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## Message

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Dear Academicians & Research Scholars,

**Happy New Year 2024 to all of you**



Dear authors & research scholars as you know that our **open access a double peer reviewed referred an international research journal** listed with many research organizations like, Scientific Journal Impact factor, Google scholar, Directory of research journal indexing (DRJI) and approved in Higher Education Supreme Authority Uzbekistan. We are also member of PILA (Crossref) USA. The real motive of our international research journal is to publish worthy research papers, book review and case study after double blind peer review process. There is no doubt that today we have completed 12 years of our successfully publications and given international platform to our authors for publication in this journal from worldwide. I say thanks to all those authors & research scholars, who belong in the management or related field, supported me direct or indirectly for the same. During the last previous years of our research journey, you can see that there are so many research papers, case studies, book reviews coming from across the world, in the field of management or related. Many academicians, research scholars & students have approached from different countries like USA, Thailand, Indonesia, Saudi Arabia, Iran, Spain, Nigeria, Kenya, Nepal, Pakistan, Sri Lanka, Uzbekistan and Malaysia to publish their research papers in our esteemed International research Journal. We have considered most of them to publish after peer blind review process. We have also published many research papers from different management institutes of our country. They are sending regularly for publication in the upcoming issues. In addition to, it, there are many academicians, research scholars and institutes subscribing for our journal for reading by students and faculties. There are so many academicians who are approaching for being associated with our editorial & advisory board or as a review expert. We have selected some of them from foreign countries like USA, Nigeria, Uzbekistan and Sri Lanka, Nepal. The standard of our all research papers like empirical, conceptual, book review and case study is increasing the popularity of this Journal day by day. The most inspirable things of our journal are Motivational quotations which are appreciated by readers. Our renowned advisory board & editorial board members giving me advise to maintain quality of the journal and its become a real mile stone of our success.

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**Dr. P. S. Bhadouria**

# THE LEVEL OF WELFARE OF THE POPULATION OF UZBEKISTAN AND ITS COMPARATIVE ANALYSIS WITH CENTRAL ASIAN COUNTRIES

Pardaev Mamayunus Karshibaevich<sup>1</sup>, Pardaeva Ozoda Mamayunusovna<sup>2</sup>,  
Babanazarova Sevara Abdunazarovna<sup>3</sup>

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## ABSTRACT

*The main focus of the article is on the comparative analysis of the population growth and welfare level of Uzbekistan in Central Asia. First of all, importance was given to the position of the population of Uzbekistan among the CIS countries, and then the comparative analysis of the level of prosperity among the Central Asian countries. Following the method from the general to the specific, the comparative analysis of the gross territorial product per capita in the Samarkand region for the years 2021-2022 was also covered. It is known that the result of well-being is measured by people's health and longevity. Taking this into account, a comparative analysis of the ratio of births and deaths in Uzbekistan, deaths by types of diseases was also given.*

**Keywords**-Population, Population Size, Structure Of The Population Of The Cis Countries, Population Of The Mo Countries, Gross Domestic Product (Gdp), Gross Regional Product (Gnp), Types Of Diseases, Mortality, Birth Rate.

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## I. INTRODUCTION

Today, on a global scale, complex processes related to population change are taking place in various regions of the world. If there is a decrease in one area, there is an increase in another area. In the development strategy of New Uzbekistan for 2022-2026, tasks consisting of seven priority areas have been developed based on the principle "From the strategy of actions to the strategy of development". In their composition, issues related to the population and its well-being have been recognized in many places. These issues are also related to the structural structure of the world's population and the processes of change in the process of globalization. In this regard, the President of the Republic of Uzbekistan has defined specific tasks in his work and in the Decree No. PF-60 "On the Development Strategy of New Uzbekistan for 2022-2026" signed on January 28, 2022. Due to this, studying the structural structure of the world's population in various directions, their level of well-being<sup>4</sup> and evaluating them is very relevant today.

## II. LITERATURE REVIEW

The world, the population of some regions and its changing trends have been little studied by scientists. Taking these into account, we found it objectively necessary to systematically look at their structural structures using the Internet and world statistics. Because the employment of the world's population in the

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<sup>4</sup>"Strategy of New Uzbekistan" by ShavkatMirziyoev- T.: "Uzbekistan" publishing house, 2021. - 464 pages

fields, the level of well-being in terms of living conditions directly depends on the professional directions of the population. Taking this into account, several studies are being conducted in this direction. A. Abdurakhmanov, S.S. Gulomov, N. Arabov, M.M. Muhammedov can also be included in the sentence. Some of our research (such as M.Q.Pardaev, A.R.Latipov, O.M.Pardaeva, M.D.Usmanov) is aimed at solving these problems <sup>1</sup>.

### III. RESEARCH METHODOLOGY

In the process of research, the logical, comparative and comparative analysis, analysis and synthesis, induction and deduction methods of the growth of the population of Uzbekistan in Central Asia and the level of well-being were used.

### IV. ANALYSIS AND RESULTS

According to the data of the State Statistics Agency, as of January 1, 2022, the number of permanent residents in our republic is 35.3 million. established a person. This is 11.9% of the total population of the CIS countries. It can be seen that the Republic of Uzbekistan ranks third in the CIS in terms of permanent population. According to the analysis, as of January 1, 2022, the number of permanent residents in the CIS countries and its percentage share are different. This can also be seen from the data in the table below (Table 1).

**Table 1 : Structural structure of the population of the CIS member states as of January 1, 2022<sup>2</sup>**

O/n	Name of states	Number, person	Share, %
1.	Russia	152.2	51.3
2.	Ukraine	43.3	14.6
3.	Uzbekistan	35.3	11.9
4.	Kazakhstan	19.3	6.5
5.	Belarus R.	10.4	3.5
6.	Azerbaijan	9.8	3.3
7.	Tajikistan	9.5	3.2
8.	Kyrgyz R.	6.8	2.3
9	Turkmenistan	4.4	1.5
10.	Armenia	3.0	1.0
11.	Moldova	2.7	0.9
	<b>Total</b>	<b>296.6</b>	<b>100.0</b>

As can be seen from the table, the Russian Federation occupies a leading position among the CIS countries. The share of this country in the total population is 51.3%. The next place is Ukraine, the population of this country is 3.5 times less than that of Russia (152.2/43.3). But it ranks second in terms of

<sup>1</sup>Saidakhror Ghulomov, Mamayunus Pardaev. 10 important factors to achieve community development. // "Khalk Sozi" newspaper. No. 158. August 26, 2022. - 5 pages, Pardaev M., Pardaeva O., Structural structure of the world population and processes of change during globalization. // JOURNAL OF MARKETING? BUSINESS OATH

MANAGEMENT (JMBM). – pages 64-73. www.jmbm.uz VOLUME 1, ISSUE 4 (June) ISSN: 2181-3000 <https://cyberleninka.ru/article/n/opportunities-to-use-the-experience-of-japan-in-provision-of-development-strategy>. - 0.8 b.t., Pardaev M.Q., Latipov A.R., Usmanov M.D. Opportunities for employment in rural poverty reduction. // JOURNAL OF MARKETING? BUSINESS AND MANAGEMENT (JMBM). – pages 209-217. www.jmbm.uz VOLUME 1, ISSUE 4 (June) ISSN: 2181-3000 <https://cyberleninka.ru/>. - 0.5 p.p., Mamayunus Karshibaevich Pardaev. Ozoda Mamayunusovna Pardaeva. The structural structure of the world's population and the processes of change in the process of globalization. // "Service" scientific and practical magazine. 2022. Issue 3. – pages 5-11. - 0.6 p.p.

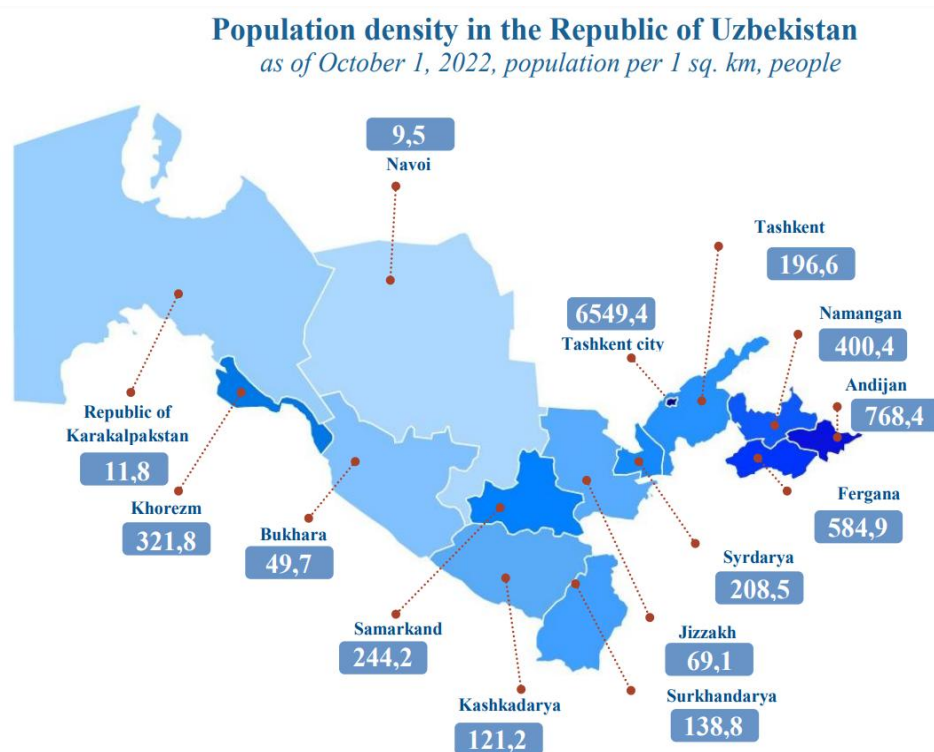
<sup>2</sup>[https://t.me/statistika\\_rasmiy](https://t.me/statistika_rasmiy)

share. The population of our country is 4.3 times (152.2/35.3) less than the population of Russia. However, the share of the population of our country is 11.9%, and according to this indicator, it ranks third among the CIS countries. At the lowest level is Moldova, the share of the population of this country is only 0.9% or 2.7 million. constitutes a person.

Among the countries of Central Asia, the population of Uzbekistan is 35.3 million. It ranks first in terms of population. In second place is Kazakhstan, whose population is 19.3 million. constitutes a person. This is 1.8 times less than Uzbekistan (35.3/19.3). Tajikistan is in third place, its population is 9.5 million. constitutes a person. This is 3.7 times (35.3/9.5) less than in Uzbekistan. Next is the Kyrgyz Republic, whose population is 6.8 million. This figure is 5.2 times (35.3/6.8) less than in Uzbekistan. Turkmenistan has a population of 4.4 million people and is the lowest in Central Asia in terms of population.

The next analysis was carried out according to the density of the population of Uzbekistan per 1 sq.m. Because every region in our country is unique and has different density. The first indicator was considered from the point of view of the analysis of the population density of our country. 1 sq. km. in Uzbekistan. According to the data of the State Statistics Committee, as of October 1, 2022, the number of permanent residents will be 79.8. Compared to the same period last year, it has increased by 1.7 people. It can be seen that the population is growing year by year.

This figure shows the population density by regions of the Republic of Uzbekistan (Figure 1).



**Figure 1. As of October 1, 2022, 1 sq. population density per km<sup>1</sup>**

<sup>1</sup>[https://t.me/statistika\\_rasmiy](https://t.me/statistika_rasmiy)



As can be seen from the picture, 1 sq. km. It can be seen that the number of inhabitants per land area is different in different regions. According to the information of the State Statistics Committee, if we focus on the analysis of the data provided as of October 1, 2022, in Uzbekistan 1 sq. km. as mentioned above, the average number of permanent residents corresponds to 79.8 people per land area. This indicator is increasing year by year. 1 sq. km. in Tashkent city. The population per land area is 6549.4 people. Andijan region is in second place. Here this indicator is 768.4 people. The third place is Fergana region, where there are 584.9 people. Namangan region ranks next in terms of population density. There are 400.4 people in this area. In terms of population density, Navoi region is the lowest, where 1 sq. km. 9.5 people per land area. The Republic of Karakalpakstan has 11.8 people, 49.7 people in Bukhara region, 69.1 people in Jizzakh region. Samarkand region is average in terms of population density, 1 sq. km. 244.2 people per land area. As a result of population growth, this indicator has increased by 1.0-2.0 people compared to the corresponding period of last year.

Uzbekistan ranks third among the CIS countries in terms of population in the countries of Central Asia. The power of the state is not measured by the number of the population, but by the level of macroeconomic indicators, namely the level of the Gross Domestic Product (GDP). How we are doing in this regard can be seen in this table (Table 2).

