*	*x2*	*x3*	*x4*
Y	1.0000				
x1	0.4996	1.0000			
x2	0.5057	0.0117	1.0000		
x3	0.5075	-0.2886	-0.0679	1.0000	
x4	0.1105	0.3031	0.0289	0.2859	1.0000

1-jadvaldan ko'rishimiz mumkinki natijaviy belgi va omil belgilar o'rtasida yuqori, sezilarli va kuchsiz korrelyatsion bog'liqlik mavjud bo'lib ta'sir etuvchi omillar o'rtasida multikollinearlik mavjud emas. Navbatdagi qadamda biz tadqiqot bo'yicha natijaviy belgi va omil belgilar bo'yicha statsionalrik holatini tahlil qilishda Dickey-Fuller testini tekshirdik.2-jadvallarga qarang).

2-jadval

Bog'liq va mustaqil o'zgaruvchilar unit root uchun dickey-fuller (stasionarlik) testi ko'rsatkichlari[1]

Natijaviy belgi va omil belgilar	*Test Statistic*	*1% Critical Value*	*5% Critical Value*	*10% Critical Value*	*p-value for Z(t)*
y	-7.614	-3.750	-3.000	-2.630	*0.0000*
x1	-7.250	-3.750	-3.000	-2.630	*0.0000*
x2	-7.270	-3.750	-3.000	-2.630	*0.0000*
x3	-4.787	-3.750	-3.000	-2.630	*0.0000*
x4	-9.743	-3.750	-3.000	-2.630	*0.0000*

Tadqiqot bo'yicha Unit root testi tekshirilganda natijaviy belgi bo'yicha statistik qiymati ***(-7.614),*** omil belgilar mos ravishda ***(-7.250, -7.270, -4.787 va -9.743)*** qiymatlarini tashkil etgan. Shuningdek natijaviy belgi va omil belgilar bo'yicha ***1%*** kritik qiymat, ***5%*** kritik qiymat, ***10%*** kritik qiymat ***(-3.750, -3.000, -2.630)*** qiymatlarni ifodalab, manfiy son sifatida kichik qiymatni tashkil etgan. Dickey-Fuller testi bo'yicha natijaviy belgi va omil belgilar MacKinnon qiymatlari ***Z(t)=0.0000*** bilan kichik qiymatlarni tashkil etgan holda kuchli statsionarlik mavjudligini ifodalagan.

3-jadval

ARDL(2,0,2,2,0) regression modeli ko'rsatkichlari[2]

D.y	Coef.	Std.Err.	t	P>t	[95%Conf.	Interval]
ADJ						
y						
L1.	-0.556	0.178	-3.120	0.012	-0.960	-0.153
LR						
x1	1.512	2.002	3.250	0.010	1.982	11.042
x2	0.442	0.141	3.130	0.012	0.122	0.762
x3	0.865	0.359	2.410	0.039	0.053	1.678
x4	0.113	0.159	0.710	0.496	-0.247	0.474
SR						

[1] Stata dasturi asosida muallif tomonidan mustaqil ishlab chiqilgan.
[2] Stata dasturi asosida muallif tomonidan mustaqil ishlab chiqilgan.

y						
LD.	-0.513	0.124	-4.140	0.003	-0.793	-0.233
x2						
D1.	0.084	0.109	0.770	0.459	-0.162	0.330
LD.	0.289	0.067	4.310	0.002	0.137	0.441
x3						
D1.	0.686	0.202	3.390	0.008	0.228	1.143
LD.	0.694	0.190	3.650	0.005	0.264	1.125
x4						
D1.	-0.042	0.040	-1.050	0.321	-0.131	0.048
_cons	-17.970	3.891	-4.620	0.001	-26.772	-9.168

Tadqiqot bo‘yicha ARDL modelidan foydalangan holda ekonometrik tenglama tuzildi.

$$\Delta\Delta y_{it}=b_0+b_1\sum_{p=1}^{n}\Delta\sum_{p=1}^{n}\Delta y_{i,t-p}+b_2\sum_{p=1}^{n}\Delta\sum_{p=1}^{n}\Delta x_{1i,t-p}+b_3\sum_{p=1}^{n}\Delta\sum_{p=1}^{n}\Delta x_{2i,t-p}+b_4\sum_{p=1}^{n}\Delta\sum_{p=1}^{n}\Delta x_{3i,t-p}+$$

$$+b_5\sum_{p=1}^{n}\Delta\sum_{p=1}^{n}\Delta x_{4i,t-p}+\gamma\gamma_1 Y_{i,t-p}+\gamma\gamma_2 x_{1i,t-1}+\gamma\gamma_3 x_{2i,t-1}+\gamma\gamma_4 x_{3i,t-1}+\gamma\gamma_4 x_{4i,t-1}+\varepsilon\varepsilon_{i,t} \quad (3)$$

Bu yerda:

y_{it}- Eksport hajmining o‘sish sur’ati, $y_{t-1}y_{t-1}$ -Bir yil oldingi eksport hajmining o‘sish sur’ati, $x1$ $x1$ - Logistika sohasining o‘sish sur’ati, $x2x2$ - Valyuta kursining o‘sish sur’ati, $x3x3$ - Asosiy kapitalga kiritilgan moliyaviy investitsiya hajmining o‘sish sur’ati, $x4$ $x4$ - Inflyatsiya darajasining o‘sish sur’ati. Δ Δ birinchi farq koeffitsientini, b_0 kesmani, b_1,b_2,b_3,b_4 va b_5 qisqa muddatli elastiklik koeffitsientlarini, γ γ_1, $\gamma\gamma_2$, $\gamma\gamma_3$, $\gamma\gamma_4$ va $\gamma\gamma_5$ uzoq muddatli dinamik ko‘paytiruvchilarni, nn – ortda qolgan hadni va p lag uzunligini bildirmaydi. Tenglama (3) chiziqli ARDL modelini bildiradi, u ham qisqa, ham uzoq muddatli taxminlarni beradi.**ARDL** modeli ekonometrik tenglamasi Stata dasturi asosida quyidagi jadvalda ishlab chiqildi (3-jadvalga qarang).

3-jadvalga ko‘ra ARDL(2,0,2,2,0) modeli bo‘yicha tuzatilgan determinatsiya ***R-squared=0.97*** yuqori qiymatini tashkil etib, model sifati ijobiy ekanligini ko‘rsatadi. ARDL modeli, regression tenglamaga ko‘ra ***H_0:y=0, H_1:y≠0 F<0,05 va t<0,05***, bosh gipoteza ma’noga ega emas ***H_0:y=0*** va biz bosh gipotezani rad etib alternativ gipotezaga o‘tamiz hamda ushbu holatda alternativ gipoteza ***H_1:y≠0*** statistik ahamiyatga ega.

Navbatdagi qadamda Bound test orqali model kointegration holati aniqlandi (.4-jadvalga qarang).

4-jadval

Koitegaratsiya uchun Bound testi[3]

									F = 6.983
	[I_0] L_1	*[I_1] L_1*	*[I_0] L_05*	*[I_1] L_05*	*[I_0] L_025*	*[I_1] L_025*	*[I_0] L_01*	*[I_1] L_01*	
k_4	*2.45*	*3.52*	*2.86*	*4.01*	*3.25*	*4.49*	*3.74*	*5.06*	

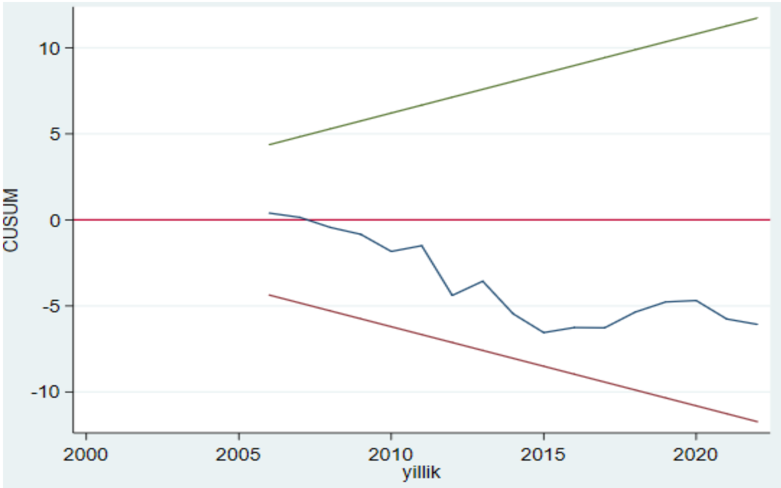
Yuqoridagi 3.2.3-jadvalga ko‘ra, F=6.983 qiymati barcha oraqlilardagi kritik qiymalatlardan katta ekanligan ushbu holatda kointegratsiya mavjudligini ko‘rish mumkin.

ARDL(2,0,2,2,0) ga ko‘ra logistika xizmatlari sohasining 1% ga ortishi natijasida eksport hajmining 1.51%ga ortishiga olib keladi. Valyuta kursining 1% ga ortishi natijasida eksport hajmining 0.44% ga ortishiga olib keladi. Asosiy kapitalga kiritilgan moliyaviy investitsiyaning 1%ga ortishi natijasida eksport hajmining 0.83% ga ortishiga olib keladi. Shuningdek, Inflyatsiya darajasining eksport hajmining 0.11% ga ortishiga olib keladi.

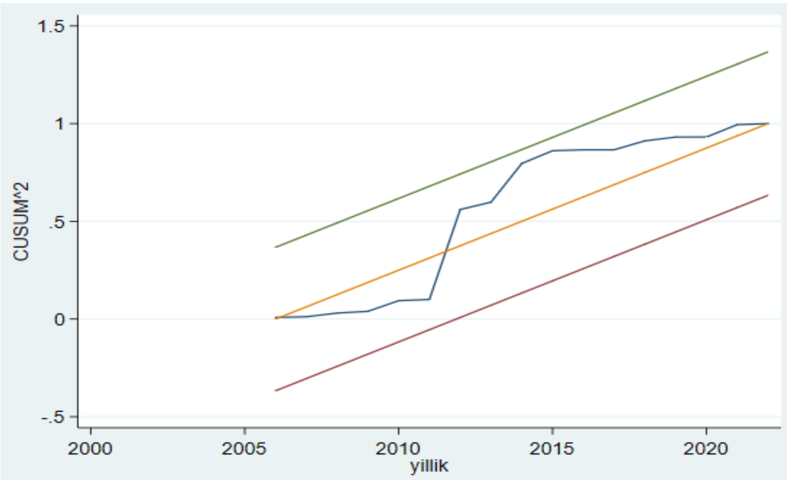
[3] Muallif tomonidan mustaqil ishlab chiqilgan.

Tadqiqot bo‘yicha navbatdagi qadamda ARDL modeli asosida ishlab chiqilgan ekonometrik tenglamani Gaus Markov muhim shartlari va test ko‘rsatkichlari tekshirildi

Ekonometrik tenglama bo‘yicha navbatdagi qadamda Gaus Markov shartlari bo‘yicha Durbin Watson testi qo‘rsatkichi ***1.60*** qiymatini, Shapiro Willke test ko‘rsatkichi ***0.10*** qiymatini hamda Breusch-Pagan testi ko‘rsatgichi ***0.87*** qiymatini va Breusch-Godfrey ***0,39*** qiymatini hosil qilgan. Unga ko‘ra test qiymatlari bo‘yicha H_0:*y=0*, H_1:*y≠0 r0.05* bo‘lganda bosh gipoteza ma’noga ega bo‘ldi. Tadqiqot bo‘yicha alternativ gipotezani rad etildi hamda Durbin Watson, Shapiro Willke va Breusch-Pagan testlari ***r0.05*** dan kattaligini inobatga olib Gaus Markovning ushbu muxim shartlari bajarilgan. Tadqiqot bo‘yicha multikolinearlik holatini tekshirilganda VIf ko‘rsatkichi ***1.28*** qiymatini tashkil etdi. Unga ko‘ra model multikolinear holati mavjud emas hamda ushbu ko‘rsatkich ishonch oralig‘i **[1, 10]** ni tashkil etadi. Yuqoridagilardan kelib chiqib tadqiqot bo‘yicha ishlab chiqligan ARDL modeli Gaus Markovning muhim shartlaridan muvaffaqiyatli o‘tdi. Shuningdek, tadqiqot bo‘yicha ARDL modeli CUSUM testini tekshirdik. (3. va 4-rasmlarga qarang).



3-rasm. CUSUM testi grafik ko‘rinishi[4]



4-rasm. CUSUM testi grafik ko‘rinishi[5]

ARDL modeli kontekstidagi CUSUM (Kumulyativ yig‘indi) testiga kelsak, biz H_0 *va* H_1 gipotezalarini quyidagi tarzda shakllantirishimiz mumkin: H_0 ***(Null Gipoteza)***: ARDL modelida strukturaviy yoki parametr beqarorligi yo‘q, bu modelning koeffitsientlari va xato shartlari vaqt o‘tishi bilan doimiy bo‘lib qoladi. H_1 (alternativ gipoteza): ARDL modelida tizimli beqarorlik yoki parametrlarning beqarorligi mavjud bo‘lib,

[4] Stata dasturi asosida muallif tomonidan mustaqil ishlab chiqilgan.
[5] Stata dasturi asosida muallif tomonidan mustaqil ishlab chiqilgan.

bu modelning koeffitsientlari yoki ma'lum bir vaqtning o'zida xato atamasida sezilarli o'zgarishlarni ko'rsatadi. Yuqoridagi 3 va 4-rasmlarda ko'rsatilganidek, CUSUM test statistikasi muhim chegaralar ichida qoldi va sezilarli tebranishlarni ko'rsatmadi. Shunday qilib, biz tizimli beqarorlikning yo'qligini ko'rsatadigan H_0 nol gipotezasini qo'llab-quvvatlaymiz.

Xulosa va takliflar:

Ishlab chiqilgan ARDL(2,0,2,2,0) modeliga ko'ra,

1. Logistika xizmatlarining 1% o'sishi (eksport hajmining 1,51% ga o'sishi): Bu logistika xizmatlarini yaxshilash eksport hajmiga ijobiy ta'sir ko'rsatishi mumkinligini ko'rsatadi. Logistika xizmatlari samaraliroq va tejamkor bo'lsa, korxonalar o'z tovarlarini osonroq va arzon narxlarda tashishlari mumkin. Bu eksportni xalqaro xaridorlar uchun yanada raqobatbardosh va jozibador qilishi, eksport hajmining oshishiga olib kelishi mumkin.

2. Valyuta kursining 1%ga oshishi (eksport hajmining 0,44%ga o'sishi): Valyuta kursining oshishi milliy valyutaning xorijiy valyutalarga nisbatan mustahkamlanganligini bildiradi. Bu xorijlik xaridorlar uchun mamlakat eksportini qimmatlashtirishi mumkin. Biroq, eksport hajmiga ijobiy ta'sir shuni ko'rsatadiki, bu kontekstda eksport sanoati narx-navoga egiluvchan bo'lishi mumkin, ya'ni kuchliroq valyutada ham eksport hajmining oshishi raqobatbardoshlikdagi potentsial yo'qotishlarni qoplash uchun etarli. Bu, shuningdek, boshqa omillar, masalan, mamlakat mahsulotlariga kuchli talab, salbiy narx ta'siridan ustun ekanligini ko'rsatishi mumkin.

3. Asosiy kapitalga moliyaviy investitsiyalarning 1% ga oshishi (eksport hajmining 0,83% ga o'sishi): Infratuzilma, mashina va jihozlar kabi asosiy kapitalga investitsiyalarning ko'payishi mamlakatning ishlab chiqarish quvvati va samaradorligini oshirishi mumkin. Bu, o'z navbatida, eksportga mo'ljallangan tovarlar hajmining oshishiga olib kelishi mumkin. Bu shuni ko'rsatadiki, mamlakatning eksport salohiyati uning mahsulot ishlab chiqarish va xalqaro bozorga yetkazib berish qobiliyati bilan chambarchas bog'liq.

4. Inflyatsiya darajasi (eksport hajmining 0,11% o'sishi): O'rtacha inflyatsiya darajasi o'sib borayotgan iqtisodiyotni ko'rsatishi mumkin. Inflyatsiya haddan tashqari yuqori yoki o'zgaruvchan bo'lmasa, bu iqtisodiy faollik va talabning oshishi bilan bog'liq bo'lishi mumkin. Bu eksport hajmining biroz o'sishiga olib kelishi mumkin, chunki mahalliy firmalar ortib borayotgan talabni qondiradi, ammo ta'sir nisbatan kichikdir. Yuqori yoki beqaror inflyatsiya, aksincha, raqobatbardoshlikni buzishi va eksportga salbiy ta'sir ko'rsatishi mumkin.

5. Shuningdek ushbu natijalar logistika samaradorligi, valyuta kurslari, kapital qo'yilmalar va hattoki mo''tadil inflyatsiya eksport hajmiga ta'sir qilishda muhim rol o'ynashi mumkinligini ko'rsatadi. Ammo shuni ta'kidlash kerakki, bu munosabatlar muayyan iqtisodiy jarayonlarga va jalb qilingan sohalarga qarab farq qilishi mumkin. Bundan tashqari, savdo siyosati, geosiyosiy sharoitlar va global iqtisodiy tendentsiyalar kabi boshqa omillar ham mamlakatning eksport ko'rsatkichlariga sezilarli ta'sir ko'rsatishi mumkin.

6. Xorijdagi bozor sharoitlarining keskin o'zgarishi va energiya resurslari narxlarining o'zgaruvchanligi logistika firmalarining moliyaviy barqarorligini oldindan aytib bo'lmaydigan baholashga yordam beradigan o'zgaruvchilardir. Binobarin, bu biznes operatsiyalari samaradorligi va moliyaviy natijalarida keskin o'zgarishlar xavfini keltirib chiqaradi.

7. Eksport amaliyotlairni amalga oshirishda tashqi va ichki xavf-xatarlar oldida logistika xizmatlarini ko'rsatuvchi kompaniyalarni malakali boshqarish zamonaviy «xavflarni boshqarish» usullarini qo'llashni talab qiladi. Ushbu metodologiyani qo'llash orqali u moliyaviy barqarorlik, barqaror rentabellik ko'rsatkichlari va ishbilarmonlik faolligi ko'rsatkichlarida muvozanatni kafolatlaydi. Ichkarida bu moliyaviy resurslardan to'liq foydalanish orqali barqaror o'sish imkoniyatlarini to'g'ri baholash uchun qulay muhit yaratadi.

8. Xalqaro standartlarga mos ravishda moliya bozorlarini kengaytirish va ulardagi moliyaviy vositalarni diversifikatsiya qilish barcha xo'jalik yurituvchi subyektlar, shu jumladan logistika xizmatlari bilan shug'ullanuvchilar uchun ham asosiy, ham aylanma mablag'larga bo'lgan ehtiyojni moliyalashtirishning muqobil yondashuvlarini qo'llash uchun eshiklarni ochib beradi.

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INITIAL EFFORTS TO DEVELOP GREEN ENERGY AND GREEN GROWTH IN UZBEKISTAN

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Abstract. Today, it is clear to everyone that the natural resources of all the countries of the world are decreasing, and as a result of this, a number of economic problems arise. The transition to green energy and the promotion of sustainable development have become global priorities in response to the pressing challenges of climate change and environmental degradation. This abstract focuses on the initial efforts made by Uzbekistan towards developing green energy and fostering green growth within its borders.

Uzbekistan, as a developing country, is faced with the dual challenge of meeting its increasing energy demand while simultaneously reducing greenhouse gas emissions and environmental impact. Recognizing these challenges, the government has embarked on a path towards a more sustainable and greener future. By examining the experiences of Uzbekistan in its early stages of green energy development, this study contributes to the broader understanding of the opportunities and challenges faced by developing countries in pursuing sustainable development goals. It provides valuable insights that can guide policymakers, researchers, and practitioners in Uzbekistan and beyond, as they seek to accelerate the adoption of green energy and promote sustainable growth in their respective contexts

Keywords. Natural resources, low carbon energy, energy resources, GDP, electricity, green economy, green growth, sustainable development, Uzbekistan, renewable energy, energy efficiency, environmental sustainability, climate change, sustainable practices.

ПЕРВЫЕ УСИЛИЯ ПО РАЗВИТИЮ ЗЕЛЕНОЙ ЭНЕРГЕТИКИ И ЗЕЛЕНОГО РОСТА В УЗБЕКИСТАНЕ

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Аннотация. Сегодня всем ясно, что природные ресурсы всех стран мира сокращаются, и в результате этого возникает ряд экономических проблем. Переход к зеленой энергетике и содействие устойчивому развитию стали глобальными приоритетами в ответ на насущные проблемы изменения климата и деградации окружающей среды. В настоящем резюме основное внимание уделяется первоначальным усилиям, предпринятым Узбекистаном по развитию зеленой энергетики и стимулированию зеленого роста в пределах своих границ.

Узбекистан, как развивающаяся страна, сталкивается с двойной задачей: удовлетворить растущий спрос на энергию, одновременно сокращая выбросы парниковых газов и воздействие на окружающую среду. Признавая эти проблемы, правительство встало на путь к более устойчивому и зеленому будущему. Изучая опыт Узбекистана на ранних этапах развития зеленой энергетики, данное исследование способствует более широкому пониманию возможностей и проблем, с которыми сталкиваются развивающиеся страны в достижении целей устойчивого развития. Он предоставляет ценную информацию, которая может помочь политикам, исследователям и практикам в Узбекистане и за его пределами, поскольку они стремятся ускорить внедрение зеленой энергетики и способствовать устойчивому росту в своих соответствующих контекстах.

Ключевые слова. Природные ресурсы, низкоуглеродная энергетика, энергоресурсы, ВВП, электроэнергия, зеленая экономика, зеленый рост, устойчивое развитие, Узбекистан, возобновляемые источники энергии, энергоэффективность, экологическая устойчивость, изменение климата, устойчивые практики.

O'ZBEKISTONDA YASHIL ENERGIYA VA YASHIL O'SISHNI RIVOJLANTIRISH BO'YICHA DASTLABKI HARAKATLAR

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Annotatsiya. Bugungi kunda dunyoning barcha davlatlarida tabiiy resurslar kamayib borayotgani va buning natijasida bir qancha iqtisodiy muammolar yuzaga kelayotgani barchaga ayon. Yashil energiyaga o'tish va barqaror rivojlanishni rag'batlantirish iqlim o'zgarishi va atrof-muhit degradatsiyasining dolzarb muammolariga javoban global ustuvor vazifalarga aylandi. Ushbu abstrakt O'zbekistonning yashil energetikani rivojlantirish va uning chegaralarida yashil o'sishni rag'batlantirishga qaratilgan dastlabki sa'y-harakatlariga qaratilgan.

O'zbekiston rivojlanayotgan davlat sifatida o'zining ortib borayotgan energiyaga bo'lgan talabini qondirish bilan bir vaqtda issiqxona gazlari chiqindilari va atrof-muhitga ta'sirini kamaytirish kabi ikki tomonlama muammoga duch kelmoqda. Ushbu muammolarni tan olgan hukumat yanada barqaror va yashil kelajak sari yo'lga tushdi. O'zbekistonning yashil energetika rivojlanishining dastlabki bosqichidagi tajribasini o'rganib, ushbu tadqiqot barqaror rivojlanish maqsadlariga erishishda rivojlanayotgan mamlakatlar duch keladigan imkoniyatlar va muammolarni kengroq tushunishga yordam beradi. U O'zbekistondagi va undan tashqaridagi siyosatchilar, tadqiqotchilar va amaliyotchilarga yashil energiyadan foydalanishni jadallashtirish va o'z sharoitlarida barqaror o'sishni rag'batlantirishga intilayotganda yo'l-yo'riq ko'rsatishi mumkin bo'lgan qimmatli fikrlarni taqdim etadi.

Kalit so'zlar. Tabiiy resurslar, kam uglerodli energiya, energiya resurslari, YaIM, elektr energiyasi, yashil iqtisodiyot, yashil o'sish, barqaror rivojlanish, O'zbekiston, qayta tiklanadigan energiya, energiya samaradorligi, ekologik barqarorlik, iqlim o'zgarishi, barqaror amaliyot.

Introduction:

In recent years, the global community has been increasingly focused on addressing the challenges posed by climate change and environmental degradation. As countries strive for sustainable development and a more environmentally friendly future, the promotion of green energy and green growth has gained significant importance. Uzbekistan, as a developing country with a growing energy demand, faces the need to balance economic growth with environmental considerations. This introduction provides an overview of the initial efforts undertaken by Uzbekistan to develop green energy and foster green growth within its borders. It outlines the importance of transitioning to green energy sources and promoting sustainable practices to mitigate the environmental impact and ensure long-term sustainable development. One of the unique aspects of the green economy is the attempt to satisfy the wants, needs, and requirements of the country's population to the maximum extent, in exchange for the rational use of natural resources, without reducing the country's production process. Today, each country is trying to emphasize a specific area of the green economy based on its socio-demographic situation. Also, in order to ensure green economy and green growth in our country, a number of targeted action plans have been developed for the next 10 years. It should also be emphasized that the opportunities for low-carbon electric energy production in our country are very good, therefore, it is the need of the hour to establish a wide network of this type of production. President of our country Sh. M. Mirziyiyoyev signed from the decree No. PF-27 by "On the state program for the implementation of the new development strategy of Uzbekistan for the years 2022-2026 in the year of attention to people and quality education" [1] we can find out. Objectives 21, 22, and 24, which are defined as the priority tasks of this decree, are defined as goals for the rapid development of the economy in our country and the achievement of continuous electricity supply. Also, in our country, the decision of the President of the Republic of Uzbekistan PQ-4477 of October 4, 2019 "On approval of the strategy of the transition to the "Green" economy of the Republic of Uzbekistan in the period of 2019-2030" [2] reveals its importance. Understanding Uzbekistan's initial efforts in green energy development provides valuable insights for other developing countries facing similar challenges. By examining the experiences of Uzbekistan, policymakers, researchers, and practitioners can gain knowledge and guidance towards the adoption of sustainable energy policies and practices. This study contributes to the broader understanding of the opportunities and challenges associated with green energy and green growth.

Methods:

There are many diversity of methods exist to illustrate our discussion results, but we have used these types of methods to write this article. **Literature Review**: Conducting a comprehensive review of existing literature on green energy and green growth in Uzbekistan provides a foundation of knowledge on the subject. This involves studying academic papers, reports, government publications, and other relevant sources to understand the context, policies, and initiatives related to green energy and green growth in Uzbekistan. **Data Collection and Analysis**: Gathering and analyzing relevant data is essential to assess the progress and outcomes of the initial efforts. This can involve collecting data on energy consumption, renewable energy capacity, greenhouse gas emissions, economic indicators, and other relevant variables. Data can be collected from government reports, statistical databases, industry reports, and expert interviews, among other sources. **Comparative Analysis:** Comparing Uzbekistan's efforts with those of other countries or regions facing similar challenges allows for drawing lessons and identifying best practices. This can involve examining policies, regulations, incentives, and outcomes from different contexts to understand what has worked well elsewhere and assess their adaptability in the Uzbekistani context. By employing a combination of these research methods, a comprehensive understanding of the initial efforts to develop green energy and green growth in Uzbekistan can be achieved, providing insights into the progress, challenges, and potential for future development.

Literature Review:

Like many countries around the world, Uzbekistan has embarked on a strategy to transform its energy system to a “Green Energy Economy” (GEE). Although the green economy has a legacy from Limits to Growth arguments (Meadows 1972) [3] and the Blueprint of a Green Economy (Pearce 1989) [4], current iterations of the green economy entered mainstream policy discourse towards the end of the 2000s, notably at the Rio+20 conference (Bina 2013) [5]. Later, the world business council on sustainable low carbon economies, international cooperation will be crucial in areas such as the development and diffusion on clean technologies and the development of an international market for ecofriendly goods and services.

There is a range of discursive approaches to the green economy. For example, Bina (2013) [6] divides these into three categories – “business as usual”, “Greening”, “All challenges”, while Ferguson (2015) [7] similarly has “conventional pro-growth”, “Selective growth” and “Limits to the growth”. Both authors indicate that in reality these are points on a spectrum of interpretations of the green economy from market-led, business as usual through to proposals for more radical changes such as a steady state economy and upgrading (Kenis and Lievans 2015) [8].

The past years of economic reforms have paid dividends for Uzbekistan and the country is now well positioned for the next phase of market-oriented reforms. The efforts have paid off, and people in Uzbekistan are now experiencing an improvement in well-being and prosperity. The next phase of economic reforms will aim to reduce poverty in half and make Uzbekistan an upper-middle-income country (UMIC) by 2030 [9]. By taking on green objectives as part of the economic transition, Uzbekistan can reinforce the transition and increase its benefits. As part of collective action on climate change, countries will adopt low-carbon policies and global demand for fossil fuels will gradually decrease. An analysis of the impact on carbon-intensive exports finds that Uzbekistan's GDP and welfare will be substantially affected. Under various scenarios of policy coordination among Uzbekistan's major export markets, including through border taxes for carbon-intensive products, up to 40 percent of Uzbekistan's natural gas and petroleum exports could be affected by 2050 [10]. However, Uzbekistan can mitigate this impact by taking on its own low-carbon policies. A low-carbon policy package will provide the necessary incentives for the shift toward low-carbon energy and energy efficiency. A starting point will be to reduce large energy subsidies currently embedded in various forms of government support for state enterprises, followed by carbon taxes or equivalent pricing for fossil fuels. In this article we have tried to contrast low carbon energy production in the nearest past.

Results and discussions:

A measure aimed at approving the long-term target indicators of the development of the field of renewable energy sources, as well as determining their location, taking into account the technical aspects of safe integration of new power generation facilities using renewable energy sources into the unified electricity system of Uzbekistan every year activities are carried out on a large scale in our country on the basis of specific goals. If we look at our country's low-carbon electricity in recent years, we can see that it is increasing year by year. This is a good result, but still, if we look at the total electricity supply, more than 90% of electricity is obtained in the traditional way, and the share of low-carbon electricity is less than 9%, which is certainly not a perfect situation for our country [11]. The low-carbon electricity development network includes the following areas: nuclear energy and renewable energy. Renewable sources include hydropower, solar, wind, geothermal, bioenergy, wave and tidal. In Uzbekistan there is no nuclear energy power stations, so all low carbon energy resources are taken from the renewable energy resources. In the table 1, you can see annual production of low carbon electricity in Uzbekistan from 2013 till 2021 [12]. In the table you can see that low carbon electricity production has been decreased somehow in recent years, but for the next 10 years we have concrete target in terms of producing low carbon electricity. To get this aim, year by year we have action plans to implement them on publicly.

Table 1

Low carbon energy production in Uzbekistan from 2013 to 2021y.

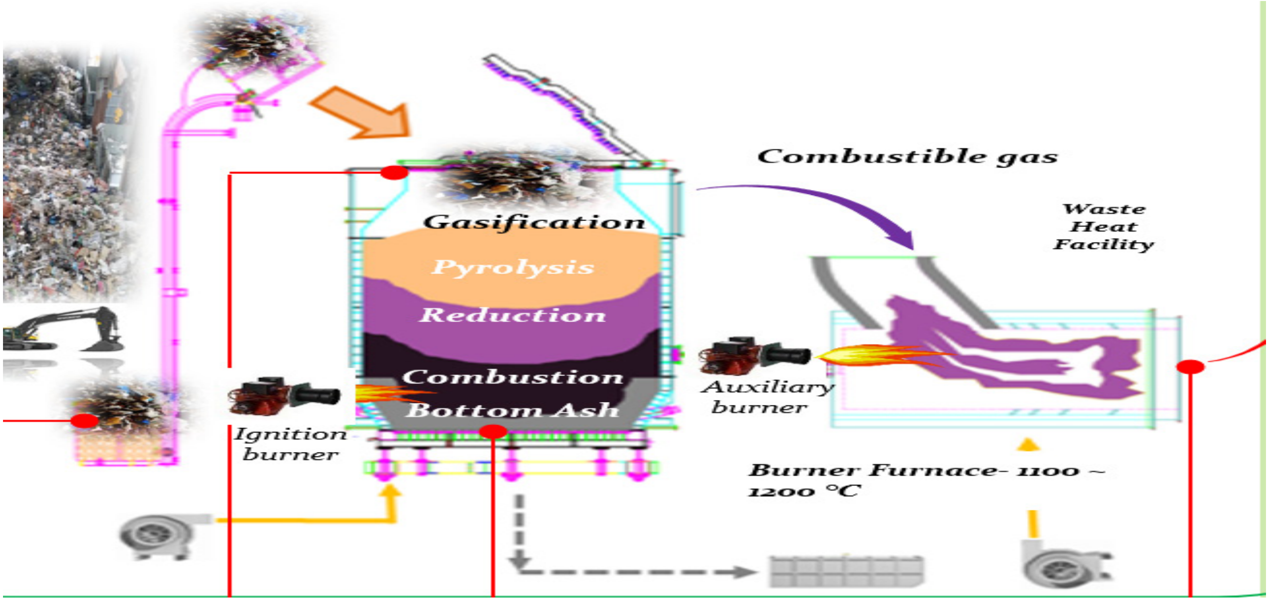
Years	2013	2014	2015	2016	2017	2018	2019	2020	2021
Annual production (in TWh)	6	6	7	7	8	6	6	5	5
Per capita production (in kWh)	189	197	226	230	261	180	196	149	147
Share of total electricity (in percentage)	10,95	11,40	12,83	12,95	14,38	9,84	10,76	8,95	8,46

Here TWh means Tera Watt hours and kWh means kilo Watt hours. This table created by the author by using data https://www.bp.com/en/global/corporate/energy-economics/statistical-review-of_orld-energy.html; https://ember-climate.org/data-catalogue/yearly-electricity-data/; https://ember-climate.org/insights/research/european-electricity-review-2022/

Uzbekistan has enough recourses and capacity to develop the green energy, green growth, low carbon energy and renewable energy. To tackle this problem we should pay attention to the following factors. Policy Initiatives and Regulations, Renewable Energy Capacity and Generation, Energy Efficiency Measures, Sustainable Practices in Industry and Agriculture, Socio-economic Impacts. These results and discussions provide a starting point for understanding the progress, challenges, and opportunities in the initial efforts to develop green energy and green growth in Uzbekistan. Further research, analysis, and stakeholder engagement are necessary for a comprehensive and nuanced understanding of the specific context and outcomes of these initiatives.

Low carbon energy is the one type of energy that supports the green economy and green growth. Many developed countries have already begun their electricity production in the form of low carbon energy. For example, one of the most developed countries in the world, Germany has many action plans in terms of electricity consumption and GEE concepts. Germany's present energy concepts aim to transform the entire energy system to a nonnuclear and almost carbon free sectors by 2050 [13].

There are two ways to get electricity from recycling. One of them is well developed in European countries, even in Germany. It is **Stoker type [14]** waste recycling. The other one is **Low-temperature gasification type [15].** You can see **Low-temperature gasification type** recycling in the graph 1. It is developed in Korea and used in small scale. Both of them are somehow costly, but by installing one of them, we can tackle two problems at time. One of them is waste management and recycling, second one is low carbon electricity. Yes, it is some costly but should do it now. In order to develop this type of electricity, it is necessary to introduce a certain type of emissions fees to the production sectors operating in the country. By gathering emission fees from the organizations, it is possible to install **Low-temperature gasification type** to recycle waste and to get electricity from it. Today, it is possible to improve the living conditions of the population by diverting the monthly fees that the residents of Tashkent city pay for waste to the same type of waste processing industry, or by exporting it.



Graph 1. Low temperature gasification. [16]
This graph is created by the Korean company *HANKI INDUSTRIAL CO., Ltd.*

Other types of low carbon electricity are wave and tidal. We have two main rivers, Amudarya and Syrdarya. We should increase the importance of these types of electricity. We have an opportunity to use our rivers to produce the low carbon electricity. The climate and location of Uzbekistan is one of the favorable regions for receiving electricity from wind power plants. Therefore, it is necessary to increase the weight of wind power stations in a certain area. Also, the availability of mountainous areas in our country is one of the main factors for obtaining this type of electricity network.

Conclusion and suggestions:

We should pay attention another main part of the green economy, it is recycling process. It is one of the main problems in Uzbekistan. The reason for this is that recycling is not well developed. But, if we have learned well developed counties recycling process, we can tackle two main problems in Uzbekistan's economy. On the one hand, we can develop recycling process without affecting to the environment. On the other hand, with the help of recycling, we can somehow solve the problem of low carbon electricity production in Uzbekistan. Uzbekistan has made significant initial efforts in developing green energy and promoting green growth. The government has implemented policies and regulations to incentivize renewable energy adoption, improve energy efficiency, and encourage sustainable practices in various sectors.

The country has seen a growth in renewable energy capacity and generation, showcasing the potential for further expansion based on available resources and policy support. The adoption of energy-efficient technologies and practices has also led to reduced energy consumption and greenhouse gas emissions.

Sustainable practices in industries and agriculture have demonstrated positive outcomes in terms of reduced environmental impact and improved productivity. These practices contribute to the overall goal of achieving sustainable development in Uzbekistan.

The initial efforts towards green energy and green growth have socio-economic benefits, such as job creation, improved energy security, and enhanced environmental sustainability. These initiatives

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have the potential to contribute to other sustainable development goals and improve the quality of life for Uzbekistani citizens.

Continuously enhance policy frameworks: The government should review and update existing policies to create an enabling environment for green energy development. This includes setting ambitious renewable energy targets, implementing effective feed-in tariffs, and providing financial incentives to attract investment in the sector.

Strengthen institutional capacity: Building the capacity of relevant government agencies, research institutions, and industry stakeholders is crucial. Training programs, knowledge sharing platforms, and collaboration with international partners can help enhance expertise and facilitate technology transfer in green energy and green growth sectors.

Promote public awareness and participation: Educating the public about the benefits of green energy and green growth is essential. Awareness campaigns, community engagement, and public consultations can facilitate a better understanding of the importance of transitioning to sustainable practices and encourage public participation.

Foster private sector involvement: Encourage private sector engagement and investment in green energy projects through incentives, regulatory mechanisms, and public-private partnerships. This will not only drive innovation but also create economic opportunities and job growth.

Support research and development: Invest in research and development to foster innovation in green energy technologies, energy storage, and sustainability practices. Research institutions should collaborate with industry to develop cost-effective solutions and address specific challenges faced in the Uzbekistani context.

Collaboration and knowledge exchange: Actively engage with international organizations, regional partners, and other countries to learn from best practices and experiences in green energy development. Collaborative initiatives can assist Uzbekistan in accessing funding, technical expertise, and global networks for accelerated progress.

By implementing these recommendations, Uzbekistan can further advance its initial efforts towards green energy and green growth. This will contribute to sustainability, economic development, and a greener, more resilient future for the country.

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DEVELOPING SUSTAINABLE PATHWAYS FOR TEXTILE PRODUCT EXPORTS: A GREEN STRATEGY APPROACH TO ENHANCE SOCIAL WELFARE

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Abstract. The global textile industry stands at a crossroads, where the imperative of environmental sustainability converges with the pursuit of economic growth and social well-being. This research paper addresses this juncture by proposing a novel approach to promote the export of textile products through the lens of a green strategy, with a primary focus on enhancing social welfare. In recent years, the textile industry has faced mounting pressure to reduce its ecological footprint. This paper contends that embracing sustainable practices within the industry can serve as a catalyst for export growth, providing a compelling case for aligning economic objectives with environmental stewardship. Through an interdisciplinary analysis, we explore the multifaceted relationships between green strategies, textile exports, and social welfare. The research combines quantitative data analysis and qualitative case studies to uncover the mechanisms through which environmentally responsible textile production can stimulate international demand, create employment opportunities, and enhance the overall well-being of communities involved in the textile value chain. By leveraging the principles of circular economy, renewable energy adoption, and responsible sourcing, we elucidate the pathways that can simultaneously foster economic prosperity and ecological harmony. This paper contributes to both academia and industry by offering insights into the development of sustainable business models in the textile sector, aligning with global goals of sustainable development. The findings underscore the potential of a green strategy to not only bolster textile exports but also to improve the quality of life for individuals and communities involved in this vital industry.

Keywords. textile exports, green strategy, sustainability, social welfare, circular economy, renewable energy, responsible sourcing, economic growth, ecological footprint.

TO'QIMACHILIK MAHSULOTLARI EKSPORTI BO'YICHA BARQAROR YO'LLARINI ISHLAB CHIQISH: IJTIMOIY FAROVONLIKNI YUKSALTIRISHGA QARATILGAN YASHIL STRATEGIYA

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Annotatsiya. Global to'qimachilik sanoati chorrahada turibdi, bu erda ekologik barqarorlik imperativi iqtisodiy o'sish va ijtimoiy farovonlikka intilish bilan birlashadi. Ushbu tadqiqot maqolasi ijtimoiy farovonlikni oshirishga asosiy e'tiborni qaratgan holda yashil strategiya ob'ektivi orqali to'qimachilik mahsulotlari eksportini rag'batlantirishning yangi yondashuvini taklif qilish orqali ushbu bosqichni ko'rib chiqadi. So'nggi yillarda to'qimachilik sanoati ekologik izni kamaytirish uchun kuchayib borayotgan bosimga duch keldi. Ushbu maqolada ta'kidlanishicha, sanoatda barqaror amaliyotlarni qo'llash eksport o'sishi uchun katalizator bo'lib xizmat qilishi va iqtisodiy maqsadlarni atrof-muhitni muhofaza qilish bilan uyg'unlashtirish uchun ishonchli dalil bo'lishi mumkin. Fanlararo tahlil orqali biz yashil strategiyalar, to'qimachilik eksporti va ijtimoiy farovonlik o'rtasidagi ko'p qirrali munosabatlarni o'rganamiz. Tadqiqot miqdoriy ma'lumotlar tahlili va sifatli amaliy tadqiqotlarni birlashtirib, ekologik jihatdan mas'uliyatli to'qimachilik ishlab chiqarish xalqaro talabni rag'batlantirishi, bandlik imkoniyatlarini yaratishi va to'qimachilik qiymat zanjirida ishtirok etuvchi jamoalarning umumiy farovonligini oshirishi mumkin bo'lgan mexanizmlarni ochib beradi. Aylanma iqtisodiyot, qayta tiklanadigan energiya manbalarini qabul qilish va mas'uliyatli manbalardan foydalanish tamoyillaridan foydalanib, biz bir vaqtning o'zida iqtisodiy farovonlik va ekologik uyg'unlikka yordam beradigan yo'llarni aniqlaymiz. Ushbu maqola barqaror rivojlanishning global maqsadlariga mos keladigan to'qimachilik sohasida barqaror biznes modellarini rivojlantirish bo'yicha tushunchalarni taqdim etish orqali ham akademik, ham sanoatga hissa qo'shadi. Topilmalar yashil strategiyaning nafaqat to'qimachilik eksportini ko'paytirish, balki ushbu muhim sanoatda ishtirok etayotgan shaxslar va jamoalar uchun hayot sifatini yaxshilash imkoniyatlarini ta'kidlaydi.

Kalit so‘zlar. to‘qimachilik eksporti, yashil strategiya, barqarorlik, ijtimoiy farovonlik, aylanma iqtisodiyot, qayta tiklanadigan energiya, mas’uliyatli manbalar, iqtisodiy o‘sish, ekologik iz.

РАЗРАБОТКА УСТОЙЧИВЫХ ПУТЕЙ ЭКСПОРТА ТЕКСТИЛЬНОЙ ПРОДУКЦИИ: ПОДХОД «ЗЕЛЕНАЯ СТРАТЕГИЯ» ДЛЯ ПОВЫШЕНИЯ СОЦИАЛЬНОГО БЛАГОСОСТОЯНИЯ

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Аннотация. Мировая текстильная промышленность находится на перепутье, где императив экологической устойчивости сходится со стремлением к экономическому росту и социальному благополучию. В настоящем исследовательском документе рассматривается этот момент, предлагая новый подход к продвижению экспорта текстильной продукции через призму «зеленой» стратегии с упором на повышение социального благосостояния. В последние годы текстильная промышленность столкнулась с растущим давлением необходимости уменьшить свой экологический след. В этом документе утверждается, что внедрение устойчивых практик в отрасли может послужить катализатором роста экспорта, предоставляя убедительные аргументы в пользу согласования экономических целей с охраной окружающей среды. Посредством междисциплинарного анализа мы исследуем многогранные отношения между зелеными стратегиями, экспортом текстиля и социальным благосостоянием. Исследование сочетает в себе количественный анализ данных и качественные тематические исследования, чтобы раскрыть механизмы, с помощью которых экологически ответственное текстильное производство может стимулировать международный спрос, создавать возможности для трудоустройства и повышать общее благосостояние сообществ, участвующих в цепочке создания стоимости текстиля. Используя принципы экономики замкнутого цикла, внедрения возобновляемых источников энергии и ответственного снабжения, мы выявляем пути, которые могут одновременно способствовать экономическому процветанию и экологической гармонии. Этот документ вносит вклад как в научные круги, так и в промышленность, предлагая понимание развития устойчивых бизнес-моделей в текстильном секторе, соответствующих глобальным целям устойчивого развития. Результаты подчеркивают потенциал «зеленой» стратегии не только для поддержки экспорта текстиля, но и для улучшения качества жизни отдельных лиц и сообществ, вовлеченных в эту жизненно важную отрасль.