**Table 2 :Comparative analysis of the volume of Gross Domestic Product (GDP) in the countries of Central Asia in 2021<sup>1</sup>**

O/n	Name of countries	Gross Domestic Product (GDP), bln. soum		GDP per capita	
		Amount, billion \$	Share of the total, %	Amount, \$	Level compared to the average in CA countries, %
1.	Kazakhstan	169.8	70.0	9655	282.3
2.	Uzbekistan	57.7	23.8	1785	52.2
3.	Kyrgyzstan	7.7	3.2	1225	35.8
4.	Tajikistan	7.3	3.0	773	22.6
5.	Turkmenistan	-	-	-	-
	TOTAL	242.5	100.0	3420	100.0

*Note: The population of Central Asian countries (except Turkmenistan) is 70.9 million. Person*

A comparative analysis of the volume of gross domestic product (GDP) in the countries of Central Asia for 2021 shows that the volume of this indicator is 242.5 billion. is US dollars. The main part of it, ie 70.0%, corresponds to Kazakhstan. Uzbekistan's share is 23.8%, Kyrgyz Republic's 3.2%, and Tajikistan's 3.0%. As you can see, the leading place in Central Asia is occupied by Kazakhstan. Kazakhstan is leading in terms of

<sup>1</sup>@secretmessages.



the share of GDP per capita. 282.3% higher than the national average. This figure was 52.2% in Uzbekistan, 35.8% in Kyrgyzstan and 22.6% in Tajikistan.

Now we will analyze the situation in Samarkand region. Based on this, it is possible to obtain the 9-month results of the volume and growth rates of the gross regional product (GDP) per capita, announced by the Samarkand Region Statistics Department. The gross regional product (GDP) per capita in the region during this period was 10 million 708 thousand soums <sup>1</sup>. This indicator is 4.0% higher compared to the same period last year. If we pay attention to its structural structure, the volume of gross added value (GVA) created in all sectors of the region's economy made up 97.3 percent of the total GNI, and net taxes on products made up 2.7 percent. A comparative analysis of this situation in 2021-2022 can also be seen from the figure below (Figure 2).

Indicators	2021 year	2022 year
Gross regional product per capita, thousand soums.	9 429.3	10708.0
Growth rate of gross regional product per capita, %	105.1%	104.0%

**Figure 2. Comparative analysis of gross regional product per capita in Samarkand region for 2021-2022**

This picture shows a comparative analysis of the gross regional product per capita in Samarkand region for the years 2021-2022, and it can be seen that growth was observed during these two years. In 2021, this indicator increased to 105.1%, and in 2022 it increased to 104.0%.

Macroeconomic indicators in our country and in each of their regions indicate the well-being of the population. Well-being serves to increase the level of health and longevity of the population. In fact, one of the aspects that show the level of socio-economic development of countries is the average standard of living of the population. The average life expectancy in the world is 71 years. This figure is 84.6 in Japan, 84.2 in Andorra, 82.3 in Israel, 79.8 in the USA, 72.7 in Russia, 73.8 in Uzbekistan, 73.7 in Tajikistan, and 70.4 in Turkmenistan <sup>2</sup>. It can be seen that Uzbekistan is the leader in Central Asia according to this indicator. This situation is directly related to population growth.

In Uzbekistan, the ratio between birth and death determines the level of population growth. By October 1, 2022, 681 thousand babies were born in our country. During this period, the death rate was 130,000 <sup>3</sup>. The ratio between them is 19.1% ( $130 \times 100 / 681$ ). This indicator shows that if the population increases due to the birth of 5 babies every year in our country, the population decreases by one person. It should be

<sup>1</sup>[https://t.me/zarnews\\_uz/61469](https://t.me/zarnews_uz/61469)

<sup>2</sup>[Zarnews.uz/post/world-average-life-expectancy-how-many-years-in-Uzbekistan](https://zarnews.uz/post/world-average-life-expectancy-how-many-years-in-Uzbekistan)

<sup>3</sup><https://uznews.uz/posts/59643>

recognized that in our country, great importance is attached to the healthy lifestyle of the population and prolonging their life. As a result, various diseases are prevented and the number of deaths is reduced.

According to the State Statistics Committee of the Republic of Uzbekistan, as of October 1, 2022, the majority of deaths recorded in our country are due to diseases of the circulatory system. Its share is 56.8% of the total mortality. This can also be seen from the data in the table below (Table 3).

**Table 3 : He number and percentage of deaths recorded in the Republic of Uzbekistan by diseases in the 9th month of 2022 <sup>1</sup>**

T/r	Types of diseases	Number, person	Share, %
1.	Diseases of the circulatory system	74 109	56.8
2.	Diseases of respiratory organs	12,805	9.8
3.	From tumors	10,535	8.1
4.	From accidents, poisoning and injuries	7 260	5.5
5.	Diseases of digestive organs	5 264	4.1
6.	Infectious and parasitic diseases	1 976	1.5
7.	From other diseases	18 417	14.2
8.	Total number of dead	130 366	100.0
9	Number of births, thousand people	681.0	1010.0
10.	Percentage of deaths compared to births, %	x	19.1

According to the data of the table, according to the diseases of Uzbekistan, the most deaths in the period of 9 months of 2022 are related to diseases of the circulatory system. This is 56.8% of all deaths during this period. 9.8% of deaths from respiratory diseases.

In our country, the number of people who died from tumors was 10,535 or 8.1%. It is necessary to study the fact that this disease has slightly increased instead of the previous 3-5 percent, and find ways to prevent it. There are many people who died in our country from accidents, poisoning and injuries . In this short time, 7,260 or 5.5% of deaths are related to this disease. 5,264 people or 4.1% died from diseases of digestive organs . This is also one of the issues that draw attention. We still have infectious and parasitic diseases. 1,976 people died from this disease or 1.5% of all deaths . Currently, many of these are treatable diseases.

It can be seen from these that in our country, we should attach great importance to the field of medicine and deal with the prevention of many diseases. Also, if our population strictly adheres to a healthy lifestyle, many diseases can be prevented by themselves. For example, heart and blood vessel diseases are directly caused by not following this healthy lifestyle.

<sup>1</sup><https://uznews.uz/posts/59643>

Another important point. Air pollution in our country is increasing year by year. Unfortunately, deaths due to various diseases are increasing due to polluted air. It is very dangerous that today, according to reports on social networks, Uzbekistan has taken the absolute first place in terms of deaths per hundred thousand people<sup>1</sup>. It can be seen from the infographic that even the Arab countries, even China and India, are far behind Uzbekistan in terms of air pollution. Therefore, the fact that our country has reached the top position in terms of negative indicators cannot be justified by anything. The streets of our country are full of cars, the whole country has been turned into a construction site. In such conditions, the cutting of perennial trees continues.

## V. CONCLUSION/RECOMMENDATIONS

Great work is being done to correct this situation. In particular, within the framework of the national project "Green space" announced in November 2022: "Dolzarb 40 days" in Samarkand region alone, 6 mln. It is planned to plant 125,000 pieces of 27 types of fruit and ornamental trees and shrubs. These are implemented in the regions. According to the press report, this work is being completed in all regions<sup>2</sup>. This situation greatly helps to improve the atmosphere and improve the ecological environment of the area.

In short, our country is the leader among Central Asian countries in terms of population and growth rate. But the population's well-being is still at a very low level. In particular, GDP per capita is 5.4 times lower than in Kazakhstan. This is quite low considering our enormous potential. All this requires drawing a relevant conclusion and looking at the new life in New Uzbekistan with different eyes.

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# CHANGES IN THE WORLD IN THE PROCESS OF GLOBALIZATION AND THE PLACE OF UZBEKISTAN IN IT

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## ABSTRACT

*In the process of globalization, it is also related to the structural structure of the world's population and the processes of change, and it is said that tasks consisting of seven priority directions have been developed based on the principle of "Action Strategy - Development Strategy" for 2022-2026. In this regard, based on national interests, considerations are made on approaching universal problems and effective proposals are made.*

**Keywords**-Strategic Document, World Population, Fair Society, Nutrition, Clean Drinking Water, Inflation Rate, Innovative Technology, Innovative Factor, Service.

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## I. INTRODUCTION

**An important strategic document.** The head of our state adopted the decree "On the development strategy of New Uzbekistan for 2022-2026" on January 28, 2022. The development strategy consists of 7 directions and 100 goals. It is no exaggeration to say that this strategic document serves as a basis for reforms in all areas for Uzbekistan. After all, the head of state said that "by 2030, Uzbekistan will be among the countries with higher than average income per capita. It is planned to achieve this, first of all, by encouraging the private sector and increasing its share, as well as by attracting direct foreign investments.

Address of the President of the Republic of Uzbekistan to the Oliy Majlis and the people of Uzbekistan on December 20, 2022 "At present, as in the whole world, serious environmental problems are emerging in Uzbekistan. In most of our regions, the composition of the soil is disturbed, the fertile lands are shrinking, desertification, lack of water, drought, providing the population with clean drinking water are among these. In such a complex environment, it was also noted that we will continue to pursue an open and pragmatic foreign policy based on mutual trust and respect. After all, "From now on, we will focus on strengthening multifaceted and mutually beneficial cooperation with all neighboring countries in Central Asia and countries that are our strategic partners in the world, international organizations." It is clear that Uzbekistan will cooperate with the countries of the world in the future.

## II. LITERATURE REVIEW

The following scholars have considered changes in the world in the process of globalization and the place of Uzbekistan in it in their research: Shavkat Mirziyoev[1], [2], [3], Uskinova Z.[4], RahmatovLaziz[5], Pardaev M.Q., Pardaeva O.M., Pardaev O.M.[6].

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### III. RESEARCH METHODOLOGY

In this research, we used methods of logical analysis and synthesis, grouping, comparative and structural analysis, abstraction, factor analysis, induction and deduction.

### IV. ANALYSIS AND RESULTS

**New Uzbekistan will be an open and fair state.** Today, on a global scale, complex processes are taking place in different regions of the world. This problem is also related to the structural structure of the world population and the processes of change in the process of globalization. In this regard, the President's work "Strategy of New Uzbekistan" and the Decree "On the development strategy of New Uzbekistan for 2022-2026" signed on January 28, 2022 have specified specific tasks <sup>1</sup>.

According to the development strategy, New Uzbekistan provides wide opportunities to use public services in order to further improve the life of every citizen, there are all conditions for people to talk openly about their problems and work together to solve them, it provides the opportunity to ensure justice for all and its citizens from the social status. Regardless, it will be a country that is equal before the law and has created the necessary conditions for the development of entrepreneurship. In short, New Uzbekistan means an open and fair society that cares for every citizen.

**Structural structure of the world population and processes of change.** One of the global problems of the world is related to the level of nutrition of the world population. "According to the first deputy secretary general of the UN, Amina Muhammad, in the last 25 years, the number of people living in extremely poor conditions has decreased significantly, the level of maternal mortality has decreased by 40 percent, and the life expectancy of people has increased significantly"<sup>9</sup>. With all the problems, the poor population does not have the opportunity to eat enough food. The structure of the world's population according to the level of nutrition as of January 1, 2022 is presented in the table below.

Structural structure of the world population by level of nutrition as of January 1, 2022

As can be seen from the table, 21 percent of the world's population belongs to the category of people who eat a lot of food. This is 1.6 billion. constitutes a person. 63 percent of the world's population (4.9 billion) is a group of people who can eat as much as they want. But 1.3 billion the population does not have the opportunity to eat enough. Most of them are suffering from famine. In such conditions, many food products are wasted in some countries. In order to ensure food security on a global scale, it is necessary to start practicing frugality in the moderation of its consumption and give great importance to this issue. "Today, 3 million tons of food products become waste every year in Uzbekistan alone. In the city of Tashkent, 2 tons of bread products are thrown away every day, about 730 tons per year. In 2019, 1.64 billion tons of food was wasted in the world. It is noted that only 25% of the lost food can completely solve the problem of hunger in the whole world <sup>2</sup>.

The world's population and its changing trends have been systematically under-researched by scientists. Taking these into account, using the Internet and world statistics, their structural structures are in several directions, in particular, the structural structure of the employment of the world's population in economic

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<sup>1</sup>1 Vol.: "Uzbekistan" publishing house, 2021. - 464 pages.

<sup>2</sup>[https://t.me/Kun\\_Xabalarari\\_official1](https://t.me/Kun_Xabalarari_official1) <https://t.me/+aNpbAuWpvxw2YjRi>



sectors, their distribution by continents, the structural structure according to living conditions, the difference in the level of nutrition, the level of consumption per day, the level of consumption of clean drinking water, the composition of those who live in their own homes and those who do not have homes were also analyzed.

**The world's population is aging.** In the process of research, logical analysis methods based on information were used. Methods and approaches of the theory of knowledge such as induction and deduction, space and time, analysis and synthesis are also used. The world population is growing.

According to the UN's data on the population of the planet, at the beginning of 2022, the world's population will be 7.8 billion. organized a person. The population of our planet is increasing by 82 million people every year. On average, 2.6 children are born every second. By the end of 2050, the world population will reach 9.7 billion people. This was announced at the 52nd session of the Commission on Population and Development held at the UN headquarters in New York. In particular, the world population is predicted to reach 11 billion people at the end of this century. The process of globalization continues worldwide and is expanding year by year. Currently, the world's population growth is accompanied by aging, declining birth rates, and rapid urbanization. According to UN data, the average birth rate in the world is 2.5 children per woman, and in 2030 it will be 2.4 children. The percentage of people 65 and older in the total population is increasing. Currently, their share in Europe is 19% of the total population, and in North America 16%, and by 2050 these indicators will grow to 28% and 23%, respectively.