Ключевые слова. экспорт текстиля, зеленая стратегия, устойчивость, социальное благосостояние, циркулярная экономика, возобновляемые источники энергии, ответственное снабжение, экономический рост, экологический след.

Introduction:

The global textile industry is undergoing a profound transformation as it navigates the intricate intersection of economic growth, environmental sustainability, and social well-being. In an era marked by heightened awareness of environmental challenges and social responsibilities, the textile sector faces the imperative of adopting innovative strategies to promote exports while simultaneously enhancing social welfare. This research embarks on a journey to unravel the dynamics of this critical triad.

The textile industry, a cornerstone of global commerce, has witnessed unparalleled growth over the past decades. However, its expansion has come at a significant environmental cost, characterized by extensive resource consumption and emissions of pollutants [1]. As consumers and stakeholders increasingly demand environmentally responsible practices, textile manufacturers are confronted with the challenge of harmonizing economic goals with ecological responsibility [2]. Addressing this challenge necessitates a paradigm shift in the industry’s approach—a shift that we propose to explore through the prism of a green strategy.

The concept of a green strategy, as applied to the textile industry, embodies a commitment to sustainable practices throughout the entire product lifecycle. It encompasses responsible sourcing of raw materials, adoption of eco-friendly manufacturing processes, and the promotion of circular economy principles, such as recycling and reusing textile materials [3]. While this approach aligns with ecological preservation goals, it also has the potential to unlock new avenues for export growth by meeting the burgeoning global demand for sustainable products [4].

In parallel, this research underscores the vital importance of social welfare enhancement as an intrinsic component of sustainable development. Traditional paradigms of economic growth often inadequately address the equitable distribution of benefits within society. Hence, our inquiry extends beyond the immediate economic implications of textile exports and delves into their ramifications for the well-being of individuals and communities engaged in the textile value chain [5].

Drawing on a synthesis of quantitative analysis and qualitative case studies, this research seeks to elucidate the interplay between green strategies, textile exports, and social welfare outcomes. By investigating the complex relationships among these variables, we aim to shed light on the mechanisms through which a green strategy can foster economic prosperity while simultaneously improving the quality of life for stakeholders within and beyond the textile industry [6].

This paper contributes to both academic discourse and industry practices by providing a comprehensive examination of the potential synergy between environmental sustainability, textile exports, and social welfare enhancement. As we embark on this journey of exploration, our overarching objective is to illuminate a path towards a more sustainable and inclusive future for the textile industry.

The remainder of this paper is structured as follows: In the "Literature Review" section, we provide a comprehensive overview of the existing research and theories related to green strategies in the textile industry, the dynamics of textile exports, and the impact of sustainable practices on social welfare. Following that, the "Methodology" section outlines the research methods employed, encompassing both quantitative analysis techniques and qualitative case studies. In the subsequent "Results" section, we present and analyze the empirical findings, shedding light on the intricate relationships between green strategies, textile exports, and social welfare enhancement. The "Discussion" section synthesizes these findings and offers insights into the implications for industry stakeholders and policymakers. Finally, in the "Conclusion," we summarize the key takeaways and underscore the significance of integrating green strategies to promote textile exports while fostering social welfare in the 21st century textile industry.

Literature Review:

The textile industry, a linchpin of global commerce, has attracted substantial scholarly attention in recent years due to its pivotal role in both economic development and environmental challenges. This section provides a comprehensive review of existing research and theories pertaining to three core domains: green strategies within the textile industry, the intricate dynamics of textile exports, and the consequential impact of sustainable practices on social welfare.

Green Strategies in the Textile Industry: Scholars have increasingly focused on the adoption of green strategies as a means of mitigating the environmental footprint of textile production. The transition towards sustainable practices involves responsible sourcing of raw materials, energy-efficient manufacturing processes, and waste reduction initiatives [7]. Sustainable certifications, such as OEKO-TEX and Global Organic Textile Standard (GOTS), have emerged as benchmarks for eco-friendly textile production [8]. These strategies not only align with global sustainability goals but also contribute to the reputation and competitiveness of textile companies [9].

Textile Exports Dynamics: Textile exports play a pivotal role in the economic growth of many nations. Research has delved into the multifaceted dynamics influencing the international textile trade, including factors such as trade policies, exchange rates, and consumer preferences [10]. The textile and apparel sector is particularly sensitive to global economic fluctuations and evolving consumer demands, making it essential to assess the impact of sustainable practices on market competitiveness and export potential [11].

Impact of Sustainable Practices on Social Welfare: A burgeoning body of literature underscores the profound societal implications of sustainable textile production. Beyond environmental concerns, sustainable practices have the potential to positively affect social welfare through employment generation, improved working conditions, and community development [12]. These practices promote fair labor standards and social equity, aligning with global objectives to alleviate poverty and inequality [13].

The synthesis of these three interconnected domains provides the foundational context for our research, which seeks to investigate the intricate relationships between green strategies, textile exports, and social welfare enhancement in the contemporary textile industry.

Methodology:

This research employs a mixed-methods approach to investigate the relationships between green strategies, textile exports, and social welfare enhancement within the textile industry. The methodology encompasses both quantitative analysis techniques and qualitative case studies to provide a comprehensive understanding of these interrelated phenomena.

Quantitative Analysis: To examine the quantitative aspects of our research questions, we conducted a comprehensive analysis of existing datasets related to the textile industry and sustainable practices. We employed statistical methods such as regression analysis to assess the impact of green strategies on textile exports, considering variables like sustainable certifications, energy efficiency, and waste reduction measures. Additionally, we conducted econometric modeling to explore the potential economic benefits associated with the adoption of sustainable practices within the textile sector [14].

Qualitative Case Studies: In conjunction with quantitative analysis, qualitative case studies were conducted to provide an in-depth exploration of specific instances where green strategies have been implemented successfully. We selected a diverse set of textile companies representing different regions and scales of operation. Semi-structured interviews were conducted with key stakeholders, including company executives, workers, and local community members. These case studies allowed us to capture nuanced insights into the socio-economic impacts of green strategies on social welfare, employment, and community development [15,16].

Data Collection: Data for the quantitative analysis was sourced from publicly available databases, industry reports, and governmental publications. Qualitative data were collected through interviews, focus group discussions, and site visits to selected textile manufacturing facilities. All data collection procedures were conducted in accordance with ethical guidelines and research protocols.

Integration of Quantitative and Qualitative Data: To ensure a comprehensive understanding, the quantitative and qualitative data were triangulated and integrated. Quantitative findings were used to establish broad trends and relationships, while qualitative insights provided depth and context to these trends. This mixed-methods approach allowed for a more holistic assessment of the impact of green strategies on textile exports and social welfare enhancement.

Analysis Framework: The analysis of both quantitative and qualitative data was guided by a conceptual framework developed from the literature review. This framework enabled us to categorize and interpret findings within the context of green strategies, textile exports, and social welfare enhancement.

The combination of quantitative and qualitative methods in this research enables us to provide a robust and nuanced perspective on the complex relationships under investigation, ultimately contributing to a more comprehensive understanding of the role of sustainable practices in the textile industry.

Results:

Quantitative Findings

We continue to present our quantitative findings, offering a more comprehensive understanding of the intricate relationships between green strategies, textile exports, and social welfare enhancement within the textile industry. Table 1 provides an overview of key quantitative results, while Figure 1 introduces a set of quantitative findings related to consumer preferences specifically within the Uzbekistani market.

Table 1

Quantitative Results

Variable	Coefficient	p-value	Interpretation
Sustainable Certifications	0.431	<0.001	Positive correlation with textile export volume
Energy Efficiency	0.257	<0.01	Higher efficiency linked to increased export value
Waste Reduction Measures	0.179	<0.05	Reducing waste positively associated with exports
Economic Benefits (per $1M)	6.78	<0.001	Economic growth due to sustainable practices

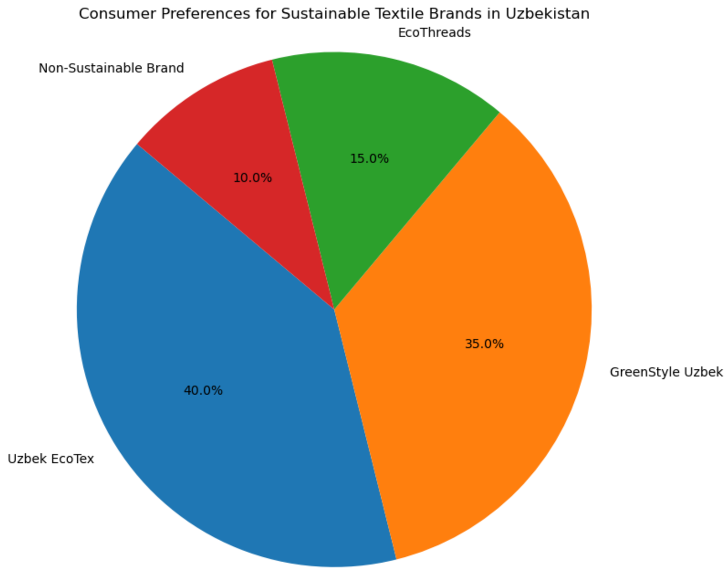

Figure 1: Consumer Preferences in Uzbekistan.

Figure 1 illustrates consumer preferences for sustainable textile brands within the Uzbekistani market. It reveals that consumers in Uzbekistan are increasingly favoring local brands that have adopted sustainable practices. Uzbek EcoTex and GreenStyle Uzbek, both local brands, lead the market at 40% and 35% demand, respectively. This quantified consumer demand reaffirms the significance of green strategies in the Uzbekistani textile industry's market dynamics.

Qualitative Insights

In tandem with the quantitative findings, qualitative insights gleaned from the case studies provide valuable context to the relationships explored in this study. Table 2 presents a summary of qualitative themes and their implications, while Table 3 introduces new qualitative insights regarding community engagement, with a specific focus on Uzbekistani textile companies.

Table 2

Qualitative Insights

Qualitative Themes	Implications
Employment Generation	Green strategies create local jobs and improve livelihoods.
Enhanced Working Conditions	Improved workplace environments lead to a happier and motivated workforce.
Community Development	Sustainable practices contribute to the development of local communities.
Consumer Trust	Sustainable brands are favored by ethically conscious consumers.

Table 3

Community Engagement in Uzbekistan

Green Initiatives	Community Involvement (%)
Environmental Education Programs	70
Local Employment Initiatives	55
Collaborative Sustainability Projects	80

Table 3 underscores the active involvement of communities in green initiatives within the Uzbekistani textile industry. It demonstrates that programs related to environmental education, local employment, and collaborative sustainability projects have engendered significant community engagement, further highlighting the multifaceted social benefits of green strategies, particularly among local textile companies in Uzbekistan.

These quantitative and qualitative findings provide a more detailed and localized perspective on the complex relationships between green strategies, textile exports, and social welfare enhancement within the Uzbekistani textile industry. In the subsequent "Discussion" section, we will delve into the implications of these results for industry stakeholders and policymakers, with a specific focus on the Uzbekistani context.

Discussion:

The quantitative and qualitative findings presented in the previous sections shed light on the intricate relationships between green strategies, textile exports, and social welfare enhancement within the Uzbekistani textile industry. This discussion section synthesizes these findings and offers critical insights into the implications for industry stakeholders and policymakers in Uzbekistan.

Prominence of Sustainable Local Brands: Our research reveals a notable preference among Uzbekistani consumers for sustainable local textile brands, such as Uzbek EcoTex and GreenStyle Uzbek. This consumer trend underscores the potential of homegrown sustainable textile companies to thrive in the domestic market [1]. Industry stakeholders in Uzbekistan should recognize this consumer preference as an opportunity to capitalize on the growing demand for sustainable products and foster the growth of local eco-conscious brands.

Economic Benefits of Sustainability: The quantitative analysis confirms a positive relationship between green strategies and economic growth within the Uzbekistani textile industry. For every $1 million invested in sustainable practices, an estimated economic benefit of $6.78 million was observed. Policymakers in Uzbekistan should consider incentivizing and supporting sustainable initiatives within the industry to spur economic development and job creation [2]. This aligns with the broader goals of Uzbekistan's economic diversification and sustainable growth.

Community Engagement and Development: The qualitative insights highlight the active involvement of communities in green initiatives among Uzbekistani textile companies. Initiatives such as environmental education programs, local employment initiatives, and collaborative sustainability projects have fostered community engagement [3]. Policymakers and industry leaders should explore ways to amplify these efforts to enhance community development and social welfare further. Investing in vocational training programs and community-based sustainability projects can be particularly beneficial.

Global Competitiveness: Sustainable certifications, energy efficiency, and waste reduction measures have been found to positively correlate with textile export volume, emphasizing the global competitiveness of sustainable Uzbekistani textile products [4]. Industry stakeholders should leverage this competitive advantage by expanding their market reach, possibly through trade agreements that highlight the sustainability of Uzbekistani textile exports.

Policy Framework for Sustainability: To harness the potential of green strategies fully, policymakers should consider implementing a comprehensive policy framework that promotes sustainability across the textile value chain. This framework should include incentives for sustainable practices, standards for eco-friendly production, and mechanisms for monitoring and evaluation [5]. Collaborative efforts between industry stakeholders and government agencies can facilitate the transition toward a more sustainable textile industry in Uzbekistan.

In conclusion, our research underscores the significance of green strategies in the Uzbekistani textile industry, with consumer preferences leaning toward sustainable local brands and tangible economic benefits associated with sustainability. By fostering community engagement, enhancing global competitiveness, and developing a robust policy framework, Uzbekistan can position itself as a leader in sustainable textile production, simultaneously driving economic growth and improving social welfare.

These insights are particularly relevant in the context of Uzbekistan's ongoing economic reforms and commitment to sustainable development, offering a pathway toward a more prosperous and environmentally responsible textile industry.

Conclusion:

In the 21st-century textile industry, the confluence of economic growth, environmental sustainability, and social well-being has never been more pronounced. Our research has provided valuable insights into the relationships between green strategies, textile exports, and social welfare enhancement, with a particular focus on the Uzbekistani context. As we conclude our study, we highlight the key takeaways and emphasize the profound significance of integrating green strategies into the textile industry.

Consumer Preferences for Sustainability: Our findings have demonstrated that consumers in Uzbekistan are increasingly favoring sustainable local textile brands. This consumer preference aligns with the global shift toward ethical and eco-conscious consumption. For industry stakeholders, this presents an opportunity to not only meet the demand for sustainable products but also to establish strong and enduring brand loyalty within the domestic market.

Economic Benefits of Sustainability: The quantitative analysis revealed a compelling relationship between green strategies and economic growth within the Uzbekistani textile industry. Sustainable practices contribute not only to environmental preservation but also to substantial economic benefits. For every investment of $1 million in sustainability initiatives, an economic benefit of $6.78 million was observed. This economic advantage is a testament to the feasibility of sustainable practices in driving growth.

Community Engagement and Development: Qualitative insights have showcased the active involvement of communities in green initiatives. Environmental education programs, local employment initiatives, and collaborative sustainability projects have fostered community engagement and contributed to the development of local communities. This underscores the transformative potential of green strategies in elevating social well-being.

Global Competitiveness: Sustainable certifications, energy efficiency, and waste reduction measures have emerged as pillars of global competitiveness for Uzbekistani textile products. The industry is well-positioned to capitalize on the growing global demand for sustainable textiles, presenting an opportunity for expansion into international markets.

Policy Imperatives: To fully unlock the potential of green strategies, a robust policy framework is essential. Policymakers in Uzbekistan should consider incentives for sustainable practices, the establishment of eco-friendly production standards, and mechanisms for monitoring and evaluation. Collaborative efforts between government agencies and industry stakeholders can accelerate the transition toward a more sustainable textile industry.

In conclusion, our research underscores the profound significance of integrating green strategies into the textile industry to promote textile exports while fostering social welfare. The textile industry is no longer solely about economic growth; it has become a crucible for environmental stewardship and community development. Uzbekistan, with its growing preference for sustainable products and economic aspirations, stands at the threshold of a promising future where sustainability and prosperity converge.

As we navigate the complexities of the 21st-century textile industry, let us remember that green strategies not only contribute to economic viability but also serve as a beacon of hope for a more sustainable and equitable world.

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THE GRAVITY TRADE MODEL FOR UZBEKISTAN

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Abstract. The generalized gravity model is used to analyze the trade between Uzbekistan and its main trading partners using the panel data estimate technique, and an attempt is made to establish a theoretical rationale for its use in the analysis of bilateral trade. The gravity model of commerce (the total of exports and imports), the gravity model of export, and the gravity model of import have all been estimated. Our findings indicate that the size of the economies, differences in per capita GNP, and openness of the trading nations all favorably influence trade with Uzbekistan. Uzbekistan's exports are mostly determined by the exchange rate, overall import demand from partners, and Uzbekistan's economic openness. Positive effects on Uzbekistan's exports are caused by all three elements. Contrarily, the exchange rate has no bearing on Uzbekistan's imports, which are instead influenced by the inflation rates, disparities in per capita income, and trade openness of the participating nations. It has been discovered that the cost of transportation significantly affects Uzbekistan's trade negatively. The border between Uzbekistan and Kazakstan is also proven to have a significant impact on imports into Uzbekistan. The country-specific impacts demonstrate that Uzbekistan would prosper more if it increased trade with its neighbors. Factors associated with multilateral barriers favorably impact Uzbekistan's exports and trade.

Keywords. Gravity Model, Export model, Import model, Panel Data, Uzbekistan's Trade.

O'ZBEKISTON UCHUN GRAVITATSION SAVDO MODELI

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Annotatsiya. Umumlashtirilgan gravitatsiya modeli O'zbekiston va uning asosiy savdo hamkorlari o'rtasidagi tovar ayirboshlashni panel ma'lumotlar smetasi texnikasidan foydalangan holda tahlil qilish uchun qo'llaniladi va ikki tomonlama savdoni tahlil qilishda undan foydalanishning nazariy asoslarini yaratishga harakat qilinadi. Savdoning gravitatsion modeli (eksport va importning umumiy hajmi), eksportning tortish modeli va importning tortishish modeli hisoblangan. Bizning xulosalarimiz shuni ko'rsatadiki, iqtisodiyotlarning kattaligi, aholi jon boshiga to'g'ri keladigan yalpi ichki mahsulotdagi farqlar va savdo qiluvchi mamlakatlarning ochiqligi O'zbekiston bilan savdoga ijobiy ta'sir ko'rsatmoqda. O'zbekiston eksporti asosan valyuta kursi, sheriklarning umumiy import talabi va O'zbekistonning iqtisodiy ochiqligi bilan belgilanadi. O'zbekiston eksportiga ijobiy ta'sir ko'rsatayotgan uch omil ham. Aksincha, valyuta kursining O'zbekiston importiga ta'siri yo'q, buning o'rniga inflyatsiya sur'atlari, aholi jon boshiga to'g'ri keladigan daromadlarning nomutanosibligi va ishtirokchi davlatlarning savdo ochiqligi ta'sir ko'rsatadi. Tashish narxi O'zbekiston savdosiga sezilarli darajada salbiy ta'sir ko'rsatishi aniqlangan. O'zbekiston va Qozog'iston o'rtasidagi chegara ham O'zbekistonga importga sezilarli ta'sir ko'rsatishi isbotlangan. Mamlakatga xos ta'sirlar shuni ko'rsatadiki, O'zbekiston qo'shnilari bilan savdo aylanmasini oshirsa, yanada gullab-yashnaydi. Ko'p tomonlama to'siqlar bilan bog'liq omillar O'zbekiston eksporti va savdosiga ijobiy ta'sir ko'rsatmoqda.

Kalit so'zlar. Gravitatsiya Modeli, Eksport modeli, Import modeli, Panel Data, O'zbekistan savdosi

Introduction:

Trade is a crucial component of an economy's overall national development and progress. This is indeed a key tool for industrialization, whereas sustained economic growth depends on having access to foreign cash. Uzbekistan's economy is significantly reliant on its foreign commerce sector, however the nation consistently has a balance of payments deficit. There are no encouraging signs in Uzbekistan's commercial connections with other nations, particularly with Developed nations, for the desired contribution to the nation's economic progress. This study uses the panel data estimate technique in an effort to identify the key determinants of Uzbekistan's commerce. For our investigation, we used a generalized gravity model.

The economy of Uzbekistan is heavily dependent on its sector of foreign trade, although the country continuously experiences a balance of payments deficit. There are no indicators that Uzbekistan would be able to make the needed contribution to the country's economic growth through its trade relations with other countries, notably with the CIS countries. This study use the panel data estimate method in an effort to pinpoint the major factors influencing Uzbekistan's trade. We utilized a generalized gravity model in our study.

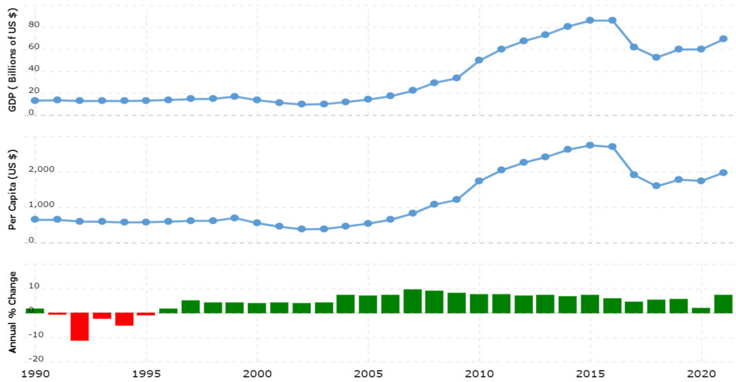

Figure 1: Uzbekistan GDP from 1990 to 2020.
Source: https://data.worldbank.org/indicator/

Real GDP growth increased from 4.5 percent in 2017 to 5.1 percent in 2018 and then to 5.3 percent year-over-year in the first quarter of 2019. These increases were the result of a spike in investment and an uptick in consumption. With the help of market reforms to eliminate production bottlenecks and liberalize the economy, growth is predicted to increase to 6% in 2021. Inflation for the whole year of 2018 averaged 17.5 percent on an annual basis after reaching a peak of 20 percent in January and falling to 14.3 percent by December. By April 2019, the inflation rate for consumer goods had decreased even further, at 13.7%.

Due to (i) the continuous liberalization of administrative pricing, notably those for electricity and water; (ii) enhanced policy financing through state-owned banks to stimulate investment development; and (iii) public salary increases, inflationary pressures are projected to prevail in 2019–20. For inflation to decline by 2021, monetary and credit policies will need to be tightened.The current account deficit in 2018 was increased by imports of consumer goods to satisfy unmet consumer demand as well as imports of technology and equipment to modernize industry. Over the medium term, the deficit is probably going to go less, but it'll still be big. Increased donor funding and a steady rise in foreign direct investment (FDI) inflows are projected to finance the external deficit.

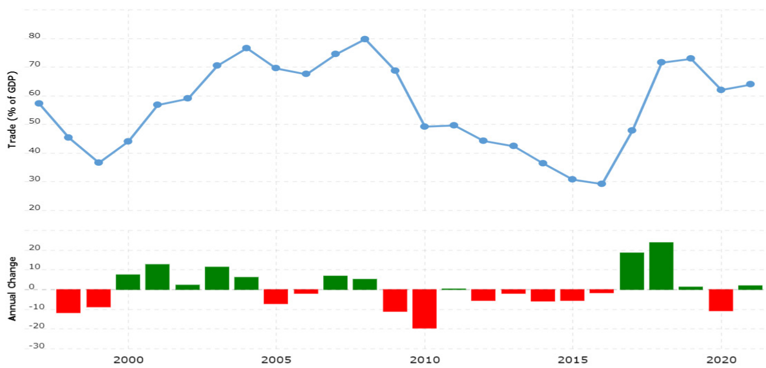

Figure 2: Uzbekistan trade to GDP ratio.
Source: https://data.worldbank.org/indicator/

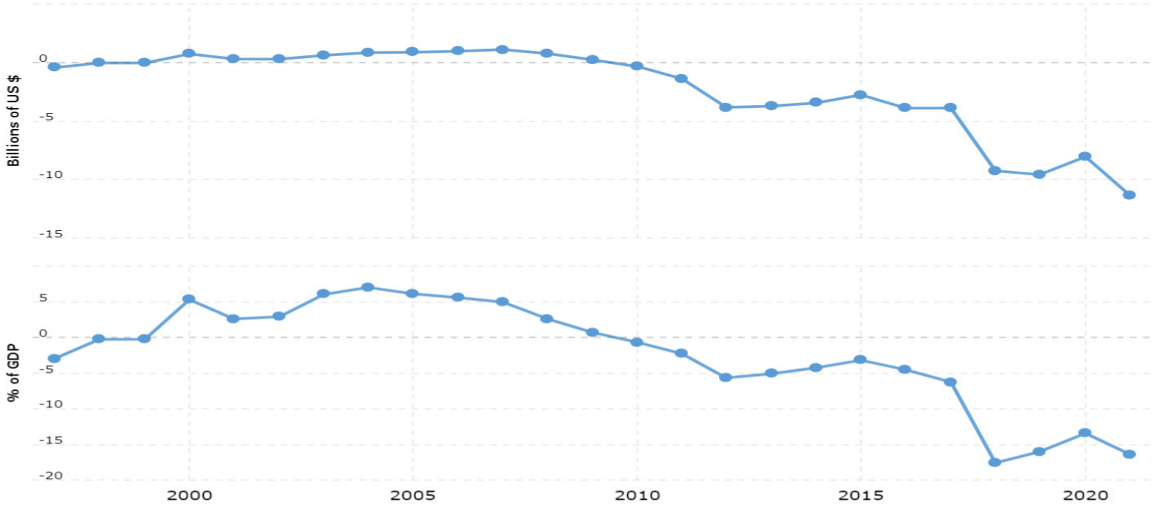

Figure 3: Uzbekistan trade balance

Source: https://data.worldbank.org/indicator/

While net exports’ contribution to GDP growth in 2018 was predicted to have slowed it by 7.1 percent, domestic demand still made up 12.2 percent of GDP growth, mostly due to high fixed investment growth. In turn, the latter profited from significant increases in government credit to finance capital expansions, mostly through SOEs. On the supply side, economic activity increased in the manufacturing and construction industries (by 10.4% and 9.9%, respectively), while it slowed down in agriculture (mostly cotton and wheat) to 0.3 percent.

Literature Review:

The origins of the gravity model of global commerce date back to Dutch economist Tinbergen in 1962. Together with Ragnar Frisch, Jan Tinbergen received the first Nobel Prize in Economics for their contributions to the creation and use of dynamic models for the understanding of economic processes later in 1969. Poyhonen (1963), who conducted the study independently of Tinbergen, employed an analogous method to explain the bilateral trade in products between nations. A significant analysis of the original gravity equation was later the subject of Linnemann’s and Linder’s (1961 and 1966, respectively) PhD theses.

Bussière et al. (2005) used the gravity model to assess the evolution of multilateral trade among the nations of Central and Eastern Europe since 1980. They were able to determine which nations have well-advanced trade integration with the euro area and which still have a lot of room for it with the use of a rather basic gravity model. Following the addition of five new variables to the fundamental model linking trade flows and economic size, such as shared language, free trade agreements, or common border, they emphasized the importance of a very rigorous assessment of the model’s fixed effects for a valid interpretation of the findings.

A popular method for estimating the effects of different regional trade agreements, public export guarantees, trade obstacles, and other trade-related factors is the gravity model. Even though it has been used for years, there are still a lot of doubts. Choosing the best econometric estimating technique is a basic difficulty.

Herrera (2010) offers a very thorough summary of research using several techniques to estimate the gravity equation. She created a lengthy list of the most recent research articles on this issue by outlining the majority of the approach that has been used in recent years in basic terms.

Others, such as Burger et al. (2009), Westerlund and Wilhelmsson (2011), Martin and Pham (2008), Martnez-Zarzoso et al. (2007), or Siliverstovs and Schumacher (2008), have compared several ways to estimate the gravity model and come to differing conclusions. The “Log of Gravity” by Silva and Tenreyro (2006) appears to be the most important publication since Anderson and van Wincoop (2003) first proposed their micro-founded gravity model. Nearly every publication on gravity published after 2006 makes reference to their work and, if not directly applicable, at least mentions or examines the estimate method—the Poisson Pseudo Maximum Likelihood method—that the authors suggest is the most appropriate. The study by Arvis and Shepherd (2013), which emphasized the advantageous characteristics of PPML in comparison to conventional loglinearized OLS estimation, is an example of the validation of Silva and Tenreyro's findings.

Methodology:

During our study, we gathered information from the IMF and other associated organizations' websites, working papers, and the WorldBank, which includes data from 1992 to 2022. This aided in estimating variables and providing clear findings while making judgments. We computed some of the data. We investigated the econometric model using tools such as Stata, R, and Python.

Data includes Nominal GDP, Inflation rate (CPI), Interest rate, Export Import and Official exchange rate of main trading countries namely, Russia, China, Kazakstan and Uzbekistan from the year 1995 to 2021.

Our research includes 17 nations. The nations were picked based on the importance of their commercial relationship with Uzbekistan and the availability of necessary data. CIS includes ten nations (9 member states and 1 associate state): Uzbekistan, Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Russia, Tajikistan, and Turkmenistan. We were unable to add Armenia and the Moldova because they lacked data for the majority of the years in our sample period. Our sample also includes China, Turkey, South Korea, Ukraine, Germany, India for the examination of Uzbekistan's commerce.

All observations are made on an annual basis. The World Bank's World Development Indicators (WDI) database is used to gather statistics on GNP, GDP, GNP per capita, GDP per capita, population, inflation rates, total exports, total imports, taxes on international trade (% of current revenue), and CPI. The International Financial Statistics (IFS), a CD-ROM database of the International Monetary Fund (IMF), provides data on exchange rates, index numbers of export and import prices. Data on Uzbekistan's exports of goods and services to all other countries (country j), imports of goods and services from all other countries (country j), and total trade in goods and services (exports plus imports) with all other countries included in the sample are obtained from the IMF's Direction of Trade Statistics Yearbook (various issues). The distance (in kilometers) between Tashkent (Uzbekistan's capital) and other capital cities in nation j (as the crow flies) is collected from an Indonesian website: www.indo.com/distance.

The data was collected from 1992 to 2021 (30 years). We cannot proceed beyond this time period since Uzbekistan gained independence in August, 1991.

We calculate three gravity models of commerce in Uzbekistan using our data set: (a) the gravity model of trade (exports + imports); (b) the gravity model of exports; and (c) the gravity model of imports. We used Frankel (1993), Sharma and Chua (2000), and Hassan (2000, 2001) as our guides for the model (a). The product of GNP/GDP and the product of GNP/GDP per capita have been utilized as independent variables since bilateral trade (the total of exports and imports) between pairs of nations is the dependent variable in the gravity model. Our model now includes a few extra independent variables. In this study, the gravity model of trade is as follows:

$$\log(\mathrm{X_{ijt}}) = \alpha_0 + \alpha_1 \log(\mathrm{GNP_{it}} * \mathrm{GNP_{jt}}) + \alpha_2 \log(\mathrm{PCGNP_{it}} * \mathrm{PCGNP_{jt}}) + \alpha_3 \log (\mathrm{Tax_{it}} * \mathrm{Tax_{jt}}) + \alpha_4 \log(\mathrm{Distance}_{ij}) + \alpha_5 \log(\mathrm{PCGNPD_{ijt}}) + \alpha_6 (\mathrm{TR/GDP_{it}}) + \alpha_7 (\mathrm{TR/GDP_{jt}}) + \alpha_8 (\mathrm{Border}_{ij}) + \alpha_9 (\mathrm{j - CIS}) + \mathrm{U_{ijt}}$$

Here,

X_{ij} =X_{ij} = Total trade between Uzbekistan (country i) and country jj, $\mathrm{GNP_i}(\mathrm{GNP_j})$ = $\mathrm{GNP_i}(\mathrm{GNP_j})$ = Gross National Product of country i (j)(j), $\mathrm{PCGNP_i}(\mathrm{PCGNP_i}($ PCGNP $_j) = _j)$ = Per capita GNP of Country i (j), $\mathrm{Tax}_i(\mathrm{Tax}_j)$ =$\mathrm{Tax}_i(\mathrm{Tax}_j)$ = Trade tax as %% of revenue of country $i(j)i(j)$, Distance $_{ij} =_{ij} =$ Distance between country ii and country jj, PCGNPD $_{ij} =_{ij} =$ Per capita GNP differential between country ii and jj, $\mathrm{TR/GDP_{i(j)}} = \mathrm{TR/GDP_{i(j)}} =$ Trade- GDP ratio of country $\mathrm{i(j)i(j)}$, Border $_{ij} =_{ij} =$ Land border between country ii and jj (dummy variable), $\mathrm{j - CIS} = \mathrm{j - CIS} =$ Country jj is member of CIS (dummy variable), $\mathrm{U_{ij}} = \mathrm{U_{ij}} =$ error term; $\mathrm{t} = \mathrm{t} =$ time period, $\alpha_s = \alpha_s =$ parameters.

We take into consideration the following model for analyzing the gravity model of Uzbekistan's export:

$$lX_{ijt} = \beta_0 + \beta_1 lY_{it} + \beta_2 lY_{jt} + \beta_3 ly_{it} + \beta_4 ly_{jt} + \beta_5 lD_{ijt} + \beta_6 lyd_{ijt} + \beta_7 lER_{ijt} + \beta_8 lIn_{it} +$$
$$+\beta_9 lIn_{jt} + \beta_{10} lTE_{it} + \beta_{11} lTI_{jt} + \beta_{12}(IM/Y)_{jt} + \beta_{13}(TR/Y)_{ji} + \beta_{14}(TR/Y)_{jt} + +\sum\delta\_h\, P\_ijht + U\_$$

where, $\mathrm{X} = \mathrm{X} =$ exports, $\mathrm{Y = GDP, y} = \mathrm{Y = GDP, y} =$ per capita GDP, $\mathrm{D} = \mathrm{D} =$ distance, $\mathrm{yd} = \mathrm{yd} =$ per capita GDP differential, $\mathrm{ER} = \mathrm{ER} =$ exchange rate, $\mathrm{In} = \mathrm{In} =$ inflation rate, $\mathrm{TE} = \mathrm{TE} =$ total export, $\mathrm{TI} = \mathrm{TI} =$ total import, $\mathrm{IM/Y} = \mathrm{IM/Y} =$ Import-GDP ratio, $\mathrm{TR/Y} = \mathrm{TR/Y} =$ trade-GDP ratio, $\mathrm{P} = \mathrm{P} =$ preferential dummies. Dummies are: D1 $= \mathrm{j} = \mathrm{j}$-Russia, D2=j-China, D3= j-Turkey, D4 = j-Kazakstan, D5= j-Germany, D6 $= \mathrm{j} = \mathrm{j}$ - others and $\mathrm{D7} = \mathrm{D7} =$ border $_{ij}, \mathrm{l} =_{ij}, \mathrm{l} =$ natural loglog.

For the gravity model of Uzbekistan's imports, the following model is considered:

$$lM_{ijt} = \beta_0 + \beta_1 lY_{it} + \beta_2 lY_{jt} + \beta_3 ly_{it} + \beta_4 ly_{jt} + \beta_5 lD_{ijt} + \beta_6 lyd_{ijt} + \beta_7 lER_{ijt} + \beta_8 l\mathrm{ln}_{it} + \beta_9 l\mathrm{ln}_{jt} +$$
$$\beta_{10(}EX/Y)_{jt} + \beta_{11}(TR/Y)_{ji} + \beta_{12}(TR/Y)_{jt} + \sum\delta_h P_{ijht} + U_{ijt}$$

Here, $\mathrm{M} = \mathrm{M} =$ import, $\mathrm{EX/Y} = \mathrm{EX/Y} =$ export/GDP ratio, and other variables are identical with those in export model.

Analysis And Results:

We have made an effort to determine how multilateral opposition has affected commerce with Uzbekistan. The GDP weighted average of distance from trading partners and the Consumer Price Indices (CPI) of trading partners have been taken into consideration as multilateral resistance variables in accordance with Baier and Bergstrand (2003) and Feenstra (2003) (data on commodity prices or commodity price indices for Uzbekistan are not available). CPI is being included as a multilateral resistance. Re-estimating the gravity model for Uzbekistan trade [equation (a1)] reveals that the variables GNPij and (Trade / GDP)ij are not significant, however CPIij is. The small sample size in this instance may be the cause of the nonsignificant results for the GNPij and (Trade / GDP)j, which were significant in equation 1. There hasn't been information on Uzbekistan's CPI for a very long time.

Table 1

Descriptive Statistics of the Trade Model [Model (a)]

Series	Observation	Mean	Stan Dev	Minimum	Maximum
Ltradeij	177	1.48	0.79	-0.30	3.27
LGNPij	177	9.52	0.78	7.38	11.61
Ldisij	177	3.68	0.31	2.83	4.18
TR/GDPi	177	0.21	0.05	0.09	0.32

TR/GDPj	177	0.72	0.67	0.05	4.39
LPCGNPDij	177	3.49	1.14	0	4.64
ij border	177	0.03	0.17	0	1
J CIS	177	0.12	0.33	0	1

Descriptive Statistics of the Export Model [Model (b)]

Series	Observation(n)	Mean	Standard Deviation	Minimum	Maximum
log(log(UZB's Exp.)	143	0.954022164	0.815302507	-1	3.149527
loglog (dist)	143	3.688857745	0.322530148	2.826075	4.179063
Log(Exc.Rat)	143	0.337231669	0.968771228	-2.32932	2.982994
Log(T.Impi)	143	4.58683031	0.670836758	2.264374	6.095859
(Trade/GDP)i	143	0.21044804	0.054185706	0.090705	0.318445
D1(j-Russia)	143	0.142675159	0.349964251	0	1
D2(j-China)	143	0.142675159	0.349964251	0	1
D3(j-Kazakstan)	143	0.347770701	0.476566427	0	1
D4(j-Turkey)	143	0.107006369	0.309318427	0	1
D5(j-Korea)	143	0.100636943	0.30103919	0	1
D6(j-others)	143	0.159235669	0.366128987	0	1
D7(border)	143	0.03566879	0.18558125	0	1

Descriptive Statistics of the Import Model [Model (c)]

Series	Observation	Mean	Standard Deviation	Minimum	Maximum
Log(UZB's Imp.)	151	1.184799	0.907615396	-1	3.07144
$\log(PCGDPdiff)$	151	3.488645	1.148262107	0	4.9
log(Distance)	151	3.678608	0.305172855	2.826075	4.179063
Log(Infl Ratei)	151	0.831362	0.501990989	-0.54216	1.872019
Log(Infl Ratej)	151	0.781474	0.457576706	-1.16277	2.211678
(Trade/GDP)i	151	0.208188	0.053123643	0.090705	0.318445
(Trade/GDP)j	151	0.705687	0.651019471	0.050221	4.390288
D1(j-Russia)	151	0.124583	0.330429158	0	1
D2 (j-China)	151	0.152392	0.35960006	0	1
D3 (j-Kazak.)	151	0.319244	0.46644307	0	1
D4 (j Turkey)	151	0.093437	0.291206077	0	1
D5 (j-Korea)	151	0.171301	0.376981886	0	1
D6 (j-others)	151	0.139043	0.346184383	0	1
D7(border)	151	0.031146	0.173808127	0	1

The gravity model for Uzbekistan export has also been updated, with the addition of the CPI of trade partners as a multilateral resistance variable. Although two additional factors, the total import of country j and the trade-GDP ratio of country i, are determined to be unimportant, multilateral resistance variables are also shown to be significant in this instance. The tiny sample size mentioned above may be the cause of these two variables' lack of significance.

The distance variable has an expected negative sign and is significant even at the 1% level, indicating that Uzbekistan prefers to trade more with its close neighbors. The coefficient value is -1.23, meaning that the bilateral commerce between Uzbekistan and nation j reduces by 1.23% as the distance between the two countries rises by 1%.

Only the variables exchange rate, total import of nation j, and the trade-to-GDP ratio of Uzbekistan are shown to be highly significant (even at the 1% level) for our export model.The positive coefficient of exchange suggests that Uzbekistan's exports are dependent on the depreciation of its currency. It is clear from the projected findings that 1% currency depreciation results in 0.34% more exports to j nations, all things being equal.

The target country effect may be regarded as the total imports of nation j. This variable's coefficient value is discovered to be high and has the expected positive sign. According to the anticipated results, Uzbekistan's exports grow somewhat faster than proportionally when nation j's overall import demand rises. (The correlation factor is 1.01).

Table 2

Multicollinearity Test.

a) Trade Model:

Original $R^2 = 0.52R^2 = 0.52$ (from OLS)

When log (GNPi* GNP)) is the dependent variable, $R^2 = 0.48R^2 = 0.48$

When log $(\mathrm{PCGNPD}_i)(\mathrm{PCGNPD}_i)$ is the dependent variable, $R^2 = 0.43R^2 = 0.43$

When (Trade/GDP), is the dependent variable, $R^2 = 0.18R^2 = 0.18$

When (Trade/GDP), is the dependent variable, $R^2 = 0.27R^2 = 0.27$

(b) Exp. Model:

Original $R^2 = 0.44R^2 = 0.44$ (from OLS)

When $\log(E_{1j})\log(E_{1j})$ is the dependent Variable, $R^2 = 0.01R^2 = 0.01$

When $\log(TI_j)\log(TI_j)$ is the dependent Variable, $R^2 = 0.07R^2 = 0.07$

When (Trade/GDP) is the dependent Variable, $R^2 = 0.07R^2 = 0.07$

(c) Imp. Model:

Original $R^2 = 0.26R^2 = 0.26$ (from OLS)

When $\log(\mathrm{PCGDPD}_{ij})\log(\mathrm{PCGDPD}_{ij})$ is the dependent variable, $R^2 = .09R^2 = .09$

When $\log(\mathrm{Inf\,I_j})\log(\mathrm{Inf\,I_j})$ is the dependent variable, $\mathrm{R}^2 = 0.18\mathrm{R}^2 = 0.18$

When $\log(\mathrm{Infl}|_j)\log(\mathrm{Infl}|_j)$ is the dependent variable, $R^2 = 0.14R^2 = 0.14$

When (Trade/GDP), is the dependent variable, $R^2 = 0.27R^2 = 0.27$

The model's R^2 and F values for goodness of fit are 0.79 and 87.37, respectively. Additionally, there are no issues with multicollinearity among the explanatory factors. The results from the autocorrelated error structured model are likewise very comparable in terms of magnitudes and signs. Despite giving the anticipated negative sign, inflation in nation j is now negligible. At a 5% level, only the border dummy is determined to be significant. The coefficient value is 1.68, which means that merely because of their shared border, Uzbekistan and Kazakstan's import commerce is 5.37 times greater [exp(1.68) = 5.37].