**A solution to universal problems.** In the development strategy of New Uzbekistan for 2022-2026, tasks consisting of seven priority areas have been developed based on the principle "From the strategy of actions to the strategy of development". The sixth of them is to approach universal problems based on national interests.

In order to achieve these high goals, the President defined 5 main tasks within the framework of the Development Strategy until 2026.

First, in the field of education, the creation of the most favorable conditions for children to master modern knowledge and skills will be consistently continued. For this purpose, school curriculums, teaching methods, and the content of textbooks will be fundamentally revised.

Second, a just solution to any disputed issue should be found only by a court of justice. Any interference in the work of judges will be severely punished, all necessary conditions will be created for their undisturbed work.

Third, through business development, additional jobs will be created, poverty will be reduced, and the income of the population will increase. For this purpose, all barriers to private property and entrepreneurship will be removed. State administration will be reformed and state participation in the economy will be drastically reduced.

Fourth, the access to better quality and qualified medical services will be expanded to the population in the health care system. In all regions, the coverage of emergency medical care will be increased and brought closer to people.

Fifth - the issue of providing the population with clean drinking water is always in the center of attention. The amount of investments in the industry will be increased dramatically.



"Of course, it is natural that various difficulties and problems arise in front of us in the implementation of such large-scale tasks. But our brave and tenacious people, who have experienced many trials and hardships in their history, are able to overcome any difficulties. I firmly believe in this," said the head of state.

The solution to the problem - as a result of attracting innovative factors to the sectors of the economy in attracting innovative technologies to agriculture, the employment of the world's population in the sectors is also formed and has trends of change from year to year. Our research shows that 26.3% of the world's population consists of young people. It should be noted that the number of people employed in the service sector is the highest in the world, making up 23.5 percent by the beginning of 2022. As a result of the development and improvement of economic and social life, the share of this sector is gradually increasing. In terms of employment, agriculture is in the second place. Its share this year is 19.4 percent.

According to the analysis of experts, the supply of food to the world's population and the supply of raw materials to some industrial enterprises directly depend on agriculture. Due to this, the number of employees in this field will be maintained. However, as a result of attracting innovative technologies and ideas to this sector, it is possible to deliver more agricultural products with less labor than the current volume. Due to this, the share of people employed in this field in the world population may slowly decrease.

The proportion of elderly people is increasing worldwide. In 2015, their share was 7.9 percent, and by today, this figure has reached 8.1 percent. This will tend to increase as the world's population transitions to a healthier lifestyle.

Today, the number of unemployed is 6.0 percent worldwide. This level has been maintained for many years. But lately it has also been on a downward trend. The stratum of the population that makes up the employment of the world's population should mainly be entrepreneurs. But now their share is only 5.5 percent of the total employed population. With the development of society, the amount of this indicator should increase.

**It is necessary to bring industry to the villages and turn them into cities.** If we look at the location of the world's population on the continents, the main part of the population is located in Asian countries. That is, 60 percent or 4.7 billion people live in Asia. This area is mainly inhabited by Muslims. Population growth is observed in this region. Due to this, the population of this area will increase in the future. A similar situation may occur on the African continent. But the economic condition of the population living on this continent is not sufficient. It is natural that there is no sharp increase in the population due to the high birth rate here. In the rest of the continents, due to a small increase in population, their total population is expected to decrease.

Currently, the number of people living in cities is increasing globally. In the 20th century, the majority of the population historically lived in rural areas, but today their share has decreased somewhat, and the urban population is the majority. Today, urban residents make up 51 percent of the world's population, or 4 billion people. The rural population makes up 49 percent or 3.8 billion people, respectively. It should be recognized that the share of urban population in developed countries is large. According to the UN report, future population growth will occur at the expense of urban population growth.

"In 2030, the population of cities will make up 60 percent of the total population, and in 2050, 68 percent<sup>1</sup>. " In Uzbekistan, the share of urban population is 50.6 percent, and rural population is 49.4 percent<sup>2</sup>. But in Samarkand region, the share of urban residents is 36.9 percent, and rural residents are 63.1 percent<sup>3</sup>. Therefore, the majority of the region lives in villages. The number of children living in the village is 5.47 million, and their share is 53.7 percent. Accordingly, the number of people living in the city is 4.71 million and their share is 46.3 percent. It can be seen that in the future, the rural population will be the majority in the region.

This situation requires an increase in the city's population in the future. However, based on our own characteristics, it is desirable to increase the urban population by introducing industry into the villages and turning them into cities, not at the expense of moving from the countryside to the city.

**Stability of the national economy.** It is worth noting that, along with other priority tasks in the Development Strategy, ensuring the stability of the national economy, achieving stable growth of economic sectors, turning the digital economy into a driver sector, improving the investment environment, increasing financial resources, developing entrepreneurship, improving the regions socio-economically, increasing the export potential measures are provided. It should be noted that during the totalitarian era, Uzbekistan was engaged only in the export of raw materials. The export of finished products gradually increased. However, we managed to ensure our own development by importing advanced technologies only from abroad. Now we are gradually moving to export such advanced technologies. However, advanced countries are exporting intellectual property to the world through the digital economy. We have also gradually defined a strategy for the transition to the export of intellectual property, and relevant work is being carried out to implement it.

At the same time, at the expense of ensuring stable high growth rates in all sectors of the country's economy, including energy, industry, mechanical engineering, mining, agriculture, etc., in the next five years, the gross domestic product per capita will increase by 1.6 times, and by 2030, the population will per capita income is targeted at \$4,000. Another key goal is to gradually reduce the annual inflation rate to 5 percent by 2023 in the area of macroeconomic stability. In turn, it is planned to reduce the inflation rate to 9% in 2022, and the state budget deficit to 3% compared to GDP.

If we pay attention to the reforms set in the industrial policy, we can see that Uzbekistan will continue to increase the share of industry in the gross domestic product by ensuring the stability of the national economy and increasing the volume of production in industry by 40%. True, this is not an easy task. However, for this, productive sectors are defined, each of which has its own target indicators. In particular, these include the implementation of large investment projects in metallurgy in order to increase the volume of gold production by 26%, silver production by 42%, and to double the production of products made of copper and ferrous metals. Also, the volume of products produced in the chemical industry is 2 billion US dollars due to the development of the chemical and geochemical industry and the increase in the level of natural gas processing from 8% to 20%. In addition, in the next five years, the production of construction materials and textile products will double, the production of leather and footwear products will be 3 times, the production of pharmaceutical products will be 3 times, the production of high-value products in the electrical

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<sup>1</sup><https://kun.uz/news/2018/01/15/uzbekiston-doimij-aolisisoni-malum-kilindi>

<sup>2</sup><https://kun.uz/news/2019/04/02/bmt-sayyoramiz-aholisisonini-malum-qildi>

<sup>3</sup>@Zarnews\_uz

engineering industry will be 2 times, the export volume will be 3 times, the production of furniture it is planned to increase the output volume by 2.8 times.

One of the global problems of the world is related to the level of nutrition of the world population. "The first deputy secretary general of the UN, Amina Muhammad, informed that in the last 25 years, the number of people living in extremely poor conditions has decreased significantly, the maternal mortality rate has decreased by 40%, and the life expectancy of people has increased significantly.<sup>1</sup>" With all the problems, the poor population does not have the opportunity to eat enough food. 21% of the world's population belongs to the category of people who eat a lot of food. This is 1.6 billion people. 63 percent of the world's population (4.9 billion) is a group of people who can eat as much as they want. But 1.3 billion people do not have enough food. Most of them are suffering from famine. In such conditions, many food products are wasted in some countries.

**Food safety.** In order to ensure food safety on a global scale, it is necessary to begin to moderate its consumption, to practice economy and to attach great importance to this issue. "Today, 3 million tons of food products become waste every year in Uzbekistan alone. In the city of Tashkent, 2 tons of bread products are thrown away every day, about 730 tons per year. In 2019, 1.64 billion tons of food was wasted in the world. It is noted that only 25% of the lost food can completely solve the problem of hunger in the whole world<sup>2</sup>.

Admittedly, 48 percent of the world's population, or 3.7 billion people, live in poverty, even if they have no problem with food. If we look at the basis of international standards, the number of people living below the poverty line, whose consumption level is less than 2 USD per day, as of January 1, 2022, will be 3.7 billion people or 48% of the total population. This is considered a poverty line population. 4.1 billion people, or 52 percent of the world's population, live below the poverty line, living on more than \$2 a day. The percentage of the population that is above the poverty line is increasing year by year. But the share of the population below the poverty line remains high.

In addition to these situations, environmental problems are increasing day by day. Emerging demographic trends are leading to rapid population growth. The increase in the proportion of elderly people and the processes of urbanization are causing serious environmental, economic and social problems. On the one hand, these are opening up new opportunities for development, and on the other hand, they are cross-cutting various problems. In particular, the growth of the population requires the achievement of economic growth on this basis, an increase in the scale of production and consumption.

This, in turn, is related to the problem of environmental pollution and drinking water shortage. 87% of the world's population or 6.8 billion people have access to clean drinking water. Also, the number of people who do not have access to clean drinking water is not small. They consist of 1 billion people and make up 13% of the world's population.

**People living on the streets.** Looking at the population of the world, some problems related to ensuring the well-being of the population still remain. One of them is manifested in the large number of unwanted pregnancies without taking into account their possibilities. DSW experts say that one of the reasons for the rapid population growth is the large number of unwanted pregnancies. Because in many regions, especially

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<sup>1</sup><https://kun.uz/news/2019/04/02/bmt-sayyoramiz-aholisi...>

<sup>2</sup>[https://t.me/Kun\\_Xabalarari\\_official](https://t.me/Kun_Xabalarari_official)<https://t.me/+aNpbAuWpvxw2YjRi>

in third countries, women and girls do not have their own will. It is said that two out of every five pregnancies in the world are unwanted. "According to the DSW, a serious situation in this regard has arisen in the region of sub-Saharan Africa. Despite the fact that the fertility rate has decreased in recent years, there is still an average of 4.4 children per woman, compared to the world average of 2.4. According to the UN, as a result, the population of this region will increase from the current 1.3 billion to 2.5 billion by 2050 <sup>1</sup>.

Such sudden and unreasonable increases cause a number of problems. Part of the world's population still does not even own a home. While the number of people living in their own homes is 6 billion or 77 percent of the world's population, the number of people who do not own a home is 1.8 billion or 23 percent of the world's population. From the results of the research, it can be concluded that the population is increasing worldwide. Along with several positives, this also creates global challenges.

First, the world population is growing, aging, declining birth rates, and rapid urbanization. More than 1/4 of the world's population consists of young people. If you add the elderly to them, it makes up more than 1/3. If we include the unemployed, it can be seen that 40.4 percent of the world population (26.3+8.1+6.0) is only a consumer.

Secondly, only 36.1 percent of the world's population (19.4 agriculture +11.2 industry +5.5 entrepreneurship) is engaged in the production of material wealth. Globally, the number of people employed in the service sector is the highest, making up 23.5 percent for the period of analysis. As a result of the development and improvement of economic and social life, the share of this sector is gradually increasing.

Thirdly, in terms of individual employment, agriculture is in the second place. Its share is 19.4 percent. It should be noted that the food supply of the world's population and the supply of raw materials for some industrial enterprises depend on agriculture, and further development of this sector is necessary. In our opinion, the number of employees in this field will remain. However, as a result of attracting innovative technologies and ideas to this sector, it will be necessary to see ways to achieve the delivery of more agricultural products than the current volume with less labor. After all, the share of people employed in this field in the world population may slowly decrease.

Fourthly, in the 20th century, the majority of the population lived in the villages, but today their share has decreased somewhat, and the urban population is the majority.

Currently, 51 percent of the world's population or 4 billion people live in cities, and 49 percent or 3.8 billion people live in rural areas. It should be recognized that according to the UN report, future population growth will occur at the expense of urban residents. It is estimated that in 2030, the population of cities will make up 60% of the total population, and in 2050, 68%. In Uzbekistan, the share of urban population is 50.6 percent, and rural population is 49.4 percent.

## V. CONCLUSION/RECOMMENDATIONS

In general, the world, the universe, nature, humanity and the whole humanity continue to change and renew as a result of the passage of time and the change of times. Nowadays, some kind of news is happening on a global scale every day, rapid development stages are being observed in the economic and social life of the world. At the same time, the process of integration and globalization is accelerating with its positive and negative factors. In such a situation, every country should constantly strive forward to achieve

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<sup>1</sup>The composition of the world population in the process of globalization ...<https://ishonch.uz>

its noble goals in the world arena, reform life and thinking, and get used to living with the spirit of renewal and creativity.

It is the establishment of New Uzbekistan, the requirements of the third Renaissance, that require the achievement of universal achievements on a global scale. In this regard, large-scale work is being carried out in our country in order to fulfill huge tasks.

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## THE DEVELOPMENT OF INNOVATIVE ACTIVITY IS EVALUATED BY THE LEVEL OF FORMATION OF THE INNOVATIVE ENVIRONMENT

Abdurkarimov F.B.<sup>1</sup>

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### ABSTRACT

*This article discusses the special emphasis is placed on the improvement of the processes of development of innovative activities carried out in our country. Innovative activity is a complex system that ensures the growth of socio-economic efficiency of production. Proposals to achieve this by scientific staff based on various factors, methods and management of new production techniques and technologies as new forms of creation or production of new products, organization of cocktails, financing of the production process, coordination and development of science and technology development and recommendations are developed.*

**Keywords-***Innovation, Investment, Financial Reporting, Financial Analysis, Communication Tool, Information Supply, Tax Benefits, Production, Efficiency, Enterprise.*

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### I. INTRODUCTION

In the world, the method of stimulating innovative and investment activities through taxes is actively used by most countries, compared to the method of direct financing from the budget. For example, "France, Belgium, Holland, Portugal, Greece, Canada, Ireland, Korea, Japan and Australia pay special attention to it." If in 1996, 20 countries of the world used various schemes of tax incentives to stimulate the innovative activities of enterprises, in 2017, more than 50, 30 of the 35 member countries of the Organization for Economic Cooperation and Development, as well as Argentina, Chile, Colombia, Peru, Costa Rica , Malaysia, Indonesia, Thailand and all five BRICS countries are used.

Currently, leading international financial institutions, scientific research centers and issues of improving taxation mechanisms in developed countries, in particular, effective regulation of the economy by means of taxes, rational use of the incentive function of taxes, increasing the effectiveness of tax incentives in stimulating innovative and investment activities, increasing the innovative and investment activity of enterprises, and taxes Extensive scientific research is being carried out to strengthen the role of tax incentives, to provide them only on the basis of specific goals and conditions, to ensure that tax incentives do not have an individual character, as well as to develop optimal options for the mechanism of monitoring the results of tax incentives.

Issues of regulation of innovative activities, including incentives through tax incentives E. Egorova, N. Ivanova, D. Stepanenko, A. Tovgazova, S. Sayfieva, S. Kuropyatkin, G. Soboleva, M. Efremova, Luke A. Stewart. and was reflected in the researches of foreign economists such as N. Tyupakova.

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## II. LITERATURE REVIEW

The following scholars have considered the development of innovative activity is evaluated by the level of formation of the innovative environment in their research: Klavdienko V.P.[2], Mirziyoev Sh.M.[3], Ashurova N.B.[4], Bovin A.A., Cherednikova L.E., Yakimovich V.A.[5], Voronin S.A.[6], Grinkevich A.M.[7], Efremova T.M.[8], Egorova E.N.[9], Ivanova N.I.[10], Stepanenko D.M.[11].

## III. RESEARCH METHODOLOGY

The methodological basis of the research was formed as a result of the study of theoretical and practical information, legislation and other legal documents, literary sources and publications. The research is based on the connections between theory and practice, but also made extensive use of methods such as analysis, comparison, and synthesis.

## IV. ANALYSIS AND RESULTS

In Uzbekistan, it is desirable to have branch scientific research institutions, design bureaus, experimental production and innovation centers in each production sector. In our country, we should widely attract investments not only in economic sectors, but also in the field of scientific developments and know-how.

In recent years, consistent reforms have been implemented in our country to create a favorable tax environment for business entities. In particular, tax incentives were introduced aimed at increasing the flow of investments, rapid introduction of modern innovative technologies, modernizing production, technical and technological re-equipment with wide application of scientific and technical achievements to economic sectors, social and other fields. However, there are inconsistencies in the legal basis for providing these tax benefits, there is no mechanism for monitoring the results of tax benefits, tax benefits are not provided on the basis of specific conditions, there are not enough effective and modern tax mechanisms aimed at stimulating the innovative and investment activities of enterprises, and the existing ones are also not producing adequate results. Such cases create the need to improve tax incentives in the regulation of innovation-investment activities of enterprises.

The development of innovative activity depends on the level of formation of the innovative environment. Innovative actions can create an innovative environment only if there is a certain socio-economic interest.

Implementation of innovative investment depends on innovative activity. Innovative activity is a complex system that ensures the growth of socio-economic efficiency of production. This is achieved through the application of new production techniques and technologies as new forms of creation or production of new products, organization of cocktails, financing of the production process, coordination and development of science and technology development by scientific staff on the basis of various factors, methods and management.

In the conditions of the development of new Uzbekistan, operating independently and on the basis of economic accounting strengthens the economic and legal responsibility of enterprises and increases the importance of financial stability. This leads to an increase in the role of analysis of their financial situation (availability, placement and use of funds).

The results of financial analysis are necessary, first of all, to property owners, as well as to creditors, investors, suppliers of raw materials, managers and tax authorities. Users of the information obtained in this



process evaluate the enterprise's activity based on the analysis of its financial condition based on accounting and the results of this analysis.

Financial reporting of business entities is the main communication tool for financial analysis and an important element for information provision. It is no coincidence that the concept of compiling and publishing this report is based on the system of national standards of many economically developed countries. What is the basis for this focus on financial reporting? The fact is that any enterprise needs additional sources of financing to some extent. In order to attract them, it is necessary for the enterprise to provide potential investors and creditors with objective information about its financial and economic activities. This is mainly done with the help of financial statements. The more objectively the financial results showing the current and future financial status of the enterprise are expressed, the more the possibility of attracting additional financial resources increases.

The results of the financial analysis, above all, are used within the enterprise, more precisely, its:

- Activity efficiency increase;
- Ensuring the competitiveness of products and services;
- Avoid bankruptcy and major financial failures;
- Workrelease of sizegrowth and implementation;
- Profitmaximization and expenses minimization;
- Competition struggle conditions muvaf faqiyatli activity conductfor necessary.

Currentin the day financial state n keyorthat's what it 's all about enterprises enough \_ \_is found. This of our country economic to risenegative effect without showing won't stay. Because of this problem n learning and manag every current.

Market economy conditions of the enterprise financial status stable gi hiseconomi cactivity with is determined.

Enterpriseeconomicactivityfrom so n direction \_defining main criteriath the followings: in the enterprise work released products market \_ \_width (thison the ground export the product opportunity to account received), enterprise position, economy activity mainindicators fight with \_according to q l i giuse of resources (capital).efficiency level, economic growth rate .

Of the enterprise economy activity different indicators with is characterized. B is a series of pointers basically product sales volume, profit, enterprise assets quantity enters.

Of the enterprise mainindicators to the dynamics price change the pace of work to compare necessary. Theirs mutually from the relationship comeexit q an h old athe following relationship optimalis:

$$T^{PB} > T^{QB} > T^B > 100\%$$

Here:  $T^{PB}$ ,  $T^{QB}$ ,  $T^B$  - rate of change of balance profit, respectively. the rate of change in the volume of product sales, the rate of change in the amount of assets (capital).

According to this relationship:

First, profits are growing faster than sales. This means that production and transaction costs are

decreasing;

Secondly, the volume of sold products is growing faster than the company's assets (capital), that is, the company's resources are being used more efficiently;

Finally, thirdly, of the enterprise economic potential is growing

Seeing developed relationship the world in practice "Enterprise of the economy of the golden rule" name received. But sometimes enterprise activity so to invest funds (capital) demand they only do in the future (slightly time from the past then) himself justifies and big profit for the enterprise brings. Such in cases of "gold from the rule deviation occurs. But this to avoid negative that not looking need. Such of deviation is caused by the following reason will be: work to create new technologies current making, modernization and reconstruction of the enterprise, production save, rework

Of the enterprise of resources efficiency evaluation for different **indicators is used**. This indicator is calculated from resources (resources return) and their types: basic, intangible and circulation of assets use intensity with is characterized.

Resources return is calculated (or service) from realization of enterprise activity for of spent resource. It is calculated from the sum of revenue sizes shows. The world in practice this indicator put in the name of the rotation coefficient is received. His formula as follows:

$$P_K = \frac{\sum \text{Real}^{\text{max}}}{\sum \text{Resource}} \quad (1)$$

Here:  $P_K$ -resources return

$\sum \text{Real}^{\text{max}}$ - volume of the realized product;

$\sum \text{Resource}$ – annual average sum of all resources

When analyzing the dynamics of this indicator, the trend of its change is determined. If there is an increasing tendency of the return of resources, it means that the efficiency of using the economic potential is increasing.

The level of efficiency of production largely depends on the level of use of fixed assets. The better the use of fixed assets, the higher the output, the higher the labor productivity, the lower the cost of output, the higher the profit and profitability.

The efficiency of using fixed funds is measured by the indicators of fund return and fund class. The return on fixed assets is determined by the ratio of the income from the sale of the product (service) to the average annual value of fixed assets. Fund class is the inverse of fund return. It is determined by the ratio of the average annual value of the main funds to the volume of income from the sale of products (services).

The indicator of the return of funds is inextricably linked to the availability of labor with funds and labor productivity. The relationship between these indicators can be expressed by the following formulas:

$$\sum \text{ИЧ}^{\text{П}} = \sum \text{Real}^{\text{max}} : \overline{\text{ИЧ}_{\text{COH}}} \quad (2)$$

$$\text{МехФКур} = \sum \text{АФйк} : \overline{\text{ИЧ}_{\text{COH}}} \quad (3)$$

$$P_K = \sum \text{Real}^{\text{max}} : \sum \text{АФйк} = (\sum \text{Real}^{\text{max}} : \overline{\text{ИЧ}_{\text{COH}}}) : (\sum \text{АФйк} : \overline{\text{ИЧ}_{\text{COH}}}) = \overline{\text{ИЧ}_{\text{COH}}} : \text{МехФКур} \quad (4)$$

Here:  $\text{ИЧ}^{\text{П}}$ – the average volume of produced products per worker, in soums;

$\sum Real^{max}$ - volume of the realized product;

$\overline{ИЧ_{сoн}}$ - average number of workers;

$Мex\Phi Kyp$  – labor is armed with funds, in soums;

$\sum A\Phi йк$ - average annual value of fixed assets;

$P_k$ - return on funds of fixed assets.

The production capacity of the enterprise, the level of armament of the cocktail depends on the size of the main production funds. The increase in basic funds and the level of labor's armament gives work a creative character and increases the team's: cultural and technical level.

Thus, in order to achieve an increase in the return of funds, the level of labor productivity must increase faster than the level of labor's arming with funds.

**Table 1 :Evaluation of the effectiveness of using the main funds of "NEW TECH SAMARKAND" LLC**  
(in millions of soums)

№	Indicators	2020 year	2021 year	Change +,-	
				amount	%
1	Net income from the sale of products (work, services) million soums	4618.6	8247.5	+3628.9	144
2	Workersaveragenumber	164	164	0	100
3	Laborproductivity	46,19	82.48	-36.29	144
4	Netprofit	857.0	1222.0	+363.0	130
5	Mainof meansyearlyaveragevalue	67440.0	109816.4	+42376.4	138.6
6	Fundsreturn	0.095	0.100	+0.005	105
7	Mixing the cocktail with stock	5805.3	7752.2	+1946.9	125.1
8	Profitability( maintool)	2.33	2.59	+0.26	111,2

According to the data of Table 1, the amount of net income from sales in "NEW TECH SAMARKAND" LLC in 2021 was 8247.5 million soums. This is 144% or 4618.6 million more than in 2020.

During the analyzed years, the net profit of the company increased by 125%. This was achieved mainly due to effective use of period expenses (-21%), profit from main activities with a plus balance compared to the previous period.

Effective use of fixed assets in the enterprise is an important factor in increasing production efficiency. In 2020, compared to 2020, the indicators of the return of funds and the level of labor's arming with funds, which represent the efficiency of the use of fixed assets, increased by 162 and 178%, respectively.

An increase in the return of funds leads to a decrease in the capacity of funds. In 2020-2021, the percentage share of the profitability of fixed assets in the net fund corresponding to the value of one soum of fixed assets in the enterprise also increased by 0.07 soums or 162 % . The growth rate of labor productivity increased by 34% compared to the level of labor's arming with funds.

## V. CONCLUSION/RECOMMENDATIONS

The purpose of acquiring intangible assets in an enterprise is to use them in production of environment or provision of services and get economic benefits. The final result of the use of the license, "know-how" and

other intangible assets is in the general results of the main and commercial activities of the enterprise, namely:

- As a result of the increase in product quality, the volume of goods sales increases;
- Product competition endurance increase and market expansion;
- Saving current costs by reducing the production stage (cycle);

it is reflected in the reduction of material and labor costs in the production and sale of products and, as a final result, in the increase of profit.

Based on this, it can be said that the "Golden rule of enterprise economy" applies to the evaluation of the efficiency of the use of intangible assets. The growth rate of income from product sales should be higher than the growth rate of intangible assets. Often used as "Company reputation", "Company trademark". The value of assets is also increasing.