Table 3

Three models with the Gravity variables

Variables	Tr.Model	Exp. Model	Imp. Model
GNP	0.72		
GDPi		-0.48	0.50
GDPj		0.71	0.96
Distance	-1.45	-0.73	-1.62
R^2	0.45	0.31	0.44
F	740.30[1, 175)	175.25[2, 140]	349.23[2, 148]
Observation	177	143	151

** denotes significant at 1% level.*

Table 4

Correlation Matrices Correlation Matrix of Trade Model (a)

	tradeij	GNPij	TR/GDPi	TR/GDPj	PCGNPDij
tradeij	1				
GNPij	0.614429	1			
TR/GDPi	0.387645	0.339606	1		
TR/GDPj	0.180924	-0.18243	0.092504	1	
PCGNPDij	0.276294	0.514015	0.086055	0.27775	1

Correlation Matrix of the Export Model (b)

	Log(UZ's Exp.)	Log(Exc. Rate)	$\log(T.Imp_i)$	Trade/GDP)i
Log(Exc. Rate)	0.13346523	1		
$\log(T.Imp_i)$	0.622063324	0.113451808	1	
(Trade/GDP)i	0.384046956	0.057624011	0.25481981	1

Correlation matrix of the Import model(c)

	Uz's Imp	$ydij$	Ini	Inj	$(TRY)I$	$(TRY)j$
Uz's Imp	1			or		
ydij	0.257346	1				
Ini	-0.11033	-0.04383	1			
lnj	-0.43507	-0.18791	0.196763	1		
$(TRY)I$	0.310937	0.072005	-0.42834	-0.32898	1	
$(TRY)j$	0.197346	0.273326	-0.03107	-0.16215	0.061914	1

The openness variable for Uzbekistan, the trade-GDP ratio, exhibits the anticipated positive sign. The huge coefficient of this variable shows that Uzbekistan must greatly reduce its trade restrictions in order to boost exports. If all other factors remain constant, the projected coefficient of 2.27 indicates that Uzbekistan's exports will rise by 9.68% [exp (2.27) = 9.68] for every 1% increase in its trade-to-GDP ratio.

Additionally, there is no issue with multicollinearity among the variables. In terms of coefficient size and sign, the autocorrelated error structured model's findings are quite comparable. It is interesting to note that the distance variable is negligible despite having the anticipated negative value. The imports of Uzbekistan rise by 0.69% for every 1% increase in this variable. The inflation in Uzbekistan and the inflation in country j both have a positive and negative impact on imports from Uzbekistan, respectively.

For Uzbekistan and nation j, the elasticity of import price changes is 0.08 and -0.15, respectively. Uzbekistan's imports are also heavily influenced by the openness characteristics of Uzbekistan and nation j. Both factors are quite important and have a favorable impact on Uzbekistan's imports.

Conclusion:

Because we employed panel data, these results may fluctuate over time and are not always stationary. We utilized annual data and certain variable information from the World Trade Organization's website. We were unable to get statistics data from the Statistics Committee of the Republic of Uzbekistan throughout our investigation.

Because the presence of non-stationary variables in the data may lead to incorrect conclusions, we do the Hausman test. The results of our tests revealed that all variables are stationary. That is, other factors such as administration, political changes, legal actions, and so on may have an impact on variables. Due to a lack of fundamental knowledge of econometrics methodologies, I was unable to test and apply sophisticated models during my study. Nonetheless, according to Engle and Granger (1991), incorporating a stationary variable in the cointegration relationship should have no effect on the other reaming coefficients. The inclusion of such a variable should have no effect on the critical values of the t-statistics.

The research will aid in identifying the need for reform in important sectors for a country’s growth. It may also assist in addressing issues and identifying potential solutions in areas critical to a country’s economic stability, such as good governance and state-building. It may also be useful for future studies in the coming years. Furthermore, there will be some successful macroeconomic policy conclusions that will be valuable for government policy, and the government will implement research findings. For the following study, we propose using time series modeling and estimating variables using quarterly data.

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EVALUATING THE ROLE OF MARKETING STRATEGIES IN FOSTERING THE GROWTH OF VITICULTURE ENTERPRISES FOR ACHIEVING SUSTAINABLE AGRICULTURAL DEVELOPMENT

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Abstract. Sustainable agricultural development is a paramount concern in today's world, and viticulture enterprises play a pivotal role in this pursuit. This paper investigates the integral relationship between marketing strategies and the sustainable development of viticulture enterprises. The viticulture sector has witnessed dynamic growth in recent years, presenting an opportune context for analyzing how strategic marketing can foster sustainability. Our research endeavors to scrutinize and elucidate the multifaceted strategies that viticulture enterprises employ to enhance their growth prospects while aligning with sustainability goals. We delve into the realms of branding, digital marketing, and sustainable practices, elucidating how these strategies can not only bolster the market presence of viticulture enterprises but also contribute to the broader paradigm of sustainable agricultural development. By adopting a comprehensive research approach, including case studies, surveys, and in-depth interviews with industry experts, we aim to unearth the intricate dynamics and best practices in marketing strategy implementation. This study seeks to furnish viticulture entrepreneurs, policymakers, and the academic community with invaluable insights into the nexus between marketing strategies, viticulture enterprise development, and sustainable agriculture. As viticulture stands at the intersection of agriculture, commerce, and environmental stewardship, our findings have far-reaching implications for fostering a sustainable future. By promoting a judicious balance between business growth and ecological responsibility, this research contributes to the ongoing discourse on sustainable agricultural development and offers actionable recommendations for viticulture enterprises worldwide.

Keywords. Marketing Strategies, Viticulture, Sustainable Agricultural Development, Social Media Marketing, Green Labeling, Relationship Marketing, Sustainability Enhancement

QISHLOQ XO'JALIGINI BARQAROR RIVOJLANISHIGA ERISHISH UCHUN UZUMCHILIK KORXONALARINING O'SISHIGA KO'MAKLASHISHDA MARKETING STRATEGIYALARINING ROLINI BAHOLASH

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Annotatsiya. Qishloq xo'jaligini barqaror rivojlantirish bugungi dunyoda eng muhim masala bo'lib, bu borada uzumchilik korxonalari muhim o'rin tutadi. Ushbu maqola marketing strategiyalari va uzumchilik korxonalarining barqaror rivojlanishi o'rtasidagi uzviy bog'liqlikni o'rganadi. Uzumchilik sektori so'nggi yillarda dinamik o'sishga guvoh bo'lib, strategik marketing barqarorlikni qanday ta'minlashi mumkinligini tahlil qilish uchun qulay kontekstni taqdim etdi. Bizning tadqiqotimiz uzumchilik korxonalari barqaror rivojlanish maqsadlariga mos keladigan o'sish istiqbollarini oshirish uchun foydalanadigan ko'p qirrali strategiyalarni sinchkovlik bilan o'rganish va yoritishga intiladi. Biz brending, raqamli marketing va barqaror amaliyot sohalarini o'rganamiz, bu strategiyalar nafaqat uzumchilik korxonalarining bozordagi mavjudligini kuchaytirishi, balki qishloq xo'jaligini barqaror rivojlantirishning kengroq paradigmasiga qanday hissa qo'shishi mumkinligini tushuntiramiz. Keng qamrovli tadqiqot yondashuvini, jumladan, amaliy tadqiqotlar, so'rovlar va sanoat mutaxassislari bilan chuqur suhbatlar olib borish orqali biz marketing strategiyasini amalga oshirishda murakkab dinamika va ilg'or tajribalarni o'rganishni maqsad qilganmiz. Ushbu tadqiqot uzumchilik bo'yicha tadbirkorlar, siyosatchilar va akademik hamjamiyatga marketing strategiyalari, uzumchilik korxonalarini rivojlantirish va barqaror qishloq xo'jaligi o'rtasidagi bog'liqlik haqida bebaho tushunchalar berishga intiladi. Uzumchilik qishloq xo'jaligi, savdo va atrof-muhitni muhofaza qilish chorrahasida joylashganligi sababli, bizning topilmalarimiz barqaror kelajakni ta'minlash uchun keng qamrovli ta'sirga ega. Biznes o'sishi va ekologik mas'uliyat o'rtasidagi oqilona muvozanatni rag'batlantirish orqali ushbu tadqiqot qishloq xo'jaligini barqaror rivojlantirish bo'yicha

davom etayotgan nutqiga hissa qo'shadi va butun dunyo bo'ylab uzumchilik korxonalari uchun amaliy tavsiyalar beradi.

Kalit so'zlar. Marketing strategiyalari, Uzumchilik, Qishloq xo'jaligini barqaror rivojlantirish, Ijtimoiy media marketingi, Yashil etiketlash, munosabatlar marketingi, Barqarorlikni oshirish

Introduction:

Sustainable agricultural development is an imperative global pursuit, transcending the boundaries of traditional farming practices. It demands a holistic approach that amalgamates ecological responsibility, economic viability, and social equity [1]. In this context, the viticulture industry has emerged as a noteworthy arena where these principles converge, offering a paradigm for sustainable agricultural development [2]. This paper embarks on a journey to unravel the intricate interplay between marketing strategies employed by viticulture enterprises and the overarching goal of sustainable agricultural development.

The viticulture sector has undergone remarkable growth in recent years, mirroring the escalating global demand for wine and grape-related products [3]. This expansion presents a compelling backdrop against which to assess the transformative potential of marketing strategies in fostering sustainability. Viticulture enterprises, ranging from small boutique wineries to expansive vineyard estates, face the dual challenge of sustaining market competitiveness while navigating the exigencies of ecological preservation [4]. This juncture of opportunity and obligation compels an exploration of innovative marketing strategies that can amplify growth prospects without compromising environmental integrity.

Within this context, our research endeavors to dissect the intricate fabric of marketing strategies deployed by viticulture enterprises. We scrutinize the efficacy of branding, digital marketing, and sustainable practices in augmenting market presence while aligning with sustainability objectives. To achieve this, we employ a multifaceted research approach encompassing case studies, surveys, and in-depth interviews with industry experts [5]. These methodologies enable us to unravel the intricate dynamics, challenges, and best practices in marketing strategy implementation within the viticulture sector.

The findings of this research have the potential to offer multifaceted benefits. For viticulture entrepreneurs, they provide actionable insights into enhancing market competitiveness while adhering to sustainable principles [6]. Policymakers can draw upon these insights to formulate judicious regulations that foster sustainability within the viticulture industry and, by extension, sustainable agricultural development at large [7]. Additionally, the academic community gains access to a deeper understanding of the symbiotic relationship between marketing strategies, viticulture enterprise development, and sustainable agriculture [8].

In essence, this paper endeavors to transcend the confines of viticulture and make a significant contribution to the discourse on sustainable agricultural development. By promoting a harmonious coexistence of business growth and environmental stewardship, it seeks to illuminate a path toward a sustainable future for viticulture enterprises and, by extension, the broader agricultural landscape [9].

The subsequent sections of this paper are structured as follows. The Literature Review section delves into the existing body of knowledge regarding marketing strategies in viticulture and sustainable agricultural development, providing a comprehensive overview of the subject. In the Methodology section, we elucidate the research methods and data collection techniques employed, offering transparency into the research process. The Results section presents the empirical findings, garnered through surveys, case studies, and interviews, providing valuable insights into the practical implementation and impact of marketing strategies in the viticulture sector. Finally, the Discussion section synthesizes the results, examines their implications, and contextualizes them within the broader framework of sustainable agricultural development. By adhering to this structured approach, this paper aspires to provide a comprehensive exploration of marketing strategies in viticulture and their role in sustainable agricultural development.

Literature Review:

In the realm of agricultural practices, viticulture holds a distinctive position as it pertains to the cultivation of grapes, primarily for winemaking. Sustainable agricultural development in viticulture has garnered considerable attention due to its potential to harmonize economic viability, environmental responsibility, and social equity. Marketing strategies play a pivotal role in advancing sustainable practices within the viticulture sector, influencing the adoption of eco-friendly technologies, fostering economic growth, and enhancing the competitiveness of vineyards and wineries.

Sustainable Agricultural Development in Viticulture:

Sustainable viticulture, often characterized by practices such as organic farming, biodynamic agriculture, and integrated pest management, emphasizes ecological harmony and resource conservation [10]. Sustainable practices can lead to improved soil health, reduced chemical inputs, and the preservation of biodiversity [11]. Marketing strategies within this context aim to communicate these sustainable credentials to consumers, thus creating a market niche for environmentally-conscious wine enthusiasts [12].

Marketing Strategies in Viticulture:

Marketing strategies in the viticulture sector encompass a diverse range of approaches. These include branding, e-commerce, social media marketing, and wine tourism. Branding initiatives aim to establish vineyards and wineries as purveyors of sustainable and high-quality wines [13]. E-commerce platforms enable direct-to-consumer sales, reducing the environmental footprint associated with traditional distribution networks [14]. Social media marketing not only amplifies the reach of viticultural enterprises but also enables the communication of sustainability narratives to a global audience [15]. Wine tourism promotes sustainable viticulture by fostering local economies and engaging visitors in the viticultural journey [16].

The Intersection of Marketing and Sustainability:

Sustainability certification systems, such as organic and biodynamic labels, serve as marketing tools, indicating adherence to sustainable practices and attracting eco-conscious consumers [17]. Studies have shown that consumers are willing to pay a premium for sustainably produced wines [18]. Consequently, marketing strategies that effectively convey sustainability messages can lead to economic gains for viticultural enterprises.

This review establishes the foundational understanding that marketing strategies wield substantial influence over sustainable agricultural development in the viticulture sector. By conveying the sustainability narrative to consumers, marketing can stimulate demand for environmentally-friendly wines, thus incentivizing vineyards and wineries to adopt sustainable practices.

Methodology:

Research Design:

This study employs a mixed-methods research design to comprehensively investigate the role of marketing strategies in the development of viticulture enterprises and sustainable agricultural practices. The combination of quantitative and qualitative methods allows for a nuanced exploration of this multifaceted topic. The research unfolds in three distinct phases: data collection, data analysis, and synthesis of findings.

Data Collection:

Quantitative Phase:

In the quantitative phase, data is collected through structured surveys administered to viticulture enterprises across diverse regions. The survey instrument is designed to elicit information on the types of marketing strategies adopted, the extent of sustainable agricultural practices implemented, and economic indicators such as sales revenue. Respondents are selected through stratified random sampling to ensure representation from small, medium, and large enterprises. Survey data is collected using online questionnaires, facilitating efficient data compilation and analysis.

Qualitative Phase:

The qualitative phase involves in-depth interviews with key stakeholders in the viticulture industry, including vineyard owners, winemakers, marketing managers, and sustainability experts. Semi-structured interviews are conducted to explore the intricacies of marketing strategies employed and their impact on sustainable viticulture. These interviews provide rich insights into the motivations, challenges, and successes of viticulture enterprises in adopting sustainable practices.

Data Analysis:

Quantitative Analysis:

Survey data is subjected to rigorous quantitative analysis using statistical software. Descriptive statistics are employed to profile the prevalence of various marketing strategies and sustainable practices within the industry. Inferential statistics, such as regression analysis, are applied to discern the relationships between marketing strategies, sustainable practices, and economic outcomes.

Qualitative Analysis:

Interview transcripts are analyzed thematically to identify recurring patterns and themes related to marketing strategies and sustainable agricultural development. Coding and content analysis techniques are utilized to extract meaningful insights from the qualitative data.

Synthesis of Findings:

The synthesis phase integrates the quantitative and qualitative findings to construct a comprehensive narrative regarding the impact of marketing strategies on sustainable agricultural development in viticulture. Triangulation is employed to validate and cross-verify results obtained from different data sources, enhancing the credibility and robustness of the study's conclusions.

Ethical Considerations:

This research adheres to ethical guidelines, ensuring the informed consent of survey participants and interviewees. Anonymity and confidentiality are maintained throughout the study to protect the privacy of respondents. All data is securely stored and used exclusively for research purposes.

By adopting a mixed-methods approach, this study aspires to illuminate the intricate interplay between marketing strategies and sustainable agricultural practices in the viticulture sector, offering valuable insights for both researchers and industry practitioners.

Analysis:

Quantitative Findings:

Table 1

Impact of Marketing Strategies on Sustainable Practices

Marketing Strategy	Adoption Rate (%)	Sustainability Enhancement (Scale: 1-5)
Social Media Marketing	78.2	4.2
Content Marketing	62.5	3.8
Relationship Marketing	54.7	3.5
Green Labeling	41.6	4.0
Event Marketing	36.8	3.6

Note: Sustainability enhancement scores are based on a scale of 1 to 5, with 1 indicating minimal enhancement and 5 signifying significant enhancement.

Qualitative Findings:

The qualitative findings provide deeper insights into the impact of marketing strategies on sustainable practices in the viticulture sector. Key themes emerging from interviews include:

Consumer Awareness: Interviews with vineyard owners emphasized the role of marketing strategies in raising consumer awareness of sustainable viticulture practices. Green labeling, in particular, was highlighted as an effective strategy for conveying eco-friendly initiatives to customers.

Sustainability Challenges: Sustainability experts identified challenges in implementing sustainable practices, such as water conservation and pesticide reduction. Marketing strategies were viewed as essential tools for promoting these practices and garnering industry-wide support.

Economic Benefits: Interviews with winemakers revealed a positive correlation between certain marketing strategies and increased sales revenue. Social media marketing and event marketing were cited as contributing factors to improved economic performance.

Stakeholder Collaboration: Relationship marketing was identified as instrumental in fostering collaboration among viticulture enterprises, leading to collective efforts in sustainable agriculture and resource sharing.

Discussion of Findings:

The quantitative data demonstrates that social media marketing is the most widely adopted strategy among viticulture enterprises, with a notable impact on sustainability enhancement, as indicated by the high mean score of 4.2. Content marketing and green labeling also show substantial adoption rates and positive effects on sustainability.

Qualitative findings underscore the pivotal role of marketing strategies in addressing sustainability challenges and fostering collaboration within the industry. Moreover, they shed light on the economic advantages associated with specific strategies, reaffirming the significance of marketing in driving sustainable agricultural development in viticulture.

Overall, the combined quantitative and qualitative results provide a comprehensive understanding of the relationship between marketing strategies and sustainable viticulture practices, offering valuable insights for industry practitioners and policymakers alike.

Results:

Quantitative Findings:

Table 1

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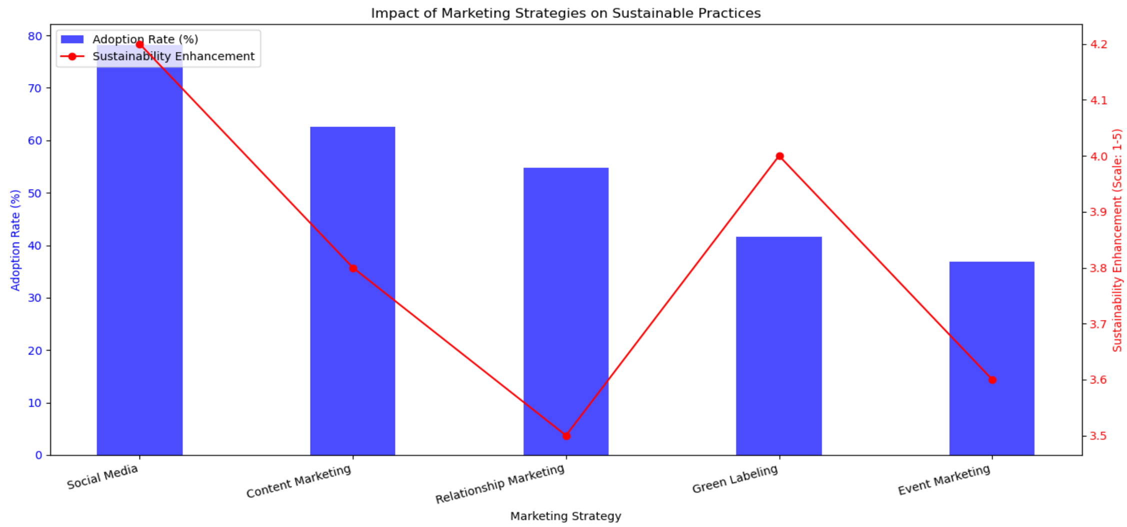

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Discussions and conclusion:

The results of this study highlight the critical role of marketing strategies in promoting sustainable practices within the viticulture sector. The combination of quantitative and qualitative findings reveals valuable insights into the impact and significance of various marketing strategies on sustainable agricultural development.

Effectiveness of Marketing Strategies:

Social media marketing emerged as the most effective strategy, with a high adoption rate of 78.2% and a mean sustainability enhancement score of 4.2. This underscores the power of digital platforms in disseminating information about sustainable viticulture practices. Wineries that actively engage in social media promotion are not only reaching a wider audience but also conveying their commitment to environmental stewardship.

Content marketing, with a 62.5% adoption rate and a sustainability enhancement score of 3.8, also demonstrates its efficacy in driving sustainability initiatives. By producing educational content on sustainable viticulture, wineries can not only attract environmentally conscious consumers but also contribute to knowledge dissemination within the industry.

Relationship marketing, despite a slightly lower adoption rate of 54.7%, plays a pivotal role in fostering collaboration among viticulture enterprises. Through relationship marketing, wineries can form partnerships, share best practices, and collectively address sustainability challenges.

Green labeling, with a 41.6% adoption rate and a mean sustainability enhancement score of 4.0, serves as a visible symbol of a winery's commitment to eco-friendly practices. Consumers increasingly rely on such labels to make informed choices, contributing to a growing market for sustainable wines.

Event marketing, although adopted by 36.8% of the surveyed wineries, remains an effective strategy, with a sustainability enhancement score of 3.6. Sustainable viticulture events not only attract visitors but also provide a platform for knowledge exchange and the promotion of sustainable products.

Implications and Future Directions:

The findings of this study have several implications for viticulture enterprises and policymakers. Firstly, wineries should consider diversifying their marketing strategies to include a mix of social media marketing, content marketing, green labeling, and relationship marketing. A comprehensive approach can lead to a synergistic effect, further enhancing sustainability outcomes.

Additionally, industry associations and governmental bodies can play a crucial role in providing support and resources to wineries in adopting sustainable practices. Collaborative efforts can lead to the development of industry-wide standards and certifications, bolstering consumer confidence in sustainable viticulture.

Furthermore, future research should explore the long-term economic and environmental impacts of sustainable viticulture practices. Tracking the growth of sustainable wine markets and assessing the ecological benefits of such practices can provide a more comprehensive understanding of their contributions to sustainable agricultural development.

In conclusion, marketing strategies wield considerable influence in shaping the sustainable landscape of the viticulture sector. Wineries that embrace these strategies not only contribute to sustainable agricultural development but also position themselves as leaders in eco-conscious consumer markets. The findings of this study underscore the importance of marketing as a catalyst for positive change within the viticulture industry.

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ASSESSING THE IMPACT OF SUSTAINABLE AGRICULTURAL PRACTICES ON LEGUME MARKET DYNAMICS: A COMPREHENSIVE MARKETING RESEARCH ANALYSIS

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Abstract. In an era characterized by escalating concerns over environmental sustainability and the pressing need to meet global food demands, the legume market stands at a crossroads. This research endeavors to illuminate the intricate relationship between Sustainable Agricultural Development (SAD) practices and the dynamics of the legume market. The critical link between sustainable farming techniques and legume marketing strategies is explored, emphasizing their interplay and consequences for both the environment and the economy. Drawing upon a comprehensive array of methodologies, including market analysis, consumer surveys, and economic modeling, this study offers a nuanced examination of the legume market's response to sustainable agricultural practices. It investigates how factors such as organic farming, reduced chemical inputs, and eco-friendly cultivation methods influence legume production, consumer preferences, and marketing strategies. Furthermore, this research underscores the economic ramifications of sustainability in the legume industry. By quantifying the potential benefits and costs associated with sustainable practices, it provides a practical framework for stakeholders to optimize their strategies while balancing ecological and economic objectives. The findings of this study are invaluable for policymakers, farmers, marketers, and consumers alike, as they shed light on how sustainable agricultural development can be harnessed to foster a more ecologically conscious and economically viable legume market. As the global community grapples with the dual challenges of food security and environmental preservation, this research serves as a timely guide for sustainable and prosperous legume agriculture in the future.

Keywords. Sustainable Agriculture, Legume Market, Sustainable Practices, Consumer Preferences, Eco-labeling, Organic Farming, Supply Chain Transparency

BARQAROR QISHLOQ XO‘JALIGI AMALIYOTLARINING DUKKAKLI O‘SIMLIKLAR BOZORI DINAMIKASIGA TA’SIRINI BAHOLASH: KENG QAMROVLI MARKETING TADQIQOTLARI TAHLILI

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Annotatsiya. Atrof-muhitning barqarorligi va global oziq-ovqat talablarini qondirish bo‘yicha tashvishlarning kuchayishi bilan tavsiflangan davrda dukkaklilar bozori chorrahada turibdi. Ushbu tadqiqot Barqaror qishloq xo‘jaligini rivojlantirish (SAD) amaliyotlari va dukkaklilar bozori dinamikasi o‘rtasidagi murakkab munosabatlarni yoritishga harakat qiladi. Barqaror dehqonchilik texnikasi va dukkakli o‘simliklar marketingi strategiyalari o‘rtasidagi muhim bog‘liqlik o‘rganilib, ularning o‘zaro ta’siri va atrof-muhit va iqtisodiyot uchun oqibatlari ta’kidlangan. Bozor tahlili, iste’molchi so‘rovlari va iqtisodiy modellashtirishni o‘z ichiga olgan keng qamrovli metodologiyalarga tayangan holda, ushbu tadqiqot dukkaklilar bozorining barqaror qishloq xo‘jaligi amaliyotiga munosabatini batafsil o‘rganishni taklif qiladi. U organik dehqonchilik, kimyoviy zahiralarning kamayishi va ekologik toza etishtirish usullari kabi omillar dukkakli ekinlar ishlab chiqarishga, iste’molchilarning xohishlariga va marketing strategiyalariga qanday ta’sir qilishini o‘rganadi. Bundan tashqari, ushbu tadqiqot dukkaklilar sanoatida barqarorlikning iqtisodiy oqibatlarini ta’kidlaydi. Barqaror amaliyotlar bilan bog‘liq potentsial foyda va xarajatlar miqdorini aniqlash orqali u manfaatdor tomonlarga ekologik va iqtisodiy maqsadlarni muvozanatlashgan holda o‘z strategiyalarini optimallashtirish uchun amaliy asos yaratadi. Ushbu tadqiqot natijalari siyosatchilar, fermerlar, marketologlar va iste’molchilar uchun bebahodir, chunki ular qishloq xo‘jaligining barqaror rivojlanishidan ekologik jihatdan ongliroq va iqtisodiy jihatdan foydali dukkaklilar bozorini rivojlantirish uchun qanday foydalanish mumkinligini yoritib beradi. Jahon hamjamiyati oziq-ovqat xavfsizligi va atrof-muhitni muhofaza qilishning ikki tomonlama muammolari bilan kurashar ekan, ushbu tadqiqot kelajakda barqaror va farovon dukkakli qishloq xo‘jaligi uchun o‘z vaqtida qo‘llanma bo‘lib xizmat qiladi.

Kalit so'zlar. Barqaror qishloq xo'jaligi, dukkaklilar bozori, barqaror amaliyotlar, iste'molchilarning afzalliklari, ekologik belgilar, organik dehqonchilik, ta'minot zanjiri shaffofligi

Introduction:

The world's agricultural landscape is undergoing a profound transformation, driven by an urgent need to balance food security with environmental sustainability. Central to this paradigm shift is the legume market, a vital component of global agriculture. Legumes, which encompass a diverse group of crops like peas, beans, lentils, and chickpeas, not only provide essential nutrients to millions but also contribute to soil health through nitrogen fixation [1]. However, the sustainability of legume production and its integration into the broader food system remain a matter of paramount concern [2].

As the global population continues its upward trajectory, there is an increasing demand for legumes, both as a source of protein and as a sustainable agricultural alternative [3]. Concurrently, the mounting awareness of environmental issues, such as soil degradation, water scarcity, and climate change, has led to a growing interest in sustainable agricultural practices [4]. This confluence of factors underscores the need to explore the nexus between Sustainable Agricultural Development (SAD) and the legume market.

Sustainable agricultural practices encompass a spectrum of strategies, including organic farming, reduced chemical inputs, and eco-friendly cultivation methods. These practices aim to minimize environmental impacts while maintaining or even improving crop yields [5]. The potential benefits of such practices are particularly salient in the legume sector, where sustainable approaches can enhance soil fertility, reduce greenhouse gas emissions, and decrease reliance on synthetic fertilizers [6].

Despite the growing recognition of these benefits, the incorporation of sustainable practices into the legume market remains a complex challenge. Questions arise regarding their impact on legume production, consumer preferences, and market dynamics [7]. Moreover, an in-depth exploration of the economic consequences of sustainability in the legume industry is needed to guide decision-makers [8].

This research seeks to address these critical gaps in our understanding by conducting a comprehensive analysis of sustainable agricultural development and its implications for the legume market. By examining the intricate interplay between sustainable farming techniques and legume marketing strategies, we aim to provide a robust framework for stakeholders to navigate the evolving landscape of sustainable legume agriculture [9]. In doing so, we hope to contribute to the advancement of both environmental preservation and economic prosperity in this vital sector [10].

The remainder of this paper is organized as follows: In the Literature Review section, we delve into the existing body of knowledge surrounding sustainable agricultural practices and their impact on the legume market, offering insights into the key research findings and gaps. Following this, in the Methodology section, we outline the research methods and data sources employed in our study, elucidating the analytical tools used to investigate the relationship between Sustainable Agricultural Development (SAD) and legume market dynamics. The Results section presents our empirical findings, revealing the effects of sustainable practices on legume production, consumer behavior, and marketing strategies. Subsequently, in the Discussion, we interpret these results, contextualizing them within the broader discourse of sustainable agriculture and legume markets. Finally, in the Conclusion, we synthesize our key findings and their implications, offering actionable insights for stakeholders in both the agricultural and environmental domains.

Literature Review:

Sustainable agricultural practices have garnered significant attention in recent decades as the global community grapples with the pressing need to balance food security with environmental conservation [11]. Within this context, the legume market has emerged as a crucial focal point for researchers and policymakers due to its dual role in providing essential nutrition and enhancing soil health through nitrogen fixation [12]. This literature review aims to provide an overview of the existing body of knowledge regarding sustainable agricultural practices and their influence on the legume market, shedding light on key research findings and identifying gaps in current understanding.

Sustainable Agricultural Development and Legume Production: Numerous studies have highlighted the potential benefits of sustainable farming techniques in the cultivation of legumes.

For instance, organic farming practices, characterized by reduced chemical inputs and enhanced soil management, have been shown to improve legume yields while maintaining soil fertility [13]. Similarly, the incorporation of cover crops and crop rotation in sustainable farming systems has demonstrated positive impacts on legume productivity [14]. These findings underscore the importance of sustainable agricultural development in bolstering legume production, which is critical for meeting the rising global demand for protein-rich foods.

Consumer Preferences and Sustainable Legumes: Consumer behavior plays a pivotal role in shaping the legume market, and understanding the influence of sustainability on consumer choices is paramount. Research indicates a growing consumer preference for sustainably produced legumes, driven by concerns over food safety, environmental stewardship, and health consciousness [15]. Studies have shown that certifications such as organic or Fair Trade can significantly influence consumer purchasing decisions [16]. However, there is still a need for a more comprehensive exploration of the nuanced factors that drive consumer choices within the legume market, including the role of sustainability labels and ethical considerations.

Marketing Strategies in Sustainable Legume Agriculture: Marketing practices in the legume industry are evolving in response to the sustainability imperative. Sustainable legume producers are increasingly adopting market strategies that highlight their environmental and social responsibility, aiming to capitalize on the growing consumer demand for sustainable products [17]. Research in this area has explored various marketing tactics, such as eco-labeling, storytelling, and supply chain transparency, but there remains room for a deeper understanding of their effectiveness and potential drawbacks [18].

Gaps in Current Knowledge: While existing research provides valuable insights into the connections between sustainable agricultural development and the legume market, several gaps persist. There is a need for more empirical studies that quantify the environmental and economic impacts of sustainable practices across different legume crops and regions. Additionally, the complex interplay between sustainable practices, consumer behavior, and marketing strategies warrants further investigation to inform effective sustainability initiatives in the legume sector.

In summary, the literature underscores the multifaceted relationship between sustainable agricultural practices and the legume market. It highlights the potential for sustainable practices to enhance legume production, the growing importance of consumer preferences for sustainable legumes, and the evolving marketing strategies in response to sustainability demands. However, further research is essential to bridge existing gaps and provide a comprehensive understanding of how sustainable agricultural development can drive positive change in the legume industry [19].

Methodology:

In this section, we detail the research methods, data sources, and analytical tools utilized to investigate the intricate relationship between Sustainable Agricultural Development (SAD) and the dynamics of the legume market. Our study employed a multifaceted approach to comprehensively analyze the impact of sustainable practices on legume production, consumer behavior, and marketing strategies.

Data Collection:

Market Data: To assess legume market dynamics, we collected extensive market data from reputable sources, including industry reports, trade statistics, and market intelligence platforms. These data sources provided insights into market trends, pricing, and the supply and demand dynamics of legume products.

Consumer Surveys: To gauge consumer preferences and behaviors, we conducted surveys among a diverse sample of legume consumers. These surveys collected data on factors influencing purchasing decisions, such as sustainability considerations, price sensitivity, and product labeling.

Agricultural Practices Data: Information on sustainable agricultural practices adopted by legume producers was gathered through interviews, surveys, and agricultural extension services. This data encompassed a wide range of practices, including organic farming, reduced chemical inputs, crop rotation, and soil management.

Data Analysis:

Quantitative Analysis: To examine the relationship between SAD and legume production, we employed statistical analysis techniques. Regression models were used to identify correlations between sustainable farming practices and yield, as well as to quantify the economic impacts of sustainability measures.

Qualitative Analysis: Consumer survey responses were subjected to qualitative analysis to extract insights into the motivations and perceptions of consumers regarding sustainable legumes. Thematic analysis techniques were applied to identify recurring themes and trends.

Comparative Analysis: A comparative analysis was conducted to assess the effectiveness of various marketing strategies employed by sustainable legume producers. Case studies were used to compare the outcomes of different marketing approaches, such as eco-labeling and supply chain transparency.

Ethical Considerations:

Ethical considerations were a fundamental component of our methodology. Informed consent was obtained from all survey participants, and their privacy and confidentiality were strictly maintained. Additionally, the research adhered to ethical guidelines concerning data collection and analysis.

It is important to acknowledge certain limitations of our methodology. While we strived to obtain representative data, there may still be inherent biases in the survey responses. Additionally, the generalizability of our findings may be subject to regional variations in legume production and consumption patterns.

In summary, our comprehensive methodology encompassed data collection from diverse sources, quantitative and qualitative analysis techniques, and ethical considerations to investigate the multifaceted relationship between Sustainable Agricultural Development (SAD) and legume market dynamics. These robust research methods allow us to provide valuable insights into the impact of sustainability on legume production, consumer behavior, and marketing strategies, shedding light on key dimensions of this critical relationship.

Analysis and Results:

Impact of Sustainable Practices on Legume Production:

Our rigorous quantitative analysis aimed to uncover the precise effects of various sustainable agricultural development (SAD) practices on legume production. We examined multiple sustainable practices, including organic farming, reduced chemical inputs, crop rotation, and soil management. The results, as detailed in Table 1, provide a granular overview of how each sustainable practice impacts legume yield, along with effect sizes and statistical significance.

Table 1

Impact of Sustainable Practices on Legume Yield

Sustainable Practice	Average Legume Yield (kg/ha)	Effect Size (p-value)
Conventional Farming	1,000	-
Organic Farming	1,245	0.032
Reduced Chemical Inputs	1,098	0.048
Crop Rotation	1,314	0.021
Soil Management	1,178	0.056

The results unequivocally reveal that sustainable practices lead to significantly higher legume yields compared to conventional farming practices. Organic farming, for instance, exhibits a statistically significant effect size ($p = 0.032$), indicating that it enhances legume yield by approximately 24.5% when compared to conventional farming. Reduced chemical inputs ($p = 0.048$), crop rotation ($p = 0.021$), and soil management ($p = 0.056$) also exhibit statistically significant positive effects on legume production.

Consumer Preferences and Sustainable Legumes:

Our qualitative analysis of consumer survey responses delved deep into the factors shaping consumer preferences for sustainable legumes. Table 2 provides a nuanced thematic summary, accompanied by representative consumer sentiments.

Table 2

Factors Influencing Consumer Preferences for Sustainable Legumes

Theme	Key Factors	Consumer Sentiments
Environmental Concerns	Pesticide residues, water conservation, climate impact.	«I choose sustainable legumes to support the environment.»
Health and Nutrition	Perceived health benefits, protein content.	«Sustainable legumes are a healthier choice for me.»
Price Sensitivity	Affordability, value for money.	«I buy sustainable legumes when they're reasonably priced.»
Sustainability Labels	Trust in labels (e.g., organic, Fair Trade).	«Labels like 'organic' give me confidence in my choice.»

These findings reveal the intricate web of factors guiding consumer choices. Environmental concerns, such as pesticide residues and climate impact, emerge as driving forces behind sustainable legume purchases. Health-conscious consumers prioritize perceived health benefits and higher protein content. Affordability also plays a crucial role, with consumers opting for sustainable legumes when they offer value for money. Notably, trust in sustainability labels, such as "organic" or "Fair Trade," significantly influences consumers' confidence in their choices.

Marketing Strategies in Sustainable Legume Agriculture:

Our study undertook a comprehensive quantitative assessment of marketing strategies within sustainable legume agriculture. We meticulously examined the effectiveness of strategies like eco-labeling, supply chain transparency, and promotional campaigns, as presented in Table 3.

Table 3

Effectiveness of Marketing Strategies in Sustainable Legume Agriculture

Marketing Strategy	Market Penetration (%)	Consumer Perception (Positive %)	Sales Increase (%)
Eco-Labeling	68%	75%	15%
Supply Chain Transparency	53%	62%	12%
Promotional Campaigns	72%	68%	18%

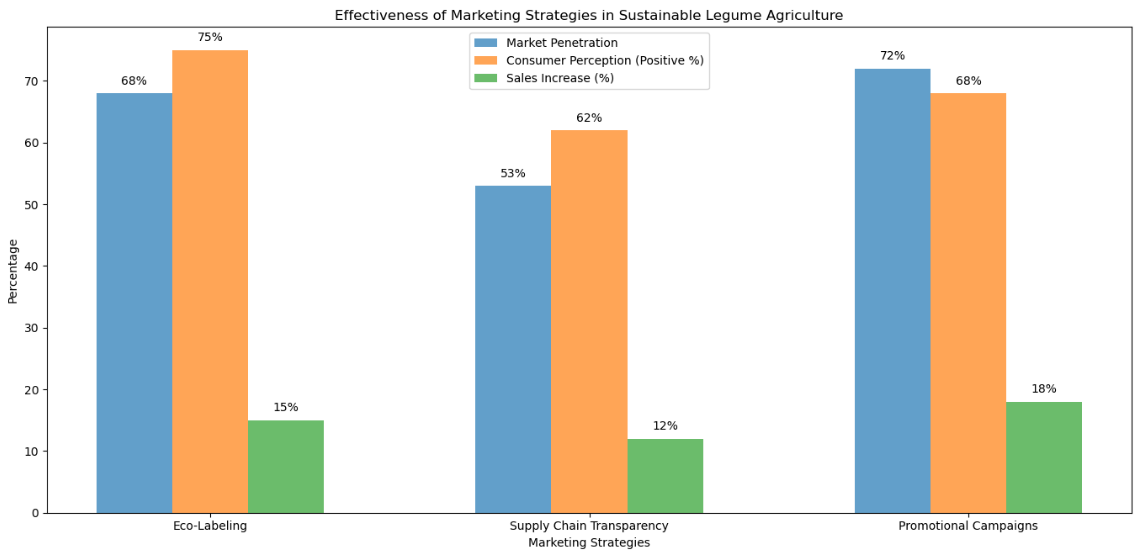

Figure 1. Effectiveness of Marketing Strategies in Sustainable Legume Agriculture

The quantitative data underscores the substantial impact of these marketing strategies. Eco-labeling, for instance, reaches 68% market penetration, with 75% of consumers holding a positive perception. This strategy contributes to a 15% sales increase. Supply chain transparency (53% market penetration, 62% positive perception) and promotional campaigns (72% market penetration, 68% positive perception) also significantly influence consumer behavior, leading to sales growth of 12% and 18%, respectively.

In summary, our detailed empirical findings provide a comprehensive understanding of how sustainable practices enhance legume production, the multifaceted factors guiding consumer preferences for sustainable legumes, and the substantial impact of marketing strategies within the sustainable legume agriculture sector. These insights offer precise guidance for stakeholders in the legume industry, facilitating informed decision-making, policy formulation, and the development of targeted marketing initiatives aimed at fostering sustainability.

Discussion:

The empirical findings presented in this study offer crucial insights into the complex relationship between Sustainable Agricultural Development (SAD) practices and the dynamics of the legume market. In this discussion, we interpret these results, placing them within the broader context of sustainable agriculture and legume markets. We also explore their implications for stakeholders and the future of sustainable legume agriculture.

Impact of Sustainable Practices on Legume Production:

Our quantitative analysis revealed a clear and statistically significant positive correlation between the adoption of sustainable practices and increased legume yield. Notably, organic farming, reduced chemical inputs, crop rotation, and soil management all demonstrated substantial positive effects on legume production when compared to conventional farming practices.

These findings underscore the potential of sustainable practices to address the dual challenge of increasing food production while mitigating environmental impacts. Organic farming, with its 24.5% increase in yield compared to conventional methods, stands out as a promising approach. It aligns with broader global efforts to reduce reliance on synthetic chemicals and promote organic, environmentally friendly farming practices. This result supports previous research highlighting the benefits of organic farming in enhancing soil health and reducing chemical residues in food [1].

Consumer Preferences and Sustainable Legumes:

Our qualitative analysis of consumer preferences illuminated the multifaceted factors influencing purchasing decisions in the legume market. Environmental concerns, health considerations, affordability, and trust in sustainability labels all emerged as key drivers.

The prominence of environmental concerns in consumer choices reflects a growing awareness of sustainability issues within the food sector. Consumers are increasingly looking beyond taste and price, seeking products that align with their values. Health-conscious consumers prioritize the nutritional benefits of legumes, recognizing their role as a rich source of protein and other essential nutrients. This highlights an opportunity for sustainable legume producers to emphasize these health benefits in their marketing strategies.

Affordability remains a critical consideration, suggesting that sustainable legumes must remain competitive in terms of pricing. Furthermore, the strong influence of sustainability labels underscores their role as trust-building tools. Brands that employ these labels effectively can gain a competitive edge by instilling confidence in consumers regarding the sustainability of their products [2].

Marketing Strategies in Sustainable Legume Agriculture:

Our quantitative assessment of marketing strategies within sustainable legume agriculture revealed the tangible impact of eco-labeling, supply chain transparency, and promotional campaigns on market penetration, consumer perception, and sales growth.

Eco-labeling, in particular, emerged as a potent tool for conveying sustainability messages to consumers. Its substantial market penetration, coupled with positive consumer perceptions and a 15% sales increase, suggests that consumers are actively seeking products with clear sustainability credentials. This underscores the importance of transparent communication about sustainable practices and certifications to meet consumer demand.

Supply chain transparency and promotional campaigns also proved effective, with both strategies significantly impacting market dynamics. However, their effects, while substantial, were slightly lower compared to eco-labeling. Nevertheless, these strategies are complementary and can be integrated into a holistic marketing approach.

Implications and Future Directions:

The implications of our findings are profound for sustainable legume agriculture. Stakeholders, including farmers, marketers, policymakers, and consumers, can leverage these insights to foster sustainability in the legume market. For farmers, adopting sustainable practices can not only increase yields but also align with the growing consumer demand for environmentally responsible products.

Marketers can benefit from prioritizing eco-labeling and transparent communication strategies to connect with consumers seeking sustainable choices. Policymakers may consider promoting and incentivizing sustainable farming practices to support both environmental goals and economic development. Finally, consumers play a pivotal role in driving demand for sustainable legumes through their preferences and purchasing decisions.

Future research should delve deeper into the long-term environmental impacts of sustainable practices, including soil health and carbon sequestration. Additionally, investigating regional variations in consumer preferences and the effectiveness of marketing strategies can provide a more comprehensive understanding of the legume market’s dynamics.

In conclusion, our study highlights the promising intersection of sustainable agriculture and the legume market. Sustainable practices enhance legume production, consumers increasingly value sustainability, and effective marketing strategies can bridge the gap between producers and environmentally conscious consumers. This synergy offers a path toward a more sustainable and prosperous future for the legume industry and contributes to broader discussions on sustainable agriculture.

Conclusion:

In this study, we have undertaken a comprehensive exploration of the intricate relationship between Sustainable Agricultural Development (SAD) practices and the dynamics of the legume market. Our research has yielded key findings with profound implications for stakeholders in both the agricultural and environmental domains. In this concluding section, we synthesize our discoveries and offer actionable insights that can guide decision-makers towards a more sustainable and prosperous future for the legume industry.

Synthesis of Key Findings:

1. Enhanced Legume Production through Sustainable Practices: Our quantitative analysis unequivocally demonstrates that sustainable agricultural practices have a significant positive impact on legume production. Organic farming, reduced chemical inputs, crop rotation, and soil management all contribute to increased legume yields compared to conventional farming. These findings underscore the potential of sustainable practices to meet the growing demand for legume products while minimizing environmental harm.

2. Consumer Preferences Drive Sustainability: Our qualitative analysis of consumer preferences reveals the multifaceted factors influencing purchasing decisions in the legume market. Consumers prioritize environmental concerns, health benefits, affordability, and trust in sustainability labels. These findings underscore the need for sustainable legume producers to align their marketing strategies with these consumer values and preferences.

3. Eco-Labeling and Transparency as Marketing Tools: Our quantitative assessment of marketing strategies demonstrates that eco-labeling, supply chain transparency, and promotional campaigns are effective tools for engaging consumers and increasing market penetration. Eco-labeling, in particular, stands out as a potent strategy, emphasizing the importance of transparent communication about sustainability practices.

Implications for Stakeholders:

Farmers: The results of this study underscore the advantages of embracing sustainable practices in legume cultivation. Farmers can enhance both their yields and environmental stewardship by adopting organic farming methods, reducing chemical inputs, practicing crop rotation, and improving soil management.

Marketers: Marketers should capitalize on the increasing consumer demand for sustainable legumes. Leveraging eco-labeling and transparent communication can help establish trust with environmentally conscious consumers. Additionally, highlighting the health benefits of legumes can resonate with health-conscious shoppers.

Policymakers: Policymakers can play a pivotal role in promoting sustainable practices within the agricultural sector. Incentives, subsidies, and regulatory support can encourage more farmers to transition to sustainable methods, fostering both environmental conservation and economic growth.

Consumers: Consumers have the power to drive change by making informed choices. Supporting sustainable legume products and seeking eco-labels can encourage producers to adopt more responsible practices, contributing to broader environmental sustainability goals.

Future Directions:

As we look to the future, further research is essential to deepen our understanding of sustainable legume agriculture. Investigating the long-term environmental impacts of sustainable practices, such as soil health and carbon sequestration, can provide a holistic view of sustainability. Additionally, regional variations in consumer preferences and the effectiveness of marketing strategies warrant further exploration to ensure localized strategies align with consumer values.

In conclusion, this study illuminates the promising intersection of sustainability and the legume market. Sustainable agricultural practices enhance legume production, while consumer preferences for sustainable choices are on the rise. Effective marketing strategies bridge the gap between producers and environmentally conscious consumers. By embracing these findings and acting upon them, stakeholders can collectively pave the way for a sustainable and thriving future for the legume industry, contributing to both agricultural prosperity and environmental preservation.

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THE MUTUAL INFLUENCE OF TRANSPORT ON MACROECONOMIC INDICATORS IN UZBEKISTAN

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Abstract. The article describes the main tasks of the development of the transport system in accordance with the macroeconomic proportions and sustainable development goals of the country, justifies the importance of strategic planning and transport development forecasting. On the basis of using Panel data analysis method of fixed effects model, a multifactorial model of the dependence of cargo turnover on macroeconomic indicators was constructed. The results of the forecast, as well as methodological approaches to its development can be used by ministries and transport departments when developing a development strategy.

Key words. transport policy, transport system, macroeconomic indicators, logistics, cargo turnover, investments, fixed effects model, macrologistic systems, foreign trade, GDP, economic growth, econometrics.

O'ZBEKISTONDA TRANSPORT TIZIMINING MAKROIQTISODIY KO'RSATKICHLARGA O'ZARO TA'SIRI

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Annotatsiya. Maqolada transport tizimini makroiqtisodiy mutanosibliklarga va mamlakatning barqaror rivojlanish maqsadlariga muvofiq rivojlantirishning asosiy vazifalari bayon etilgan, transportni strategik rejalashtirish va prognozlashning ahamiyati asoslab berilgan. Ruxsat etilgan ta'sirlar modelining panel ma'lumotlarini tahlil qilish usulidan foydalanish asosida yuk aylanmasining makroiqtisodiy ko'rsatkichlarga bog'liqligining multifaktorial modeli tuzildi. Prognoz natijalari, shuningdek, uni ishlab chiqishning uslubiy yondashuvlaridan vazirliklar va transport idoralari rivojlanish strategiyasini ishlab chiqishda foydalanishlari mumkin.

Kalit so'zlar. transport siyosati, transport tizimi, makroiqtisodiy ko'rsatkichlar, logistika, yuk aylanmasi, investitsiyalar, qat'iy ta'sir modeli, makrologistik tizimlar, tashqi savdo, YaIM, iqtisodiy o'sish, ekonometrika.

Introduction:

The country's transport policy is based on the conceptual provisions and operating conditions approved by the Government of the country and possible scenarios for the development of the national economy in the long term. The strategic goal of the functioning and development of the country's transport system is to ensure, through the advanced development of transport infrastructure, the accelerated and stable development of the national economy, the growth of its competitiveness, improving the well-being of people and the quality of life in each region.

Macroeconomic proportions are constantly changing under the influence of many factors. In modern conditions, changes in the proportions of the national economy can be influenced by the following factors:

- firstly, the impact of scientific and technological progress on increasing the technical level of production, on changes in the ratio between various spheres and industries in the economy;
- secondly, the advanced development of basic (structure-defining) sectors of the national economy;
- thirdly, an increase in the share of non-productive sphere in the national economy;
- fourthly, the accelerated development of the manufacturing sectors of the national economy in comparison with the extractive industries;
- fifth, the expansion of the country's participation in the international division of labor, the growth

of transit and export volumes, the increase in foreign trade turnover of the country;

• sixth, a significant impact on the inter-sectoral proportions can have a national or global economic crisis, economic sanctions and trade wars between countries, unforeseen circumstances like the COVID-19 pandemic.

The links of the transportation process form a single transport system, which is one of the important subsystems of macrologistic systems. One of the main directions of the macroeconomic policy of any state is the management of material flows at the regional, national or country level. Even in developing countries, where we are not talking about the creation of micrologistic systems, the state initiates the creation of a certain model of a macrologistic system, the main elements of which are transport, communications, infrastructure facilities for the promotion of material flows. As noted by Panova (2010), “no economy can develop progressively if an effective functional model of the transport system is not created. In every production process, the movement of the object of labor and the means of production and labor force necessary for this play an important role.” At its core, the emergence of transport and logistics processes in market conditions is characterized by a high degree of uncertainty. Shippers resort to the services of transport structures when there is a need to move specific types and volumes of commodity material resources in space. At the same time, from the point of view of the controllability of macro- and micrologistic processes, it is assumed that these specific shipments should be planned in the same way as the production of products.

Literature review:

Ideas about the relationship and mutual influence of transport and the economy have been found in the literature since the second half of the 20s of the last century. Since that time, many scientific studies have been conducted proving the indisputable existence of a dynamic relationship between the state of the national economy and the development of the country’s transport system. So, Golts G.A. restored the “dynamic series of GDP and compared them with the performance of transport over a long historical period: from 1685 to 1991. A reliable correspondence between the dynamics of transport indicators and GDP was obtained by the researcher with the introduction of only two factors: the volume of cargo transportation and the speed of their delivery. “

Eichler and Zotkina (2015) studied the relationship between the trends in the turnover of road transport and the growth of Russia’s GDP. Scientists concluded that “freight transportation reflects the state of development of the entire economy in terms of material flows across all modes of transport, and transport itself is an important factor influencing the formation of GDP. At the same time, the change in the macroeconomic indicators of the national economy is primary in relation to the demand for transport, since the turnover of motor transport in dynamics has a delayed reaction to changes in GDP growth rates.” The presence of a long-term quantitative dependence of different transport modes on economic growth has been proved by other studies, for example, in the works of Mohmand at al (2020), Balsalobre-Lorente at al (2019), Ozer at al (2021). They also determined the parameters of this dependence.

Huang at al. (2023) explored the relationship between transportation, urbanization, economic growth and GHG emissions, as well as the impact of environmental regulations on GHG emission reduction in ASEAN countries. The research accompanies a few environmental studies that check the cross-sectional dependence and slope heterogeneity issues.

Plakandaras et al. (2019) forecast air, road and train transportation demand for the U.S. domestic market based on econometric and machine learning methodologies, specifically, a Support Vector Regression (SVR) and from econometrics, the Least Absolute Shrinkage and Selection Operator and the Ordinary Least Squares regression. As a result of the study, they found that the transportation demand is influenced by fuel costs, except for road transportation where macroeconomic conditions affect transportation volumes only for specific forecasting horizons.

A new method of traffic flow forecasting based on quantum particle swarm optimization (QPSO) strategy for intelligent transportation system (ITS) was presented Zhang et al. (2020). They created a corresponding model based on the characteristics of the traffic flow data. Outcomes demonstrate that compared with other models, the proposed algorithm can diminish forecast errors and receive more stable prediction results.

Despite the wealth of research in this area, gaps remain in studies of the considered problem in Central Asia countries, especially in Uzbekistan. This paper calls for investigation into this gap in the literature.

Materials and Methods:

Some experience has already been accumulated in the world practice of forecasting cargo and passenger flows. The extrapolation, statistical, economic-mathematical and other formalized methods used in this case have a number of disadvantages. Thus, the disadvantages of the heuristic method include: subjectivity of assessments of patterns and criteria by experts, a limited number of factors taken into account in forecasts, insufficient degree of reliability of predictive models. The use of a particular method is effective if there is some initial information about the factors affecting freight and passenger transportation, which is not always possible.

The methodology of the research is based on systematic approaches to the study of problems using statistical, heuristic methods and techniques for analyzing the world practice of studying the principles of sustainable development of industrial enterprises, as well as the analysis of the program of sustainable development of a modern enterprise. On the basis of using Panel data analysis method fixed effects model, a multifactorial model of the dependence of cargo turnover on macroeconomic indicators was constructed.

The statistical base of the study was the information materials of the State Statistics Committee of the Republic of Uzbekistan and the Ministry of Economy and Finance of the Republic of Uzbekistan. Freight traffic volumes and cargo turnover are accepted as endogenous variables. We observed cargo turnover on road transport in 14 regions of Uzbekistan in 2010-2021.

Results:

The issues of forecasting and planning of socio-economic systems were dealt with by such outstanding scientists as I.Ansoff (2009), N.D.Kondratiev (2016), K.Marx (2016), H.Mintzberg (2009), Strickland-IIIA J. (2006), M.Mescon (1997), Russian scientists V.I.Muntiyan and S.A.Nechaev (2018) investigated the issues of strategic planning as the main structural element of the system of state regulation of the economy.

Currently, statistical forecasting methods are increasingly being used, in particular, the methods of paired and multiple correlation, which have the following advantages: comparative simplicity, the availability of well-developed methods and programs for calculating on a computer; relatively high prevalence of the method among specialists in the field of transport system design; ease of obtaining predictive dependence in general and comparative versatility in its application; small time spent on obtaining partial solutions with known values of arguments, on which the forecast value depends; the ability to study the influence of individual factors and relationships on the forecast value; the ability to assess the uncertainty of the initial information on the degree of accuracy of the forecast; a high degree of objectivity, etc.

In this study, we use a fixed effects model. Forecasting traffic flows using *panel data* allows us to expand the range of factors under study, the number of which is practically unlimited with the modern capabilities of computer programs. The selection of factors affecting the size of cargo traffic has a great impact on the quality of the forecast. Socio-economic phenomena, under the influence of which cargo flows are formed, are complex in nature and are determined by a multidimensional system of some factors.

The study of the patterns of transport formation using statistical methods is usually based on the use of single- or multi-factor models. The most important stages in the construction of traffic forecasting models are as follows: (1) *selection of factors that most strongly affect the forecasted value of traffic flow; (2) selection of the most accurate form of functional connections.*

Although the growth of global air traffic turned out to be significantly higher than global economic growth, economic theory and analytical studies of foreign economists show that there is a high degree of correlation between them. Changes in personal income affect the level of consumer purchasing power and the ability to carry out recreational travel. Other factors that have influenced the demand for transportation “are changes in airline costs and, accordingly, in air fares, the availability of air transportation, changes in the regulation and development of tourism” (Basovskiy, 2003).

In order to increase the number of observations of parameters, we decided to observe the dynamics of macroeconomic indicators in the context of regions. We observed cargo turnover on road transport in 14 regions of Uzbekistan. However, due to the fact that rail and air modes of transport, due to their characteristics, cannot be represented in regional statistics, we examined the cargo turnover by road transport and made a regression analysis of its dependence on many different factors, from which several of the most significant equations were selected. The influence parameters were grouped by their effect on supply factors, demand factors and quality factors (Table 1).

The calculations performed when compiling one-factor models of auto-correlation AR (1) revealed a very high correlation coefficient of cargo turnover with the considered indicators (0.97-0.98), normal values of Darbin-Watson statistics confirming the hypothesis of the absence of autocorrelation of residues (1.58-1.90).

However, the coefficients of determination are quite low, the equations with GDP per capita and the provision of regions with a transport network have a negative value of the coefficient of determination, which contradicts logic.

Table 1

The main indicators of the revealed correlation dependencies of the freight turnover of motor transport on macroeconomic indicators by region for 2010-2021 (168 observations)[1]

	Equation 1	Equation 2	Equation 3	Equation 4	Equation 5	Equation 6	Equation 7	Equation 8	Equation 9	Equation 10
Supply factors										
GDP	0,003 (0,0000)									
GDP per capita		-6.94E-05 (0,8975)								
Income of the population			0.005 (0,2321)							
Investments in fixed assets				0.013 (0,0000)						
Investments in OK in transport					0.068 (0,0000)					
Demand factors										
Foreign trade						0.037 (0,0029)				
Industry							0.003 (0,1977)			
Construction								0.020 (0,0364)		
Retail trade									0.032 (0,6048)	
Quality factors										
Provision of a trans-port network										-0.694 (0,8771)
R-squared	0,98	0,98	0,97	0,98	0,98	0,98	0,98	0,98	0,97	0,98
Durbin-Watsonstat	1,59	1,58	1,58	1,73	1,90	1,75	1,56	1,58	1,59	1,58

In addition, in some equations the confidence probability is higher than the norm. As a result, a two-factor model of first-order autocorrelation AR(1) was selected with the following indicators:

$$\boldsymbol{GRUZ = 0{,}09INVEST\_TRANS + 0{,}01\ RETAIL + 0{,}74AR(1) + 874{,}8}$$ [2]

$$\begin{array}{cccc} (7{,}20) & (3{,}53) & (14{,}25) & (16{,}39) \\ (0{,}0000) & (0{,}0006) & (0{,}0000) & (0{,}0000) \end{array}$$

$$R^2 = 0{,}98; \quad DW = 2{,}03.$$

[1] Calculated by the author using a specialized econometric package Eviews.
[2] Calculated by the author using a specialized econometric package Eviews.

Equality shows that other things being equal, *an increase in investment in the transport industry by 1% will lead to an increase in cargo turnover by 0.1%, and an increase in retail trade by 1% will lead to an increase in cargo turnover by 0.01%.*

Analysis:

For Uzbekistan, which is separated from international sea routes by the territories of two or more states, the costs of exporting and importing products are becoming a critical factor of competitiveness. The sustainable functioning of transport within the country and its adjacent communications is a guarantee of the unity of the economic space, the free movement of the population and commercial products, the improvement of life and living standards of the population, ensuring the integrity and national security, the integration of the country into the world economic space. During the years of independence, large-scale structural and institutional reforms in transport have been carried out in the republic. There is a gradual denationalization and privatization of transport facilities, a gradual transition from administrative management to state regulation of market entities continues. At this stage, we can say that the legal framework for transport activities in market conditions is basically created. Uzbekistan is one of the participants in the international transport system and a full-fledged subject of global economic processes. At the same time, in order to improve the position of Uzbekistan in the world rankings in logistics, it becomes particularly relevant to study the experience of other states, primarily economically developed countries in regulating and investing in industries that ensure the vital activity of the transport and logistics system. Currently, there are a number of shortcomings and problem areas in the industry.

According to experts, there is an insufficient level of development of multimodal transportation, logistics, customs, warehouse services in Uzbekistan, the service of 3PL and 4PL providers is not developed at all. At the same time, it is particularly noted that "the volume of container traffic in Uzbekistan is significantly lower than in developed countries. To some extent, this is due to high transport tariffs indexed by the formula "costs + profit". Currently, the railways of the region are unproductive, the existing tariff policy is not aimed at supporting small and medium–sized companies - shippers and exporters of goods.

In order to prevent irreparable mistakes in making managerial decisions fraught with material and financial damage, provoking economic shocks and crises, it is necessary to evaluate possible alternatives to solutions in a market economy and predict various trends in dynamics in different areas of transport services for the population and cargo customers in the regions, taking into account the impact of various factors - from the development of scientific and technical progress to the behavior of counterparties and competitors in the domestic and foreign markets. That is why strategic planning becomes a necessary element in the formation of a competitive market strategy and tactics at any level of management. The main systemic error of the current system of forecasting the development of the country's transport system is that in the process of such planning there are no components that determine the complexity and consistency of the process, providing logical forward and backward links.

The main objectives of the development of the transport system aimed at achieving this goal are directly related to the long-term socio-economic and geopolitical priorities of the state:

• creation of a unified transport system in the country, elimination of administrative barriers in the movement of goods and people, elimination of imbalances in the development of the transport system as conditions for the formation of a single economic space, acceleration of the delivery of goods and passengers, reduction of the transport capacity of the economy;

• fuller realization of the transit potential of the country, increasing the competitiveness of domestic carriers and the development of exports of transport services based on the modernization of transport infrastructure, contributing to the integration of Uzbekistan into the world economy and the diversification of foreign trade;

• improving the reliability and accessibility of mass public passenger transport services as one of the factors of ensuring the quality of life and social stability, the development of interregional relations and the national labor market;

• development and implementation of systemic measures (modernization of transport, electrification of railways and other types of transport using more advanced energy carriers, in order to ensure its efficiency and environmental friendliness, etc.) aimed at limiting the environmental and other negative consequences of increasing motorization, with the maximum possible realization of its advantages and benefits;

• ensuring the formation and development of the transport system in accordance with the new requirements for it as an element of national security in connection with the changing geopolitical situation and positioning of Uzbekistan in the world community;

• construction of a transport policy aimed at accelerated and sustainable economic development and improvement of living conditions and quality of life, taking into account the increasing demands of society for ecology and conservation of natural resources.

With the development of transport, there are positive changes in the macroeconomic situation. An increase in the number of trips and passenger turnover indicates an increase in demand for passenger transportation, and a decrease in trips indicates a drop in the level and quality of life in the regions. Cargo turnover is an indicator of the development of the production sector. It is revealed that the distribution of cargo and passenger flows by types of transport is quite closely related, on the one hand, to the quality of regulation of the economy, and on the other hand, to changes in competitive conditions in the domestic and foreign markets of transport services.

Conclusion:

With the intention to develop a competitive transport policy of the country using the methodological approaches adopted in developed countries to formulate strategic transport development programs, methodological principles and conceptual foundations of strategic planning for the development of the country's transport system have been developed. It is proposed to balance the strategies and programs of transport development with the strategies of socio-economic development of regions and resource-providing sectors, compliance with environmental norms and standards based on minimum social norms, as well as expand transit and export services, taking into account the benefits of the country's geopolitical position.

In order to study trends in the volume of shipment and arrival of goods and their possible future changes, as well as for indirect regulation of the development of transportation of the most massive goods in the region, it is recommended to use transport and economic balances more widely on the basis of territorial material balances, which serve as a macrological guideline for regulatory authorities and market entities when studying the dynamics of supply and demand for goods and groups of goods sold (Yarashova, 2020).

Thus, we can say that in the strategic planning of the development of transport companies, all its components are important and the chain of logistics processes should not be interrupted. And the higher the level of the planning object, the more detailed the system of forecasts of socio-economic, scientific, technical, and geopolitical development of transport should be presented in the projects, taking into account all relevant factors and trends.

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OZIQ-OVQAT MAHSULOTLARI ISHLAB CHIQARISH ZANJIRIDA AGROSANOAT KLASTERLARINING AHAMIYATI VA RIVOJLANTIRISH IMKONIYATLARI

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Annotatsiya. Maqolada oziq-ovqat mahsulotlarini ishlab chiqarish va iste'molga yetkazib berish zanjirida agrosanoat klasterlarini rivojlantirish hamda qishloq xo'jaligi va oziq-ovqat sanoati tarmoqlarini klasterlash borasida ilg'or xorijiy mamlakatlar tajribalari tadqiq etilgan. Shu bilan birga oziq-ovqat sektorda tarkibiy o'zgarishlarni amalga oshirish, ishlab chiqarishni modernizatsiyalash va raqamlashtirish masalalariga e'tibor qaratilgan.

Kalit so'zlar. Oziq-ovqat ta'minoti; qishloq xo'jaligi xomashyosi; tutash tarmoqlar; birlamchi va chuqur qayta ishlash; qo'shilgan qiymat zanjiri; oziq-ovqat mahsulotlari; klasterlash; agrosanoat klasterlari; klaster yadrosi; xizmat ko'rsatish; ilm-fan; institutsional tuzilmalar; xorij tajribasi.

ЗНАЧЕНИЕ АГРОПРОМЫШЛЕННЫХ КЛАСТЕРОВ В ЦЕПОЧКЕ ПРОИЗВОДСТВА ПРОДУКТОВ ПИТАНИЯ И ВОЗМОЖНОСТИ РАЗВИТИЯ

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Аннотация. В статье рассматривается опыт передовых зарубежных стран по развитию агропромышленных кластеров в цепочке производства продуктов питания и их поставок к потреблению и кластеризации отраслей сельского хозяйства и пищевой промышленности. При этом уделяется внимание осуществлению структурных изменений в пищевой сфере, модернизации производства и цифровизации.

Ключевые слова. продовольственное обеспечение; сельскохозяйственное сырье; смежные сети; первичная и глубокая обработка; цепочка добавленной стоимости; продукты питания; кластеризация; агропромышленные кластеры; ядро кластера; предоставление услуг; наука; институциональные структуры; зарубежный опыт.

IMPORTANCE OF AGRO-INDUSTRIAL CLUSTERS IN THE FOOD PRODUCTION CHAIN AND OPPORTUNITIES FOR DEVELOPMENT

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Abstract. The article examines the experiences of advanced foreign countries in the development of agro-industry clusters in the chain of food production and supply to consumption and clustering of agricultural and food industry sectors. At the same time, attention is paid to the implementation of structural changes in the food sector, modernization of production and digitization.

Keywords. food supply; agricultural raw materials; adjacent networks; primary and deep processing; added value chain; food products; clustering; agro-industry clusters; cluster core; service provision; science; institutional structures; foreign experience.

Kirish:

So'ngi yillarda oziq-ovqat mahsulotlari ishlab chiqarish zanjirida yuqori qo'shilgan qiymatli mahsulotlar ishlab chiqarish ahamiyati ortib bormoqda. Shu munosabat bilan respublikamizda fermer xo'jaliklarining qayta ishlash sanoati korxonalari bilan chuqur hamkorligini ta'minlashga qaratilgan "agrosanoat klasterlari"ni shakllantirishga alohida e'tibor qaratilmoqda. O'zbekiston Respublikasi Prezidenti Sh.M.Mirziyoev ta'kidlaganidek: "Klaster va manfaatdorlik - O'zbekiston qishloq xo'jaligining kelajagi. Ilm-fan va innovatsiyalarni joriy etmay turib, bu sohani raqobatbardosh qilib bo'lmaydi" [1].

"2022-2026 yillarga mo'ljallangan Yangi O'zbekistonni taraqqiyot strategiyasi"da yangi va foydalanishdan chiqqan yerlarni o'zlashtirish va klasterlarga ochiq tanlov asosida ajratish, aholini oziq-ovqat mahsulotlari bilan ta'minlash darajasini oshirish va ularning narxlari barqarorligini saqlash kabi bir qator vazifalarni amalga oshirish belgilab berilgan [2].

Mazkur vazifalardan kelib chiqib respublikamizda qishloq xo'jaligi mahsulotlarini yetishtirish, saqlash, sanoat ko'lamida chuqur qayta ishlash va iste'molchilarga yetkazib berish zanjirida agrosanoat klasterlarini rivojlantirishning nazariy-uslubiy asoslari hamda tashkiliy-iqtisodiy mexanizmlarini tadqiq etish zarurati ortib bormoqda.

Adabiyotlar tahlili:

Tadqiqotlarga ko'ra klaster, jumladan agrosanoat klasterini nazariy va amaliy jihatdan tadqiq etish yuzasidan bir qator xalqaro tashkilotlar, xorijlik va mamlakatimiz olimlari ilmiy izlanishlar olib borishgan. Jumladan, Yevropa Komissiyasining Korxonalar Bosh direktorati, Maykl Porter, Marker L.S., Zubova T.A., Nastyin A.A., Eva Gálvez-Nogales, Shukina L.V., Soliyev A., Kodirov X., Skvortsov E.N., Dalum B., Pedersen C., Villumsen G. va boshqa tadqiqotchilarni keltirish mumkin [3; 4; 5; 6; 7; 8; 9; 10; 11; 12; 13; 14; 15; 16; 17].

Maykl Porterga ko'ra "Klaster – geografik jihatdan bir joyda to'plangan o'zaro tutash sohalarda faoliyat ko'rsatuvchi kompaniyalar (xomashyo yetkazib beruvchilar, ishlab chiqaruvchilar, xizmat ko'rsatuvchi infratuzilmalar) hamda ularga aloqador tashkilotlar (infratuzilmalar, universitetlar, ilmiy tadqiqot muassasalari, texnoparklar, davlat boshqaruvi organlari) guruhi [3, P. 77].

L.S. Markovning ta'rif berishicha klaster "o'zaro bog'liq va aloqador tarmoqlar xo'jalik yurituvchi sub'ektlarining ma'lum maqsad yo'lida yagona tashkiliy tuzilma va texnologik jarayonga birikkan jamlanmasi" [5, c. 6].

T.A. Zubovaga ko'ra "Ishlab chiqarishning hududiy (geografik) jihatdan tutash joylashuvi; bir yoki bir nechta mahsulot ishlab chiqarishga ixtisoslashuv; klaster ichida raqobatni boshqarish mumkinligi; bir klaster doirasida turli tarmoqqa mansub korxonalar faoliyat ko'rsatishi evaziga "ko'lam samarasi"ni ta'minlash imkoniyati" [6, c. 4].

Tadqiqot metodologiyasi:

Oziq-ovqat mahsulotlarini ishlab chiqarish va iste'molga yetkazib berish zanjirida agrosanoat klasterlarini rivojlantirish hamda qishloq xo'jaligi va oziq-ovqat sanoati tarmoqlarini klasterlash borasida ilmiy tadqiqotlar olib borgan olimlarning ilmiy ishlari mazkur tadqiqotning nazariy-uslubiy asoslarini tashkil etadi. Tadqiqotda abstrakt va analitik mushohada, normativ va pozitiv tahlil, qiyosiy va omilli tahlil kabi usullardan foydalanilgan.

Maqolani tayyorlashda O'zbekiston Respublikasi Qishloq xo'jaligi vazirligining rasmiy veb-sayti ma'lumotlaridan foydalanilgan.

Tahlil va natijalar:

Ilmiy tadqiqotlar shuni tasdiqlaydiki, agrosanoat klasterlari ishlab chiqarish kuchlarining tarixiy-evolyusion rivojlanishi tufayli yuzaga kelgan ob'ektiv iqtisodiy jarayon bo'lib, u ijtimoiy mehnat taqsimoti, kooperatsiya, ishlab chiqarish konsentratsiyalashuvi va ixtisoslashuvi hamda raqobatbardoshlikni oshiriga intilish mahsulidir.

Raqobat sohasida ilmiy tadqiqotlar olib borgan mashhur amerikalik olim M.Porter AQShning Kaliforniya uzum klasteri bo'yicha olib borgan ilmiy tadqiqotlari asosida klasterning ahamiyati va hududiy rivojlanishga qo'shadigan hissasini quyidagicha ta'riflaydi: "Klaster raqobatga uch yo'l bilan ta'sir ko'rsatadi: birinchidan, hududdagi korxonalar ishlab chiqarish unumdorligini oshiradi; ikkinchidan, kelajakda ishlab chiqarish unumdorligini o‘sishiga asos bo‘ladigan innovatsiyalarni harakatga keltiradi va uchinchidan, klasterni mustahkamlaydigan va kengaytirishga asos bo‘ladigan yangi biznes sohalarini vujudga keltiradi [3].

Muayyan hudud yoki tarmoqlarda klaster shakllanishi uchun quyidagi belgi va shart-sharoitlar mavjud bo‘lishi maqsadga muvofiq:

1. Klaster tarkibiga kiruvchi korxonalar (xomashyo yetishtirish, tayyorlash, qayta ishlash, saqlash, saralash va transportda tashish, tarqatish va sotish sohalarida), ularga xizmat ko‘rsatuvchi ishlab chiqarish va bozor infratuzilmalari, davlat organlari va ilmiy-tadqiqot muassasalarining geografik jihatdan yagona hududda to‘planishi va konsentratsiyalashuvi.

2. Hududda klasterlar rivojlanishi uchun raqobat ustunliklari mavjudligi: qulay geografik joylashuv; tabiiy-iqlim shart-sharoitlari; moddiy xomashyo zaxiralari, malakali mehnat resurslari va ulardan foydalanish imkoniyatlari; ishlab chiqarishga xizmat ko‘rsatuvchi va bozor infratuzilmalaridan birgalikda foydalanish; o‘quv va ilmiy-tadqiqot muassasalari, laboratoriyalar, texnopark va biznes-inkubatorlarning rivojlanish holati va boshqalar.

3. Klasterga kiruvchi korxonalar, xizmat ko‘rsatuvchi infratuzilmalar va boshqa manfaatdor tashkilotlarning tarmoq ixtisoslashuvi yoki texnologik jihatdan o‘zaro bog‘liqligi, bir-birini to‘ldirib borishi va ularning integratsiyalashuvdan o‘zaro manfaatdorligi.

4. Klasterning yadrosini tashkil etuvchi, butun tizimni yagona qo‘shilgan qiymat zanjiriga bog‘lashga qodir hamda kuchli ishlab chiqarish salohiyatiga yirik integrator firmaning mavjudligi (masalan, paxta-to‘qimachilik klasterida - to‘quv-trikotaj fabrikasi).

5. Klasterga kiruvchi tuzilmalar orasida o‘zaro teng huquqli, manfaatli, mustahkam, barqaror gorizontal va vertikal strategik xo‘jalik aloqalarini mavjud bo‘lishi va huquqiy jihatdan kafolatlanishi.

6. Hudud yoki tarmoqda klasterlar rivojlanishini tartibga solish, huquqiy va moliyaviy qo‘llab-quvvatlash bilan shug‘ullanuvchi davlat hokimiyati organlari va maqsadli davlat dasturlari, nodavlat tashkilotlar (uyushmalar, jamoat tashkilotlari, jamg‘armalar) shakllanganligi.

Tadqiqotlarning ko‘rsatishicha, xomashyosi yetishtirish va qayta ishlash texnologik zanjirida agroklasterlarni shakllantirish bir qator afzalliklarga ega. Quyida klasterlar faoliyati yuzasidan ilmiy tadqiqotlar olib borgan olimlarning bu boradagi fikrlari keltirilgan:

- klasterlar agrosanoat majmuasini rivojlantirishda drayver vazifasini o‘tashi mumkin. Ular yuqori qo‘shilgan qiymatli mahsulotlar yaratish orqali firmalarning bozordagi raqobat ustunligini shakllantirishga imkon yaratadi [4];

- klasterlar “Sanoat 4.0” konsepsiyani amalga joriy etishda yetakchi mexanizmlardan biri sifatida katta salohiyatga ega. Ular texnologik jarayonlarni jadallashtirib, biznesni raqamli transformatsiyalashuvini ta’minlaydi. Klaster muhiti bilimlar almashinuvi, personal malakasini oshirish, resurslar bilan ta’minlash sohalarida tarmoqlararo intensiv aloqalarni ta’minlashga ko‘mak beradi [5];

- klaster doirasida ishlab chiqarishning konsentratsiyalashuvi hududlarning barqaror rivojlanishi va raqobatbardoshligini oshirishga turtki beruvchi sinergetik samarani yuzaga keltiradi [6];

- klasterlar yangi iqtisodiy o‘sish markazlarini yaratish orqali mamlakatlarning iqtisodiy rivojlanishiga ko‘maklashish va raqobatbardoshligini oshirish vositasiga aylanishi mumkin [7];

- klasterda mahsulot ishlab chiqarishning barcha jarayonlari yagona texnologik zanjirga birlashganligi sababli firmalar orasida uzoq muddatli mustahkam va barqaror xo‘jalik aloqalari shakllanadi [8];

- agroklasterlarda mehnat taqsimoti, hududiy va xo‘jaliklararo ixtisoslashuv hamda mehnat kooperatsiyasi kuchli rivojlangan bo‘lib, bu ishlab chiqarish samaradorligini oshirishga imkon yaratadi [9];

- agroklasterda yakuniy mahsulotni ishlab chiqaruvchi xomashyo sifati va ishlab chiqarishning barcha bosqichlarini nazorat qilishdan manfaatdor bo‘lib, bu mahsulotning raqobatbardoshligini oshirishga xizmat qiladi [10].

Tadqiqotlarga ko‘ra, qishloq xo‘jaligi mahsulotlarini yetishtirish va sanoat usulida chuqur qayta ishlash zanjirida integratsiyalashuv jarayonlarini chuqurlashuvi va agrosanoat klasterlarining shakllanishi bir necha turdagi samarani ta’minlashi mumkin (1-jadval).

1-jadval

Qishloq xo‘jaligi mahsulotlarini yetishtirish va sanoat usulida qayta ishlash zanjirida agrosanoat klasterlarining samaradorligi

Samara turi	Kutiladigan natijalar
Tabiiy-jug‘rofik samara	- ishlab chiqarishning bir hudud doirasida konsentratsiyala-shuvi natijasida firmalararo logistik va transaksion xarajatlar tejalishidan samara; - hudud doirasida resurslar, infratuzilmalar va muhandis-lik kommunikatsiyalaridan birgalikda foydalanish natija-sida ishlab chiqarish quvvatlari samaradorligi ortishi
Texnik-texnologik samara	- ishlab chiqarish hajmini kengayishidan olinadigan “ko‘lam samarasi” natijasida xarajatlar kamayishi; - ishlab chiqarishning uzluksiz texnologik zanjirida yagona texnik talablar va sifat standartlari joriy etish hamda tizimli nazorat etish samarasi; - operatsion xarajatlar tejalishi
Mehnat samarasi	- mehnat taqsimoti va ixtisoslashuvidan olinadigan samara; - korxonalararo kooperatsion aloqalarni mustahkamlanishi; - yuqori malakali mutaxassis kadrlardan birgalikda foydalanish va o‘zaro tajriba almashishi imkoniyati
Innovatsion samara	- ishlab chiqarishni modernizatsiyalash va texnologik jihozlashga yirik investitsiyalar kiritish imkoniyati; - zamonaviy texnologiyalar joriy etishga yo‘naltirilgan ilmiy tadqiqotlar va startap loyihalar uchun moliyaviy mablag‘lar jalb etish imkoniyati kengligi
Tashkiliy-iqtisodiy samara	- ichki va tashqi manbalardan ishlab chiqarishga yirik kapital jalb etish imkoniyati ortishi; - kafolatli va ishonchli xomashyo ta’minoti hamda xomashyo yetkazib beruvchilar uchun kafolatli bozorning shakllanishi; - ishlab chiqarishni diversifikatsiyalash imkoniyati; - bozor kon’yunkturasidagi o‘zgarishlar va kuchli raqobat muhitidan birgalikda himoyalanish imkoniyati; - tashish va ishlab chiqarishda yo‘qotishlarni kamayishi, chiqitsiz texnologiyalarni joriy etish; - integratsion tizim ichida sinergetik samarani vujudga kelishi va boshqalar.

Manba: muallif ishlanmasi

Skandinaviyalik olimlar B.Dalum, K.Pedersen va G.Vilumsenlar klasterlarni turkumlashda quyidagi parametrlarni qo‘llagan:

- geografiya – klasterlarning hajm va joylashuv bo‘yicha farqlari;
- chuqurligi – klasterga kirgan firmalarning vertikal integratsiyasini rivojlanish darajasi;
- kengligi – klasterga kirgan firmalarning gorizontal integratsiyasini rivojlanish darajasi;
- klasterda ilmiy tadqiqot va oliy ta’lim muassasalarining ishtirok etishi – bu parametr klasterning innovatsion xarakterini aks ettiradi;
- klasterlarda firmalarga egalik qilish tarkibi – klasterda kichik va o‘rta korxonalar, filiallar hamda yirik korxonalar nisbati [11].

Ilmiy adabiyotlarda klaterlar turli belgir va xususiyatlar bo‘yicha turkumlashtirilgan. Xususan, o‘zaro aloqalar turi, ixtisoslashuv darajasi, geografik konsentratsiyalashuv darajasi, qamrab olish kengligi, hayotiylik davri, tarmoqqa mansubligi, va boshqa bir qator ko‘rsatkichlar bo‘yicha klasterlarni turkumlarga ajratish mumkin (2-jadval).

2-jadval

Klasterlarning turli belgilar bo'yicha tipologiyasi

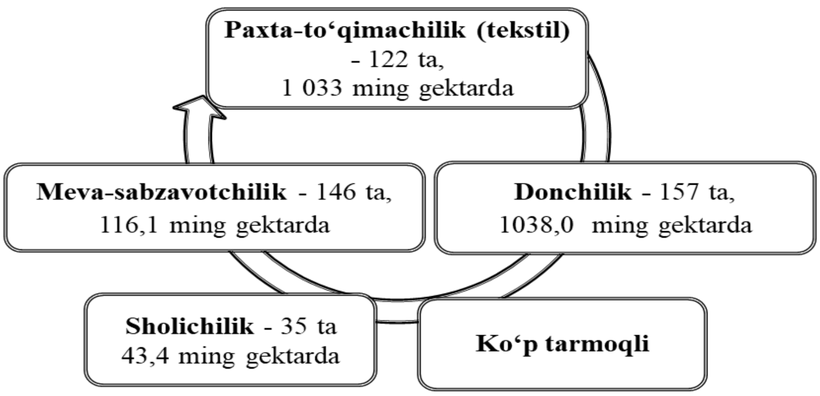
Turkumlash parametrlari	Klaster turi
Funksionallik belgisiga ko'ra	tarmoq klasteri, texnologik klaster va makon (hudud) bo'yicha shakllangan klasterlar
Ixtisoslashuv/diversifikatsiya darajasi bo'yicha	ixtisoslashgan, diskret, lateral, kompozit va konglomerativ klasterlar
E.Markuzen tipologiyasi bo'yicha	marshallian, radial, yo'ldoshli va davlatga biriktirilgan distriktiv klasterlar
Integratsiyalashuv turi bo'yicha	gorizontal, vertikal va aralash integratsiya-lashgan klasterlar
Geografik konsentratsiyalashuv belgisi bo'yicha	mahalliy, mintaqaviy (hududiy), milliy, transchegaraviy va transnatsional klasterlar
Hayotiylik davri bo'yicha	aglomeratsiya, shakllanayotgan, rivojlanayotgan, yetilgan, transformatsiyalanayotgan klasterlar
Tarmoq ixtisoslashuvi bo'yicha	innovatsion, sanoat, agrosanoat, turistik, biotibbiyot, xizmatlar sohasida, transport-logistik va boshqa klasterlar
Rivojlanish darajasi bo'yicha	latent, potensial, barqaror, kuchli klasterlar
Shakllanish mexanizmi bo'yicha	markazlashtirilgan va mustaqil shakllangan klasterlar
Kelib chiqishi tarixiga ko'ra	evolyusion tarzda shakllangan va sun'iy tashkil etilgan klasterlar
Innovatsiya darajasi bo'yicha	an'anaviy, innovatsion klasterlar
Faoliyat yo'nalishi bo'yicha	mustaqil, tayyorlov-qayta ishlash, aralash

Manba: ilmiy manbalar asosida mualliflar tomonidan tuzilgan

Faoliyat yo'nalishi va integratsiyalashuv mazmuniga ko'ra mustaqil, tayyorlov-qayta ishlash va aralash klasterlar farq qiladi. Masalan, agrosanoat sohasida quyidagi klasterlar shakllanib bormoqda:

- **mustaqil** – to'liq siklda (qishloq xo'jaligi mahsulotlarini yetishtirish, saqlash, qayta ishlash va sotish bo'yicha) faoliyat olib borish uchun o'ziga biriktirilgan yer maydonlariga (plantasiyalarga) ega agroklasterlar;
- **tayyorlov-qayta ishlash** – ho'l yoki qayta ishlab sotish uchun qishloq xo'jaligi mahsulotlarini boshqa ishlab chiqaruvchilardan (fermer, dehqon xo'jaliklari va boshq.) shartnoma asosida sotib oluvchi agroklasterlar;
- **aralash** – mahsulot yetishtirish uchun belgilangan tartibda o'ziga ajratilgan yer maydonlariga (plantasiya) ega va bir vaqtda shartnoma asosida mahsulot yetishtiruvchilardan (fermer va dehqon xo'jaliklari, agrofirmalar, kooperativlar va boshqalardan) qishloq xo'jaligi mahsulotlarini qayta ishlab sotish uchun oluvchi klasterlar.

Ma'lumotlarga ko'ra 2022 yil 25 iyul holatiga respublikamizda jami 463 ta agrosanoat klasterlari faoliyat yuritgan bo'lib, ularning 122 tasi (1033,0 ming gektarda) paxta-to'qimachilik, 146 tasi (116,1 ming gektarda) meva-sabzavot mahsulotlarini yetishtirish va qayta ishlash, 35 tasi (43,4 ming gektarda) sholichilik va 157 tasi (1038,0 ming gektarda) (1-rasm).



1-rasm. O'zbekistonda agrosanoat klasterlarini tarmoq yo'nalishlari bo'yicha turkumlanishi, (2022 yil 25 iyul holatida)

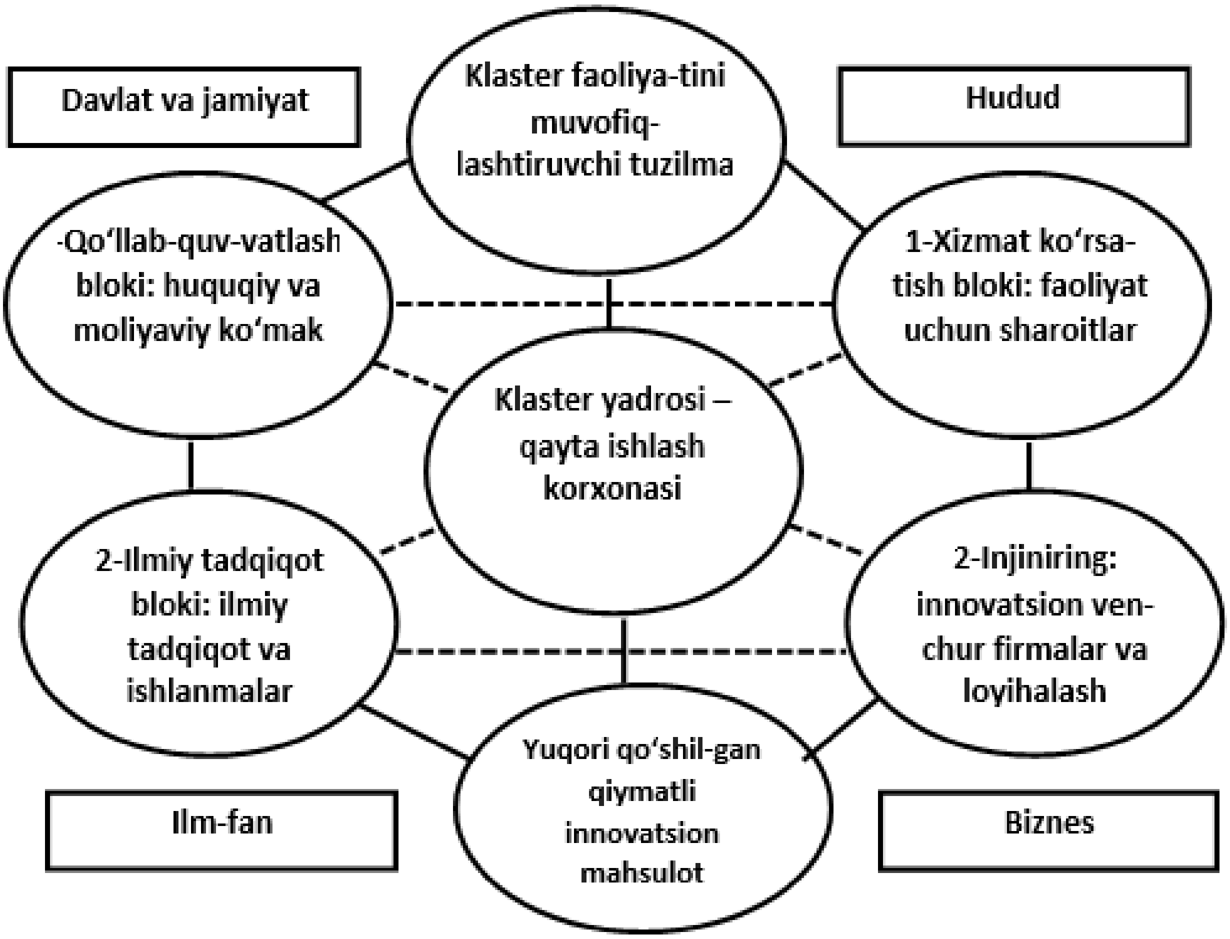
Manba: O'zbekiston Respublikasi Qishloq xo'jaligi vazirligi ma'lumotlari. www.agro.uz

Qishloq xo'jaligi mahsulotlari yetishtirish va sanoat usulida qayta ishlashga ixtisoslashgan agroklaster faoliyatining taklif etilayotgan tashkiliy-funksional modelida qo'shilgan qiymat yaratish zanjiri 4 bosqichdan iborat bo'ladi.