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# A MODEL OF THE RELATIONSHIP BETWEEN INNOVATION-INVESTMENT STRATEGY OF CONSTRUCTION ENTERPRISES AND ASSESSMENT OF INNOVATION-INVESTMENT PROJECT EFFICIENCY

Diyarova Mahliyo Islamovna<sup>1</sup>

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## ABSTRACT

*This article analyzes the model of relations between ensuring the efficiency of the housing construction subject in the conditions of limited financial resources in the construction sector, evaluating the efficiency of innovative investment projects of construction enterprises, and the model of indicators for evaluating the economic efficiency of long-term investments of construction enterprises.*

**Key words:** *Investment Strategy, Innovation-Investment Project, Effectiveness, Efficiency, Capital Investments, Cash Flow, Discount Rate, Profitability Index And Rate, Payback Period.*

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## INTRODUCTION

One of the important conditions for the rapid innovative development of our country is the widespread use of innovative management methods that incorporate the achievements of science and technology and modern innovative technologies in all sectors of the economy. In particular, innovative activity in the field of construction is characterized by the dynamic use of effective innovations by small business entities, the creation and implementation of scientific developments in the field of construction technologies. Investment strategy includes the development and application of more effective use of available financial and other resources to ensure economic growth and competitiveness of the economy as a whole.

This means that the investment strategy is a set of measures for choosing the directions of capital investments that can bring the greatest effect at the appropriate organizational level of economic management. The investment effect of investments includes its provision in a short period of time. In this case, the chosen investment strategy can be considered effective. In the investment strategy, it is possible to distinguish between financial and real investments.

The first of these means buying stocks, shares, bonds and investing funds in bank deposit accounts. Real investment refers to investments in capital construction, renovation, expansion of production and technical re-equipment. Achieving the desired production in enterprises and the growth of the economy as a whole depends on the volume of real investments and their effective use.

Therefore, real investments have a priority and dominant position in the total volume of investments in countries with an economy in transition. It should be noted that the investment strategy finds its true embodiment in projects and programs.

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The first of these is related to specific objects, while the second is related to the development of industry, regions and the economy as a whole. For example, the republic's investment program is approved by the decision of the Cabinet of Ministers and may provide for the implementation of dozens of large investment projects.

In the implementation of investment projects and programs, investment strategies should be primarily focused on improving the technological and reproduction structure of capital investments. Here, we are talking about, firstly, an increase in the share of investment costs for innovative machines and equipment, which currently does not exceed 0.2% of the domestic economy, and secondly, an increase in the costs of renovation, expansion and technical re-equipment of existing enterprises.

In this sense, the increase in investment costs, which is called the active part of investments (machines, equipment and other means of labor) in the modern economy, is equal to the relative increase in the final financial results. In this case, an important component of economic behavior aimed at achieving the greatest economic effect with the minimum expenditure of investment resources is expressed in the composition of investments. It includes an investment reproduction structure that describes the cost ratio between new construction and modernization of existing fixed assets. The next of these is mainly carried out in the process of renovation, expansion and technical re-equipment of enterprises.

## LITERATURE REVIEW

Today, this issue is studied by many researchers. In particular, A.A.Solovey identified and analyzed the characteristics of innovative activity in the field of construction, A.V.Dergunova described the innovative activity in the field of capital construction, and A.Dotdueva determined the level of development of innovative activity in the field of construction.

Among the economists of our country, A.Abdullaev, Q.Muftaydinov, Kh.Aybeshov pay attention to management principles of innovative development of small business and private entrepreneurship. In the principles of management, it is noted that the main priority depends on the assortment of products based on innovative processes, strategic opportunities for improving production, and the plan for expanding production<sup>1</sup>.

Q. B. Sharipov in his scientific research emphasizes that increasing the efficiency of the processes of specialization of small business and private entrepreneurship requires the expansion of the possibilities of putting innovative ideas and technologies into practice<sup>2</sup>.

Devoted to the methodological foundations of the organization and development of small business entities in the field of construction, S.I. Abramov, S. Avdasheva, V. M. Vasilev, Yu. P. Panibratov, S. D. Reznik, V. A. Khitrov, etc. research work has its place and importance.

Researched issues of the organizational-economic mechanism and strategy of the development of housing construction, and U.Djumaniyazov some theoretical and methodological issues of further

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<sup>1</sup> Abdullaev A, Muftaydinov Q, Aybeshov H. Small business management. Textbook. - T.: "Finance" publishing house, 2003. 192 p.

<sup>2</sup>Sharipov Q.B. Improvement of processes of branch specialization in small business activity. Dissertation abstract submitted for the degree of Doctor of Philosophy (PhD) in Economics. -T.: "ACADEMIYA PUBLISHING CENTER" publishing house, 2020.-61 p.

improvement of corporate management mechanisms based on public-private partnership in the field of housing construction.<sup>1</sup>

However, despite the achieved success, the issues related to the development of mechanisms for improving the efficiency of management of innovative activities of small business entities in the construction sector in the modern economy are still not sufficiently studied.

## RESEARCH METHODOLOGY

Scientific observation, logical thinking, statistical and comparative analysis, systematic approach methods were used in the research work.

## DISCUSSION AND RESULTS

The analysis shows that the investment strategy in recent years is aimed at increasing the share of costs of reconstruction, expansion and technical re-equipment of existing housing construction enterprises.

For example, if in 2016, in the total volume of capital investments for construction and production facilities, expenses for these purposes made up 68.9 percent, now this indicator has exceeded 70 percent. This, in our opinion, is connected, on the one hand, with a certain lack of land allocated for new housing construction, and on the other hand, with comparative economic profitability and faster recovery of the costs of modernization of the existing housing construction enterprise.

But it should be remembered that without building new housing, without creating effective conditions for modern construction enterprises with the latest equipment and technologies, achieving innovative development, producing high-quality and competitive construction products, and at the same time, the external value of domestic construction products. it is difficult to ensure that it goes to the market.

Therefore, this aspect should be taken into account both in investment strategy and tactics, especially at the level of enterprises engaged in the production of final products - housing.

Practice shows that by optimizing the investment structure, it is possible to achieve an equivalent saving of money, which will further ensure the efficiency of the housing construction subject in the conditions of limited financial resources for investment in construction, equalize the economy of the area, form new construction objects, ensure economic growth and improve the standard of living of the population is important for.

In order to make optimal investment decisions in practice, it is necessary to distinguish between the concepts of "effectiveness" and "efficiency" and evaluate them using appropriate indicators. If efficiency refers to the result of capital investments, efficiency means comparing this result with the amount of investment spent to achieve this result.

The model of the relationship between the investment strategy and the evaluation of the efficiency of innovation-investment projects of construction enterprises can be presented in the form of a scheme (Pict. 1).

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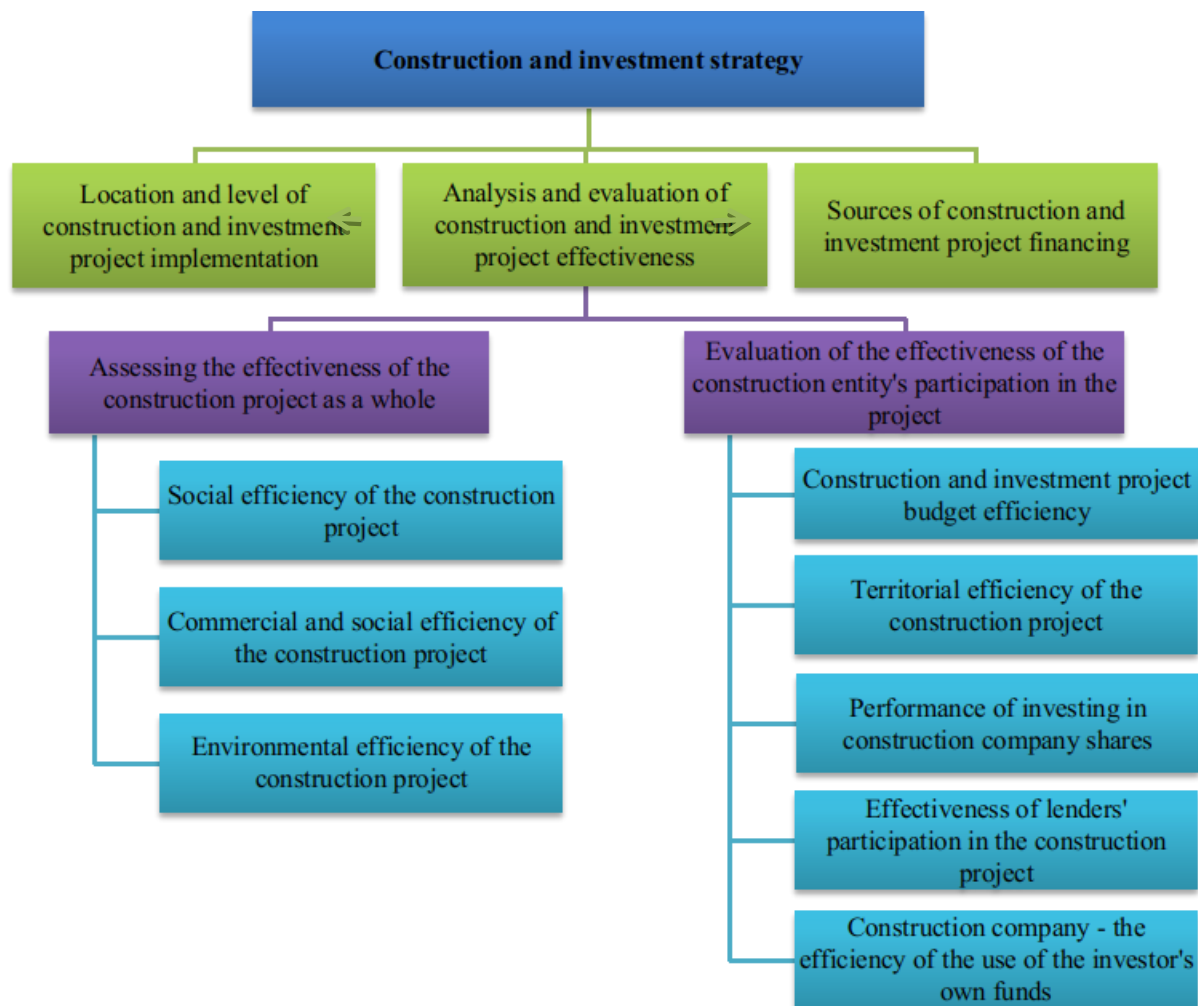
<sup>1</sup>Djumaniyazov U.I. Improvement of corporate management mechanisms in the field of housing construction on the basis of public-private partnership. (PhD) diss. author's ref. Tashkent.: TDIU, 2017. - 28 p.



Efficiency serves as the main goal of economic, technical, environmental and other solutions included in a particular investment project of a housing construction enterprise.

The effectiveness of the investment strategy and subsequent investments in investment projects largely depends on the use of modern methods of economic evaluation. The following types of efficiency can be distinguished:

- Commercial efficiency, which determines the financial consequences of the implementation of the housing construction project for its direct participants;
- Budget efficiency reflecting the financial consequences of the project for republican, regional and local budgets;
- General economic efficiency, taking into account the results and expenses related to the implementation of the project, which are of direct financial interest of the participants of the investment project.



1 - picture. A model of the relationship between the investment strategy of construction enterprises and the evaluation of the efficiency of the construction and investment project

In industrialized countries, the evaluation of investment projects has a scientific status. It serves as an important tool in construction, banking and household activities. Of course, based on the assessment of the effectiveness of investment projects, banks provide the necessary financial support to construction companies or, on the contrary, refuse financing in the event of a failed project. In the same way, a person who needs housing can act as an investor. That's it with together, assessment system himself the following to principles based on :

- Investment the project apply in the process pure benefit and depreciation allocations quantity at the expense of formed money cash flow indicator based on investment done capital return;
- Investment done capital too, money flow the amount too payment to the value of mandatory bring;
- Different construction and investment projects for money flow discounting in the process classified percentage rate ( discounting rate ) select;
- evaluation goals looking discounting for used percentage rate of forms change.