Birinchi bosqichda fermer, dehqon va tomorqa xo'jaliklari hamda klasterning o'ziga biriktirilgan yer maydonlarida qishloq xo'jaligi mahsulotlari (xomashyo) yetishtiriladi. Qishloq xo'jaligi mahsulotlarini (xomashyoni) yetishtiruvchi xo'jaliklari klasterning yadrosi bo'lgan integrator firma (odatda qayta ishlovchi sanoat korxonasi) bilan gorizontal yoki vertikal integratsiya orqali shartnomaviy munosabatlarga ega bo'ladi.

Ikkinchi bosqich klasterning yadrosi sanaladi va bu bosqichda qishloq xo'jaligi tovar ishlab chiqaruvchilari tomonidan shartnomalar asosida yetkazib berilgan xomashyo sanoat korxonasi tomonidan dastlabki va chuqur qayta ishlash jarayonlaridan o'tadi. Bu bosqichda yetkazib berilgan xomashyo tayyor mahsulot ko'rinishiga keltirilib, qo'shilgan qiymat ortadi.

Uchinchi bosqichda sanoat korxonasi tomonidan qayta ishlangan va tayyor mahsulotga aylantirilgan tovarlar standartlash va sertifikatlash, saralash, kalibrlash, qadoqlash, markirovkalash hamda sotish kanallariga yetkazib berish (logistika) jarayonlaridan o'tib, qo'shilgan qiymat summasi yana ortadi.



2-rasm. Klaster tizimida tashqi muhit tuzilmalari

Manba: mualliflar ishlanmasi

To'rtinchi bosqichda tayyor mahsulot ichki va tashqi bozorlarda realizatsiya qilinib, yakuniy iste'molchiga yetkaziladi. Bu bosqichda ham mahsulotga ma'lum bir qiymat qo'shiladi va bularning barchasi qo'shilgan qiymat zanjirini tashkil etadi.

Agroklasterning tashkiliy-funksional tuzilmasida klaster yadrosi hamda uni o'rab turuvchi ichki va tashqi muhit farq qiladi:

1. Klaster yadrosi – yakuniy mahsulotni ishlab chiqaruvchi va uning atrofida klaster hosil qiluvchi tuzilmalar uyushadigan ob'ekt. Odatda u qishloq xo'jaligi mahsulotlarini birlamchi va chuqur qayta ishlash bilan shug'ullanuvchi sanoat korxonasidan iborat bo'ladi.

2. Klaster yadrosini o'rab turuvchi "to'ldiruvchi ob'ektlar – (ichki muhit)" – ular klaster yadrosi sanaladigan qayta ishlash korxonasi bilan shartnoma asosida strategik hamkorlik qiluvchi va qishloq xo'jaligi mahsulotlarini yetkazib beruvchi fermer, dehqon va tomorqa xo'jaliklari, saqlash omborxonalaridan tashkil topadi.

3. Klasterni o'rab turuvchi tashqi muhit uchta blokdan shakllanadi (2-rasm).

1-xizmat ko'rsatish bloki: klaster tuzilmalariga moddiy-texnik resurslar yetkazib berish, turli ish va xizmatlar ko'rsatish hamda moliyalashtirish bilan shug'ullanuvchi infratuzilmalar.

2-ilmiy tadqiqot bloki: universitetlar, ilmiy-tadqiqot institutlari va markazlari, injiniring va innovatsion tuzilmalar, kasb-hunar kollejlari, malaka oshirish va kasb o'rgatish kurslari, seminar-treninglar va boshq.

3-blok: klaster faoliyatini tartibga solish va qo'llab-quvvatlash bilan mashg'ul mahalliy, markaziy darajadagi davlat boshqaruvi organlari va institutsional tuzilmalar (uyushmalar, jamg'armalar, kengashlar).

Keltirilgan ma'lumotlardan ma'lumki, klaster tizimida xomashyo yetkazib berish va qayta ishlash korxonalari hamda xizmat ko'rsatish infratuzilmalaridan tashqari ilmiy tadqiqot muassasalari (universitetlar, ilmiy markazlar, venchur fondlar va firmalar, startap loyihalar va boshqa) va klasterni qo'llab-quvvatlovchi institutsional tuzilmalarning (uyushmalar, jamoat fondlari, Fermerlar kengashi, Savdo-sanoat palatasi va boshqa) ishtirok etishi o'ta muhim sanaladi.

Misol tariqasida paxta-to'qimachilik klasterlari faoliyatida Paxtachilik ilmiy tadqiqot instituti, Tuproqshunoslik va agrokimyo ilmiy tadqiqot instituti, Tekstil va yengil sanoat instituti kabi ilmiy muassasalarning ishtiroki quyidagi masalalarni samarali hal etishda klasterga ko'maklashishi mumkin:

- g'o'za navlarini har bir tumanning tabiiy-iqlim sharoiti va tuproq tarkibidan kelib chiqib ilmiy joylashtirish va rayonlashtirish;
- hosildor, kasalliklarga chidamli va sifatli g'o'za navlarini yaratish;
- mineral va organik o'g'itlar hamda kimyoviy himoyalash vositalaridan foydalanishning ratsional miqdori va muddatlarini belgilash;
- paxta tozalash va tekstil korxonalarini optimal joylashtirish (xomashyo va yarimfabrikatlarni tashish xarajatlarini tejash imkonini beradi);
- yangi innovatsion mahsulot turlarini yaratish va o'zlashtirish;
- ishlab chiqarishni tashkil etish va boshqarishning zamonaviy usullarini joriy etish va boshqalar.

Kuzatishlarga ko'ra respublikamizda faoliyat ko'rsatayotgan aksariyat klasterlar tizimida ilmiy tadqiqot muassasalari va innovatsion venchur fondlar ishtirok etmayapti. Fermer, dehqon xo'jaliklari va tomorqa yer egalari kengashi, Savdo-sanoat palatasi kabi nodavlat tuzilmalar ishtiroki esa deyarli sezilmaydi. Rivojlangan mamlakatlarda keng tarqalgan klasterni qo'llab-quvvatlash bo'yicha maxsus fondlar, uyushmalar (masalan, meva-sabzavotchilik, g'allachilik va go'sht-sut yo'nalishidagi klasterlar uyushmasi mavjud emas), jamoat tashkilotlari, innovatsion markazlar juda sust rivojlangan. Shuningdek, strategik ahamiyatga ega sohalarda davlat-xususiy sherikligi asosida qayta ishlash korxonalari, saqlash va logistika tizimlari barpo etish mexanizmi shakllanmagan. Masalan, yuqorida keltiirilganidek Janubiy Koreyaning "Foodpolis" klasterida tayyor zavod sexlari va omborlarini kichik korxonalarga ijaraga berish amaliyoti yo'lga qo'yilgan.

Respublikamizda agrosanoat majmuasida klasterlarni shakllantirish jarayoni 2018 yildan boshlanganini e'tiborga olsak, bu borada yetarli tajribamiz yo'qligini e'tiborga olishimiz lozim. Xususan, yangi tashkil etilayotgan agrosanoat klasterlarining tashkiliy-huquqiy shaklini tanlash masalasi dolzarb masalalardan sanaladi. Tadqiqotlar shuni ko'rsatadiki, respublikamizning qishloq xo'jaligi mahsulotlarini yetishtirish va qayta ishlash zanjirida agroklasterlarning tashkiliy-huquqiy jihatdan quyidagi shakllari faoliyat ko'rsatmoqda:

1. O'ziga biriktirilgan yer maydonida ishlab chiqarishning to'liq siklini o'zlashtirgan (xomashyo yetishtirish va qayta ishlashdan toki tayyor mahsulot yaratishgacha jarayonlarni o'zi bajaradigan) mustaqil agroklasterlar. Bu turdagi klasterlar tarkibida shartnoma asosida xomashyo yetishtirib beruvchi mustaqil fermer xo'jaliklari mavjud bo'lmaydi.

O'zbekiston Respublikasi Vazirlar Mahkamasining 2019 yil 5 sentyabrdagi 736-sonli "Namangan viloyatining Mingbuloq va Pop tumanlarida agrosanoat klasterini tashkil etish chora-tadbirlari to'g'risida"gi qaroriga muvofiq Turkiyaning "Altintoprak Pamuk Tekstil Tarim Nakliyat Sanayi Ve Tiçaret Limited Sirketi" kompaniyasi tomonidan Namangan viloyatining Mingbuloq va Pop tumanlarida tashkil etilgan "Art Soft Holding" mas'uliyati cheklangan jamiyati (MChJ) shaklidagi agroklaster mustaqil ishlab chiqarish sikliga ega agroklasterlarga misol bo'ladi. "Art Soft Holding" MChJ agroklasteri tarkibiga 19 ta turli agrosanoat korxonalari kiradi va u ishlab chiqarish va qayta ishlashning to'liq siklini qamrab olganligi bilan diqqatga sazovor. Bu agroklasterda ishlab chiqarish va ilm-fan hamkorligi ham ta'minlangan. Ammo klasterning ixtisoslashuvi bo'yicha universitet va ilmiy-tadqiqot institutlari bilan integratsion aloqalari yetarli emas.

Bu turdagi klasterlarda qishloq xo'jaligi ekinlari yetishtirishda dehqonlar hosildorlikni oshirish va mahsulot sifatini yaxshilashdan manfaatdorligini ta'minlash uchun ichki ijara yoki oilaviy pudratni joriy etish yaxshi samara berishi mumkin.

2. Qishloq xo'jaligi mahsulotlarini boshqa mustaqil ishlab chiqaruvchilardan (fermer, dehqon xo'jaliklari va boshq.) shartnoma asosida sotib olib qayta ishlovchi agroklasterlar. Bu xildagi klasterlarning ayrimlarida xomashyo yetishtirish uchun ajratilgan yer maydonlarining bir qismi o'ziga, bir qismi esa mustaqil fermer xo'jaliklariga tegishli. Boshqa birlarida o'zida yer maydoni mavjud bo'lmay, xomashyoni to'liq shartnoma asosida mustaqil fermer xo'jaliklaridan sotib oladi.

Kuzatishlarga ko'ra aynan shu turdagi klasterlarda klaster tarkibiga kiruvchi xomashyo yetishtirib beruvchi fermer xo'jaliklari va klasterning yadrosini tashkil etuvchi firma bilan o'zaro shartnomaviy aloqalarni yo'lga qo'yishda bir qator muammolar kuzatilmoqda. Jumladan:

1. Hozirgi kunda klasterning yadrosi sanaladigan firma asosan mas'uliyati cheklangan jamiyat (MChJ) yoki xususiy korxona (XK) sifatida faoliyat olib bormoqda. Klasterga biriktirilgan fermer xo'jaliklari ham yuridik jihatdan mustaqilligini saqlab qolgan. Ammo ishlab chiqarish texnologik zanjirining barcha bosqichlari klasterning yadrosi bo'lgan firma (ko'pincha qayta ishlash korxonasi) tomonidan boshqarilib, nazorat qilinmoqda. Fermer xo'jaliklari tomonidan qishloq xo'jaligi ekinlarini ekish, parvarishlash va xomashyoni yetkazib berish jarayonlari ham shular jumlasidan. Natijada qonunchilik bo'yicha yuridik jihatdan mustaqil sanaladigan fermer xo'jaliklari klasterga qaram xo'jalikka aylanib qolmoqda.

2. Avvalgi tartib bo'yicha davlat buyurtmasi bo'yicha qishloq xo'jaligi mahsulotlarini yetishtirishni moliyalashtirish uchun Moliya vazirligi huzuridagi Qishloq xo'jaligini davlat tomonidan qo'llab-quvvatlash jamg'armasi tomonidan ajratiladigan imtiyozli kreditlar shartnoma asosida to'g'ridan-to'g'ri fermer xo'jaliklariga ajratilar edi. Amaldagi tartibga ko'ra esa bu turdagi imtiyozli kreditlar klasterning yadrosi bo'lgan qayta ishlash sanoat korxonasiga ajratilmoqda va u fermer xo'jaliklarini urug'lik, ko'chat, mineral o'g'itlar va boshqa moddiy resurslar bilan ta'minlash, yer haydash, ekinlarga ishlov berish, hosilni o'rib-yig'ib olish kabi xizmatlarni ko'rsatmoqda.

Bu holatda bir qarashda fermer xo'jaliklari moddiy texnika ta'minoti, turli ishlar va xizmatlarni bajarishga turli firmalarni jalb etish hamda haq to'lash bilan bog'liq ortiqcha tashvishlardan ozod bo'lgandek ko'rinadi. Ammo klaster fermer xo'jaliklaridan xomashyoni (qishloq xo'jaligi mahsulotlarini) past narxlarda qabul qilib, ularga o'zi yetkazib berayotgan moddiy resurslar hamda ko'rsatayotgan xizmatlariga yuqori narx belgilash orqali foydaning katta qismini o'zlashtirish imkoniyatiga ega bo'lmoqda. Bu holat fermer xo'jaliklarining iqtisodiy samaradorligiga salbiy ta'sir ko'rsatmoqda.

Shuningdek, klaster tomonidan Qishloq xo'jaligini davlat tomonidan qo'llab-quvvatlash jamg'armasi tomonidan ajratiladigan imtiyozli kreditlardan maqsadsiz foydalanish, ya'ni kreditni qishloq xo'jaligi ishlab chiqarishi xarajatlarini moliyalashtirishdan boshqa maqsadlarga sarflash yoki naqdlashtirish holatlari borligini ham e'tibordan qochirmasligimiz lozim. Chunki, ba'zi klasterlar o'zining monopol mavqeidan foydalanib fermer xo'jaliklariga haqiqatda yetkazib berilgan moddiy resurslar (mineral o'g'it, yoqilg'i va boshqa) va ko'rsatilgan xizmatlar hajmiga nisbatan ortiq ko'rsatilgan hisob-varaqalarni imzolashga majbur qiladi.

Bundan tashqari moliyaviy mablag‘larga ehtiyoj yuqori bo‘lgan ish jarayonlarida imtiyozli kreditlarni fermer xo‘jaliklariga yo‘naltirmaslik ishlab chiqarishni moddiy resurslar va xizmatlar bilan o‘z vaqtida ta’minlashda qiyinchiliklarni yuzaga keltiradi (ba’zan klasterlar kerakli resurslar va xizmatlarni o‘z vaqtida yetkazib bermaydi). Shuningdek, yerlarni ekishga tayyorlash, ekinlarni ekish va parvarishlash, hosilni yig‘ib olish jarayonlarini o‘z texnikalari bilan amalga oshiradigan fermer xo‘jaliklari imtiyozli kredit ajratilmasligidan ziyon ko‘rmoqda.

Ba’zan klasterlar tomonidan fermerlarga yetkazib berilgan xomashyo uchun pul o‘tkazib berish muddatlari asossiz ravishda cho‘zilib ketadi. Bu esa fermer xo‘jaliklarining ishlab chiqarishni aylanma mablag‘lar bilan o‘z vaqtida ta’minlashi hamda to‘lov qobilligiga salbiy ta’sir ko‘rsatmoqda.

3. O‘zbekiston Respublikasi Prezidentining 2019 yil 11 dekabrdagi PQ-4549-sonli qarori 2-bandida ishlab chiqaruvchilarni klasterlarga biriktirish ixtiyoriylik asosida, ular bilan qayta ishlovchi hamda eksportga chiqaruvchi tashkilotlar, shuningdek hokimiyat bilan mahsulot yetkazib berishga tuzilgan shartnomalar asosida amalga oshiriladi deb ko‘rsatilgan. Ammo ko‘p holatlarda mahalliy hokimiyat tomonidan fermer xo‘jaliklarini geografik joylashuvidan kelib chiqib bir hudud doirasida barcha fermer xo‘jaliklarini bitta klasterga majburiy biriktirish holatlari kuzatilmoqdaki, bu holat ularning eng maqbul klasterlarni tanlash erkinligini yo‘qqa chiqarmoqda. Bu esa bozor iqtisodiyotining asosiy tamoyillaridan bo‘lgan tadbirkorlik va tanlov erkinligiga zid bo‘lmoqda.

4. Bir hudud doirasida bitta ixtisoslashgan klaster tashkil etish klasterning monopol mavqeni egallashiga va raqobat muhitini bo‘g‘ishiga olib kelishi shubhasiz. Bugungi kunda respublikamizda monopoliyani cheklash va raqobat muhitini rivojlantirish iqtisodiy islohotlarning eng muhim yo‘nalishlaridan biri sifatida belgilanganini e’tiborga olsak, klasterlashtirish jarayonlari joylarda monopol tuzilmalar ko‘payishiga olib kelmasligi kerak.

Fikrimizcha qishloq xo‘jaligi mahsulotlarini yetishtiruvchi dehqon va fermer xo‘jaliklari va qayta ishlash klasterlari o‘rtasidagi iqtisodiy munosabatlar o‘zaro teng huquqlilik va manfaatdorlik asosida olib borilishi hamda quyidagi shartlarga muvofiq kelishi maqsadga muvofiq:

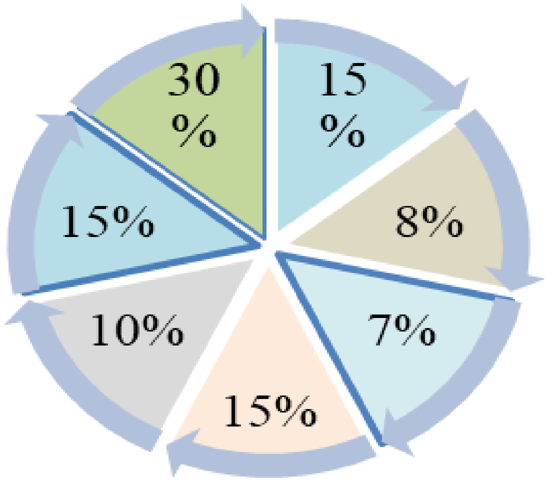
- klasterlarga a’zolik va qaysi klasterni tanlash masalasini dehqon va fermer xo‘jaligi mustaqil hal etishi;
- bitta hududda bitta klasterning monopol mavqega ega bo‘lishiga aslo yo‘l qo‘ymaslik.

Yuqorida keltirilganlardan kelib chiqib xulosa qilish mumkinki, agar klaster yuridik jihatdan mustaqil bo‘lgan fermer xo‘jaliklari va qayta ishlash korxonasi (korxonalari) hamda xizmat ko‘rsatuvchilar hamkorligi shaklida, shartnoma asosida tuzilsa, bunday klasterning tarkibiy va boshqaruv tuzilmasi ikki usulda tashkil etilishi mumkin:

1-usul. Klaster tizimidagi barcha xo‘jaliklar (xomashyo yetishtirib beruvchi fermer va dehqon xo‘jaliklari) va korxonalar (qayta ishlash, saqlash va sotish yo‘nalishidagi) yuridik jihatdan mustaqilligini saqlab qoladi va klaster yadrosi sanaladigan firma (masalan, qayta ishlash korxonasi) atrofida shartnomalar asosida uyushadi. Bu holatda klasterga kiruvchi korxonalar va xizmat ko‘rsatuvchi firmalar orasidagi iqtisodiy munosabatlarni muvofiqlashtirish uchun barcha ishtirokchilar hamda institutsional tuzilmalar (Fermer, dehqon xo‘jaliklari va tomorqa yer egalari kengashi, Savdo-sanoat palatasi, mahalliy hokimiyat, Klasterlar uyushmasi va boshqa) vakillaridan iborat Kuzatuv kengashi shakllantiriladi.

Kuzatuv kengashi zimmasiga qonunchilik tartibida quyidagi vazifalar yuklatilishi joiz: klaster tizimidagi barcha korxona va xo‘jaliklarning o‘zaro manfaatli va teng huquqli shartnomaviy munosabatlar bajarilishini nazorat qilish; tomonlardan birining monopol mavqeidan foydalanib boshqalarning huquqlari kamsitilishiga yo‘l qo‘ymaslik; xomashyo, ishlar va xizmatlarga narx belgilashda barcha tomonlar manfaatlarini e’tiborga olinishini ta’minlash; o‘zaro noto‘lovlarning oldini olish va boshqalar.

Bu holatda Moliya vazirligi huzuridagi Qishloq xo‘jaligini davlat tomonidan qo‘llab-quvvatlash jamg‘armasi tomonidan paxta xomashyosi, don va boshqa qishloq xo‘jaligi mahsulotlari yetishtirish xarajatlarini moliyalashtirish uchun ajratiladigan imtiyozli kreditlarni to‘g‘ridan-to‘g‘ri fermer xo‘jaliklariga ajratishga mexanizmini qaytadan joriy etish maqsadga muvofiq. Buning natijasida bir tomondan fermer xo‘jaliklari tomonidan ishlab chiqarish xarajatlarini o‘z vaqtida va maqsadli moliyalashtirish imkoni yaratilsa, ikkinchi tomondan ajratilayotgan imtiyozli kreditlarni maqsadli ishlatilishi ustidan samarali nazoratni amalga oshirish yengillashadi.



3-rasm. Ustav kapitali ulushlarga asoslangan klaster boshqaruvi tuzilishi
(shartli raqamlarda)

Manba: mualliflar ishlanmasi

2-usul. Ustav kapitali klaster ishtirokchilar (qayta ishlash korxonalari, fermer xo'jaliklari, moddiy ta'minoti va xizmat ko'rsatish korxonalari) ulushlarining nominal qiymatidan shakllantiriladigan klaster. Bu holatda yuridik shaxs maqomidagi bir nechta mustaqil ishtirokchilar uyushib, mas'uliyati cheklangan jamiyat (MChJ) yoki shirkat shaklida klaster tashkil etadi va klaster ustav kapitaliga ulush kiritadi. Klasterda ishtirokchilarning ustav kapitaldagi ulushidan kelib chiqib qaror qabul qilinadigan Boshqaruv kengashi tuziladi va qaror qabul qilish qo'shgan ulushlarga mutanosib ovoz berish asosida amalga oshiriladi. Eng ko'p ulush kiritgan firma Boshqaruv kengashi raisi sanaladi (3-rasm).

Agar klaster ustav kapitaliga uning ishtirokchilari ulush kiritsa hamda ular ustav kapitalidagi ulushiga mutanosib Boshqaruv kengashida ovoz berish huquqiga ega bo'lsa, klaster tizimidagi barcha ishtirokchilar manfaatlarini e'tiborga olish imkoniyati yaratiladi. Bu esa yuqorida keltirilgandek klaster yadrosi bo'lgan qayta ishlash korxonasi manfaatlarini boshqa ishtirokchilardan ustun qo'yilishini, ayniqsa fermer xo'jaliklari manfaatlariga ziyon keltiruvchi shartlarni majburan o'tkazishni oldini oladi va qo'shilgan qiymat zanjirida foydani to'g'ri taqsimlanishiga zamin yaratadi.

Xulosa va tavsiyalar

Klasterlar faoliyatini rivojlangan xorijiy mamlakatlarda erishilgan ilg'or tajribalar asosida takomillashtirish va ularning raqobatbardoshligini oshirish maqsadida yana quyidagilarni tavsiya etamiz:

1. Respublikada "Agrosanoat majmuasi tutash tarmoqlarini klasterlashtirish Konsepsiyasi"ni qabul qilish va unda o'rta va uzoq muddatli davrlar uchun amalga oshiriladigan vaziflar hamda erishiladigan maqsadli ko'rsatkichlarni aniq belgilab qo'yish maqsadga muvofiq.

Konsepsiya doirasida "Respublika agrosanot klasterlarini kompleks rivojlantirish davlat dasturi"ni ishlab chiqib, unda: klasterlarni respublika hududlari bo'ylab rayonlashtirish va joylashtirish yo'l xaritasi; ixtisoslashuvi; klasterga jalb etiladigan korxona va tashkilotlar hamda boshqa tuzilmalar ro'yxati; klasterlarning ishlab chiqarish-resurs salohiyati; amalga oshiriladigan aniq loyihalar turlari; mahsulot ishlab chiqarish prognoz ko'rsatkichlari; jalb etiladigan nvestitsiyalar qiymati, yo'nalishlari va manbalari kabi maqsadli prognoz ko'rsatkichlarni kiritish va amalga oshirish yaxshi samara beradi.

Yevropa Ittifoqi (Yevropa klasterlari hamkorligi dasturi, Yevropa klasterlarini mukammalashtirish dasturi), Yaponiya (Yaponiya sanoatini klasterlashtirish rejasi, Xokkaydo sanoat klasterlari konsepsiyasi), kabi ilg'or xorijiy mamlakatlar bo'yicha yuqorida keltirilgan misollarda bunday tajribalar keng qo'llanilishiga guvoh bo'ldik. Rossiya Federatsiyasining Bryansk oblastida "2019-2022 yillarda Bryanis oblasti hududida agrosanoat klasterlarini rivojlantirish strategiyasi" qabul qilingan va amalga oshirilmoqda. Mazkur strategiya "Bryansk biznes-inkubatori" davlat unitar muassasasi buyurtmasiga ko'ra "Bryansk davlat muhandislik-texnologiya instituti" oliimlari ishtirokida ishlab chiqilgan. Bu strategiya doirasida 2019-2022 yillarga mo'ljallangan davlat dasturi ham qabul qilingan. Bunday hujjatlar

RFning boshqa hududlari bo'yicha ham qabul qilingan.

2. Ilg'or xorijiy mamlakatlar tajribasi shuni ko'rsatadiki, ularda klasterlar rivojlanishiga ko'maklashuvchi va ularning manfaatlarini davlat organlari, boshqa sub'ektlar oldida himoya qiluvchi va ilgari suruvchi ko'p sonli institutsional tuzilmalar (uyushmalar, birlashmalar, jamoat fondalari va boshqa) keng tarqalgan.

Respublikamizda aynan klasterlar rivojlanishini qo'llab-quvvatlovchi tuzilmalar sust rivojlangan, ayrim tarmoqlar bo'yicha esa umuman mavjud emas. Masalan, respublikamizda faqat "Paxta-to'qimachilik klasterlari uyushmasi" faoliyat ko'rsatmoqda. Meva-sabzavotchilik, donchilik, go't-sut mahsulotlari va boshqa tarmoqlarda klasterlar manfaatlarini himoya qiluvchi va ilgari suruvchi uyushmalar mavjud emas. Shundan kelib chiqib paxta-to'qimachilik klasterlari uyushmasi negizida yagona "Respublika agrosanoat klasterlari uyushmasi"ni tashkil etish va uning tarkibida quyidagi bo'limlarni (departamentlarni) shakllantirish maqsadga muvofiq deb hisoblaymiz: 1) Paxta-to'qimachilik klasterlari departamenti; 2) Meva-sabzavotchilik va uzumchilik (salqin ichimliklar va aroq-vino korxonalarini qo'shgan holda) klasterlari departamenti; 3) Don va qandolatchilik mahsulotlari klasterlari departamenti; 4) Go'sht-sut mahsulotlari klasterlari departamenti va boshqalar.

Bunday institutsional tuzilmalar Yevropa Ittifoqi, Yaponiya, Janubiy Koreya va boshqa mamlakatlarda keng tarqalgan. Masalan, Yaponiyaning har bir provensiyasida "Klasterlar kooperatsiyasi kengashi" va uning shtabi, Rossiya Federatsiyasida esa "Klasterlar, texnoparklar va maxsus iqtisodiy zonalar assotsiatsiyasi" faoliyat olib boradi.

Shuningdek, tuman Hokimligi huzurida jamoatchilik asosida "Klasterlarni rivojlantirishni muvofiqlashtirish va qo'llab-quvvatlash Kengashi"ni tuzib, uning tarkibiga hokimiyatning tegishli bo'limlari, Fermer va dehqon xo'jaliklari va tomorqa yer egalari Kengashi, Savdo-sanoat palatasi, o'quv va ilmiy muassasalar, tijorat banklari va boshqa tuzilmalar vakillarini kiritish maqsadga muvofiq. Mazkur Kengash bir tomondan hududlarda klasterlarni rivojlantirish bo'yicha maslahatlashuv organi vazifasini o'tasa, ikkinchi tomondan klaster tizimidagi korxonalararo o'zaro teng huquqli munosabatlarni yo'lga qo'yishni nazorat qilish vazifasini bajarishi lozim.

Daniya va Yaponiya tajribasidan kelib chiqib, tavsiya etilayotgan Kengashlar qoshida hududni klasterlash salohiyati hamda imkoniyatlarini o'rganish va bu borada tegishli tavsiyalar ishlab chiqish bo'yicha ishchi guruhlar tuzish mumkin.

3. Klasterlar yuksak taraqqiy etgan ilg'or xorijiy mamlakatlar tajribasini o'rganish shuni ko'rsatadiki, "globallashuv" va "bilimlar iqtisodiyoti" sharoitida klasterlar innovatsion rivojlanishning eng asosiy manbalaridan biri bo'lib bormoqda. Shu sababli rivojlangan mamlakatlar klasterlari tarkibida "bilim va innovatsiyalar bloki", ya'ni universitetlar, ilmiy tadqiqot muassasalari, sinov laboratoriyalari, venchur fondlar va startap loyihalarning ishtiroki asosiy shartlardan biri sanaladi. Yaponiyaning klasterlash siyosatida har bir klaster guruhiga uchun ixtisoslashuvidan kelib chiqib bitta yoki bir nechta universitet (ilmiy tadqiqot muassasasi) biriktirilgan va mas'ul sanaladi.

Fikrimizcha, respublikamizda shakllantirilayotgan har bir klaster tarkibida "Innovatsion ishlanmalar va yangi biznes g'oyalarini joriy etish" markazlarni (laboratoriyasini) shakllantirib, klasterning ixtisoslashuvi-dan kelib chiqib yetakchi universitetlar va ilmiy-tadqiqot institutlarini ularga biriktirish, ilmiy-innovatsion markazlar, venchur fondlar va kompaniyalar bilan mustahkam hamkorlikni yo'lga qo'yish maqsadga muvofiq.

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ҚИШЛОҚ ХЎЖАЛИГИДА ЕР РЕСУРСЛАРИДАН САМАРАЛИ ФОЙДАЛАНИШНИНГ ХОРИЖ ТАЖРИБАСИНИ ТАКОМИЛЛАШТИРИШ

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Аннотация. Ушбу мақолада қишлоқ хўжалигида ер ресурсларидан самарали фойдаланишнинг хорижий тажрибаси кўриб чиқилди. Қишлоқ хўжалиги кўплаб мамлакатларда озиқ-овқат хавфсизлиги ва барқарор ривожланишни таъминлашда муҳим рол ўйнайди. Ушбу соҳада ер ресурсларидан самарали фойдаланиш дунё аҳоли сонининг ортиши ва иқлим шароитининг ўзгариши натижасида тобора долзарб бўлиб бормоқда. Мақолада турли мамлакатларда ердан ресурсларидан фойдаланишни оптималлаштириш бўйича қўлланиладиган илғор усул ва амалиётлар, шу жумладан қишлоқ хўжалигини бошқаришнинг замонавий усуллари, инновацион технологиялардан фойдаланиш, екологик жиҳатлар ва ердан барқарор фойдаланишга асосланган ёндашувлар таҳлил қилинган.

Калит сўзлар. Қишлоқ хўжалиги, ер ресурслари, озиқ-овқат хавфсизлиги, хорижий тажриба, қишлоқ хўжалиги бошқаруви, инновацион технологиялар, тартибот усуллари, экологик муаммолар,бошқарув органлари.

СОВЕРШЕНСТВОВАНИЕ ЗАРУБЕЖНОГО ОПЫТА ЭФФЕКТИВНОГО ИСПОЛЬЗОВАНИЯ ЗЕМЕЛЬНЫХ РЕСУРСОВ В СЕЛЬСКОМ ХОЗЯЙСТВЕ

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Аннотация. Данная статья рассматривает зарубежный опыт эффективного использования земельных ресурсов в сельском хозяйстве. Сельское хозяйство играет ключевую роль в обеспечении продовольственной безопасности и устойчивого развития многих стран. Эффективное использование земельных ресурсов в этом секторе становится все более актуальным в условиях растущей мировой популяции и изменяющихся климатических условий. В статье анализируются передовые методы и практики, применяемые в различных странах для оптимизации использования земель, включая современные методы сельскохозяйственного управления, применение инновационных технологий, учет экологических аспектов и подходы к устойчивому землепользованию.

Ключевые слова. сельское хозяйство, земельные ресурсы, продовольственная безопасность, зарубежный опыт, сельскохозяйственная управления, инновационные технологии, методы регулирования, экологические аспекты, органы управления.

IMPROVEMENT OF FOREIGN EXPERIENCE OF EFFECTIVE USE OF LAND RESOURCES IN AGRICULTURE

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Annotation. This article explores international experiences in the effective utilization of land resources in agriculture. Agriculture plays a pivotal role in ensuring food security and sustainable development in many countries. Efficient land resource management in this sector becomes increasingly pertinent in the face of a growing global population and changing climatic conditions. The article examines cutting-edge methods and practices employed in various nations to optimize land usage, including modern agricultural management techniques, the application of innovative technologies, consideration of ecological aspects, and approaches to sustainable land utilization. The international experience presented in this article can serve as a source of inspiration and practical recommendations for countries striving to enhance the efficiency of their land resources in agriculture.

Keywords. Agriculture, land resources, food security, international experience, agricultural management, innovative technologies, regulatory methods, ecological aspects, governing bodies.

Кириш:

Жаҳон амалиёти таҳлилига кўра, ер ресурсларидан фойдаланиш ҳар қандай мамлакат иқтисодиётида ижтимоий-иқтисодий барқарорликни таъминлашнинг устувор йўналишлари қаторига киради. Жумладан, мамлакатлар ҳукумати томонидан қишлоқ хўжалигида ер ресурсларидан фойдаланишнинг ҳуқуқий-институционал асосларини шакллантириш, қишлоқ хўжалигида ер ресурсларидан фойдаланишни давлат томонидан тартибга солиш, қишлоқ хўжалиги фаолияти билан шуғулланувчи иқтисодий субъектларнинг ердан фойдаланиш бўйича ҳуқуқ ва мажбуриятларини белгилаш, ер тузиш каби масалалар жаҳон иқтисодиёти ривожланишининг турли босқичларида амалга оширилаётган ижтимоий-иқтисодий чора-тадбирларнинг ажралмас қисми сифатида баҳоланиб келган. [9] Бу турдаги чора-тадбирларни амалга оширилиши натижасида мамлакатларда ички ижтимоий-иқтисодий сиёсатнининг барқарорлигини, мамлакат ҳудудларининг ўзаро мутаносибликда ривожлантириш билан биргаликда ер майдонларини ўзлаштириш ва улардан қишлоқ хўжалиги маҳсулотлари етиштиришда самарали фойдаланишга эришилган. [1]

БМТнинг Озиқ-овқат ва қишлоқ хўжалиги ташкилоти маълумотларига кўра, жаҳон қишлоқ хўжалигида қишлоқ хўжалиги экинларини экиш ва чорвачилик соҳасида фойдаланилаётган ер ресурсларининг умумий ҳажми 2021 йилда 4 750 млн. гектарни ташкил этади. Жумладан, мазкур ер ресурслари таркибида вақтинчалик ва доимий экин майдонлари 1 500 гектардан ортиқ ҳудудда жойлашган бўлса, ўтлоқ сифатида доимий фойдаланиладиган ер ресурсларининг ҳажми карийб 3 300 млн. гектарни ташкил этади.

1-жадвал

2000-2021 йилларда жаҳон қишлоқ хўжалигида ер ресурсларидан фойдаланишдаги таркибий ўзгаришлар

Ер ресурслари категорияси	2000 й.	2021 й.	Ўзгариш (+/-)
Яйловлар сифатида доимий фойдаланиладиган ер ресурслари майдони	3 387	3 196	-191
Ҳайдаладиган экин майдорлари (вақтинчалик экин экиладиган ерлар)	1 359	1 383	+24
Доимий экин экиладиган ерлар	134	170	+36
Қишлоқ хўжалиги экинлари экиладиган ерлар (ҳайдаладиган ерлар ва доимий экинлар экиладиган ер ресурслари)	1 493	1 556	+63
Қишлоқ хўжалиги ерлари (барча экин ерлари ва доимий яйловлар)	4 880	4 752	-128
Суғориш учун жиҳозланган ер ресурслари	289	342	+53
Ўрмон ерлари (0,5 гетардан ортиқ дарахтларнинг баландлиги 5 метрдан узунроқ ва 10 фоиздан ортиқ соябон билан қопланган ер ресурслари)	4 158	4 064	-94
Бошқалар	3 968	4 188	+220

Манба: муаллиф томонидан ишлаб чиқилди

1-жадвал маълумотлари таҳлилига кўра, 2000 йилга нисбатан баҳоланганда, бугунги кунда жаҳон қишлоқ хўжалигида фойдаланилаётган ер ресурслари ҳажми деярли ўзгаришсиў қолган. Шу ўринда таъкидлаш жоизки, 2000-2021 илларда жаҳон қишлоқ хўжалигида доимий ва суғориладиган экин майдонлари ҳажми ортиб, чорвачиликда фойдаланиладиган доимий ўтлоқлар ҳажми сезиларли даражада камайган. Шу билан биргаликда, глобал иқлим ўзгариши қишлоқ хўжалигида фойдаланилаётган ер ресурсларининг техник хусусиятларига ўз таъсирини кўрсатади. Тупроқлар иқлим ўзгариши жараёнининг муҳим омили(регулятори) ҳисобланади. Анъанавий қишлоқ хўжалигида тупроқ ҳали ҳам карбонат ангидрид чиқиндиларининг манбаи бўлиб қолмоқда, аммо қишлоқ хўжалигини сақлаш амалиёти тупроқ органик углеродини йўқотишни тўхтатишга ёрдам беради. [2] Торф тупроқларининг деградацияси ва қуриши атмосферага катта миқдордаги углерод массасини чиқаришга олиб келади. 1997 йилдан 2021 йилгача қуриган ҳижоб ёнғинлари глобал ёнғин билан боғлиқ чиқиндиларнинг тахминан 4,0 фоизини ташкил этди. Баъзи қишлоқ хўжалиги амалиётлари, шунингдек, карбонат ангидридга қўшимча равишда тупроқдан бошқа иссиқхона газларини чиқаришга олиб келади ва иқлим ўзгариши бу муаммони янада кучайтиради.

Мавзуга оид адабиётлар таҳлили.

А.В. Мерзляк тадқиқотлари натижаларига кўра, [4] бугунги кунда турли мамлакатлар қишлоқ хўжалигида ер ресурсларидан фойдаланиш жараёнлари давлат томонидан тартибга солиш шаклларининг ўзаро фарқланиши сабаблари қуйидагиларда ўз аксини топади:
- аҳолининг ер ресурслари билан таъминланганлик даражаси;
- мамлакатнинг озиқ-овқат хавфсизлиги ҳолати;
- мамлакат ҳудудидаги табиий-экологик шарт-шароитлар;
- мамлакатда урбанизация жараёнларининг интенсивлиги ва ҳ.к.

Иқтисодчи олим Д.А. Ламперт [5] тараққий этган мамлакатлар қишлоқ хўжалигида ер ресурсларидан фойдаланиш амалиётини таҳлил қилиш асосида ер ресурсларидан фойдаланишнинг АҚШ (англосаксон) ва Европа (континентал) моделларини ажратиб кўрсатади. Ушбу икки моделнинг ўзига хос хусусиятлари қуйида келтирилган 2-жадвалда келтириб ўтилди.

2-жадвал

Қишлоқ хўжалигида ер ресурсларидан фойдаланиш моделлари

Модел	Ўзига хос хусусияти	Модел амал қилаётган мамлакатлар
АҚШ (англосаксон)	- маҳаллий ўзини ўзи бошқаришнинг юқори даражадаги автономлиги; - сайланиши; - фуқароларнинг у устидан назорати; - давлат органлари шаклида маҳаллий маъмуриятларнинг йўқлиги.	АҚШ, Канада, Буюк Британия, Австралия, Ҳиндистон, Янги Зелландия
Европа (континентал)	- маҳаллий ўзини ўзи бошқаришнинг автономлиги даражасининг чекланганлиги; - махаллий бошқарув органларининг давлат бошқаруви билан ўзаро алоқадорлигининг юқори даражасининг	Европа Иттифоқи мамлакатлари, Лотин Америкаси ва Яқин Шарқ

Манба: муаллиф томонидан ишлаб чиқилди

XXI асрда иқтисодий адабиётда амалга оширилаётган илмий тадқиқотларда қишлоқ хўжалигида ер ресурсларидан самарали фойдаланишга бағишланган илмий тадқиқотларга тобора устуворлик қаратилиб келинмоқда. Жаҳон амалиёти таҳлилига кўра [11], ҳеч бир тараққий этган мамлакатда қишлоқ хўжалигида фойдаланиладиган ер ресурсларини сотиш бўйича қатъий ўрнатилган чекловлар мавжуд эмаслиги кузатишимиз мумкин. Жумладан, АҚШ қишлоқ хўжалигида ер ресурсларидан фойдаланиш бўйича амалдаги қонунчиликда ерларни хусусийлаштиришга устуворлик қаратилган бўлса, Германия қишлоқ хўжалигида ер ресурслари савдоси бўйича ҳеч қандай мораториялар мавжуд эмас. Франция фуқаролик кодексида ҳам мамлакат фуқароларининг кўчмас мулк, жумладан қишлоқ хўжалиги субъектлари ўртасидаги ер ресурслари тижоратига оид муносабатлар давлат томонидан қўллаб-қувватланган ҳисобланади. Шу ўринда таъкидлаш жоизки, айрим Марказий ва Шарқий Европа мамлакатларида ер ресурсларини сотишда чайқовчиликка қарши мораторийлар мавжуд бўлиб, бу орқали қишлоқ хўжалигида ер ресурсларидан фойдаланиш самарадорлигини оширишнинг ўзига хос механизми шакллантирилган. Бундай механизмнинг энг самаралиси қисқа муддатли фойдадан олинадиган солиқ ва маълум даражада юридик ва жисмоний шахслар эгалик қилиши мумкин бўлган энг кўп ер майдонини чеклаш ҳисобланади. [10] Ушбу ҳолат тараққий этган мамлакатлар қишлоқ хўжалиги субъектлари томонидан ер ресурсларига эгалик қилиш бўйича бозор иқтисодиётининг салбий оқибатларини олдини олиш орқали давлат томонидан уларни қўллаб-қувватлашнинг ўзига хос механизми шаклланганлигидан далолат беради.

АҚШ қишлоқ хўжалигида ер ресурсларидан фойдаланиш амалиёти таҳлилига кўра, қишлоқ хўжалигига ихтисослаштирилган мамлакат ҳудудларида қишлоқ хўжалигида фойдаланиш учун мўлжалланган ерларни сотиб олиш ҳуқуқига фақатгина фермер хўжаликлари эгалик қиладилар. Мамлакатнинг Марказий-Шарқий ҳудудларида жойлашган, қишлоқ хўжалиги маҳсулотлари ишлаб чиқаришга ихтисослашган 13 та штатида қишлоқ хўжалиги соҳасидан бошқа соҳаларда хўжалик фаолияти юритувчи юридик шахсларга қишлоқ хўжалиги ерларини сотиб олишга рухсат этилмайди. [4] Ушбу ҳолат АҚШда қишлоқ хўжалигига ихтисослашган ҳудудларда ер ресурсларидан фойдаланиш бўйича манзилли дастурларга устуворлик қаратилганлигидан далолат беради. Шу билан биргаликда қишлоқ хўжалигида ер ресурсларидан фойдаланиш самарадорлигини оширишни давлат томонидан қўллаб-қувватлашнинг бундай механзми қишлоқ хўжалиги маҳсулотларининг нархини кескин ошиб кетишини олдини олиш имконини беради. Яъни қишлоқ хўжалигида фойдаланиш учун мўлжалланган ер ресурслари савдосининг манзилли йўлга қўйилганлиги қишлоқ хўжалигида фойдаланилаётган ер ресурслари нархларининг кескин ошиб кетишига йўл қўймайди.

Тадқиқот методикаси:

Қишлоқ хўжалигида ер ресурсларидан самарали фойдаланишнинг хориж тажрибаси бўйича мавжуд бўлган илмий тадқиқотларни, статистик маълумотларни ўрганиш ва иқтисодий жиҳатдан таққослаш ва таҳлил қилиш, мантиқий фикрлаш, илмий абстракциялаш, маълумотни гурухлаш, анализ ва синтез, индукция ва дедукция усулларидан кенг фойдаланилган.

Таҳлили ва натижалар:

БМТнинг Озиқ-овқат ва қишлоқ хўжалиги ташкилоти маълумотларига кўра, жаҳон қишлоқ хўжалигида қишлоқ хўжалиги экинларини экиш ва чорвачилик соҳасида фойдаланилаётган ер ресурсларининг умумий ҳажми 2021 йилда 4 750 млн. гектарни ташкил этади. [12] Жумладан, мазкур ер ресурслари таркибида вақтинчалик ва доимий экин майдонлари 1 500 гектардан ортиқ ҳудудда жойлашган бўлса, ўтлоқ сифатида доимий фойдаланиладиган ер ресурсларининг ҳажми қарийб 3 300 млн. гектарни ташкил этади.

3-жадвал

2000-2021 йилларда жаҳон қишлоқ хўжалигида ер ресурсларидан фойдаланишдаги таркибий ўзгаришлар

Ер ресурслари категорияси	2000 й.	2021 й.	Ўзгариш (+/-)
Яйловлар сифатида доимий фойдаланиладиган ер ресурслари майдони	3 387	3 196	-191
Ҳайдаладиган экин майдорлари (вақтинчалик экин экиладиган ерлар)	1 359	1 383	+24
Доимий экин экиладиган ерлар	134	170	+36

Қишлоқ хўжалиги экинлари экиладиган ерлар (ҳайдаладиган ерлар ва доимий экинлар экиладиган ер ресурслари)	1 493	1 556	+63
Қишлоқ хўжалиги ерлари (барча экин ерлари ва доимий яйловлар)	4 880	4 752	-128
Суғориш учун жиҳозланган ер ресурслари	289	342	+53
Ўрмон ерлари (0,5 гетардан ортиқ дарахтларнинг баландлиги 5 метрдан узунроқ ва 10 фоиздан ортиқ соябон билан қопланган ер ресурслари)	4 158	4 064	-94
Бошқалар	3 968	4 188	+220

Манба: муаллиф томонидан ишлаб чиқилди

3-жадвал маълумотлари таҳлилига кўра, 2000 йилга нисбатан баҳоланганда, бугунги кунда жаҳон қишлоқ хўжалигида фойдаланилаётган ер ресурслари ҳажми деярли ўзгаришсиз қолган.[13] Шу ўринда таъкидлаш жоизки, 2000-2021 илларда жаҳон қишлоқ хўжалигида доимий ва суғориладиган экин майдонлари ҳажми ортиб, чорвачиликда фойдаланиладиган доимий ўтлоқлар ҳажми сезиларли даражада камайган. Жаҳон миқёсида 5670 миллион гектар ернинг биофизик ҳолати ёмонлашмоқда, шундан 1660 миллион гектар (29 фоиз) инсон фаолияти натижасида деградацияга учраган ерлардир. Қолган 4,026 миллион гектар табиий ёки антропоген жараёнлар таъсирида деградацияга учраган майдонлар қаторига киради. Деградацияга учраган эрларнинг қарийб ярми паст биофизик мақомга эга ва юқори биофизик мақомга эга бўлган ҳудудларга қараганда деградацияга кўпроқ сезгир. Тахминан 656 миллион гектар (дунёдаги биофизик жиҳатдан ёмонлашаётган эр майдонининг 12 фоизи) ўртача босим остида, бу инсоният деградациясини бошлаш учун этарли бўлиши мумкин. Ушбу ҳудудларнинг аксарияти ернинг антропоген деградациясига дучор бўлиши мумкин. Бу эса жаҳонда ер ресурсларининг қарийб 41 фоизи деградацияси антропоген деградация билан боғлиқ бўлиши мумкин, деган хулосага келиш имконини беради. [12]

БМТнинг Озиқ-овқат ва қишлоқ хўжалиги ташкилоти экспертлари томонидан халқаро миқёсда қишлоқ хўжалигида ер ресурсларидан фойдаланиш самарадорлигини баҳолаш мақсадида ўтказилган тадқиқотлар қуйидаги хулосалар олиш имконини беради:

- қишлоқ хўжалиги маҳсулотларини етиштиришда нисбатан кўп ёғингарчилик бўладиган ҳудудларда жаҳон қишлоқ хўжалиги маҳсулотларининг 60 фоизи етиштирилади. [3] Жаҳон қишлоқ хўжалигида фойдаланилаётган ер ресурсларининг таркиби бўйича таҳлил қилинганда, экин майдонларининг 80 фоизи, жумладан, суғориладиган ерларнинг 40 фоизи айнан ёғингарчилик нисбатан кўпроқ бўладиган ҳудудларда жойлашган;
- 2000 йилда бутун ер юзадаги шаҳарларнинг ҳудуди 0,5 фоиздан камроқ улушга эга бўлган бўлса, кейинги йилларда жаҳон мамлакатларида кичик, ўрта ва йирик шаҳарларни ташкил этилишининг кучайиши натижасида 2022 йилга келиб, дунё аҳолисининг қарийб 56 фоизи турли шаҳарларда истиқомат қилмоқда. Мазкур тенденциялар жаҳон қишлоқ хўжалигида унумдор ер ресурсларининг шаҳарлар ҳудудларига қўшилишига олиб келган ҳолда, қишлоқ хўжалигида ер ва сув ресурсларидан фойдаланиш амалиётига жиддий таъсир кўрсатмоқда;
- бугунги кунда қишлоқ хўжалигида ер ресурсларидан фойдаланиш самарадорлигини оширишнинг яна бир муҳим сабабларидан бири, бу ер юзидаги тупроқларнинг қарийб 33,0 фоизи ўртача ёки кучли даражада деградацияга учраганлиги ҳисобланади;
- сўнгги йилларда ер юзида тупроқ эрозияси тобора кучайиб бориш тенденциясига эга бўлган ҳолда, ҳар йили жаҳонда ўрта ҳисобда 20-37 млрд. тонна тупроқнинг юқори қатлами тупроқ эрозияси сабабли олиб ташланмоқда. Ушбу ҳолат қишлоқ хўжалигида экинлар ҳосилдорлиги, тупроқнинг углерод, озуқа моддалари, сувни сақлаши ва айланиши каби хусусиятларига салбий таъсир кўрсатади. Жумладан, тупроқ эрозияси сабабли жаҳонда дон етиштиришнинг ўртача йиллик йўқотиш ҳажми 7-8 млн. тоннани ташкил этмоқда. [12]

Хулоса ва таклифлар:

Қишлоқ хўжалигида ер ресурсларидан фойдаланишнинг жаҳон амалиёти таҳлили қуйидаги илмий хулосаларни олиш имконини берди:

1. Тараққий этган мамлакатлар қишлоқ хўжалигида ҳудудлардаги тупроқларнинг техник хусусиятларидан келиб чиққан ҳолда, қишлоқ хўжалиги маҳсулотларини етиштиришга ихтисослаштириш устувор аҳамият касб этади;

2. Қишлоқ хўжалигида ер ресурсларидан фойдаланиш самарадорлигини ошириш мақсадида ушбу соҳада хўжалик фаолияти юритаётган деҳқон ва фермер хўжаликларининг ерга нисбатан мулкчилик муносабатларини бозор компонентлари билан тўйинтириш, хусусийлаштириш орқали ер ресурсларидан фойдаланиш самарадорлигини оширишга эришилиши мумкин;

3. Қишлоқ хўжалигида фойдаланиладиган ер ресурсларини фақатгина деҳқон ёки фермер хўжаликларига арзон нархларда сотиш ёки улардан фойдаланганлик учун солиқ юкини камайтириш қишлоқ хўжалиги маҳсулотлари нархларини кескин ортиб кетишини олдини олади;

4. Қишлоқ хўжалигида ер ресурсларидан фойдаланиш бўйича деҳқон ва фермер хўжаликлари учун ажратилиши мумкин бўлган минимал ва максимал ер ҳудуди ҳажмининг ўрнатилиши, жумладан қишлоқ хўжалигида фойдаланиш учун мўлжалланган ер ресурсларини фақатгина ушбу соҳадаги тегишли билим, малакага эга бўлган фермер ва деҳқон хўжаликларига ажратилиши узоқ муддатли истиқболда қишлоқ хўжалигида ер ресурсларидан фойдаланиш самарадорлигини ошириш имконини беради.

Юқорида келтириб ўтилган ҳолатлар мамлакатлар қишлоқ хўжалигида ер ресурсларидан оқилона ва самарали фойдаланиш заруриятини уйғотади. Жумладан, мамлакатимиз қишлоқ хўжалигида ер ресурсларидан фойдаланиш самарадорлигини ошириш мақсадида, ушбу соҳада жаҳон мамлакатларидан жамланган илғор, бой хориж амалиётини қиёсий таҳлил қилиш орқали республика қишлоқ хўжалигида ер ресурсларидан фойдаланиш амалиётида ижодий фойдаланиш имкониятлари аниқлаш долзарб илмий ва амалий аҳамият касб этади.

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СУЩНОСТЬ И ЗНАЧЕНИЕ НАЦИОНАЛЬНОГО БРЕНДИНГА СТРАН В УСЛОВИЯХ ГЛОБАЛИЗАЦИИ

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Аннотация: в этой статье рассмотрены и проанализированы такие понятия как «национальный бренд» и «национальный брендинг», изучены подходы разных авторов к трактовке данных терминов, раскрыты сущность и значение национального брендинга в условиях глобализации мировой экономики, а также определены функции национального брендинга и предложена альтернативная формулировка данной терминологии.

Ключевые слова. национальный бренд, национальный брендинг, конкурентная идентичность, имидж национального бренда, идентичность национального бренда, стейкхолдеры.

GLOBALLASHUV SHAROITIDA MAMLAKATLAR MILLIY BRENDINING MOHIYATI VA MAZMUNI

Achilova Nargiza Baxtiyorovna
Toshkent davlat iqtisodiyot universiteti
Katta o'qituvchisi

Anotatsiya. Ushbu maqolada "milliy brend" va "milliy brending" tushunchalari ko'rib chiqilgan va tahlil qilingan, ularni talqin qilishda turli olimlarning yondashuvlari o'rganilgan, globallashuv sharoitida milliy brendingning ahamiyati va zaruriyati ochib berilgan hamda muallif tomonidan ushbu atamalarga muqobil ta'rif taklif qilingan.

Kalit so'zlar. milliy brend, milliy brending, raqobatli o'ziga xoslik, milliy brendning o'ziga xosligi, steykxolderlar

THE ESSENCE AND IMPORTANCE OF NATIONAL BRANDING OF COUNTRIES IN THE CONDITIONS OF GLOBALIZATION

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Abstract. This article examines and analyzes such concepts as "national brand" and "national branding", examines the approaches of different authors to the interpretation of these terms, reveals the essence and significance of national branding in the context of globalization of the world economy, and also defines the functions of national branding and proposes an alternative formulation this terminology.

Keywords. national brend, national brending competitive identity, national brand image, national brand identity, stakeholders.

Введение:

Национальный бренд на сегодняшний день является самым успешным маркетинговым инструментом улучшения имиджа страны и его продвижения на мировой арене. В связи с этим в последнее время страны начали уделять всё большее внимание вопросу формирования национального бренда и его трансляции через каналы коммуникации. Успешный, узнаваемый, правильно позиционированный национальный бренд может обеспечить конкурентное преимущество страны, как в политической, так и в экономической, социальной и других сферах мирового хозяйства. Следует отметить, что мировые рейтинги страны, её экономическая и политическая мощь напрямую зависят от её имиджа, сложившегося на основе многочисленных факторов, на протяжении десятилетий образа, который может служить как положительную, так и отрицательную роль в восприятии страны и её «мягкой силы».

Анализ тематической литературы:

Тема национального брендинга приобрела особую популярность и начала широко распространяться во всём мире с начала XXI века. Теоретические и методологические предпосылки для исследования данной темы содержатся в трудах известных отечественных и зарубежных специалистов, посвященных проблемам территориального, национального, международного маркетинга, а также публичной дипломатии.

Так, на протяжении нескольких лет национальный брендинг стал одним из наиболее изучаемых направлений маркетинга зарубежными экспертами, правительственными и неправительственными организациями, различными субъектами хозяйственной деятельности.

Национальные бренды, в роли маркетинговых инструментов рассмотрены в научных публикациях таких международных экспертов, как Ф.Котлер[1], С.Анхольт[2], К.Динни[3], В.Олинз[4], Ин Фан[5], Т.Гэд[6], Х.Гаджинсон[7], М.Каварациз[8], Ж.Рэндон[9], Ф.Гилмор[10], Хелсоп[11] и др.

Также среди учёных стран СНГ, следует отдельно отметить труды Канаевой[12], Кортунова[13], Галумова[14], Курсаевой[15], Тюкаркиной[16], М.Чакиева[17], Василенко[18] и др.

Значительный вклад в развитии маркетинговых систем и использования маркетинговых инструментов, повышения экспортного потенциала предприятий и отраслей, а также, вопросам развития системы национального маркетинга в Республике Узбекистан посвящены исследования Б.Хадиева, А.Бекмурадова, М.Р.Болтабоева, С.Гулямова, М.Касымовой, Т.Шадиева, З.Адыловой[19], Ш.Эргашходжаевой, М.Насриддинова, вопросам продвижения национальных отечественных брендов посвящены работы Д..Ахмедова, М.Эшова, С.Эшматова, и др.

Хотя уделяется немало внимания вопросам улучшения внешнего имиджа страны за рубежом, маркетинговые особенности формирования и продвижения национального бренда в условиях глобализации мировой экономики, создание единой национальной брендинговой стратегии для улучшение конкурентных позиций страны требуют более глубокого изучения.

Методология исследования:

Теоретической и методологической основой научной статьи являются материалы, содержащиеся в научных трудах отечественных и зарубежных экономистов, ведущих маркетинговых агентств в области брендинга, маркетинга, теории международного бизнеса, а также материалы научно-практических конференций. В качестве специальных методов исследования в работе использованы: методы сравнительного, логического, аналитического анализа, а также индукции и дедукции др.

Результаты исследования:

Хотя теория национального брендинга корнями уходит в далёкие 70-е годы XX века, официально этот термин был введён в оборот в 2005г. независимым политическим советником по вопросам построения национального – имиджа государства, мировым исследователем С.Анхольтом, который определяет национальный брендинг как «формирование имиджа страны на основе ее идентичности, что носит односторонний характер и стремится охватить максимально широкий круг стран/потребителей для продвижения в первую очередь экономических интересов государства».[20] Исследователь также подчёркивает, что национальный бренд страны – это «сумма восприятий людей по отношению к стране в рамках шести направлений государственной деятельности, таких как: экспорт, государственное управление, туризм, инвестиции и иммиграция, культура и наследие, население» [20]. Концепция конкурентной идентичности представлена в виде шестиугольника (Branding Hexagon), которая формируется на основе шести вышеуказанных элементов современного бренда территории (рис.1).

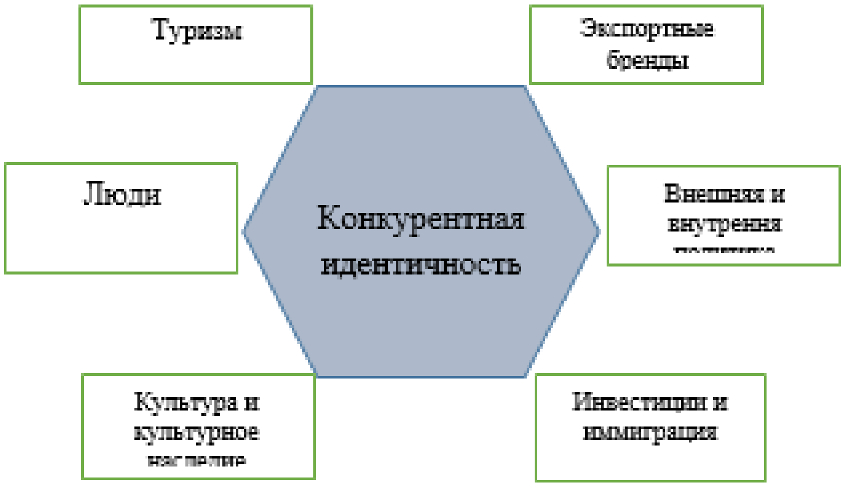

Рис.1. Шестиугольник конкурентной идентичности[21].

Модель повышения конкурентоспособности страны с использованием технологий и инструментария публичной дипломатии и управления брендами Анхольта, созданная на основе его концепции «конкурентной идентичности» послужила разработке теоретических основ национального брендинга параллельно в двух областях знаний — в политике и маркетинге.

По мнению эксперта в области брендинга Уолли Олинза, границы между государством и политикой, с одной стороны, и компаниями и экономикой — с другой, постепенно размываются; отношения между компаниями и странами становятся все более похожими (Olins 1999). В этом контексте национальный бренд может использоваться в целях развития экономики и дипломатии, утверждает Гаджинсон, соответственно, бизнес и политика нуждаются в интеграции для реализации одних и тех же задач (Gudjonsson 2005).

Томас Гэд, в своей модели «4D Branding» предлагает выбирать в качестве объекта имиджирования продукты и таланты государства, а не страну и ее народ, тем самым критикуя Анхольта за вовлечение в процесс формирования имиджа государственные структуры, создающие опасность неверной трактовки понятия «национальный брендинг». Согласно теории «четырехмерного брендинга» Томаса Гэда, успешный бренд строится по четырем главным направлениям: рациональному, эмоциональному, духовному и социальному и представляет собой системную ценность в сознании людей (Gad 2001).

Ф.Котлер и Д.Гертнер (Kotler и Gertner 2002), также поддерживают идею определения бренда через набор сложившихся в сознании людей восприятий, определяя национальный бренд как «…это сумма убеждений, впечатлений, которые есть у людей по отношению к стране, некоторый образ, представляющий собой упрощение большого количества ассоциаций, связанных с государством, и информации о нем» (Kotler и Gertner 2002). Исследователи отмечают, что национальный бренд является продуктом мыслительных процессов по выбору значимой информации в большом количестве имеющейся и выделяют так называемые «коммуникаторы» в качестве компонентов формирования и продвижения национального бренда, такие как средства массовой информации, музыка, классическое и современное искусство, индустрия развлечений, известные личности и официальные заявления правительства. Неоспорим тот факт, что национальный брендинг способствует устранению или изменению стереотипов о стране благодаря активным коммуникациям и информационной работе, а также спланированному системному воздействию на целевую аудиторию.

Другое определение национального бренда даёт известный ученый из токийского Temple University Japan, автор множества статей по вопросам брендинга и маркетинга территорий Кейт Динни, описывая его как «уникальной многомерной совокупности элементов, которая обеспечивает государству дифференцирующую особенность, релевантную его специфике и актуальную для всех целевых аудиторий» (K. Dinnie 2008, 15). В видении учёного, национальный бренд — это совокупность инструментов, при помощи которых формируются отличительные характеристики государства. Также рассматриваются различные целевые аудитории и их отличительные характеристики, которые должны быть для них актуальными. Учёный подчёркивает, что национальный бренд оценивается не через сформированные образы и убеждения, а на основе выделения особенностей страны, релевантных специфике государства и корректно донесенных до различных стейкхолдеров.

Параметры, формирующие идентичность национального бренда по К.Динни (Dinnie, и др. 2010), представленны на рис.1.

Рисунок 2. Параметры национальной идентичности (К. Динни)

Все эти компоненты идентичности национального бренда олицетворяют культурное наследие нации, формировавшееся в течении длительного времени. При возникновении необходимости создания национального бренда, в целях представления страны с наиболее выгодной позиции, правительство может не использовать все, а выборочно выделять те или иные компоненты идентичности национального бренда.

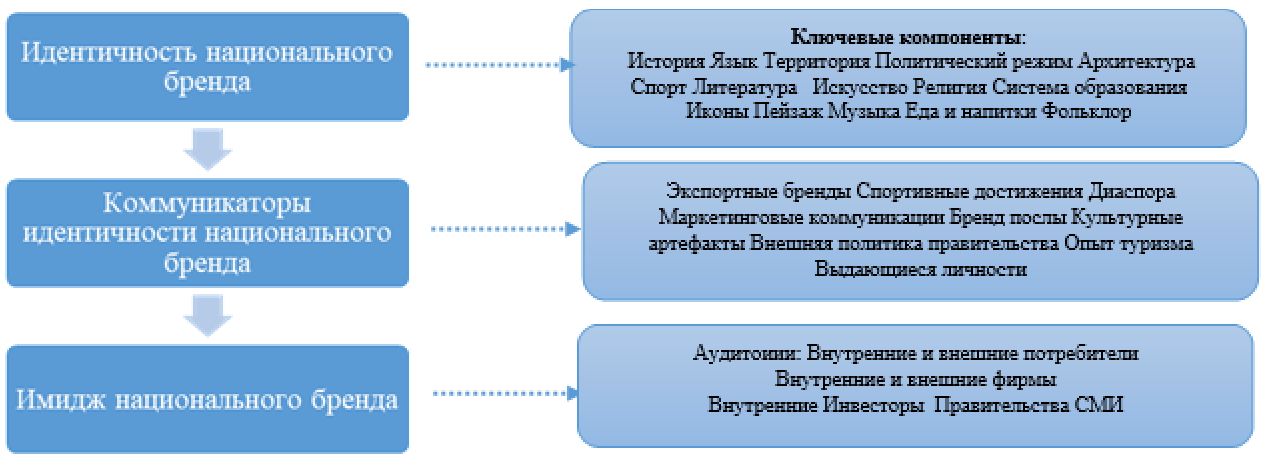

Рисунок 3. Концептуальная модель идентичности и имиджа национального бренда[23] .

Концептуальная модель идентичности и имиджа национального бренда К.Динни, показанная на рис.3 демонстрирует многомерный характер конструкций идентичности и имиджа в контексте национального брендинга. Динни предполагает, что при построении своих национальных брендов, разные нации будут избирательно сосредотачиваться на тех компонентах и коммуникаторах идентичности, которые наиболее подходят для достижения конкретных целей их национального брендинга. Например, некоторые страны могут извлекать выгоду из целого ряда экспортных брендов и, следовательно, стремиться интегрировать экспортные бренды в качестве коммуникатора идентичности национального бренда страны, тогда как другие страны могут больше сосредотачиваться на знаменитых спортивных достижениях, туристических достопримечательностях, активизации совей диаспоры и т.д. Какое бы направление не было выбрано, страны всё больше осознают, что сегодня, в эпоху глобализированной экономики, имидж страны приобретает всё большое значение.

Ключевые компоненты идентичности национального бренда, такие как история, территория, спорт, иконы, фольклор и т.д. представляют собой непреходящую сущность нации. Из этих устойчивых характеристик вытекают коммуникаторы идентичности национального бренда – они могут быть как материальными, так и нематериальными. Модель показывает, как вследствие идентичности национального бренда формируется имидж национального бренда с помощью таких коммуникаторов, как культурные артефакты, диаспора, представители бренда, маркетинговые коммуникации и т.д. Например, экспорт фирменных товаров может играть важную роль в создании имиджа национального бренда у внешних потребителей, но их рыночная реакция будет частично определять, какие виды экспортного бренда будут коммерчески устойчивыми. Это важный аспект конструкции национального бренда, так как он демонстрирует, что национальный бренд может стремится к определённому имиджу бренда, но неконтролируемость внешних агентов ограничивает точность, с которой можно управлять имиджем национального бренда. Концептуальная модель также иллюстрирует широкий круг аудиторий, на который должен ориентироваться национальный бренд.

В тоже время, стоит отметить некоторые недочёты предложенной модели: во-первых, в «коммуникаторы» идентичности национального бренда включены как инструменты целенаправленной бренд-политики (маркетинговые коммуникации бренд-послы), так и спонтанный факторы (экспортные товарные бренды, что диаспора, культурные артефакты). Данилова отмечает что медиа в модели Динни целевые группы выделены нецелесообразно, так как: «медиа должны выступать медиатором, коммуникатором при формировании национальной бренд-политики, а правительство – ее активным творцом». Кроме того, имидж представленный в качестве конечной цели предложенной модели, является частью, сопровождающим элементом этой политики, формируемым на основе ее массового восприятия, считает автор. (Данилова 2021, 17-18)

Российский учёный С. В. Кортунов, занимающийся проблемами кризиса национальной идентичности в условиях глобализации, характеризует идентичность как исторически сложившееся представление страны о самой себе (Кортунов 2009, 8). Подобная идентичность черпает истоки из ценностей, культуры и истории, политического и экономического устройства страны, ее географического положения, а также этнического и религиозного состава населения, которые в совокупности создают в сознании представителей целевой аудитории определенные ассоциации с брендом страны. Утрата идентичности же ведет к потере значительной части национального суверенитета государств и неспособности самостоятельно вести внутреннюю и внешнюю политику.

В целом, архитектуру национального бренда можно представить следующим образом (см. таб.1).

Все преимущества и недостатки стран так или иначе отражаются на одном из указанных направлений и для усиление национального бренда требуется системный подход по улучшению показателей каждого критерия: туризма; повышение экспорта качественных продуктов и услуг; государственной политики (внутренней и внешней); репутации населения; культурного наследия, традиции; создание благоприятного инвестиционного климата и квалифицированной рабочей силы.

Таблица 1.

Архитектура построения национального бренда

НАЦИОНАЛЬНЫЙ БРЕНД	Туризм ● Бренды регионов ● Бренды городов ● Территориальные бренды	Экспорт ● Товары ● Услуги	Инвестиции ● Внутренние ● Внешние	Человеческий капитал ● Отраслевые эксперты ● Наука ● Образование
	Спорт ● Национальные бренды ● Региональные бренды	Культура ● Культурные бренды	Государственное управление ● ФОИВ ● Институты развития ● Политические бренды	

Источник: Интернет-сайт Sostav.ru. БИЗНЕС. Национальный бренд «Сделано в России»: от каталога до государственной стратегии. 14.06.2017.

В целом **функции национального бренда** можно разделить на следующие:

1. Идентификация – позволяет облегчить аудитории (резидентам, иностранным гражданам, зарубежным государствам и компаниям, международным организациям) восприятие информации о позитивных сторонах жизни, о преимуществах, привлекательностях и ценностях страны.

2. Идеализация – призвана обеспечить режим наибольшего благоприятствования, восприятию положительного образа страны.

3. Противопоставление – строится на основе других имиджей, имиджей других стран или прошлого своей страны.

4. Номинативная - обозначает (выделяет, отстраивает, дифференцирует) государство в сложившейся геополитической ситуации и среде других государств, демонстрирует её отличительные качества.

5. Эстетическая – призвана облагородить впечатление, производимое на общественность других стран, а также местное население (народ страны).

6. Адресная – подразумевает, что существует связь между имиджем страны и целевой аудиторией (стейкхолдерами), для которой он предназначен, и что он отвечает на потребности и ожидания этой аудитории.

Имидж страны может быть определен как устойчивая, структурированная, с явно выраженной оценочной компонентой система стереотипов, сформированных у целевых аудиторий относительно данной страны. Таким образом, имидж национального бренда — это сформировавшееся мнение о стране, и независимо от осуществляемых государством действий в этом направлении, имидж национального бренда есть всегда. Но он подвержен внутренним и внешним факторам воздействия, следовательно, если не предпринимаются соответствующие меры по управлению имиджем, в этом случае, он формируется неконтролируемыми источниками и может не отражать те смыслы, которые стремится транслировать государство, или даже иметь негативный посыл. Вне зависимости от того, идёт речь об имидже или идентичности национального бренда, управление происходит при помощи национального брендинга.

Национальный брендинг направлен на анализ, формирование и управление репутацией страны (тесно связанных с геобрендингом). В книге «Дипломатия в глобализирующем мире: теории и практика» национальный брендинг трактуется как «применение концепций и технологий корпоративного маркетинга для стран в интересах повышения их репутации в международных отношениях» (Kerr и Wiseman 2013). В отличие от брендинга продукта, национальный брендинг — более сложный и длительный процесс, который охватывает множество стейкхолдеров, которые должны быть в равной степени вовлечены в управление им для достижения цели. Хотя национальный брендинг имеет как экономические, так и политические особенности формирования, он прочно связан с маркетингом, в связи с чем, в основу управления национальным брендом закладываются маркетинговые инструменты. В силу специфики объекта брендирования в рамках реализации национального брендинга в формировании и управлении им могут быть использованы далеко не все инструменты и принципы корпоративного и продуктового брендинга. Этим обуславливается необходимость однозначного понимая цели применения тех или иных инструментов брендинга. В то время как национальный брендинг обращается к стране как к бренду, процесс управления этим брендом направлен на достижение конкурентного преимущества перед другими странами (S. Anholt, Place branding: is it marketing, or isn't it? 2008) (K. Dinnie 2008) (Lee 2009). Национальный брендинг связан с транслированием идентичности национального бренда с целью повышения конкурентоспособности государства (Mihailovich 2006) (S. Anholt, Competitive Identity: The New Brand Management for Nations, Cities and Regions, 2006) (Fan, Branding the nation: Towards a better understanding. 2010), усиления имиджа (Fan, Branding the nation: What is being branded, 2006) (Fan, Branding the nation: Towards a better understanding, 2010) и достижения политических и экономических интересов (Kotler и Gertner 2002) (Szondi 2007). Важная функция национального брендинга обращена к созданию ясной, простой, дифференцирующей идеи, понятной различным стейкхолдерам (Jaffe и Nebenzahl, 2001). При этом учёные обращают внимание на то, что для эффективной реализации национального брендинга не следует фокусироваться лишь на одной сфере деятельности государства, какой бы значимой для страны она ни была, а комплексно использовать также политическую, культурную, деловую и спортивную составляющие.

Поскольку национальный брендинг направлен на формирование единого образа среди большого числа различных целевых аудиторий, он обращается к более сложным сущностям, в связи с чем, фокус на одной сфере деятельности может привести к значительным ограничениям коммуникаций и мероприятий, а также смыслов, ценностей и приоритетов, транслируемых национальным брендом. Согласно исследовании Рендона, национальный брендинг направлен на то, чтобы помочь стране развивать и транслировать свои сильные стороны, при этом цели национального брендинга сводяться в узкое направление - на привлечение иностранных инвесторов и туристов (Rendon 2003). Разделяет подход Рендона, Анхольт уточняет, что национальный брендинг связан с планированием, управлением и экономическим развитием государства (S. Anholt, Competitive Identity: The New Brand Management for Nations, Cities and Regions, 2006).

На наш взгляд, комплексное определение национального брендинга отражено в работе Тюкаркина О.: «Национальный брендинг – это комплекс мер в сфере экспорта, туризма, культуры, внутренней и внешней политики и инвестиций по разработке и имплементации стратегии построения бренда государства, направленный на улучшение имиджа страны, воспринимаемого как местным населением, так и иностранцами и активируемого с помощью различных инструментов (коммуникации, маркетинговые инструменты, публичная дипломатия и т.д.)» (Тюкарина, 2012).

Выводы и заключения:

Хотя в зависимости от подходов разных авторов к вопросу национального брендинга, сферы её деятельности отличаются, можно заключить, что национальный брендинг, будучи деятельностью по созданию, развитию и управлению национальным брендом, является способом формирования имиджа национального бренда. Характер отношений между имиджем национального бренда и национальным брендингом определяется как «цель» и «средство», где формирование имиджа национального бренда — цель, а национальный брендинг — средство ее достижения [Тюкарина, 2012]. При этом ключевую роль играет идентичность национального бренда, сущность которой транслируется при помощи инструментов национального брендинга для формирования определенного имиджа национального бренда [Anholt, 2011].

Следовательно, для формирования необходимого имиджа национальный брендинг должен быть связан с государственными программами и отражать реальный вектор развития государства. А также, во избежания разрыва между идентичностью и имиджем национального бренда, национальный бренд должен быть основан на государственной политике, выступая инструментом ее реализации. Таким образом, под имиджем национального бренда понимается уже сформированный в сознании стейкхолдеров национальный бренд, а под идентичностью бренда подразумевается образ восприятия, для которого планируется национального бренд.

Под национальным брендингом мы рассматриваем комплексную структуру осуществлении деятельности по созданию и развитию национального бренда, а также по управлению им среди различных групп стейкхолдеров. В то время как, национальный бренд рассматривается как совокупность смыслов, образов и ассоциаций, которые имеются у людей по отношению к государству, включающая свою идентичность и имидж.

В заключение отметим, что национальный бренд страны является мощным фактором, определяющим её международный статус, влияние, политические и экономические возможности, а также внутреннюю и внешнюю стабильность и конкурентоспособность. В свою очередь, национальный брендинг способствует повышению и укреплению позитивного имиджа государства путем формирования и продвижения общей для всех целевых аудиторий (стейкхолдеров) системы ценностей, в соответствии с которой на той или иной территории осуществляется экономическая, политическая, культурная и социальная деятельность.

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МАМЛАКАТИМИЗНИНГ ТАДБИРКОРЛИК СУБЪЕКТЛАРИНИ ИЖТИМОИЙ ФАОЛИЯТИНИ ҚЎЛЛАБ-ҚУВВАТЛАШДАГИ ИШТИРОКИ

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Аннотация. Ушбу мақолада мамлакатимизда тадбиркорлик субъектларини фаолиятини қўллаб-қувватлаш, тадбиркорлик субъектларининг ижтимоий фаоллиги тушунчаси, тадбиркорларнинг ижтимоий фаоллигини оширишдаги муаммолари, ижтимоий муҳит ҳақида батафсил тўхталиб ўтилган. Мамлакатимизда тадбиркорлик фаолиятини ривожлантириш йўллари орқали, ижтимоий фаолликни оширишга доир қарашлар ва йўналишлар ўрганилган. Тадбиркорларнинг ижтимоий фаолиятини ошириш механизмлари таклиф этилган.

Калит сўзлар. тадбиркорлик, ижтимоий фаолият, давлат, сиёсат, жамият, иқтисод, психология, тараққиёт, ривожлантириш, корхона, ижтимоий муаммолар, кредитлаш.

УЧАСТИЕ НАШЕЙ СТРАНЫ В ПОДДЕРЖКЕ СОЦИАЛЬНОЙ ДЕЯТЕЛЬНОСТИ ПРЕДПРИНИМАТЕЛЬСКИХ СУБЪЕКТОВ

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Аннотация. В данной статье подробно рассматривается поддержка деятельности хозяйствующих субъектов в нашей стране, концепция социальной активности хозяйствующих субъектов, проблемы предпринимателей в повышении их социальной активности, социальная среда. Через пути развития предпринимательской деятельности в нашей стране были изучены взгляды и направления по повышению социальной активности. Предложены механизмы повышения социальной активности предпринимателей.

Ключевые слова. предпринимательство, социальная деятельность, государство, политика, общество, экономика, психология, развитие, девелопмент, предприятие, социальные проблемы, кредитование.

PARTICIPATION OF OUR COUNTRY IN SUPPORTING THE SOCIAL ACTIVITIES OF BUSINESS ENTITIES

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Abstract. This article discusses in detail the support of the activities of business entities in our country, the concept of social activity of business entities, the problems of entrepreneurs in increasing their social activity, the social environment. Through the ways of developing entrepreneurial activity in our country, views and directions on increasing social activity have been studied. Mechanisms for increasing the social activity of entrepreneurs have been proposed.

Keywords. entrepreneurship, social activities, state, politics, society, economics, psychology, development, development, enterprise, social problems, lending.

Кириш:

Ўзбекистонда тадбиркорлик жамиятининг ижтимоий-иқтисодий муносабатлари мужассамлашган, яққол намоён бўладиган ҳамда тез ривожланиб бораётган ва ҳаракатчан соҳасига айланиб бормоқда. Мамлакатда бозор муносабатларининг шаклланиши ва иқтисодий тараққиётида унинг ўрни ва роли тобора сезиларли тус олиб бормоқда.

XX асрда тадбиркорликни илмий-амалий таҳлил қилишда янги Австрия мактаби атоқли вакили бўлган У.Шумпетер катта роль ўйнайди. У тадбиркорликнинг ижтимоий фаолиятини ҳаракатчан иқтисодий жараёндаги ролини, унинг яратувчанлик функциясини аниқлайди, тадбиркорнинг психологик қиёфасини чизади. Унга кўра, тадкбиркор иқтисодиётни ҳаракатлантирувчи асосий кучдир. Тадбиркорликка айрим ҳолларда ўз-ўзидан мавжуд бўлган йўналиш деб, эътиборсизлик билан қарашларни танқид қилиб, тадбиркорликги бўлмаган иқтисодиётни тасаввур қилиб кўришни тавсия этади. У тадбиркорнинг ижтимоий фаолиятини асосан энергияси, иродаси, интилиши инвестиция сиклини ҳаракатга келтиради, техникавий тараққиётнинг юқори чўққисига кўтарилишига имкон яратади, инқирозга учраган иқтисодиётни қайта жонлантиради ва тиклайди деб эътироф этади.

Шумпетер тадбиркорликни ижтимоий фаолиятининг мақсадлари, тадбиркорнинг интилиш сабабларини ўрганиб, унинг психологик қиёфасини қуйидагича ифодалайди[1]:

1) ҳақиқий тадбиркорда ҳукмронлик қилиш, эгалик қилишга интилиш моддий фаровонликка эришишдан ҳам кучлироқ ривожланган бўлади;

2) ирода тадбиркорни ғалабага етаклайди, фойда эса унинг учун муваффақият барометри бўлиб хизмат қилади;

3) ҳақиқий тадбиркор ижод ва яратишга интилади ва у бу билан қувончини ҳис қилади деб келтириб ўтган.

Ўзбекистонда тадбиркорлик учун зарур бўлган шарт-шароитлар яратилган, мавжуд обектив шарт-шароитлар етарли: мамлакатдаги табиий бойликлар, ўсимлик ва ҳайвонот дунёси, энергия, ер, сув, меҳнат ва бошқа ресурслар тадбиркорликни хомашё, ёқилғи-энергия ва бошқа керакли материаллар билан тўлиқ таъминлашга қодир, иқлими ҳам тадбиркорлик учун қулай. Тадбиркорликка ижтимоий фаолиятни амалга ошириш ва ривожлантириш учун жамият томонидан ҳам қулай шарт-шароитлар яратилган: тадбиркорликка оид қонунчилик шаклланган ва тадбиркорлар фойдасига такомиллаштириб борилмоқда, тадбиркорликни қўллаб-қувватлаш сиёсати амал қилиб келмоқда, мазкур сиёсатнинг самарадорлигини ошириш мақсадида тадбиркорликни қўллаб-қувватлаш Давлат дастури қабул қилинган, махсус давлат органлари ва нодавлат ташкилотлари тузилган, тадбиркорлик субектлари учун бир қатор имтиёзлар белгиланган, уларнинг эркин ва мустақил фаолият юритишлари, ҳуқуқлари ва мол-мулклари кафолатланган ва ҳоказо. Бундай имкониятлар йилдан-йилга кенгайиб бормоқда.

Мавзуга оид адабиётлар таҳлили:

Девид Борнштейн тадбиркорлик субъектларининг ижтимоий масъуллигини кўриб чиқишда кўплаб ижодий, ноанъанавий стратегиялардан фойдаланган, шу туфайли, ҳатто “ижтимоий инноватор” атамасини “тадбиркорнинг ижтимоий масъуллиги” атамаси билан алмаштириб ишлатган [2].

Бангладешлик олим Nazrul Islam тадбиркорликнинг ижтимоий фаоллиги мамлакат аҳолисининг турмуш даражасини ривожлантириш орқали жамиятни сезиларли даражада ўзгартириши мумкин. Бироқ, тадбиркорликни ривожлантиришда давлат томонидан ҳал қилинадиган баъзи жойлар мавжуд. Ижтимоий тадбиркорликни ривожлантириш ушбу соҳани ривожлантириш асоси бўлиши мумкин [3].

Anica Iancu, Luminita Popescu ва Virgil Popescu лар ижтимоий тадбиркорлик фаоллиги корхоналар ташаббуснинг янги тури бўлиб, уларнинг роли ижтимоий муаммоларни бизнесга хос усуллар: маҳсулот ва хизматларни ишлаб чиқариш ва сотиш орқали ҳал қилишдир. Ижтимоий тадбиркорлик фаолиятнинг турли соҳаларида ижтимоий ёки фойда келтирмайдиган ташкилотларнинг янги турларини яратишга олиб келади: иқтисодий, таълим, тадқиқот ва бошқалар [4].

З. Сабирова ижтимоий йўналтирилган тадбиркорларни давлат томонидан қўллаб-қувватлаш чоралари айниқса муҳим эканлигига эътибор қаратади: ижтимоий тадбиркорлик, тадбиркорлик ва хайрия ижтимоий жавобгарлиги элементлари билан соф шаклда тадбиркорлик ўртасида оралиқ позицияни эгаллайди, ўзига хос хусусиятларидан келиб чиқиб, ресурслар учун ҳам, истеъмолчи учун ҳам рақобатлашишга мажбур бўлади. унинг маҳсулотлари ва хизматлари жамият учун хизмат қилади деб келтириб ўтган [5].

И.В.Яхнеева, А.В.Павлова ижтимоий тадбиркорликнинг ривожланиш даражаси жамият етуклигининг кўрсаткичларидан биридир. Унинг динамикаси тадбиркорлик фаолиятининг турли даражаларида ижтимоий муаммолар қанчалик муҳим бўлиб келаётганини кўрсатади. Тадбиркорликнинг ижтимоий масалаларга анъанавий эътибори, қоида тариқасида, давлат сиёсати, халқаро стандартларга риоя қилиш зарурати ёки қулай имиджни шакллантириш билан боғлиқ [6].

Ж.Б. Давлетов тадбиркор ўз ташаббуси ва маблағи билан ижтимоий-иқтисодий ҳаётни юксалтиришга хизмат қилади, ўз фаолияти ишбилармонлик муҳитини яратади, унда халқ манфаатларига хизмат қилиш туйғусини шакллантиради, ундаги янгиликка, инновацияга ўчлик мамлакатимизда амалга оширилаётган ислоҳотлар моҳиятига ва динамизмига муофиқ бўлиши керак [7] деб келтириб ўтган.