Construction companies for construction and investment of projects efficiency indicators right choose important importance occupation is enough. The following priority as use can:

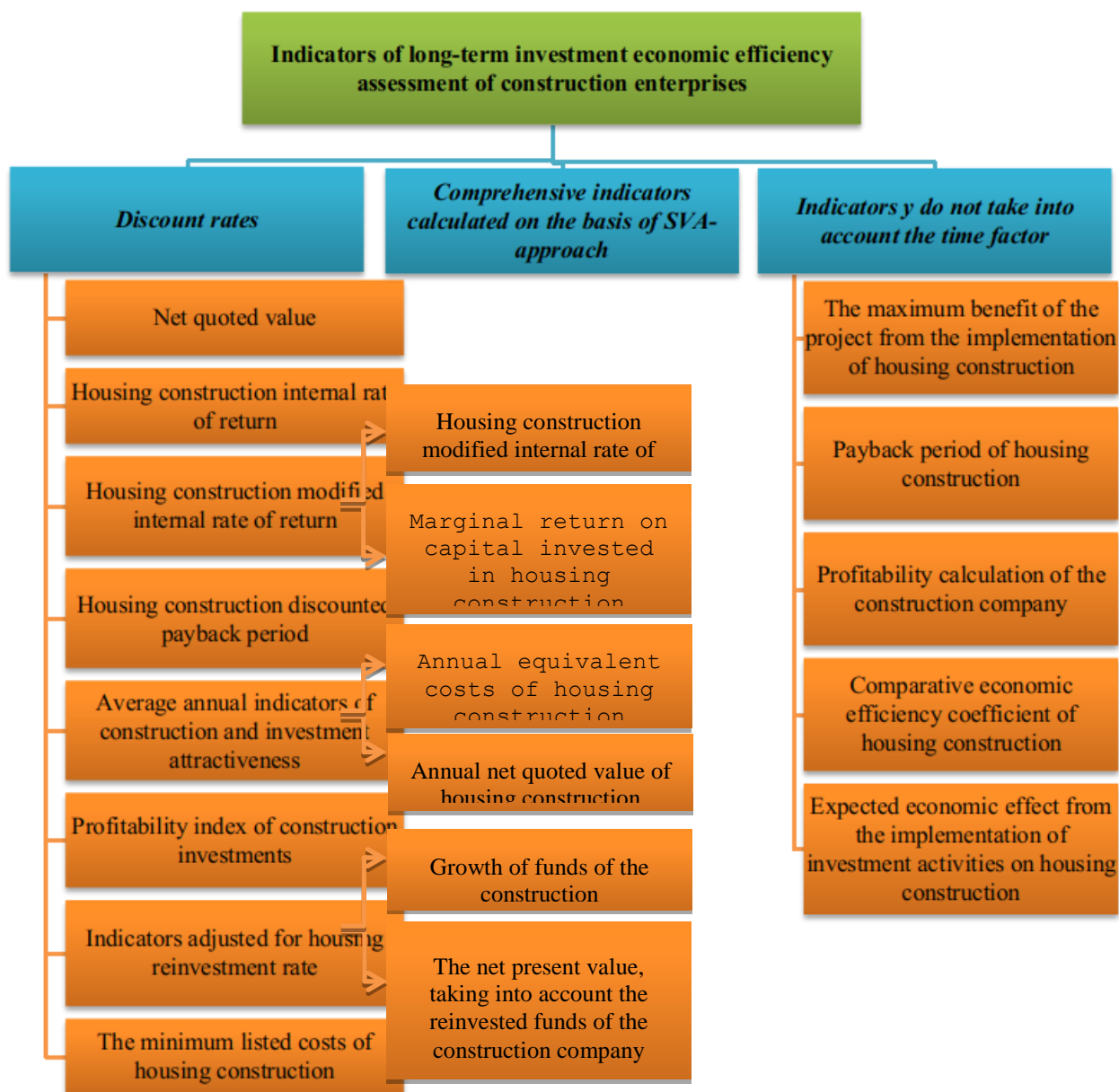
1. *Pure quoted income* - construction and from the investment project use period for current to value ( discount the way with ) presented cash flow quantity and implement it ( the project ). Increase invested for funds quantity between difference. This of investments final the result of the investment project in full effect describes. Population is presented purely for income indicator negative or to zero equal to has been housing to build rejection of the investment project need.

2. *Construction of enterprises profitability index* - cash flow of the amount (current in value) project done increase for separated investment funds to the amount ratio as counting to be released indicator. In fact, it is indicator of known capital investments efficiency to the coefficient suitable comes, though this completely different indicator if too. This from the investment project on the ground received income as net profit not cash flow participation is enough. If profitability index together equal to or from him big if, then the investment project efficient will be and commerce credit resources of banks by support can if suddenly small if, it is ineffective is considered and that's it suitable is rejected.

3. Investment project profitability level descriptive construction of enterprises *internal rate of return standard* - Its discount rate that is profitability of investments (capital). Coefficient as acceptance to do can. If construction internal profitability of the company level demands to be done profitability level equal to or from him big if, then the project efficient that count can.

4. *Investments to cover term* is an investment project done increase from the beginning him done from raising the first the result until you get it has been time. Quantitative in terms of his investment project create for separated of funds (net investment) cash flow average ratio to the amount (cash flow from the project) as count can return term how much short if so, housing construction of the investment project efficiency so much high will be. However, it is practical to the experience according to above discussion done indicators housing construction according to final investment decision acceptance to do for the only one basis be can't. Housing to the construction intended investments efficiency serious effect showing another factors account get important. This problem solution to do for modern theory and practice housing to the construction

investments, especially long term investments efficiency evaluation for offer to be done the following indicators three to the block merging possible (pic. 2 see).



2-picture. A correlation model of indicators used to justify optimal construction and investment solutions

Practice shows that many construction companies (firms or companies) prefer to use relatively simple indicators and their evaluation methods in investment decisions. For example, indicators such as maximum project profit from housing construction, investment payback period, rate of return, etc. are prioritized. This approach does not contradict the accepted general rules. Each investor can use a system of indicators that fully reflects the investment intentions of housing construction and their risks, that is, economic

consequences, in the calculations. If the level of its implementation is high enough and the interests of all participants, including consumers, are taken into account during the construction of the object or this project, the project is considered useful.

In order to fulfill these requirements, the construction company-investor must, first of all, have a good understanding of what the planned investment project will provide, and secondly, identify possible alternatives. When making investments, the construction company-investor should consider in advance all the organizational and economic mechanisms of the implementation of the construction project, which will allow to reduce the risk and get the greatest economic benefit from the construction of the object, in particular, to get housing for the population.

## CONCLUSION AND SUGGESTIONS.

The following conclusions and suggestions can be made from the results of the above research:

- achieving equivalent savings by optimizing the investment structure;
- optimal investment decisions acceptance to do;
- construction and investment projects efficiency indicators right choose;
- investments done in raising construction company - investor construction the project done increase all organizational and economic mechanism thorough in advance think;
- at the same time, achieving more efficient use of limited financial resources for investment in construction;
- equalization of the economy of the area and formation of new construction objects;
- reduce the risk and obtain the greatest economic benefit from the construction of the facility, in particular, enabling the population to own housing;
- is to ensure economic growth and improve the standard of living of the population.

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# THE IMPACT OF INDICATORS AFFECTING THE QUALITY OF COMMUNICATION SERVICES ON ECONOMIC DEVELOPMENT IN UZBEKISTAN

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## ABSTRACT

*This article discusses the special attention is paid to the development of the communication sector in the world on the basis of innovative technologies, the further development of services such as the Internet and mobile communication in order to meet the demands of the society for communication services. Proposals and recommendations are given on the rapid digitization of the economy and the development of communication services that form the basis of this process.*

**Keywords-** Digital Economy, Communication, Social Effect, Efficiency, Saler.

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## I. INTRODUCTION

In the qualitative development of the economy of the new Uzbekistan, comprehensive reforms are being implemented in connection with the development of communication and information services in accordance with the future trends of digitalization of the world economy. "The development of communication and information services is directly aimed at improving the quality of life of the population, saving time and money. Active use of state electronic services by citizens of the country, purchase of products and execution of orders within the framework of e-commerce, remote management of bank accounts through the electronic payment system has become a daily reality <sup>2</sup>. In the effective implementation of these tasks, it is important to improve the theoretical and institutional foundations of communication services according to their chain relationship, to evaluate the multiplier effect of investments in communication services based on target parameters, and to deepen research in the direction of increasing the accuracy of the forecast indicators of the future development of the industry.

The main goal of all the reforms that are consistently implemented in our country in the context of economic development is to create conditions for the country's population to live a prosperous and happy life and to ensure that the population occupies a worthy place among the leading countries in the world in terms of living standards.

The service sector, which has been implemented in the country for many years and is one of the important links in the chain of economic reforms, is no exception.

That is why it is no wonder that the 34th goal of the Decree of the President of the Republic of Uzbekistan on January 28, 2022 "On the development strategy of New Uzbekistan for 2022-2026" PF-60: "Development of the engineering, communication and social system of the regions, infrastructure and service sector".

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<sup>2</sup> [https://www.norma.uz/parlament\\_habarlari/aloqa\\_tarihi\\_-\\_aktini\\_rivojlandan\\_tarihi](https://www.norma.uz/parlament_habarlari/aloqa_tarihi_-_aktini_rivojlandan_tarihi)

In the conditions of the digital economy, the service sector is developing rapidly compared to the real sector of the economy. If we take into account the globalization trends in the world economy today, the structural changes in our economy, in turn, depend on increasing the well-being of the population, as well as filling our national economy with the service sector.

## II. LITERATURE REVIEW

The following scholars have considered the impact of indicators affecting the quality of communication services on economic development in Uzbekistan in their research: Blinov D.V., Voronina A.A., Igishev K.A., Narmatov N.S., Naroznikov N.K., Okyulov O.O., Sartania G.E., Filyushchenko L.I., Shablova E.G. [1], Barinov K.K., Naroznikov N.K. [2], Mirzaev Q.J., Pardaev M.Q. [3], Prischepa S.Y. [4].

## III. RESEARCH METHODOLOGY

We used methods of logical analysis and synthesis, grouping, abstraction, induction and deduction in the research.

## IV. ANALYSIS AND RESULTS

The development of the communication services system, along with further improving the living conditions of the population, serves to create favorable working conditions for employees working in enterprises, organizations and institutions and to increase the attractiveness of their work. All this is a social result of communication services.

Although the words social effectiveness and efficiency have been found in the literature for many years, there is still no complete answer to the questions of the social effectiveness of communication services, what are its criteria, and with what indicators it is evaluated and measured.

In general, the achievement of the ultimate social result of the society, which aims to create a basis for the comprehensive and harmonious development of a person, is a criterion of social efficiency.

At the current stage of development of society, any tool that contributes to the development of a perfect person is a criterion of social efficiency.

Social performance for communication services cannot be measured by a single criterion. It is required to be measured by several criteria.

When studying and measuring social effectiveness in communication services, it is appropriate to take into account its specific characteristics. Social efficiency in communication services can be divided into two:

- The social benefit of the population from communication services or the benefit of communication services;
- Social effect related to improvement of working and living conditions of communication services employees.

In communication services, a direct meeting takes place at the level of "seller - buyer" - communication enterprises (organizations) are "sellers of services", and the population and various enterprises, organizations and institutions are in the status of "buyers". The form of social effect is the result of communication services.

The application of scientific and technical achievements, including information technologies, to the communication system is one of the important factors in improving the working conditions, more precisely, the social effectiveness of the work of communication workers.

The social effectiveness of customers and the social effectiveness of communication services employees are interrelated and mutually reinforcing. The social benefits received by the communication service employees play a factor in the social benefits received by the customers.

In other words, the improvement of the quality of communication services leads to the improvement of the standard of living of the population and the working conditions of employees of enterprises and institutions.

That is, as mentioned above, if the quality of communication service increases, the social efficiency achieved by customers will also increase.

In our opinion, it is appropriate to use the following indicators when evaluating the quality of communication services:

- Level of volume of communication services per capita;
- The level of population coverage of communication services;
- The level of provision of communication branches of the population;
- Customer satisfaction ratio in the market of communication services;
- Ratio of customers who refused to use the communication service;
- The ratio of the share of new customers in communication services.

**Table 1 Indicators affecting the quality of communication services**

No	Indicators	Expression	Comment
1.	Level of volume of communication services per capita	$A_o = \frac{(D + M)}{A_x} \times 100$	D-Volume of communication services provided to the permanent population (billion soums), Volume of communication services provided to M-Migrants (billion soums), A <sub>x</sub> - Volume of communication services (billion soums),
2.	Level of population coverage of communication services	$Q_d = \frac{A_x}{D} \times 100$	A <sub>x</sub> - Volume of communication services (billion soums), D- Volume of communication services provided to the permanent population (billion soums) ,
3.	The level of provision of communication networks of the population	$A_{sh} = \frac{U_{sh}}{D} \times 100$	U <sub>sh</sub> - the number of branches providing communication services to the population (units), D-volume of communication services



No	Indicators	Expression	Comment
			provided to the permanent population (billion soums),
4.	Customer satisfaction ratio in the market of communication services	$M_{qd} = \frac{N_{ms}}{M_{ms}}$	$N_{ms}$ -- the number of dissatisfied customers, people (person), $M_{ms}$ -- total number of customers, people (person),
5.	Ratio of customers who refuse to use the communication service	$X_{btd} = \frac{M_{xbts}}{M_{mus}}$	$M_{xbts}$ -- the number of customers who refused to use the communication service (person), $M_{mus}$ -- total number of customers during the period (person),
6.	Coefficient of share of new customers in communication services	$Y_{muk} = \frac{Ya_s}{U_s}$	$Ya_s$ -- the number of new customers in the period (person), $U_s$ -- the total number of customers (persons) during the period.

As a result of the widespread introduction of information and communication technologies to the branches and sectors of the economy, the improvement of working conditions and nature represents the essence of the social efficiency of communication services.

In our opinion, it is appropriate to first study the main criteria in communication services, divided into the following groups:

- First, speed is defined as how often or how often they deliver an informational message or letter to customers. In the age of intensive informatization and technology, the concepts of state borders have lost their importance in the information world. Regardless of the regional location, it was observed that various regional information entered our daily life through the Internet global network, and the Internet speed increased by 3 times - from 10.89 Mbit/s to 32.26 Mbit/s;
- Secondly, the accuracy of information transmission. This indicator is different for digital and analog types (for example, noise that causes signal distortion during analog broadcasting, etc., etc.). The transmitted information is of particular importance in increasing the political activity of the population and public associations, in making timely decisions on the development of the state economy;
- Thirdly, equipment reliability and data transmission security. The durability of devices is checked (for example, radio emission backgrounds, power and electricity consumption are measured).

At the same time, the confidentiality of messages, investment issues, compliance with security rules in the delivery of messages, as well as factors affecting the quality and efficiency of each type of service are of particular importance.

Also, for enterprises and organizations, through remote management systems of bank accounts, real-time management of funds in bank accounts and making payments, sending an order for the purchase (conversion) of foreign currency funds to the service bank in electronic form, monthly salary and opportunities have been created to transfer the electronic account to the bank and use other services for making balanced payments <sup>1</sup>.

## V. CONCLUSION/RECOMMENDATIONS

It can be said that the rapid penetration of digital technologies into all spheres and people's lives is the main factor in increasing the social efficiency of communication services.

It should be noted that the effectiveness (result) of any activity is related to available resources and costs.

In determining the effectiveness of communication services, the costs incurred are compared with indicators such as the result of activity - service value or income, profit.

When studying the stages of improving the efficiency of communication services, we consider it permissible to recognize the following:

First of all, conduct business taking into account the maximum amount of costs necessary for the harmless operation of communication services.

Secondly, identifying ways to save costs of communication services.

Thirdly, it would be appropriate to draw up a plan for the total amount of communication services costs.

In conclusion, it should be noted that it is appropriate to estimate the workload of operators of each communication service provider by the number of messages (outgoing, incoming, transit) processed by the operator. In our opinion, if the volume of work performed by the operator is evaluated, the number of services provided by the operator to consumers will automatically increase (the number of services is determined by the number of outgoing messages, because they generate income).

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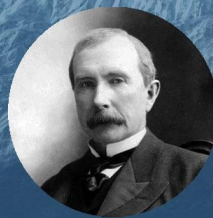
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If you want to succeed you  
should strike out on new paths,  
rather than travel the worn  
paths of accepted success.



**John D Rockefeller**  
Founder of the Standard Oil Company

# QUALITY MANAGEMENT IN HIGHER EDUCATION AND ITS FEATURES

Gafurova Shahlokhon Karimovna<sup>1</sup>

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## ABSTRACT

*The concept of "quality of education" in higher education institutions, management of educational quality and factors affecting it are theoretically studied in this paper. In addition, the concepts of ISO and TQM (total quality management) in quality management and the author's approach to the specific features of quality management in the field of higher education are described, and suggestions are made for the theory of quality management in the field of education.*

**Keywords:** *Quality of Education, Quality Management, TQM (Total Quality Management), ISO Standards, Higher Education Institutions.*

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## Introduction

The current state of the problem of the quality of education reflects the contradiction between the growing demands of society for human morality and intelligence and the actual level of knowledge and development of graduates of educational institutions. In such conditions, it is important to look for new approaches to improve the efficiency of organization and management of educational systems, focusing on quality aspects, and to implement systemic reforms in the field of education on this basis.

The modern education system has undergone significant changes in the last few years in our country, and currently, increasing the competitiveness of education and improving its quality is of great importance. This cannot be achieved without systematic quality management. Therefore, educational quality management is recognized as one of the urgent problems facing the modern higher education system.

## Literature review

Analysis of the problem of educational quality usually begins with determining what quality depends on, in other words, researchers first of all begin with finding an answer to the question "what determines the quality of education?" In fact, this is an important problem, and depending on its solution, the methods on which the quality management of education in higher education is based are chosen.

Based on the analysis of the "quality of education" category, we can note that there are several approaches to considering this concept in the scientific literature. The range of opinions expressed by scientists in this field is quite wide. In particular, according to D.V. Puzankov, the quality of education is based on three important foundations: educational goals and content; the level of professional competences of professors and teachers and organization of their activities; state of the material-technical and scientific information base of the educational process [3].

V.M. Sokolov expressed a similar opinion and believes that the quality of the educational process depends on a number of variables that ensure the level of education and upbringing of a person [4]. He

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includes educational content, forms of educational process organization, pedagogical technologies, personnel training, professional development and retraining, motivation of their activities, infrastructure of educational institutions as variables of educational quality.

A number of researchers distinguish three components of the quality of education: the quality of educational content (the quality of knowledge, the quality of problem solving methods), the quality of educational technologies and teaching methods (the quality of organizing cognitive activity, the quality of stimulating cognitive activity, the quality of monitoring the performance of educational activities, the quality of monitoring the results of educational activities); the quality of a person's knowledge (the quality of acquiring knowledge, the quality of skills and qualifications, the quality of acquiring moral standards) [5,6,7].

N.A. Selezneva believes that the quality of education can be considered in a narrow and broad sense [8]. She stated that in a narrow sense, the quality of education is understood only as the level of preparation of university graduates, and in a broad sense, it reflects the conformity of education with certain needs, goals, attitudes and standards. E.B. Gafforova, V.A. Balaban and I.F. Kravchenkos also associate the quality of education with the level of training in a narrow sense, and consider the quality of everything that exists or happens in the university as a set of factors that determine this training [9]. But in an expanded interpretation, they divide these factors into four blocks as components that determine the quality of education:

- The quality of the entity providing educational services (teachers;
- The quality of the facility where the educational service is provided (students);
- The quality of the process of providing educational services (curriculum, characteristics of the organization of the educational process, its methodological and technical support);
- The quality of the internal and external conditions in which the educational process is carried out.

Most scientists associate the evaluation of the quality of education with the integrated nature of the educational process and its results, reflecting the compliance of the educational result with the educational standard [10]. Analyzing the four quality concepts (conformance to the standard, conformity to the field of application, conformity to value and conformity to "hidden" needs), V.Nujdin emphasizes that most universities adhere to the first concept - that the knowledge of a university graduate meets state standards [7]. This approach has two more disadvantages: a) the misconception that it can be achieved through quality control; b) ignoring the needs of the educational market (standards do not correspond to changes in consumer demands). Educational standards and specific regulatory documents are necessary to improve the quality of education. Higher education needs high-quality professional standards, with clear descriptions of content, quality, and requirements for skills and competencies [11]. At the same time, we believe that an innovative component is also necessary in the standards.

## Analysis and results

The main potential that ensures the innovative development of Uzbekistan's economy is embodied in higher education institutions, and its level is directly determined by the quality of higher education. Therefore, one of the important goals of reforms in the education system of Uzbekistan is aimed at improving quality. The quality of higher education as a priority is reflected in the concept of development of the higher education system of the Republic of Uzbekistan until 2030 [1]. According to this document, the government sets the task of the higher education system "to train highly qualified, creative and systematic thinkers, who are able to make independent decisions on the basis of international standards, to create the

necessary conditions for them to demonstrate their intellectual abilities and develop as spiritually mature individuals." So, it can be noted that the concept of "education" has the meaning of developing and forming a person, that is, it is aimed at meeting the social, cultural, economic and other needs of the person, society and the state as a whole [12]. From this point of view, in the approach that reveals the content of the quality of modern education, the main criterion is the level of meeting the needs of the individual and the society, and the conformity with the needs of the individual and the society. This approach is based on defining the quality of education in terms of its ability to meet the needs of consumers and recipients of educational services. On the other hand, the issue of personnel training based on "international standards" is raised. Therefore, the educational quality management system should be built taking into account the requirements of international standards (ISO 9001:2000) and the principles of total quality management (Total Quality Management) at the institutional level.

The reason we come to this conclusion is that from the viewpoint of the task set by the government, the concept of TQM and the concept of ISO do not exclude each other, but complement each other. In this case, if the ISO standards are intended to regulate the relationship between the producer and the consumer, the concept of TQM is intended to solve the internal problems of HEIs. ISO standards answer questions about what to do to ensure quality, and TQM principles - how to do it.

Without dwelling on the history of the formation of ISO standards in detail, we can say that today about 25 standards have been developed in the ISO 9000, 10000 series, which contain norms and requirements that activities in the field of quality management must satisfy.

Based on the analysis of TQM practices and ISO 9000 series 2000 standards, we have summarized eight quality management principles underlying the standards and related to the TQM concept.

*Principle 1.* A consumer-oriented organization. The prosperity of any organization or enterprise depends on the volume of sales of their products or services, which in turn depends on the conformity of these products (services) to the needs and requirements of consumers. All employees of the organization must know and understand the needs and expectations of consumers.

*Principle 2.* The role of leadership. Above all, senior managers must demonstrate their commitment to quality by their personal example.

The role of management is to provide an environment of trust and work without fear, to identify, recognize and encourage people's contributions to the work, and to support open and honest relationships. Such an environment maximally helps to reveal the creative potential of employees, to find the best solution to quality problems.

*Principle 3.* Recruiting employees. People form the most important and valuable part of an organization, so the best use of people's capabilities can bring maximum benefit to the organization.

The quality management system and its mechanisms should encourage employees to take the initiative to continuously improve the quality of the organization's activities, to take responsibility for solving quality problems, to actively increase their knowledge, to communicate their knowledge to their colleagues, to present their organizations to consumers and all interested parties only from a good side. .

*Principle 4.* Process approach. It primarily refers to an algorithmic approach to the design of a quality management system as a set of interrelated processes. At the same time, each process is considered as a system with certain consequences:



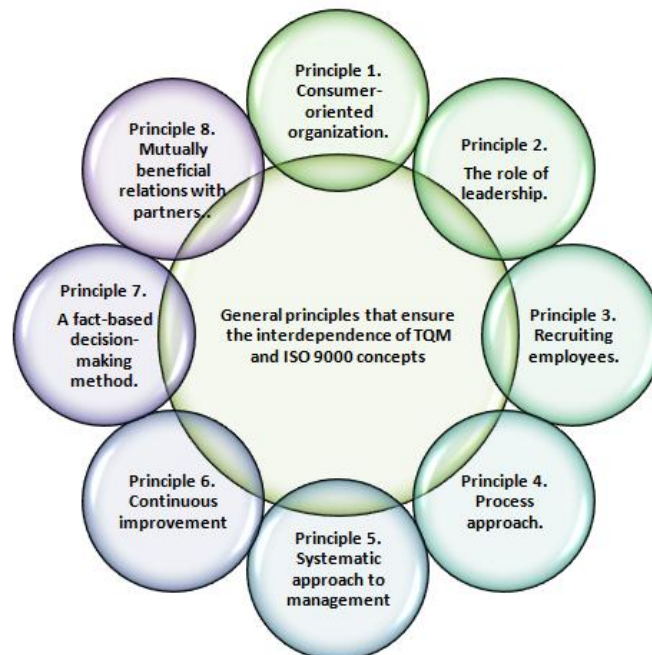
- Process inputs and outputs must be clearly defined and measured;
- Consumers of each process and their requirements are determined and satisfaction with process results is studied;
- Interaction of this process with enterprise functions is established;
- Each process must be managed and authority, rights and responsibility for managing the process must be defined;
- When designing the process, its provision of resources should be determined.

*Principle 5.* Systematic approach to management. This is closely related to the previous principle and the view of the quality management system as a set of interrelated processes. A systematic approach also includes continuous improvement of the system through measurement and evaluation.

*Principle 6.* Continuous improvement. Continuous or constant improvement is one of the goals of the enterprise. The principle of continuous improvement requires knowledge and application of relevant methods and approaches such as the Deming cycle, Pareto analysis, control charts, etc. An environment of recognition should be created to encourage improvement processes in the system.

*Principle 7.* A fact-based decision-making method. This principle is an alternative to the way decisions are made in practice, often based on intuition, feeling, past experience, assumptions, etc. Decisions are effective if they are based on data and information analysis.

*Principle 8.* Mutually beneficial relations with partners. It is clear that there is an interdependence between the organization and its partners, and it is also clear that a mutually beneficial relationship offers the best opportunities for both parties.



**Figure 1. Interrelated quality management principles of TQM and ISO 9000 concepts**

(Summarized by the author)



The above-mentioned principles should be used when creating a quality management system within the HEI. But, as we mentioned earlier, the quality management (TQM) system based on ISO 9000, on the one hand, is universal and designed for use in different conditions. On the other hand, ISO requirements are mainly for the production network, which is aimed at the production of products and services that are different, but have some common characteristics. The analysis of the educational process showed that it has many similarities with any production process, but there are also fundamental differences. Educational services provided by higher education, that is, training of highly educated specialists in one or another field, have a special feature. The uniqueness of educational services, in our opinion, is determined by a set of the following aspects of this service:

- Types of activity (the main activities of the HEI are education and science);
- The object of activity (the object of education is the human person, which rejects any template approaches);
- Duration of production and labor capacity (4 years-bachelor + 2 years of master's degree, 7200 + 3600, total 10800 study hours);
- Complexity (40-60 different subjects are taught, a large amount of modern information and communication tools are required);
- Scientificity (the effectiveness of educational activity depends on the effectiveness of scientific research, it is scientific activity that allows professors and teachers to constantly improve and supplement their professional knowledge and practical experience);
- High cost (most of the employees are highly qualified specialists: doctors of science (Ds and PhD), professors and associate professors);
- Period of consumption (usually - opinions about quality education are formed for many years);
- Responsibility (highly educated specialists are the main element of the intellectual potential of the society).