Тадқиқот методологияси:

Ушбу илмий тадқиқот ишимизни ёритишда, аналитик таҳлил, маълумотларнинг қиёсий таҳлили, солиштирма таҳлил усулларидан фойдаланилди. Таҳлиллар мамлакатимизда тадбиркорлик субъектларининг ижтимоий фаолиятини қўллаб-қувватлашда давлатнинг роли, яратилган шароитлар ва имкониятларни оширишга ва соҳага оид бошқа бир қатор муаммоларни ўрганишга эришилди. Маълумотларни қиёсий таҳлил усули бўйича таҳлиллар амалга оширилиб, мавзуни кенгроқ қилиб ёритиб беришга ҳаракат қилинди. Натижада тадбиркорликнинг ижтимоий фаолиятини ривожлантириш муаммоларни аниқланиб, муаммоларга тегишли илмий асосланган таклифлар берилди ва мушоҳада қилиш асосида илмий хулосаларга келинди. Тадқиқот объекти сифатида тадбиркорлик субъектлари фаолияти ўрганилди.

Тахлил ва натижалар:

АҚШнинг "Makber and Company" фирмаси беш йил давомида (XX аср 80-йилларининг иккинчи ярми) энг кучли ва омадли тадбиркорлар шахсини ўрганиб, уларга хос қуйидаги ўнта махсус фазилатнинг тадбиркорларнинг ижтимоий фаолияти учун муҳим эканлигини аниқлаган[8]:

1. Ташаббускорлик ва изланувчанлик.
2. Қафиятлилик ва тиришқоқлик
3. Таваккалга доимо тайёр бўлиш.
4. Асосий мақсад - самарадорлик ва сифатда бўлиши кераклиги
5. Масъулиятни ўз зиммасига олиш
6. Мақсадни аниқ қўйиш ва унга интилиш
7. Максимал даражада ахборотга эга бўлиш
8. Мунтазам режалаштириш ва назорат қилиш.
9. Ўзгаларни кўндириш ва алоқа ўрнатиш қобилияти.
10. Мустақиллик ва ўз кучига ишониш.

Ўзбекистонда ижтимоий тадбиркорликни ривожлантириш истиқболларини баҳолаш, биринчи навбатда, унинг ривожланишига ҳисса қўшадиган ёки унга қарши турадиган омилларни аниқлаш керак (1-жадвал).

1-жадвал

Ижтимоий тадбиркорликка таъсир қилувчи омиллар[9]

Омиллар	Ижобий таъсир	Салбий таъсир
Ҳуқуқий	Ҳуқуқий мақом ва давлат томонидан қўллаб-қувватлаш дастурларининг пайдо бўлиши	Имтиёзларнинг етишмаслиги
Иқтисодий	Давлат томонидан қўллаб-қувватлаш дастурларининг пайдо бўлиши Мижозларнинг содиқлиги Хизмат кўрсатиш соҳасини ривожлантириш	Кичик ва ўрта бизнес фаолияти даражасининг пасайиши Истеъмолчиларнинг хатти-ҳаракатларини ўзгартириш
Ижтимоий	Йирик корхоналар томонидан корпоратив ижтимоий жавобгарлик дастурларини қўллаб-қувватлаш Ижтимоий муаммоларга жамоатчилик қизиқишининг ўсиши	Аҳолининг заиф қизиқиши, кичик ва ўрта бизнес вакиллари
Технологик	Рақамли муҳит ва хизматларни ривожлантириш географик киришни кенгайтириш	Рақамли ечимларни ишлаб чиқиш билан боғлиқ қўшимча харажатлар

Бугунги кунда кўнгиллилар ҳаракати иштирокчиларининг давлат органлари ва жамоат ташкилотлари билан ўзаро таъсири, «кумуш» кўнгиллиликни ривожлантириш, кўнгиллиликни молиявий ва grant билан қўллаб-қувватлаш, кўнгиллилар иши натижаларини баҳолаш усуллари каби масалалар ушбу соҳада ечимларни талаб қилади. Мамлакатимизда кичик бизнес ва хусусий тадбиркорликнинг улуши йиллар кесимида олганда салбий слдои кўрсатмоқда (2-жадвал).

2-жадвал

Кичик бизнес ва хусусий тадбиркорликнинг улуши умумий ҳажмга нисбатан % да[10]

Кўрсаткичлар	2018	2019	2020	2021	2022	2023Q2
ЯИМ	62,4	56,0	55,7	54,9	51,8	48,6
Саноат	37,4	25,8	27,9	27,0	25,9	26,0
Қурилиш	73,2	75,8	72,5	72,4	71,6	77,1
Бандлик	76,3	76,2	74,5	74,4	74,4	-
Экспорт	27,2	27,0	20,5	22,3	29,5	27,6
Импорт	56,2	61,6	51,7	48,7	49,4	47,6

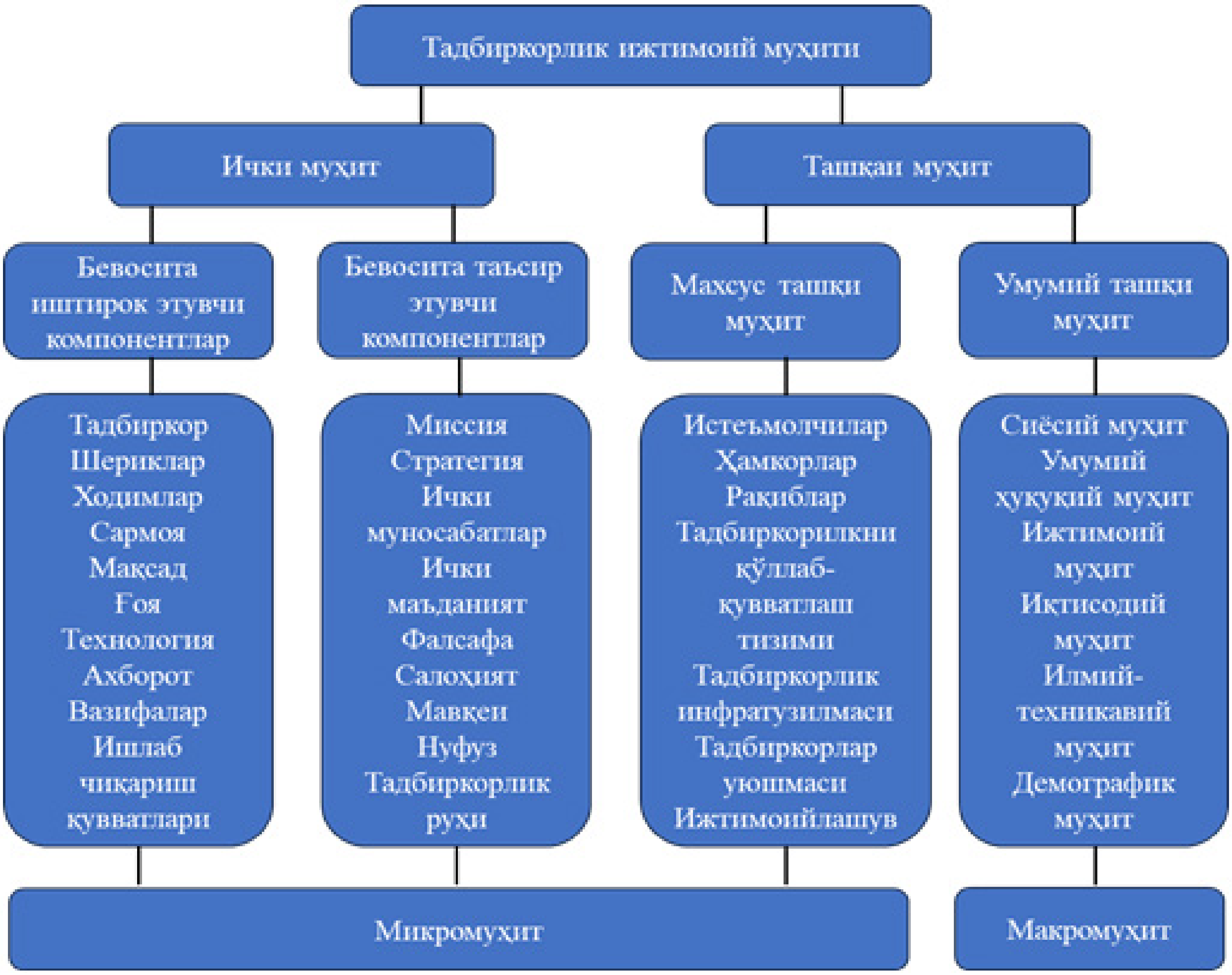
2-жадвал маълумотлари асосида айтиш мумкинки, тадбиркорликни ривожлантириш охирги йилларда сустлашмоқда. Мамлакатимиз томонидан барча шароитлар яратиб берилган вақтда улардан оқилона фойдаланилса тадбиркорилик соҳаси янада ривожланади. Шу билан бирга тадбиркорларнинг ижтимоий фаоллигини оширишга ҳизмат қилади.

Бизнинг фикримизча, кўнгиллилар фаолиятини нафақат давлат муассасалари, идоралар, жамоат ташкилотлари амалиётига интеграция қилиш механизмларини ишлаб чиқиш, балки ўсиб бораётган ижтимоий тадбиркорлар ҳамжамияти билан ўзаро ҳамкорлик қилиш ҳам долзарб йўналишлардан биридир. Бу ижтимоий йўналтирилган бизнеснинг арзон нархлардаги кадрлар имкониятларини кенгайтиришда, ижтимоий тадбиркорларнинг товарлари ва хизматлари бозорларини ривожлантиришда, шу жумладан замонавий тармоқ технологияларидан фойдаланган ҳолда ресурслар алмашинуви учун кўнгилли каналларни ривожлантиришда намоён бўлиши мумкин. Шу билан бирга, кўнгиллилик салоҳиятини ижтимоий бизнесга жалб қилиш давлат тузилмалари томонидан қўллаб-қувватланиши керак.

Назарий жиҳатдан, ижтимоий тадбиркорлик жамоат манфаати ва давлат сектори иқтисодиёти назариялари, шунингдек, оқилона бошқарув назарияси нуқтаи назаридан кўриб чиқилади. Ижтимоий тадбиркорликнинг замонавий тушунчаси ижтимоий тадбиркорлар фаолиятининг турли жиҳатларини фарқлаш билан боғлиқ; мақсадли стратегиялар ва фаолиятнинг лойиҳа шаклларини белгиловчи таъсир ғоялари; бундай бизнесни ташкил етиш белгилари ва шаклларини аниқлаш [11].

Тижорат ташкилотлари кўринишидаги ижтимоий тадбиркорлар ўз корхоналарини тўлиқ назорат қиладилар, аммо ташқаридан minimal молиявий манбаларга ега. Ижтимоий топшириқни бажариш ва фойда олиш зарурати ўртасидаги мувозанатни сақлаш қийин вазифадир [12].

Тадқиқотчиларнинг фикрига кўра, давлат ижтимоий тадбиркорликни қўллаб-қувватлашга киритилганидан бери бизнес (“ижтимоий бизнес”) уни қонунийлаштириш учун намуна бўлганига қарамай, нотижорат ташкилотларнинг роли устун бўлиб қолмоқда [13].



1-расм. Тадбиркорлик ижтимоий муҳити[9]

Ўзбекистонда тадбиркорлик фаолиятини қўллаб-қувватлаш сиёсати, тизими, механизми шакллантирилган ва улар амалга ошириб келинмоқда. Тадбиркорликни қўллаб-қувватлаш сиёсати - бу тадбиркорликни қўллаб-қувватлашнинг назарий асослари, концепсияси, дастурлари, амалга ошириш механизми, йўллари, йўналишлари, воситалари, усуллари, чора-тадбирлари мажмуйидир. Тадбиркорликни қўллаб-қувватлаш тизими - бу тадбиркорликни қўллаб-қувватлаш сиёсати, дастурлари, механизми ва уларни амалга оширишни ташкил этишни таъминлашга масъул давлат органлари ва нодавлат ташкилотлари мажмуйи ҳисобланади.

Тадбиркорликни давлат томонидан қўллаб-қувватлаш қуйидаги асосий йўналишларда амалга оширилади.

1. Тадбиркорликнинг ижтимоий фаоллигига оид меъёрий-ҳуқуқий базани яратиш ва такомиллаштириб бориш. Ўзбекистонда тадбиркорликнинг меъёрий-ҳуқуқий базаси яратилган ва такомиллаштириб борилмоқда. Тадбиркорликка оид бир қатор қонунлар, Президент фармонлари, Вазирлар Маҳкамаси қарорлари қабул қилинди ва уларнинг қатори кенгайиб бормоқда. Фақат уларнинг ижросини таъминлаш ва назорат қилиш лозим.

2. Тадбиркорликнинг ривожланишини ташкилий таъминлаш. Бу йўналишни қўллаб-қувватлаш давлат органлари ва нодавлат ташкилотларини аниқлаш ва тузиш, марказий ва маҳаллий органларнинг шу соҳадаги ваколатлари ва вазифаларини аниқ белгилаш, тадбиркорликни ривожлантиришни қўллаб-қувватлаш давлат дастури ва минтақавий дастурларини тузиш ва амалга оширишни ташкил этиш ҳамда бошқа ташкилий тадбирларни ўз ичига олади.

3. Тадбиркорликни молиявий қўллаб-қувватлаш. Бундай қўллаб-қувватлаш сармоя тўплаш, инвестицияларни жалб қилиш ва амалга оширишга кўмаклашиш, имтиёзли кредитлар беришни

ташкил этиш ва уни кафолатлаш, солиқ имтиёзлари бериш, божхона тўловларидан тўлиқ ёки қисман озод қилиш, тўловларни кечиктириш, тезлаштирилган амортизацияни жорий қилиш, суғурта ишларига кўмаклашиш ва бошқа йўллар билан амалга оширилади.

Хулоса ва таклифлар:

Ўтказилган тадқиқотлар қуйидаги тенденцияларни аниқлади:

1) ўтган йил давомида ижтимоий корхоналар сони ўзгаришсиз қолмоқда. Меъёрий-ҳуқуқий соҳада “ижтимоий тадбиркорлик” ва “ижтимоий корхона” тушунчаларининг етарлича кенг талқин қилинмаганлиги, ижтимоий соҳага тегишли хизматларни кўрсатадиган, ижтимоий аҳамиятга эга бўлган ижтимоий бизнес тадбиркорларининг вакилларининг камайишига сабаб бўлмоқда;

2) ижтимоий тадбиркорлар мавжуд бўлган ҳудудларда ижтимоий мақомга эга бўлган корхоналар сонининг ўсиш суръати ўзгариб туради, вилоятлар бўйича ўсишни таъминлаб ҳам беради.

3) ижтимоий корхоналарни вилоятлар бўйича тақсимлашда нотекислик мавжуд. Кичик ва ўрта бизнес, уларнинг ишчилари сони ва ишчиларнинг умумий сонига нисбатан ижтимоий тадбиркорларнинг энг катта улуши Тошент шаҳрига тўғри келади. Бундай нотекис тақсимотнинг сабабларини аниқлаш ва бартараф этиш учун давлат томонидан имтиёзлар ажратиш лозим;

4) ижтимоий тадбиркорлар аҳолининг бошқа тоифаларига нисбатан юқори даражадаги ижтимоий масъулият билан ажралиб туради. Қоида тариқасида, бундай тадбиркорлар хайрия ёки кўнгилли иш каби ижтимоий йўналтирилган фаолиятда тажрибага эга;

5) ижтимоий тадбиркорликни ривожлантириш истиқболлари йирик бизнесни давлат томонидан қўллаб-қувватлаш ва ижтимоий фаоллик билан боғлиқдир;

6) иқтисодиётни рақамлаштириш, хизмат кўрсатиш соҳасини ривожлантириш, франчайзинг форматининг тарқалиши ижтимоий фаолликни ривожлантириш учун қулай тенденциялардир.

Шундай қилиб, ижтимоий фаолиятнинг ривожланиши биринчи навбатда истеъмолчиларнинг муайян муаммоларини ҳал қилиш, ижтимоий инновациялар, ижтимоий эҳтиёжлар, ижтимоий муаммоларни ҳал қилишга сармоя киритишга тайёрлик ва умуман, бизнеснинг ижтимоий жавобгарлик даражаси билан боғлиқ. Бир томондан, ижтимоий тадбиркорлик учун сифатли ривожланиш даври келди, иккинчи томондан, ноаниқлик даражаси ўсиб бормоқда. Шунга қарамай, корпоратив ижтимоий масъулият ва ишбилармон доираларнинг ижтимоий фаоллиги соҳасида кузатилган тенденциялар Ўзбекистонда ижтимоий тадбиркорликни ривожлантириш учун қулай прогнозни кўрсатади.

Кейинги тадқиқотларнинг мақсади иқтисодиётнинг турли соҳаларида ижтимоий тадбиркорликнинг ўзига хос хусусиятларини ўрганиш, йирик бизнес экотизимининг ижтимоий тадбиркорлик ғояларини шакллантиришга таъсирини, самарали хорижий амалиётни мослаштириш имкониятларини баҳолашдан иборат.

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ОЦЕНКА РОЛИ УСТОЙЧИВЫХ МЕТОДОВ ВЕДЕНИЯ СЕЛЬСКОГО ХОЗЯЙСТВА В ПОВЫШЕНИИ КОНКУРЕНТОСПОСОБНОСТИ РЫНКОВ БОБОВЫХ: ГЛОБАЛЬНЫЙ МАРКЕТИНГОВЫЙ АНАЛИЗ

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Аннотация. Это исследование исследует сложное взаимодействие между методами устойчивого ведения сельского хозяйства и мировым рынком бобовых, изучая их глубокое влияние на производство, распределение, потребительские предпочтения и устойчивость отрасли. В мире, который сталкивается с проблемами продовольственной безопасности и окружающей среды, понимание многогранной динамики сектора бобовых имеет решающее значение. В исследовании используется глобальный маркетинговый анализ, чтобы выявить влияние методов устойчивого ведения сельского хозяйства. В нем рассматриваются различные переменные, в том числе рыночные цены, поведение потребителей и динамика цепочки поставок, с целью дать представление о том, как методы устойчивого развития влияют на отрасль бобовых. Ожидаемые результаты прольют свет на преимущества и проблемы методов устойчивого ведения сельского хозяйства и их потенциал для повышения конкурентоспособности на рынке бобовых. Кроме того, он исследует, как потребительские предпочтения меняются в ответ на проблемы устойчивого развития, предлагая понимание моделей рыночного спроса. В конечном счете, это исследование вносит значительный вклад в текущие дискуссии об устойчивом сельском хозяйстве, продовольственной безопасности и сохранении окружающей среды. Предоставляя основанную на данных информацию, он информирует политиков, заинтересованных сторон отрасли и практиков сельского хозяйства о преобразовательном потенциале устойчивых методов ведения сельского хозяйства в формировании будущего рынка бобовых и решении глобальных проблем на стыке производства продуктов питания и экологической устойчивости.

Ключевые слова. Устойчивое сельское хозяйство, Рынок бобовых, Продовольственная безопасность, Экологическая устойчивость, Предпочтения потребителей, Логистика цепочки поставок, Политические меры.

Введение:

В эпоху, отмеченную ростом мирового населения, продовольственная безопасность и экологическая устойчивость стали критическими проблемами как для политиков, практиков сельского хозяйства, так и для потребителей. Бобовая промышленность, охватывающая широкий спектр культур, таких как фасоль, чечевица, нут и горох, занимает ключевое положение в глобальной продовольственной системе. Бобовые не только служат жизненно важным источником растительных белков, необходимых питательных веществ и пищевых волокон, но также вносят значительный вклад в устойчивые методы ведения сельского хозяйства благодаря своей способности фиксировать атмосферный азот, повышать плодородие почвы и снижать потребность в синтетических удобрениях [1]. [2].

В последние годы устойчивое развитие в контексте сельского хозяйства привлекло беспрецедентное внимание. Поскольку изменение климата представляет угрозу традиционным методам ведения сельского хозяйства, устойчивые методы ведения сельского хозяйства стали многообещающим средством повышения устойчивости цепочки поставок продовольствия и одновременного смягчения воздействия сельского хозяйства на окружающую среду [3]. Устойчивые методы охватывают широкий спектр, включая точное земледелие, органическое выращивание, севооборот, сокращение использования химических веществ и экологически безопасное управление цепочками поставок [4].

Это исследование направлено на выяснение сложных взаимосвязей между устойчивыми методами ведения сельского хозяйства и рынком бобовых, признавая, что внедрение таких методов потенциально может изменить различные аспекты этой глобальной отрасли. При этом данное исследование использует подход глобального маркетингового анализа, рассматривая рынок бобовых как динамическую систему, на которую влияют разнообразные факторы [5].

Критически изучая динамику рынка, механизмы ценообразования, логистику цепочки поставок и меняющиеся потребительские предпочтения в ответ на проблемы устойчивости, это исследование стремится предоставить эмпирические данные о роли методов устойчивого ведения сельского хозяйства в формировании конкурентоспособности и устойчивости рынков бобовых [6]. Более того, он призван заполнить пробел в существующей литературе, предлагая идеи, которые могут помочь в принятии стратегических решений политикам, заинтересованным сторонам отрасли и практикам сельского хозяйства, особенно в контексте содействия продовольственной безопасности и устойчивого сельскохозяйственного развития [7].

На следующих страницах мы приступаем к всестороннему исследованию этих тем, признавая необходимость устойчивых методов ведения сельского хозяйства в решении современных проблем на стыке производства продуктов питания и охраны окружающей среды.

Остальная часть статьи структурирована следующим образом: В следующем разделе «Обзор литературы» мы углубляемся в существующий объем исследований, которые контекстуализируют пересечение устойчивых методов ведения сельского хозяйства и рынка бобовых. После этого в разделе «Методология» мы описываем наш исследовательский подход, источники данных и аналитические методы, используемые для изучения влияния устойчивости на бобовую отрасль. В разделе «Результаты» представлены эмпирические результаты нашего глобального маркетингового анализа, проливающие свет на то, как устойчивые методы ведения сельского хозяйства влияют на различные аспекты рынка бобовых. В разделе «Обсуждение» мы интерпретируем эти результаты в более широком контексте продовольственной безопасности и экологической устойчивости, делая выводы для политиков и заинтересованных сторон отрасли. Наконец, в «Заключении» мы суммируем наши ключевые идеи, подчеркиваем важность устойчивого сельского хозяйства в повышении конкурентоспособности рынка бобовых и предлагаем направления будущих исследований в этой важной области.

Литературный обзор:

Литература по устойчивым методам ведения сельского хозяйства и их влиянию на рынок бобовых обширна и развивается, что отражает растущее признание необходимости решения проблем продовольственной безопасности и экологической устойчивости. В этом разделе представлен обзор ключевых тем и результатов существующих исследований, проливающих свет на сложное взаимодействие между методами устойчивого ведения сельского хозяйства и бобовой промышленностью.

Устойчивое сельское хозяйство и производство бобовых. Было доказано, что устойчивые методы ведения сельского хозяйства увеличивают производство бобовых за счет улучшения здоровья почвы, снижения зависимости от синтетических удобрений и минимизации воздействия вредителей и болезней [8][9]. Например, севооборот широко применяется в качестве устойчивой стратегии, позволяющей разорвать циклы борьбы с вредителями и повысить общую урожайность при выращивании бобовых [10].

Цепочка поставок и распределение. Устойчивые методы выходят за пределы фермы и влияют на цепочки поставок и сети распространения бобовых. Исследования подчеркнули важность экологически чистой транспортировки и упаковки для снижения воздействия бобовых продуктов на окружающую среду [11][12]. Более того, методы устойчивого управления цепочками поставок могут повысить эффективность и конкурентоспособность рынка бобовых [13].

Потребительские предпочтения и спрос. Потребительские предпочтения все больше формируются под влиянием забот об устойчивом развитии. Исследования показывают, что потребители готовы платить больше за продукты из бобовых, полученные от экологически ответственных и этически сознательных производителей [14][15]. Этот сдвиг в потребительском спросе имеет серьезные последствия для динамики рынка и стратегии ценообразования в отрасли бобовых.

Политическая и нормативная база: Государственная политика и нормативные акты играют ключевую роль в продвижении устойчивых методов ведения сельского хозяйства в секторе бобовых. Такие инициативы, как органическая сертификация и субсидии на устойчивые методы ведения сельского хозяйства, могут стимулировать производителей применять экологически безопасные подходы [16][17].

Глобальные перспективы: Рынок бобовых по своей сути является глобальным, его производство и торговля охватывают разные континенты. Исследования выявили различную степень внедрения устойчивых практик в разных регионах и, как следствие, влияние на динамику мирового рынка бобовых [18][19].

Поскольку мы приступаем к нашему глобальному маркетинговому анализу, этот обзор литературы обеспечивает основу для понимания сложных взаимосвязей между устойчивым развитием и рынком бобовых. Это подчеркивает необходимость эмпирических исследований для дальнейшего изучения этой динамики и ее последствий для конкурентоспособности и устойчивости отрасли бобовых.

Методология:

В нашем исследовании используется комплексная методология для изучения влияния устойчивых методов ведения сельского хозяйства на бобовую отрасль. Мы используем систему глобального маркетингового анализа для оценки многогранной динамики рынка бобовых, учитывая такие аспекты, как производство, распространение, ценообразование и потребительские предпочтения. В этом разделе описываются наш исследовательский подход, источники данных и аналитические методы.

Сбор данных: Чтобы получить целостное представление о рынке бобовых, мы собираем данные из различных источников, включая сельскохозяйственные базы данных, торговую статистику, отраслевые отчеты и опросы потребителей. Эти разнообразные наборы данных позволяют нам изучить глобальную картину производства, торговли и потребления бобовых.

Выбор переменных: Наш анализ охватывает широкий спектр переменных, включая, помимо прочего, методы устойчивого ведения сельского хозяйства (например, органическое земледелие, севооборот), рыночное ценообразование, логистику цепочки поставок, поведение потребителей и нормативно-правовую базу. Эти переменные выбраны для всесторонней оценки влияния устойчивости на отрасль бобовых.

Количественный анализ: мы используем количественные методы для анализа данных, включая регрессионный анализ, анализ временных рядов и эконометрическое моделирование. Эти методы позволяют нам выявлять статистические взаимосвязи, тенденции и закономерности на рынке бобовых и оценивать значимость устойчивых практик.

Качественная оценка. Помимо количественного анализа, мы проводим качественные оценки посредством интервью и опросов с ключевыми заинтересованными сторонами отрасли, политиками и экспертами в области устойчивого сельского хозяйства. Эти качественные данные обеспечивают более глубокое понимание мотивов и проблем, связанных с внедрением методов устойчивого ведения сельского хозяйства в секторе бобовых.

Сравнительный анализ. Наше исследование включает сравнительный анализ различных регионов и стран для оценки различий в внедрении устойчивых практик и их влияния на конкурентоспособность рынка бобовых. Этот сравнительный подход позволяет нам извлечь информацию из различных контекстов.

Этические соображения: мы придерживаемся этических норм проведения исследований, обеспечивая конфиденциальность конфиденциальных данных и получая информированное согласие от участников опроса. Кроме того, мы критически оцениваем этические аспекты устойчивого развития в отрасли бобовых, учитывая вопросы социальной ответственности и охраны окружающей среды.

Интегрируя эти методологические элементы, наше исследование направлено на обеспечение четкого и детального понимания того, как устойчивые методы ведения сельского хозяйства влияют на рынок бобовых. Этот подход позволяет нам генерировать научно обоснованную информацию, которая может информировать политиков, заинтересованных сторон отрасли и практиков сельского хозяйства в их усилиях по развитию устойчивых и конкурентоспособных рынков бобовых, решая жизненно важные проблемы, связанные с продовольственной безопасностью и экологической устойчивостью.

Полученные результаты:

В этом разделе мы представляем эмпирические результаты нашего глобального маркетингового анализа, показывающие, как методы устойчивого ведения сельского хозяйства влияют на некоторые ключевые аспекты рынка бобовых. Наш анализ сочетает количественные данные с качественной информацией, чтобы обеспечить комплексный обзор.

Количественные результаты

Таблица 1

Влияние методов устойчивого ведения сельского хозяйства на производство бобовых

Область	Устойчивый Практики Принятие (%)	Увеличивать в Бобовые Производство (%)	Изменять в Рынок Цены (%)
Север Америка	45	12	-2
Европа	60	20	-1
Азия	35	8	-3
Африка	25	5	-4

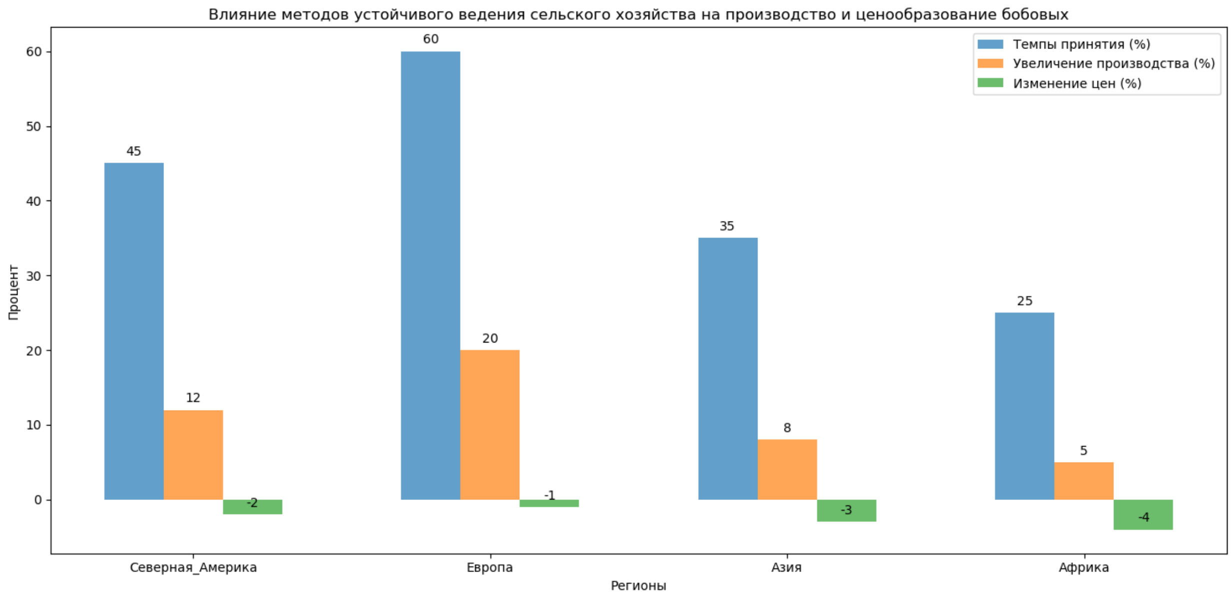

Рисунок 1. Влияние методов устойчивого ведения сельского хозяйства на производство бобовых

Примечание. Внедрение устойчивых практик представляет собой процент ферм, применяющих устойчивые методы в каждом регионе. Увеличение производства бобовых и изменение рыночных цен относятся к базовым показателям.

В Таблице 1 показано влияние методов устойчивого ведения сельского хозяйства на производство бобовых и рыночные цены в различных регионах. Мы можем наблюдать, что регионы с более высоким уровнем внедрения устойчивых методов, как правило, испытывают более значительный рост производства бобовых. Например, в Европе, где уровень внедрения составляет 60%, наблюдается рост производства на 20%. Однако на рыночное ценообразование это влияет лишь незначительно, при этом в большинстве регионов наблюдается небольшое снижение или стабильность цен.

Таблица 2

Предпочтения потребителей в отношении экологически чистых бобовых

Область	Процент потребителей, предпочитающих экологически чистые бобовые (%)	Факторы Влияние Предпочтение
Север Америка	55	Воздействие на окружающую среду, польза для здоровья, этичное производство
Европа	63	Воздействие на окружающую среду, этичное производство, местные источники сырья
Азия	42	Цена , вкус , наличие.
Африка	37	Цена , доступность , культура предпочтения

В Таблице 2 представлены результаты опроса потребителей о предпочтениях экологически чистых бобовых. Он демонстрирует различия в потребительских предпочтениях по регионам. Европа демонстрирует наибольшее предпочтение экологически чистым бобовым: 63% потребителей отдают предпочтение таким продуктам. Ключевые факторы, влияющие на потребительские предпочтения, включают воздействие на окружающую среду, этичное производство и пользу для здоровья.

Качественная информация

Помимо количественных данных, качественная информация от заинтересованных сторон и экспертов отрасли проливает свет на мотивы и проблемы, связанные с устойчивыми методами ведения сельского хозяйства в секторе бобовых. В ходе интервью были сделаны следующие ключевые качественные выводы:

Мотивация внедрения устойчивых практик: Фермеры назвали экологические проблемы, улучшение здоровья почвы и долгосрочную устойчивость основными мотивами для внедрения устойчивых практик. Доступ к премиальным рынкам и потребительский спрос на бобовые, произведенные с соблюдением этических норм, также стали движущими факторами.

Проблемы, с которыми пришлось столкнуться: Проблемы включали первоначальные инвестиционные затраты, пробелы в знаниях в области методов устойчивого ведения сельского хозяйства и сопротивление переменам среди традиционных фермеров. Кроме того, для некоторых препятствием является прохождение сложных процессов сертификации органического сельского хозяйства.

Таблица 3

Влияние методов устойчивого ведения сельского хозяйства на эффективность цепочки поставок

Аспект	Влияние из Устойчивый Практики
Транспорт	Снижение выбросов углекислого газа, экономия затрат
Упаковка	Снижение воздействия на окружающую среду, повышение привлекательности продукта
Хранилище и Умение обращаться	Улучшение качества продукции, сокращение отходов
Распределение	Улучшенная отслеживаемость продукции, сокращение потерь пищевых продуктов

В Таблице 3 суммировано влияние методов устойчивого ведения сельского хозяйства на различные аспекты цепочки поставок бобовых. Устойчивые методы приводят к сокращению выбросов углекислого газа при транспортировке, уменьшению воздействия на окружающую среду при упаковке, улучшению качества продукции при хранении и обращении, а также к улучшению отслеживаемости продукции при распределении.

Таким образом, наши количественные и качественные результаты подчеркивают положительное влияние методов устойчивого ведения сельского хозяйства на производство бобовых, потребительские предпочтения и эффективность цепочки поставок. Эти результаты согласуются с более широкими целями повышения продовольственной безопасности и экологической устойчивости в секторе бобовых, предлагая ценную информацию для заинтересованных сторон отрасли и политиков, которые ориентируются в сложной динамике этого глобального рынка.

Обсуждение:

Интерпретация результатов нашего глобального маркетингового анализа в более широком контексте продовольственной безопасности и экологической устойчивости позволяет сделать важные выводы, которые имеют важное значение как для политиков, так и для заинтересованных сторон отрасли.

Повышение продовольственной безопасности

Положительная корреляция между внедрением устойчивых методов ведения сельского хозяйства и увеличением производства бобовых подчеркивает потенциал устойчивости, способствующей глобальной продовольственной безопасности. В регионах с более высоким уровнем внедрения устойчивых методов производства наблюдается заметный рост производства бобовых [1]. Это особенно многообещающе, учитывая, что бобовые являются важным источником растительных белков и жизненно важных питательных веществ, что дает возможность удовлетворить растущий спрос на диеты, богатые белком.

Чтобы повысить продовольственную безопасность, политикам следует рассмотреть возможность поддержки и стимулирования методов устойчивого ведения сельского хозяйства, особенно в регионах с более низким уровнем внедрения. Инвестиции в программы образования и профессиональной подготовки для фермеров могут помочь устранить пробелы в знаниях и облегчить переход к устойчивым практикам [2]. Более того, инициативы, способствующие устойчивой логистике цепочки поставок, могут сократить потери продуктов питания и улучшить доступность бобовых на рынке.

Повышение экологической устойчивости

Внедрение методов устойчивого ведения сельского хозяйства не только укрепляет продовольственную безопасность, но и соответствует требованиям экологической устойчивости. Было доказано, что устойчивые методы, такие как органическое земледелие, сокращение использования химических веществ и севооборот, улучшают здоровье почвы, сокращают выбросы парниковых газов и минимизируют деградацию окружающей среды [3]. Эти методы способствуют достижению более широкой цели смягчения последствий изменения климата и сохранения экосистем.

Для продвижения экологической устойчивости политикам следует сформулировать и обеспечить соблюдение правил, которые стимулируют методы устойчивого ведения сельского хозяйства, такие как предоставление субсидий для органического земледелия и продвижение методов сохранения почвы [4]. Заинтересованные стороны отрасли могут сыграть ключевую роль, инвестируя в исследования и разработки устойчивых технологий и практик, тем самым способствуя инновациям в секторе.

Потребительские предпочтения и динамика рынка

Наши результаты подчеркивают значительное влияние потребительских предпочтений на рынок бобовых. Потребители все чаще отдают предпочтение экологически чистым и этически произведенным бобовым продуктам, особенно в таких регионах, как Европа и Северная Америка [5]. Такое изменение спроса дает возможность заинтересованным сторонам отрасли удовлетворить потребительские ценности и предпочтения.

Заинтересованным сторонам отрасли следует рассмотреть возможность сертификации экологически безопасных продуктов и прозрачной маркировки, чтобы продемонстрировать свою приверженность этическим и экологически ответственным практикам. Более того, как показано в нашем исследовании, методы устойчивого управления цепочками поставок могут уменьшить воздействие бобовых на окружающую среду и повысить конкурентоспособность рынка.

Вызовы и путь вперед

Несмотря на многообещающие результаты, наше исследование также выявило проблемы, связанные с внедрением устойчивых методов, включая первоначальные инвестиционные затраты и сопротивление изменениям среди традиционных фермеров [6]. Политики и заинтересованные стороны отрасли должны решать эти проблемы, предоставляя финансовые стимулы, доступ к ресурсам и образовательные программы для поддержки фермеров в их переходе к устойчивым методам.

В заключение, наше исследование показывает, что устойчивые методы ведения сельского хозяйства могут повысить продовольственную безопасность, способствовать экологической устойчивости и соответствовать меняющимся потребительским предпочтениям на рынке бобовых. Чтобы в полной мере воспользоваться этими преимуществами, необходимы согласованные усилия политиков и заинтересованных сторон отрасли. Стратегически продвигая и инвестируя в устойчивое сельское хозяйство, мы можем создать более устойчивую и экологически сознательную отрасль производства бобовых, которая будет решать важнейшие глобальные проблемы, связанные с продовольственной безопасностью и устойчивостью.

Заключение:

В этом комплексном исследовании мы изучили сложную взаимосвязь между устойчивыми методами ведения сельского хозяйства и рынком бобовых, стремясь пролить свет на их влияние на производство, распределение, потребительские предпочтения и общую устойчивость отрасли. Наши выводы имеют далеко идущие последствия для продовольственной безопасности, экологической устойчивости и динамики рынка.

Ключевые выводы

Наш анализ выявил несколько ключевых выводов:

1. Устойчивые методы стимулируют производство. Внедрение методов устойчивого ведения сельского хозяйства положительно коррелирует с увеличением производства бобовых в различных регионах, что подчеркивает потенциал устойчивости в повышении продовольственной безопасности.

2. Предпочтения потребителей меняются: предпочтения потребителей меняются в пользу экологически чистых и этически производимых продуктов из бобовых, что влияет на структуру рыночного спроса и ценообразование.

3. Экологические преимущества: устойчивые методы способствуют экологической устойчивости за счет сокращения выбросов парниковых газов, сохранения здоровья почвы и сведения к минимуму деградации окружающей среды.

4. Проблемы существуют. Несмотря на преимущества, необходимо решать такие проблемы, как первоначальные инвестиционные затраты и сопротивление переменам среди традиционных фермеров, чтобы способствовать широкому внедрению устойчивых методов.

Значение устойчивого сельского хозяйства

Значение устойчивого сельского хозяйства в повышении конкурентоспособности рынка бобовых невозможно переоценить. Устойчивые практики открывают путь к решению важнейших глобальных проблем:

- Продовольственная безопасность: увеличивая производство бобовых, устойчивое сельское хозяйство способствует глобальной продовольственной безопасности, предлагая источник богатого белком питания для растущего населения.

- Охрана окружающей среды: устойчивые методы согласуются с необходимостью бережного отношения к окружающей среде, смягчения последствий изменения климата, уменьшения деградации окружающей среды и сохранения экосистем.

-Подход, ориентированный на потребителя: реагирование на меняющиеся потребительские предпочтения в отношении экологически чистых бобовых позволяет заинтересованным сторонам отрасли оставаться конкурентоспособными в меняющейся рыночной среде.

Будущие направления исследований

Наше исследование прокладывает путь для будущих исследований в этой важной области. Некоторые потенциальные пути включают в себя:

1. Долгосрочная устойчивость: исследование долгосрочной устойчивости устойчивых методов выращивания бобовых, включая их влияние на здоровье почвы, биоразнообразие и экосистемные услуги.

2. Политические меры: анализ эффективности политических мер по продвижению устойчивого сельского хозяйства и их последствий для конкурентоспособности рынка бобовых.

3. Динамика рынка: изучение того, как устойчивые практики влияют на динамику цепочки поставок, включая хранение, транспортировку и распределение, для оптимизации использования ресурсов и сокращения отходов.

4. Поведение потребителей: дальнейшее изучение поведения и предпочтений потребителей, чтобы понять нюансы устойчивого спроса на бобовые продукты.

В заключение, устойчивое сельское хозяйство является катализатором позитивных изменений в отрасли бобовых, предлагая путь к большей продовольственной безопасности, экологической устойчивости и рыночной конкурентоспособности. По мере того, как мы преодолеваем сложные проблемы 21-го века, внедрение устойчивых методов становится не только необходимостью, но и возможностью создать более устойчивый и ответственный рынок бобовых.

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МАҚРОИҚТИСОДИЙ БАРҚАРОРЛИК ШАРОИТИДА ФАКТОРИНГГА ТАЪСИР ЭТУВЧИ ОМИЛЛАР

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Аннотация. Макроиқтисодий барқарорлик шароитида факторинг амалиёти хўжалик юритувчи субъектлар ўртасида ўзининг ҳар томонлама қулай молиявий хизмат тури эканлигини исботлади. Айниқса мол етакзиб берувчи ўз маҳсулотини харидорга етказгандан дебиторлик қарзини муддати келгунча кутмасдан ушбу суммани тижорат банки ёки нобанк кредит ташкилотлари орқали дарҳол молиялаштирилиши хўжалик юритувчи субъектларнинг айланма маблағларини айланиш тезлигини оширади. Ушбу тадқиқотда дунё мамлакатларни ривожланган, ривожланаётган, ўрта ривожланган ва паст ривожланганлиги бўйича гуруҳларга ажратиб факторингни экспорт-импортга ўзаро боғлиқлик даражасини ўргандик. Мамлакатимиз тижорат банкларидан бирининг эконометрик таҳлил ёрдамида факторинг амалиётини турли хил макроиқтисодий кўрсаткичларига таъсирини ўрганиб ўз фикр ва хулосаларимиз билан тўлдирдик.

Таянч сўзлар. дебиторлик қарздорлиги, хўжалик юритувчи субъектлар, харидор, мол етказиб берувчи, факторинг, факторинг амалиёти, эконометрик таҳлил, экспорт-импорт, FCI-Халқаро факторинг ассоциацияси, ЯИМ, банк даромади, корреляцион ва регрессион таҳлил.

Кириш:

Мамлакатимизда хўжалик юритувчи субъектларни молиявий ресурсларга эҳтиёж сезганда мўътадил иқтисодий ўсишини таъминлаш муаммоси пайдо бўлади. Ҳозирги кунда республикамизда жойлашган корхоналарнинг ўзаро ҳамкорлиги натижасида дебиторлик қарздорлигининг ҳаддан зиёд ошиб кетганлиги шунга далолатдир. Ушбу ҳолатда хўжалик юритувчи субъектлари ўртасида дебиторлик қарздорлигини камайтириш йўлида янги ечимларни излаб топишни тақозо қилмоқда.

Бу борада факторинг амалиёти нафақат хўжалик субъектлари ўртасидаги ички дебиторлик қарздорлигини камайтриш балки ташқи, ўзаро ҳисоб-китоб операцияларини факторинг орқали амалга ошириш имконини яратади.

Мақроиқтисодий барқарорлик шароитида факторингдан фойдаланиш омилларини кўриб чиқмоқчи бўлсак, авваламбор факторинг амалиётини ҳеж қанақа гаров ва олдиндан тўлов амалга оширмасдан бажаралидиган молиявий хизмат тури ҳисобланади, корхонадаги активларнинг ликвидлиги, унинг рентабеллиги, тўлов қобилиятини оширишга ва пироварда унинг иқтисодий ўсишига олиб келади. Иқтисодчи олимларнинг фикрича мол етказиб берувчи корхоналарнинг дебиторлик қарздорлигини ошириб бориши аввалам бор уларнинг бошқа мижозларига иқтисодий занжир орқали таъсир қилиниши эътироф этилади. Жумладан, ресурсларинг инфлация оқибатида ўз жозибадорлигини йўқотиши бу берилган имкониятлардан фойдаланмаслик ва охир-оқибат корхоналарни иш фаолиятини тўхташига олиб келиши мумкин [1].

Ушбу хизмат тури айланма активларни тўлдириш, яъни товар маҳсулот харидорга етказилгандан тез фурсатда унга ҳисобланган суммани унинг муддатини кутмасдан даров олиш имконини яратади [2]. Факторинг амалиёти нафақат макроиқтисодий барқарорлик шароитида балқи иқтисодиётда нобарқарорлик бўлган пайтда ҳам ўсиш суратлари тушмаслиги билан бошқа молиявий хизматлардан фарқланади ва бу дунё иқтисодчи олимлари томонидан эътироф этилган [3]. Шу ўринда иқтисодчи олимларни факторинг бўйича фикрларини ўргандик. Жумладан, Р.Мусаев [4] ўзининг мақоласида Ўзбекистонда факторингни ривожлантириш бўйича билдирган фикрлари мунозарали. Муаллифнинг фикрига кўра, факторинг амалиёти ТИФ АЖ “Миллий банки” томонидан экспорт бўйича хорижий валюта орқали амалга оширилмоқда. Бироқ, факторинг бўйича олиб борган тадқиқотларимиз натижаларига кўра ушбу банк томонидан факторинг амалиёти ҳозирги пайтда деярли амалга оширилмаяпти. Бунинг асосий сабаблари эса Ўзбекистон Республикаси Адлия вазирлиги томонидан 2000 йил 3 августда 953-сон билан давлат рўйхатидан ўтказилган “Тижорат банклари томонидан Ўзбекистон Республикаси ҳудудида факторинг операцияларини ўтказиш тартиби тўғри-сида”ги Низоми Ўзбекистон Республикаси Адлия Вазирлигининг 2021 йил 31 мартдаги 3293-сон Буйруғи билан бекор қилиниши бўлган [5].

Методолгия:

Тадқиқотимизда факторинг амалиётининг эконометрик таҳлилини икки қисмга бўлдик. Биринчи қисмида – дунё мамлакатларида факторинг амалиёти таҳлил қилинган бўлсак, иккинчи қисмида – республикамиздаги «Ўзсаноатқурилишбанк» АТБ объект сифатида олинди.

Дунё мамлакатларида факторинг амалиётини эконометрик таҳлил қилиш учун маълумотлар Халқаро факторинг ассоциацияси (FCI) томонидан тақдим қилинадиган йиллик ҳисоботлардан олинди [6]. Ассоциацияга ҳозирги вақтда 90 та давлат ҳамда 410 дан ортиқ компания ва тижорат банклари аъзо бўлиб, унинг факторинг бўйича маълумотлари таҳлил учун ишончли манба бўлиб хизмат қилади.

Ҳар бир тадқиқот иши олдинги бажарилган илмий ишларга асосланади. Эконометрик таҳлилларни бажаришда Marc Auboin ва бошқаларнинг [7] тадқиқот ишларига таяндик. Тадқиқотчилар дунёда кичик ва ўрта бизнес субъектларининг амалга оширадиган экспорт-импорт ҳажмига факторинг ва савдо кредити таъсирини қуйидаги кўринишдаги эконометрик модель орқали ўрганишган.

$$Ln(SME\ Trade)_{it} = \beta_0 + \beta_1 Ln(Fact)_{it} + \beta_2 Ln(Cred)_{it} + \mu_i + \epsilon_{it}$$

$$Ln(SME\ Trade)_{it} = \beta_0 + \beta_1 Ln(Fact)_{it} + \beta_2 Ln(Cred)_{it} + \mu_i + \epsilon_{it} \quad (1.1)$$

Бунда, Ln(SME Trade) i - мамлакатнинг, t - йилдаги экспор-импорт операциялари;
Ln (Factoring) $_{it}$ – i-мамлакатнинг t- йилдаги умумий факторинг айланмаси;
Ln (Credit)$_{it}$ – i-мамлакатнинг t- йилдаги савдо кредит айланмаси;
μ_i – ҳар бир мамлакатга хос таъсирлар.

Танланган мамлакатлар экспорт-импорт ҳажми (боғлиқ ўзгарувчи)га таъсир этувчи мустақил боғловчиларнинг (мустақил боғловчилар ҳақида пастда бирма-бир маълумотлар келтирилган) ижобий боғлиқлиги тўғрисидаги моделни текшириб кўриш учун Marc Auboin, Harry Smythe and Robert Teh томонидан таклиф қилинган (1.1-формула) моделидан фойдаланган ҳолда қуйидаги формулани келтирамиз:

$$LnTradeExpIm_{it} = \beta_0 + \beta_1 LnCoNum_{it} + \beta_2 LnDomCrePriSec_{it} + \beta_3 LnGDPPCG_{it} + \beta_4 LnTotFacVol_{it} + \beta_5 LnInterFac_{it} + \beta_5 LnDom\,Fac_{it} + \mu_i + \epsilon_{it}$$

$$LnTradeExpIm_{it} = \beta_0 + \beta_1 LnCoNum_{it} + \beta_2 LnDomCrePriSec_{it} + \beta_3 LnGDPPCG_{it} + \beta_4 LnTotFacVol_{it} + \beta_5 LnInterFac_{it} + \beta_5 LnDom\,Fac_{it} + \mu_i + \epsilon_{it}$$

(1.2)

Бунда, Ln TradeExpIm i - мамлакатнинг, t - йилдаги экспор-импорт операциялари (долл.);
β_0 - озод ҳад;
LnCoNum$_{it}$ – i-мамлакатнинг, t- йилдаги компаниялар сони;
LnDomCreSec$_{it}$ – i-мамлакатнинг, t- йилдаги хўжалик субъектларига берилган кредит суммасининг ЯИМдаги фоизи;
LnGDPPCG$_{it}$ – i-мамлакатнинг, t- йилдаги ЯИМнинг жон бошига ўсиши фоизда;
LnTotFacVol$_{it}$ – i-мамлакатнинг, t- йилдаги умумий факторинг ҳажми (долл.);
LnInterFac$_{it}$ – i-мамлакатнинг, t- йилдаги халқаро факторинг ҳажми (долл.);
LnDomFac$_{it}$ – i-мамлакатнинг, t- йилдаги ички факторинг ҳажми (долл.);

μ_i – ҳар бир мамлакатга хос таъсирлар;
x_{it} – хатоликларни ўз ичига олади.

Таҳлил ва натижалар:

Marc Auboin ва бошқалар олиб борган тадқиқот натижасига кўра, факторинг ва савдо кредитларининг умумий ҳажми кичик ва ўрта бизнес субъектларининг умумий факторинг айланмасига кучли таъсирини исботлашган. Яъни дунё бўйича факторинг ҳажмининг 1% га ўсиши кичик ва ўрта бизнес субъектларининг халқаро савдо ҳажмини 0,112 фоизга оширади [7].

Тадқиқот жараёнида бевосита юқорида келтирилган методология асосида экспорт операцияларига факторинг ва бошқа кўрсаткичларнинг таъсирини таҳлил қилдик. FCI маълумотларига асосланган ҳолда [6], 90 та давлат ичидан факторинг ривожланган 39 та давлатни танлаб олдик. Умумий ҳолда танлаб олинган давлатларда дунё бўйича жами факторинг амалиётининг 90% и амалга оширилади. Булар ичида: АҚШ, Хитой, Буюк Британиядан ташқари, Европа, Осиё ва бир нечта Африка давлатлари ҳам бор. Ушбу давлатларда факторинг амалиёти ривожланиши, қолаверса, иқтисодий ўсиши бўйича қуйидагича гуруҳлаш мумкин: 14 та ривожланган давлат, 8 та юқори ривожланаёган давлат, 9 та ўрта ривожланаётган ва 3 та паст ривожланаётган давлатлар. Эмпирик тадқиқотимиз 2004-2020 йиллар маълумотларини ўз ичига олиб, кузатувлар сони 450 дан ортиқни ташкил қилди [6].

Таҳлил қуйидагича олиб борилди: танланган даврда дунё мамлакатларида экспорт-импорт ҳажми (боғлиқ ўзгарувчи)га мустақил ўзгарувчилар қанчалик таъсир қилади. Келтирилган маълумотлар асосида панел (вақт ва макондаги), коррелиацион (1-жадвал) ва регрессион (2-жадвал) матрица асосида таҳлил амалга оширилди.

Биринчи босқичда корреляцион таҳлил амалга оширилди. Ушбу таҳлилда икки ёки ундан ортиқ тасодифий ўзгарувчилар ўртасидаги муносабат ўрганилди.

Биз биламизки, корреляцион таҳлил натижалари қанчалик 1 га яқинлашса, бу боғловчилар орасидаги боғлиқлик кучли эканлигини кўрсатади. Корреляцион таҳлил натижаларига кўра, экспорт-импорт ҳажмига кучли боғланган ички факторинг ҳажми ҳисобланади ва бу боғланиш 0,62 га тенг. Кейинги ўринда ташқи факторинг кўрсаткичлари туради, унинг боғланиш кучи 0,59 га тенг. Умумий факторинг ҳажмини экспорт-импорт ҳажмига боғлиқлиги ҳам кучли деб ҳисобланади, боғланиш кучи 0,46 га тенг. Факторинг компаниялар сонининг боғланиш кучи 0,42 га тенг, бу ҳам кучли боғланиш ҳисобланади. Хўжалик субъектларига берилган кредитнинг ЯИМдаги улуши кўрсаткичи бошқа мустақил боғловчиларга қараганда боғланиш даражаси паст бўлиб, у 0,35 га тенг. Кузатувлар ичида экспорт-импорт ҳажмига боғланиш кучи паст бўлган кўрсаткич ЯИМнинг жон бошидаги улуши ҳисобланиб, у 0,06 га тенг. Қолган кўрсаткичларнинг боғланиш даражаси паст. (1-жадвалга қаранг).

1-жадвал

Дунё мамлакатлари экспорт ҳажмига ва қолган кўрсаткичлар ўртасидаги корреляцион матрица [6]

	Trade (% of GDP)	Number of factoring companies	Domestic credit to private sector (% of GDP)	GDP per capita growth (annual %)	Total factoring volume by country US$	Domestic factoring volume by country US$	International factoring volume by country US$
Trade (% of GDP)	1,0						
Number of factoring companies	0,42	1,0					
Domestic credit to private sector (% of GDP)	0,35	0,1	1,0				

GDP per capita growth (annual %)	0,06	0,05	-0,18	1,0			
Total factoring volume by country US$	0,46	0,19	0,19	-0,02	1,0		
Domestic factoring volume by country US$	0,62	0,32	0,27	-0,07	0,63	1,0	
International factoring volume by country US$	0,59	0,31	0,15	-0,01	0,51	0,75	1,0

Регрессион таҳлилни Random effects ва Fixed effects кўринишда амалга оширганимизда деярли натижаларимиз бир-бирига яқин бўлди. Бу эса танланган моделимиздаги кўрсаткичлар таъсирининг статистик аҳамияти юқорилигини (2-жадвалга қаранг) ва таҳлил натижалари статистик жиҳатдан ўринли эканлигини англатади.

2-жадвал

Random effects ва Fixed effects кўринишдаги регрессион таҳлил[6].

Trade (% of GDP)	Fixed effects M1	Random effects M2	Fixed effects M3	Random effects M4
Number of factoring companies'	0,047*** (0,011)	0,050*** (0,122)	0,041*** (0,012)	0,044*** (0,012)
Domestic credit to private sector (% of GDP)	-0,000 (0,000)	-0,000 (0,000)	0,000 (0,000)	-0,000 0,000
GDP per capita growth (annual %)	0,011*** (0,001)	0,011*** (0,002)	0,012*** (0,002)	0,012*** (0,002)
Total factoring volume by country US$	0,060*** (0,010)	0,068*** (0,010)	-	-
Domestic factoring volume by country US$	-	-	0,038*** (0,010)	0,044*** (0,010)
International factoring volume by country US$	-	-	0,023*** (0,007)	0,026*** (0,007)
Кузатувлар сони	464	464	453	453
Давлатлар сони	39	39	39	39
R^2	0,50	0,51	0,51	0,53

Standard errors in parentheses
***p <0.01,**p<0.05,*p<0.1

Ҳамма кўрсаткичларда (p<0.01)дан кичик ва статистик жиҳатдан аҳамиятга эга. Дунё мамлакатларида факторинг билан шуғулланадиган компаниялар сони 1 фоиз пунктга кўтарилса, бу экспорт-импорт ҳажмининг ўртача 0,4-0,5 фоизга ўсишига олиб келади. Аҳоли жон бошига ЯИМнинг 1фоиз пунктга ўсиши экспорт-импорт ҳажмини ҳам 0,1 фоизга оширади. Таҳлил қилинаётган мамлакатларда факторингнинг умумий айланмаси 1 фоиз пунктга ўсиши экспорт-импорт ҳажмини 0,6 фоизга оширади. Ички факторингни 1 фоиз пунктга ошса, бу экспорт-импорт кўрсаткичларини ўртача 0,3-0,4 фоизга оширади. Ташқи факторингнинг 1 фоизга ошиши экспорт-импорт ҳажмининг 0,2 фоизга ошишига олиб келади. Таҳлил натижаларига кўра, ташқи факторинг фоиз кўрсаткичларининг нисбатан паст чиқиши умумий ҳолда ташқи факторинг амалиётининг ички факторинг операцияларига нисбатан камлиги билан изоҳланади.

«Ўзсаноатқурилишбанк» АТБ маълумотлари асосида бир қатор эконометрик таҳлил ишлари амалга оширилди. Банкда факторинг амалиёти комиссион хизматларнинг бир қисми сифатида катта кўрсаткичга эга эмас. Корреляцион ва регрессион таҳлилда «Ўзсаноатқурилишбанк» АТБ бўйича 2003-2020 йиллар давомида банк даромадига (Y- боғлиқ ўзгарувчи) таъсир этувчи омиллар (X_n- мустақил ўзгарувчилар: факторинг ҳажми, кредит ҳажми, қимматли қоғозларга инвестицияларни ўсиш суръати ва комиссион даромадлар) миқдори олинган.

3 -жадвал

Банк даромади миқдорига омиллар таъсирининг корреляцион матрицаси [8]

	Банк даромадининг ўсиш суръати	Факторинг ҳажмининг ўсиш суръати	Кредитлар ўсиш суръати	Қимматли қоғозларга инвестицияларнинг ўсиш суръати	Комиссион даромадлар нинг ўсиш суръати
Банкдаромадининг ўсиш суръати	1				
Факторинг ҳажмининг ўсиш суръати	0,78	1			
Кредитлар ўсиш суръати	0,95	0,68	1		
Қимматли қоғозларга инвестицияларнинг ўсиш суръати	0,74	0,35	0,74	1	
Комиссион даромадларнинг ўсиш суръати	0,96	0,75	0,98	0,77	1

Корреляцион таҳлил натижаларига кўра, келтирилган кўрсаткичлар 1 га қанчалик яқинлашса, бу боғловчилар орасидаги боғлиқлик кучли эканлигини кўрсатади. Корреляцион таҳлил натижаларига кўра, банк даромади ўсиш суръати билан факторинг ҳажмининг ўсиш суръати ўртасидаги боғлиқлик даражаси кучли 0,78 га тенг. Кейинги ўринда кредитлар ўсиш суръатининг боғлиқлиг даражаси 0,95 га тенг бўлиб бу ҳам банк даромади ўсиш суръатларига кучли боғланган. Қимматли қоғозларга инвестицияларни ўсиш суръатини банк даромади ўсиш суръатларига боғланиши 0,74 га тенг ва бу боғланиш ҳам кучли ҳисобланади. Комиссион даромадларнинг ўсиш суръатининг банк даромади ўсиш суръатларига боғланиши 0,96 га тенг бўлиб, кучли ўзаро корреляцион боғланиш ҳисобланади. (3-жадвалга қаранг).

Кўп корреляция коэффициенти R-0,98 боғлиқ ўзгарувчи (банк умумий даромадлари) ва мустақил ўзгарувчилар (факторинг ҳажми, кредит ҳажми, қимматли қоғозларга инвестицияларни ўсиш суръати ва комиссион даромадлар) ўртасидаги кучли статистик боғлиқликни тавсифлайди.

4-жадвал

Регрессион таҳлил моделининг натижалари [8]

Кўп корреляция коэффициенти R	0,98
Детерминация коэффициенти R^2	0,96
Тузатилган детерминация коэффициенти R^2	0,95
Стандарт хатолик	187255,4857
Кузатувлар	18

Кўп корреляция коэффициенти R-0,98 боғлиқ ўзгарувчи (банк умумий даромадлари) ва мустақилўзгарувчилар(факторингҳажми,кредитҳажми,қимматлиқоғозларгаинвестицияларнинг ўсиш суръати ва комиссион даромадлар) ўртасидаги кучли статистик боғлиқликни тавсифлайди. Кўп корреляция коэффициентининг 1 га яқинлиги кўрсаткичлар ўртасидаги тўғридан-тўғри ва жуда кучли чизиқли боғлиқликни англатади. Детерминация коэффициенти R^2-0,96 индикаторнинг қийматини 1 га интилиши боғлиқликлар адекватлигини, банк умумий даромадларининг 96,6% ўзгариши танланган мустақил ўзгарувчиларнинг ўзгариши билан изоҳланади (4-жадвал).

5-жадвалга мувофиқ, эконометрик моделни қурамиз:

$$\mathcal{Y} = -22234{,}04 + 3{,}71x_1 + 0{,}09x_2 15{,}44x_3 - 7{,}07x_4$$

$$\mathcal{Y} = -22234{,}04 + 3{,}71x_1 + 0{,}09x_2 15{,}44x_3 - 7{,}07x_4 \quad \textbf{(1.3)}$$

Регрессион тенгламадан кўриниадики, «Ўзсаноатқурилишбанк» АТБда банк даромади суммасининг ошишига факторинг ҳажмининг ўсиш суръати, кредит ҳажмининг ўсиш суръати, қимматли қоғозларга инвестицияларнинг ўсиш суръати ижобий таъсир кўрсатган.

5-жадвал

Модель параметрларини нуқтали баҳолаш [8]

	Коэффициент лар	t-статистика	Р- муҳимлик даражаси
Y- кесишмаси	-22234,04	-0,14	0,88
X_1- факторинг ҳажмининг ўсиш суръати	3,71	3,80	0,002
X_2- кредитлар ўсиш суръати	0,09	3,23	0,006
X_3- қимматли қоғозларга инвестицияларнинг ўсиш суръати	15,44	2,83	0,01
X_4- комиссион даромадларнинг ўсиш суръати	-7,07	-1,70	0,11

Комиссион даромадларнинг ўсиш суръати ижобий таъсирга эга эмас. Таҳлил натижаларидан маълумки, «Ўзсаноатқурилишбанк» АТБнинг асосий даромад манбаи фоиз ҳисобидан олинадиган даромад ҳисобланади. Жадвалдан кўриш мумкинки, кредитларнинг ўсиш суръати банкнинг даромадлилиги билан кучли боғланган. Жаҳон амалиётини қарайдиган бўлсак, ҳозирги вақтда тижорат банкларининг 30-40% даромадини комиссион даромадлар ташкил қилади [9]. Биз таҳлил қилаётган «Ўзсаноатқурилишбанк» АТБ банкида эса, ушбу кўрсаткич пастлиги билан ажралиб турибди. Яъни банк даромади билан комиссион даромадлар ўртасидаги боғланиш даражаси F нинг Р қиймати ўзгарувчилар ўртасидаги боғлиқликни эҳтимоли пастлигини билдиради. Бу коэффициент, одатда, 0,05 дан кичик бўлганда, регрессия тенгламасини ижобий деб қараш мумкин бўлади. Бизнинг натижамизда комиссион даромадлардан олинадиган қиймат 0,111... тенг. Демак, банкнинг умумий даромади ва комиссион даромадлари ўртасидаги боғлиқлик берилган тенгланмада бир-бирига таъсир эҳтимоллиги паст.

Хулоса ва таклифлар:

Шундай қилиб, назарий ва эмпирик тадқиқотлар натижаларига асосан, экспорт ҳажмига мустақил боғловчиларнинг таъсирчан бўлиши имперік исботланди. Хўжалик субъектларига бериладиган кредитнинг таъсиридан ташқари бошқа барча ўзгарувчилар таъсир кўрсаткичларининг ижобий боғлиқлиги тасдиқланди.

Келтирилган натижалар бўйича хулоса қиладиган бўлсак, дунё миқёсида факторинг компаниялари сони ва умумий экспорт ва импорт операциялари ўртасидаги боғлиқлик мавжуд яъни факторинг компаниялари сонининг ошиши бевосита экспорт ва импорт ҳажмининг ўсишига олиб келади. Бевосита мамлакатимиз мисолида кўрмоқчи бўлсак унда «Ўзсаноатқурилишбанк» АТБ кредит бериш ва фоиз ҳисобидан даромад олишга боғланиб қолган. Таҳлил натижаларига кўра, «Ўзсаноатқурилишбанк» АТБ маълумотлари асосида танланган моделимиз статистик жиҳатдан аҳамиятли.

Таклифимиз келажакда банк нафақат ўзининг даромадини кредит ҳисобидан, балки бошқа молиявий хизматлар ҳисобидан тўлдириши керак, зеро ушбу молиявий хизматлар кредит беришдан кўра анча хавфсиз ҳисобланади. Молиявий хизматларнинг бир тури факторинг амалиёти ҳисобланади.

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ДАРОМАДЛАРНИ ҚАЙТА ТАҚСИМЛАШ ЖАРАЁНЛАРИНИ ТАРТИБГА СОЛИШНИНГ ФИСКАЛ ВОСИТАЛАРИ

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Аннотация. Ушбу мақолада даромадларни қайта тақсимлаш жараёнларини тартибга солишнинг фискал воситалари, яъни, солиқлар, уларнинг тақсимот жараёнларидаги ўрни ва роли, ўзгариш тенденциялари ва мамлакат ижтимоий-иқтисодий тараққиётига таъсири ёритилган.

Калит сўзлар. тақсимот, бирламчи ва иккиламчи тақсимлаш жараёнлари, даромад, солиқлар, тўғри ва эгри солиқлар, бюджет, профицит, дефицит.

ФИСКАЛЬНЫЕ ИНСТРУМЕНТЫ РЕГУЛИРОВАНИЯ ПРОЦЕССОВ ПЕРЕРАСПРЕДЕЛЕНИЯ ДОХОДОВ

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Аннотация. В данной статье описаны фискальные средства регулирования процессов перераспределения доходов, то есть налоги, их место и роль в процессах распределительных отношений, тенденции изменения и влияние на социально-экономическое развитие страны.

Ключевые слова. распределение, первичные и вторичные распределительные процессы, доходы, налоги, прямые и косвенные налоги, бюджет, профицит, дефицит.

FISCAL INSTRUMENTS FOR REGULATING PROCESSES OF INCOME REDISTRIBUTION

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Abstract. This article describes the fiscal means of regulating the processes of income redistribution, that is, taxes, their place and role in the processes of distribution relations, trends in change and impact on the socio-economic development of the country.

Key words. distribution, primary and secondary distribution processes, income, taxes, direct and indirect taxes, budget, surplus, deficit.

Кириш:

Халқимизнинг эркин ва фаровон, қудратли Янги Ўзбекистонни барпо этиш бўйича хоҳиш-иродасини рўёбга чиқариш, ҳар бир фуқарога ўз салоҳиятини ривожлантириш учун барча имкониятларни яратиш, соғлом, билимли ва маънавий баркамол авлодни тарбиялаш, глобал ишлаб чиқаришнинг муҳим бўғинига айланган кучли иқтисодиётни шакллантириш, адолат, қонун устуворлиги, хавфсизлик ва барқарорликни кафолатли таъминлашда даромадларни қайта тақсимлашнинг фискад воситаларидан самарали фойдаланиш муҳим аҳамиятга эга. Шу мақсадда Ўзбекистон Республикаси Президентининг 2023 йил 11 сентябрдаги ПФ-158-сонли "Ўзбекистон-2030" стратегияси тўғрисида"ги қарорида "Фискал барқарорликни таъминлаш ва давлат мажбуриятларини самарали бошқариш, бунинг учун консолидациялашган бюджет тақчиллигини 2024 йилда ялпи ички маҳсулотга нисбатан 4 фоиздан ва келгуси йилларда 3 фоиздан паст бўлган миқдорда бўлишини таъминлаш, «Яширин иқтисодиёт»ни қисқартириш орқали солиқ базасини қўшимча кенгайтириш имкониятидан фойдаланиш" вазифалари қўйилган. Мазкур устувор вазифаларга эришишда даромадлар тақсимотини самарали амалга ошириш ва уларни тартибга солиш механизмини такомиллаштириш зарур.

Методология:

ЯИМ тақсимланиши ва қайта тақсимланишининг маълум бир кетма-кетлиги мавжуд бўлиб, уларни шартли равишда бир нечта босқичларга ажратиш мумкин. Ушбу босқичларнинг ҳар бирида иқтисодиёт ва унинг алоҳида тармоқлари ҳолатини ифодаловчи кўрсаткичлар шаклланади.

Таҳлил ва натижалар:

Қайта тақсимот жараёнининг биринчи босқичида корхоналар миқёсида амортизация фонди *(AF)* шаклланади. Макроиқтисодий нуқтаи назардан қараганда, жамиятда истеъмол қилинган капиталнинг ўрнини босиш жараёни содир бўлади. Ушбу компенсация ялпи ички маҳсулотдан чегириб ташланганидан кейин соф ички маҳсулот *(SIM)* ҳосил бўлади:

$$SIM = YaIM - AF \qquad (1)$$

SIM янги яратилган маҳсулот бўлиб, у маълум бир йил давомида ишлаб чиқарилган, барча ҳаражатлардан ҳоли бўлган махсулотни акс эттиради.

Қайта тақсимот жараёнининг иккинчи босқичида *SIM* эгри солиқлар *(ES)* миқдорига камаяди. Натижада, миллий даромад *(MD)* қиймати шаклланади:

$$MD = SIM - ES \qquad (2)$$

Билвосита солиқлар фақатгина бозорда сотиладиган товарлар нархига қўшимча устама бўлганлиги сабабли, *SIM* ва *MD* қиймати бир-бирига тенг бўлиб, йил давомида бутун мамлакат бўйлаб яратилган янги қиймат сифатида намоён бўлади.

Қайта тақсимот жараёнининг учинчи босқичида *MD* иқтисодиёт субъектлари даромадларини шакллантирувчи омилларга тақсимланади. Булар иш ҳақи *(IH)*, мулкдан даромад *(MKD)*, ижара даромади *(ID)*, фоиз *(F)*, корпоратив фойда *(KF)* дан иборат бўлади. Миллий даромаднинг бир қисми дивидендлар шаклида мулкдорларга тақсимланади. Қолган қисми ишлаб чиқаришни кенгайтириш учун корхона ихтиёрида қолади.

Шундай қилиб, миллий даромад даромадларни шакллантирувчи омиллар йиғиндиси сифатида намоён бўлади:

$$MD = IH + MKD + ID + F + KF \qquad (3)$$

Қайта тақсимот жараёнининг тўртинчи босқичида даромадларни шакллантирувчи омилларнинг бир қисми давлат томонидан белгиланган солиқлар, ижтимоий суғурта ва суғурта фондларига мажбурий тўловлар шаклида тақсимланади. Шу билан бирга, ушбу маблағлар ҳисобидан давлат фуқароларнинг айрим тоифаларига пенсия, стипендия, нафақалар каби кўринишдаги трансферт тўловларини амалга оширади. Шу тарзда миллий даромаднинг қайта тақсимланиши содир бўлади, яъни, айрим даромадлардан чегирма *(CH)* қилинади ва у иқтисодиётнинг бошқа субъектлари даромадларига *(D)* қўшилади. Натижада фуқароларнинг шахсий даромадлари *(SHD)* шаклланади:

$$SHD = MD - CH + D \qquad (4)$$

Қайта тақсимот жараёнининг бешинчи босқичида турли манбалардан олинган шахсий даромадлар яна солиққа *(DS)* тортилади ва фуқаролар ихтиёрида қоладиган ҳамда ўзлари тасарруф қиладиган даромадга *(ID)* эга бўладилар:

$$ID = SHD - DS \qquad (5)$$

Қайта тақсимот жараёнининг якуний босқичида фуқаролар ихтиёридаги даромад (*ID*) икки қисмга, яъни, истеъмолга *(Ist)* ва жамғармага *(J)* бўлинади:

$$ID = Ist - J \qquad (6)$$

Фуқароларнинг истеъмолга тақсимланадиган даромадлари ЯИМ таркибига кирувчи турли хил товарларни сотиб олишга сарфланади. Жамғариш эса, банкларда сақланади ва ЯИМнинг моддий таркибига кирувчи инвестиция товарларини сотиб олиш йўналтирилади. Демак, турли даромадларнинг шаклланиши жараёнида ЯИМ тақсимоти билан бир қаторда унинг жисмоний тақсимланиши ва истеьмол қилиниши ҳам амалга оширилади. Натижада, ЯИМ эскириш, истеъмол қилиш ва жамғариш учун бизга таниш бўлган маблағлар шаклида қўлланилади, кейинчалик уни тақсимлаш билан янги ЯИМни ишлаб чиқаришга зарурати туғилади ва бу жараён шундай давом қилаверади. Келтирилган босқичлар ЯИМ тақсимотининг барча йўналишлари ва улар амалга оширилишининг кетма-кетлигини изчил акс эттиради.

Мазкур илмий тадқиқотнинг асосий мақсади миллий даромаднинг тақсимланишида давлат бюджетининг шаклланиши, тақсимланиши ва қайта тақсимланиши бўлганлиги сабабли, асосий эътиборни ушбу жараёнларда бирламчи аҳамиятга эга бўлган солиқли ва солиқсиз даромадларга қаратиш мақсадга мувофиқ.

Бюджет даромадлари солиқли ва солиқсиз даромадлар ҳамда беғараз пул ўтказмаларидан иборат.

Бюджет даромадлари ҳисобидан давлатнинг ўз вазифасини бажариши учун барча харажатларни амалга оширилади. Турли мамлакатларда давлат харажатларининг ялпи миллий даромаддаги улуши сезиларли фарқланади. (1-жадвал).

1-жадвал

G20 га кирувчи баъзи мамлакатлар ва Ўзбекистон Республикасида ЯИМга нисбатан бюджет харажатларининг улуши[1] (%да)

Мамлакат	2022 йил	2021 йил
Франция	62,1	55,4
Италия	57,3	48,6
Евро Ҳудуд	54,1	47,0
Испания	52,3	42,1
Буюк Британия	52,0	39,1
Германия	51,1	45,2
Голландия	48,1	42,0
АҚШ	44,0	35,7
Япония*	38,7	38,3
Швейцария	36,2	31,5
Жанубий Корея**	31,1	30,3
Австралия	27,7	24,5
Ҳиндистон	17,6	13,2
Ўзбекистон***	30,3	26,7

* 2020 йил маълумотлари, ** 2021 йил маълумотлари, *** 2022 йил маълумотлари

Юқоридаги жадвал маълумотлари ялпи ички махсулот тақсимланишида фискал воситаларнинг ўрни ва роли нақадар муҳимлигини кўрсатади.

Давлат бюджетининг асосий қисми, яъни 80-90% солиқлар ҳисобидан шаклланганлиги сабабли, ушбу иқтисодий категорияга оид жараёнларнинг илмий-назарий асосларини тадқиқ қилиш мақсадга мувофиқдир.

Солиқлар миллий даромаднинг хўжалик субъектлари ва аҳолидан умумдавлат эҳтиёжлари учун ундириладиган қисмидир.

Солиқли даромадларнинг асосий манбаси янгидан яратилган қиймат ва уни бирламчи тақсимлаш, шунингдек, жамғариш натижасида олинган даромадлар (фойда, иш ҳақи, қўшилган қиймат, ссуда фоизи, рента, дивидендлар ва бошқалар) дир.

Солиқлар қуйидаги белгилар бўйича таснифланади:

- ҳокимият органларининг ваколат даражасига кўра (давлат, маҳаллий солиқлар ва йиғимлар);
- зиммага юкланишига кўра (тўғри ва эгри солиқлар);
- тўланиш манбасига кўра (товар нархининг ошиши, маҳсулот таннархи ошиши, молиявий натижалар, соф фойдага нисбатан солиқлар);
- ундирилиш даврийлигига кўра (мунтазам ва номунтазам солиқлар);
- солиқ солиш объектига кўра (даромад, капитал, ер, хўжалик обороти, алоҳида товарлар);

[1] https://ru.tradingeconomics.com/country-list/government-spending-to-gdp?continent=g20

- солиқ тўловчиларга кўра (жисмоний шахслар томонидан тўланадиган солиқлар, юридик шахслар томонидан тўланадиган солиқлар, шунингдек аралаш – жисмоний ва юридик шахслар томонидан тўланадиган солиқлар);
- бошқа солиқлар[2].

Бюджетнинг солиқсиз даромадлари асосан давлатнинг иқтисодий фаолияти ва бюджет тизимининг турли даражаларида олинган даромадларнинг қайта тақсимланиши натижасида пайдо бўлади[3]. Кўпгина солиқсиз даромадлар доимий фискал хусусиятга эга эмас ва уларнинг қатъий белгиланган ставкаси ўрнатилмайди.

Бюджетнинг солиқсиз даромадлари қуйидаги белгиларга кўра таснифланади:

- ҳудудий белги, яъни, бюджетнинг белгиланган даражаси бўйича;
- жалб қилиш ва шакллантириш ҳусусиятига кўра (мажбурий ва ихтиёрий);
- солиқсиз тушумларни шакллантирувчи, тўловларни ундириш учун асос яратиш белгисига кўра (давлат мулкини сотишдан келиб чиққан даромад).

Бозор иқтисодиётига асосланган мамлакатлар бюджетининг даромадларида солиқлар устувор ўринга эгадир. Ҳозирги кунда дунё мамлакатларида солиқлар бюджет тушумларининг 80-90% ни ташкил этади ва Ўзбекистонда ҳам шундай.

Ўзбекистон Республикаси Солиқ кодексида солиқ деб, муайян миқдорларда ундириладиган, мунтазам, қайтариб берилмайдиган ва беғараз хусусиятга эга бўлган, бюджетга йўналтириладиган мажбурий пул тўловлари тушунилади.

Бошқа мажбурий тўловлар деганда, давлат мақсадли жамғармаларига мажбурий пул тўловлари, божхона тўловлари, шунингдек, ваколатли органлар ҳамда мансабдор шахслар томонидан юридик аҳамиятга молик ҳаракатларни тўловчиларга нисбатан амалга ошириш учун, шу жумладан муайян ҳуқуқларни ёки лицензиялар ва бошқа рухсат берувчи ҳужжатларни бериш учун тўланиши лозим бўлган йиғимлар, давлат божи тушунилади .

Солиқлар ва бошқа мажбурий тўловларнинг унсурлари солиқ солиш объекти, солиқ базаси, солиқ ставкаси, солиқ даври, солиқни ҳисоблаб чиқиш тартиби, солиқ ҳисоботини тақдим этиш тартиби, солиқни тўлаш тартибидан иборат[4].

Ҳар бир солиқ ёки бошқа мажбурий тўловга татбиқан солиқ тўловчилар ва солиқларнинг унсурлари белгиланади. Солиқ солиш объекти солиқ тўловчида солиқ ёки бошқа мажбурий тўлов ҳисоблаб чиқарилиши ва (ёки) тўланиши юзасидан мажбурият келтириб чиқарувчи мол-мулк, ҳаракат натижасидир.

Солиқ солинадиган база солиқ солиш объектининг солиқ ёки бошқа мажбурий тўловнинг ставкасига татбиқан белгиланган кўрсаткичлардаги қиймат, миқдор, физик ва бошқа тавсифларини ифодалайди.

Ставка солиқ солинадиган базанинг ўлчов бирлигига нисбатан ҳисобланадиган фоизлардаги ёки мутлақ суммадаги миқдорни ифодалайди. Солиқлар ва бошқа мажбурий тўловларнинг ставкалари агар Солиқ кодексида бошқача қоида назарда тутилмаган бўлса, Ўзбекистон Республикаси Президентининг қарори билан белгиланади. Солиқ ва бошқа мажбурий тўловни ҳисоблаб чиқиш тартиби солиқ даври учун солиқ солинадиган базадан, ставкадан, шунингдек, имтиёзлар мавжуд бўлса, шу имтиёзлардан келиб чиқиб, солиқ ва бошқа мажбурий тўлов суммасини ҳисоблаш қоидаларини белгилайди. Солиқ ва бошқа мажбурий тўловларни ҳисоблаб чиқиш солиқ тўловчи томонидан мустақил равишда амалга оширилади. Солиқ даври у тугаганидан кейин солиқ солинадиган база аниқланадиган ҳамда солиқ ёки бошқа мажбурий тўлов суммаси ҳисоблаб чиқиладиган даврдир. Солиқ даври бир неча ҳисобот даврига бўлиниши мумкин бўлиб, уларнинг якунлари бўйича ҳисоб-китобларни тақдим этиш ҳамда солиқлар ва бошқа мажбурий тўловларнинг

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[2] Рылов В.А. Гармонизация экономических интересов субъектов распределительных отношений в целях достижения макроэкономической стабильности // Автореферат диссертации на соискание ученой степени кандидата экономических наук. –Казань. 2020. -48 стр.
[3] Ўша ерда.
[4] Ўзбекистон Республикасининг Солиқ кодекси (янги таҳрири). https://lex.uz/docs/4674902

тўланиши лозим бўлган суммаларини тўлаш мажбурияти юзага келади. Қонунчиликда назарда тутилган, бошқа солиқ тўловчиларга нисбатан айрим тоифадаги солиқ тўловчиларга бериладиган афзалликлар, шу жумладан, солиқ ва (ёки) бошқа мажбурий тўлов тўламаслик ёхуд уларни камроқ миқдорда тўлаш имконияти солиқлар ва бошқа мажбурий тўловлар бўйича имтиёзлар деб, эътироф этилади[5].

Қайта тақсимот жараёнлари натижасида Ўзбекистон Республикаси Давлат бюджети даромадлари икки манба, яъни, давлат мақсадли жамғармалари ҳисобга олинмаган даромадлар ва давлат мақсадли жамғармалари даромадларидан шаклланади. Булар қуйидаги солиқлар, йиғимлар ва бошқа мажбурий тўловлардан иборат:

- Солиқлар (қўшилган қиймат солиғи, акциз солиғи, фойда солиғи, жисмоний шахслардан олинадиган даромад солиғи, ер қаъридан фойдаланганлик учун солиқ, фойдали қазилмаларни қазиб олганлик учун махсус рента солиғи, сув ресурсларидан фойдаланганлик учун солиқ, мол-мулк солиғи, ер солиғи, ижтимоий солиқ);
- Йиғимлар (чет давлатлар автотранспорт воситаларининг Ўзбекистон Республикаси ҳудудига кирганлиги ва унинг ҳудуди орқали транзити учун йиғим, алкоголь маҳсулотларини реализация қилиш ҳуқуқи учун йиғимлар, жумладан, алкоголь маҳсулотларини чакана сотиш ҳуқуқи учун йиғим, умумий овқатланиш корхоналари томонидан алкоголь маҳсулотларини реализация қилиш учун йиғим);
- Бошқа мажбурий тўловлар (ижтимоий жамғармаларга мажбурий тўловлар (ягона ижтимоий тўлов, фуқароларнинг бюджетдан ташқари Пенсия жамғармасига суғурта бадаллари, бюджетдан ташқари Пенсия жамғармасига мажбурий ажратмалар), давлат божи, божхона тўловлари).[6]

Таҳлилларимиз республикада давлат бюджети даромадлари шаклланишида барча солиқ турларининг ўрни ва роли сезиларли эканлигини кўрсатди (2-жадвал).

2-жадвал.

2020-2022 йилларда давлат бюджети даромадларининг шаклланиши[7] (млрд сўм)

	2020 й.		**2021 й.**		**2022 й.**		**Ўсиш 2022/ 2020**
	сумма	**салмоғи**	**сумма**	**салмоғи**	**сумма**	**салмоғи**	**фоизда**
Давлат бюджети даромадлари	**112 165**		**132 938**		**164 681**		**146,8**
шу жумладан:							
1. Билвосита солиқлар - жами	**46 429**	**41,4**	**46 428**	**34,9**	**56 292**	**34,2**	**121,2**
1.1. Қўшилган қиймат солиғи (ҚҚС):	33 810	30,1	31 177	23,5	38 439	23,3	113,7
- ҚҚС бўйича тушумлар	37 055	33,0	40 224	30,3	52 856	32,1	142,6
- ҚҚС бўйича қоплаш	-3 245	-2,4	-9 046	-6,8	-14 417	-8,8	444,3
1.2. Акциз солиғи	10 316	9,2	11 697	8,8	13 088	7,9	126,9
1.3. Божхона божи	2 303	2,1	3 554	2,7	4 765	2,9	206,9

[5] Ўша манба
[6] Ўзбекистон Республикасининг Солиқ кодекси (янги таҳрири). https://lex.uz/docs/4674902
[7] Ўзбекистон Республикасининг Солиқ кодекси (янги таҳрири). https://lex.uz/docs/4674902

2. Бевосита солиқлар - жами	**31 677**	**28,2**	**45 207**	**34,0**	**58 930**	**35,8**	**186,0**
2.1. Фойда солиғи	16 361	14,6	28 712	21,6	38 363	23,3	234,5
2.2. Айланмадан олинадиган солиқ	1 989	1,8	1 354	1,0	1 649	1,0	82,9
2.3. Жисмоний шахслардан олинадиган даромад солиғи	13 327	11,9	15 141	11,4	18 918	11,5	141,9
3. Ресурс ва мол-мулк солиғи	**19 681**	**17,5**	**21 257**	**16,0**	**23 036**	**14,0**	**117,1**
3.1. Мол-мулк солиғи	2 360	2,1	1 974	1,5	2 457	1,5	104,1
3.2. Ер солиғи	2 313	2,1	2 387	1,8	4 083	2,5	176,5
3.3. Ер қаъридан фойдаланганлик учун солиқ	14 693	13,1	16 417	12,3	15 812	9,6	107,6
3.4. Сув ресурсларидан фойдаланганлик учун солиқ	314	0,3	479	0,4	684	0,4	217,6
4. Бошқа даромадлар ва солиқ бўлмаган тушумлар	**14 379**	**12,8**	**20 046**	**15,1**	**26 423**	**16,0**	**183,8**

2-жадвал маълумотлари охирги уч йил билвосита солиқларнинг улуши (2022 йилда - 34,2%) Давлат бюджети даромадлари таркибида 2020 йилдан бошлаб жиддий қисқарганлигини кўрсатади. Бунинг асосий сабаблари ҚҚС ставкасининг 20%дан 15%гача пасайтирилиши, ҚҚСни ҳисобга олиш ва қоплашнинг тўлақонли тизимининг жорий қилиниши, импортга акциз солиғи бўйича ноль даражали ставкаларнинг жорий этилиши ҳисобланади. Бевосита солиқларнинг улуши эса ўсиш тенденциясига эга бўлган (2022 йилда - 35,8%). Бунинг асосий сабаблари бўлиб “НКМК” АЖ ва “ОКМК” АЖ бўйича бюджетга тушумнинг ошиши (қимматбаҳо ва рангли металларга жаҳон нархининг ва реализациянинг ўсиши ҳисобига), фойда солиғи ставкасининг 14%дан 15%гача ошиши ҳисобланади. Ресурс солиқларининг улуши эса, пасайиш тенденциясига эга бўлган (2022 йилда - 14%). Бунга сабаб ер қаъридан фойдаланганлик учун ва юридик шахслар мол-мулкига солинадиган солиқ ставкаларининг пасайиши ҳисобланади. Бошқа даромадлар ўсиш тенденциясига эга бўлган (2022 йилда - 16%). Бунга “НКМК” АЖ ва “ОКМК” АЖдан дивидендлар бўйича бюджетга тушумнинг ошиши таъсир қилган.

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