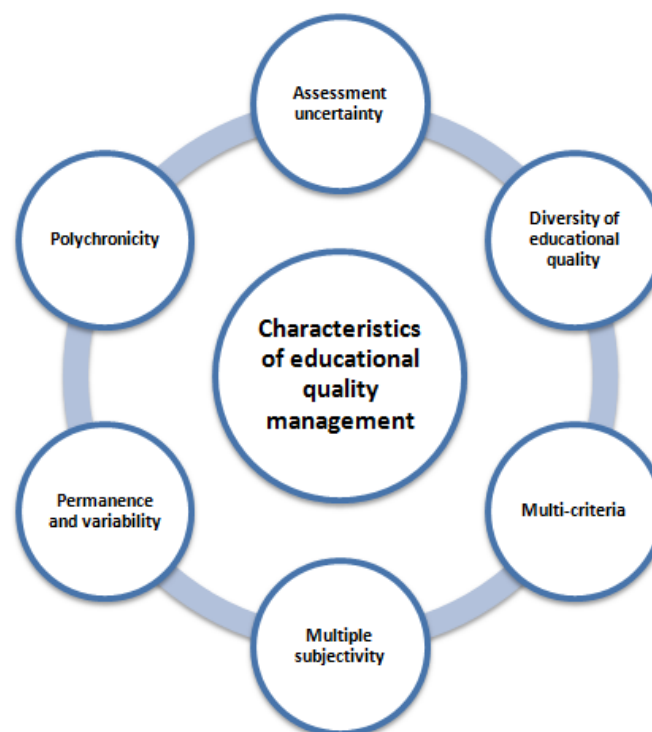
It seems that it is unlikely to "fit" the educational services quality management system into the framework of a system based only on the ISO 9000 series. In general, we believe that it is wrong to fully apply international standards and to deny them. This requires a creative approach, on the basis of which it is necessary to clearly interpret these rules and to focus practical actions accordingly. Therefore, it is necessary to enrich the standards with TQM system levers.

Thus, in our opinion, the distinctive features of quality management in the field of higher education are:

- The diversity of the quality of education (social, economic and cultural aspects of education, the quality of the final result of education in accordance with each of them and the quality of the potential of educational systems that ensure the achievement of this quality; the quality of educational and training results, creative and reproductive, knowledge and skill components);
- Multi-level of final quality results (quality of graduates of bachelor's, master's, doctoral studies, advanced training and retraining);
- Multiple subjectivity of the quality of education (assessment of the quality of education is carried out by a large number of different subjects; the main subjects: students themselves, graduates of higher

education and post-higher education, students of various additional education programs; parents of students; employers; society and the state departments; the education system itself; representatives of its various levels and stages; researchers of the education system);

- Multi-criteria - the quality of education is evaluated by a number of criteria according to the aspects of education;
- Polychronicity is the coordination of current, tactical and strategic aspects of the quality of education, which are perceived differently by the same subject at different times (over time, during life, in work, graduates re-evaluate the quality of education they received, the value of certain subjects and teachers; society and the state, the level of development they revise the priorities of the quality and content of education, etc.);
- Uncertainty in the assessment of the quality of education and educational systems (a high level of subjectivity in the assessment of the quality of education by various subjects);
- The nature of permanence and change of education. Among the many qualitative characteristics of educational systems, educational institutions and their graduates, there are invariant qualitative characteristics common to all graduates of each educational level, for each specialty or training field, and specific (specifically for this set of graduates or educational systems) variable qualitative characteristics.



**Figure 2. Specific features of quality management in the field of education**

(developed by the author)

## Conclusions.

It follows from this that it is necessary to consider the quality of education as a multidimensional concept, and a systematic and process approach from the point of view of quality management is recommended to reveal it. Management of educational quality is a problem area of the general theory of quality management based on the specific characteristics of the object. This management approach makes it possible to solve a number of differences and contradictions that actually exist at the institutional level during the innovative development of the educational system. These are:

1. The difference between the quality of admission to higher education and the quality of graduates. Our government has made great positive changes in ensuring the fairness, transparency, and convenience of higher education admission processes. Entrants have expanded opportunities to choose educational institutions and training courses, higher education admission quotas have been increased. The state directly participates in the admission processes and ensures that the admission processes to the state higher education institutions are carried out based on the centralized procedures and criteria established by the state. At the same time, the selection possibilities of state educational institutions are being limited. State higher education institutions, especially institutions in the technical field, are forced to admit applicants with a low score (around 30% of the maximum score on average). Because abandoning them in the conditions of strong competition will put the educational institution in a difficult financial situation. Despite the strong role of the state in determining the quality of knowledge of applicants during the admission process, it can be said that the state does not participate in determining the quality of knowledge and skills of graduates of higher education institutions. We believe that the process of quality assessment at entry and exit of higher education should be carried out at the same level.

2. Conflict between the quality of trained specialists and the requirements of employers. The current state of educational process management, based on traditional approaches, has limited opportunities to fully meet the modern requirements of the labor market.

3. Lack of a mechanism to ensure the coordinated and positive impact of scientific and innovative developments in HEIs and their quality of educational services. The use of the results of the scientific-innovative activity of professors-teachers in the educational process is at a low level.

4. The contradiction between the needs of intellectual, cultural and professional development, which ensures the competitive position of the person in the labor market, and the provision of their social protection in the society in the conditions of vocational training. Most students study on a fee-contract basis and do not receive a scholarship. You have to work outside of class to pay for living and tuition expenses. In such conditions, the current educational process organization mechanism cannot guarantee the quality of education.

5. The gap between the state demand for the guaranteed quality of educational services provided by HEIs (educational standards, qualification requirements) and the society's need and insufficient development of the mechanisms to achieve it. In the conditions of increasing standards of the number of students per staff unit of one professor-teacher (today every 16 students), the ratio of hours of independent education has increased, appropriate mechanisms for training quality personnel have not been created.

6. Contradiction between higher education enrollment volumes and ensuring employment of graduates in their specialty. At this point, it should be noted that most of the expenses of the higher education service are borne by parents and families, so the job placement is also their responsibility. For example, not only the

family, but also the state, the employer and the whole society are interested in the results of higher education. While the state participates in this by allocating grant quotas and monitoring the employment of graduates within it, mechanisms that ensure the participation of the society that will have a person with a developed culture and worldview in the field of production that uses the knowledge and skills of the specialist have not been introduced.

7. Contrast between the level of development of the theory and practice of quality assurance systems in different social and economic systems and the state of adoption of this direction in the educational practice of HEIs. In HEIs, quality assurance of teaching is mainly limited to taking measures.

At this point, we believe that it is permissible to clarify the concepts of teaching quality and education quality. "State educational standard of higher education" approved by the order of the Minister of Higher and Secondary Special Education of the Republic of Uzbekistan dated October 19, 2021 No. 35-2021. Although the word quality is used 14 times in the Basic Rules, the quality of education is not defined. However, a significant emphasis is placed on quality control. According to him:

- control of the quality of teaching — checking the level of knowledge of the learner and determining the level of mastering the educational program;
- control of the quality of education — verification of the compliance of the content and results of education with the requirements of the state educational standards [2].

It follows that the quality of teaching indicates the level of knowledge of the learner and the level of mastering the curriculum, while the quality of education determines the compliance of its results with the requirements of state educational standards. The quality of teaching is different from the quality of education. The first is the level of acquisition of knowledge, skills, competences and skills achieved by different groups of students in educational institutions in accordance with accepted educational standards. The quality of education, in turn, describes the characteristics, signs and indicators of the educational process that ensure the effectiveness of education that meets the social needs of the time.

It is wrong to believe that with good teaching there is good education by itself, and with bad teaching - vice versa. The goal of education determines what the appropriate pedagogical system should strive for, and the goal of teaching is the most effective action toward this goal. Even the most effective teaching can result in poor teaching if the wrong goal of education is set. Lack of purpose in education leads to poor education. The current higher education quality management system does not adequately prepare students for life and successful professional development after graduation. In other words, education whose purpose is only to teach according to the requirements of standards and whose graduates do not meet the requirements of the employer does not meet the needs of society.

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# THE SCIENTIFIC BASIS OF THE FORMATION OF THE CONCEPT OF STRATEGIC REGULATION OF THE DISPARITY IN THE SOCIAL AND ECONOMIC DEVELOPMENT OF THE REGIONS

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## ABSTRACT

*This article presents ideas and opinions about the scientific basis of the formation of the concept of strategic regulation of the imbalance in the socio-economic development of the regions.*

**Key words:** *territorial development, socio-economic development, territorial disparity, regional policy.*

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## INTRODUCTION

The presence of regional and interregional disparities in the well-being of the population creates the need to fulfill the tasks of ensuring the sustainable socio-economic development of the regions. Solving these tasks serves the implementation of the state regional development strategy, regional development strategies, and the formation of competitive regional markets of goods and services. The reasons determining the need to strengthen state regulation of the regional economy are the instability of the economic situation and the increase in crisis events in the economy.

"Macroeconomic instability deepens the uneven development of regional economies, increases the asymmetry of socio-economic development of regions, leads to their further economic fragmentation, weakens incentives for expanding economic ties, and disrupts the existing mechanisms of regional cooperation. Such a situation requires the development of appropriate mechanisms for regulating the economic situation and eliminating the necessary conditions for the emergence of social tension.

The need to regulate the regional economy by the state depends on the shortcomings of regional development, including the imbalance of socio-economic development and depression of some regions. These events do not allow the regions to fully realize their internal potential, therefore, it is necessary to use a mechanism for their termination or regulation. When developing the theoretical and methodological principles of regulating imbalances, it should be taken into account that due to market movements, the area of development of the regional economy is uneven, therefore there are always areas with critical maximum and critical minimum indicators of development. According to the theory of cumulative growth mentioned above, the economic advantages of individual regions always cause some regions to grow before others.

In this sense, it is appropriate to activate the internal potential of regions to reduce critical inequalities. According to researchers, the task of increasing economic efficiency may require an appropriate concentration of production at one level or another. When calculating the possible gain from concentration, it is necessary to take into account the opposite effect, such as the gain from agglomeration and the increase in environmental or fixed costs (real estate prices) associated with two positive externalities.

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Therefore, it is necessary to take into account such features of the existence of imbalance when developing a system of its regulation. Taking into account the systemic, multifaceted nature of regional disparity and depression, as well as the unsuccessful practice of eliminating such problems, there is a need to regulate these processes, which determines the need for comprehensive regulation of the socio-economic development of regions. To give direction to it and, as a result, to achieve a significant positive impact on future development, the use of forms and methods of regulating the development of regions, where the role of the state is important, should be aimed at achieving these goals.

## METHOD

During the research, logical analysis methods were used based on the theoretical materials presented in the scientific literature. Methods and approaches such as induction and deduction, space and time, analysis and synthesis, comparative analysis were used in the analysis of available data.

## RESULTS AND DISCUSSION.

The main principles of regional development disparity regulation are formed in the process of regional policy implementation, formation of the territorial level of administration and its management by local and central authorities. The principles of disparity regulation are manifested in profit maximization or cost minimization. The principles of regional imbalance regulation are the principle of taking into account and coordinating the interests of interested parties, the principle of autonomy and independence, the principle of self-sufficiency, the principle of achieving equality of regulatory methods, partnership, the principle of optimality, the principle of the ability to perceive the influence of management, the principle of responsibility, the principle of exclusivity, logical includes sequence principles (Table 1).

If we consider in detail the principles of regulating the disparity of socio-economic development of regions presented in Figure 1, the principle of taking into account and harmonizing the interests of the parties in the regulation of territorial disparity is implemented in the development of tools for regulating such disparity, in which the interests of individual regions, communities and the state are at least represents an assessment of the level of satisfaction of the interests of the parties and is reflected in the achievement of their intentions formed before the start of the implementation of the imbalance regulation policy. The principle consists of three components:

- Interests are at least not in conflict with each other - this is the main point of this principle;
- It is necessary to assess the degree of satisfaction of the interests of the parties;
- It is necessary to determine the level of achievement of the intentions announced by the parties before the implementation of the imbalance regulation policy. Conflicts of interest in the regulation of imbalances may arise, in particular, in the closure of domestic markets for individual producers and the corresponding monopolization of markets, without affecting the distribution of resources. The above conflicts of interest are manifested in:

1) in the plane of spatial development - conflict of economic, social and ecological interests;

2) between regions, districts and regions;

3) between the authorities and the public. The resolution of the conflict can be called a "territorial agreement". Thus, the disparity is exacerbated by the lack of government intervention in the distribution of



capital investment and foreign direct investment, which is associated with insufficient facilities for the implementation of capital investment or unfavorable investment climate on the ground..

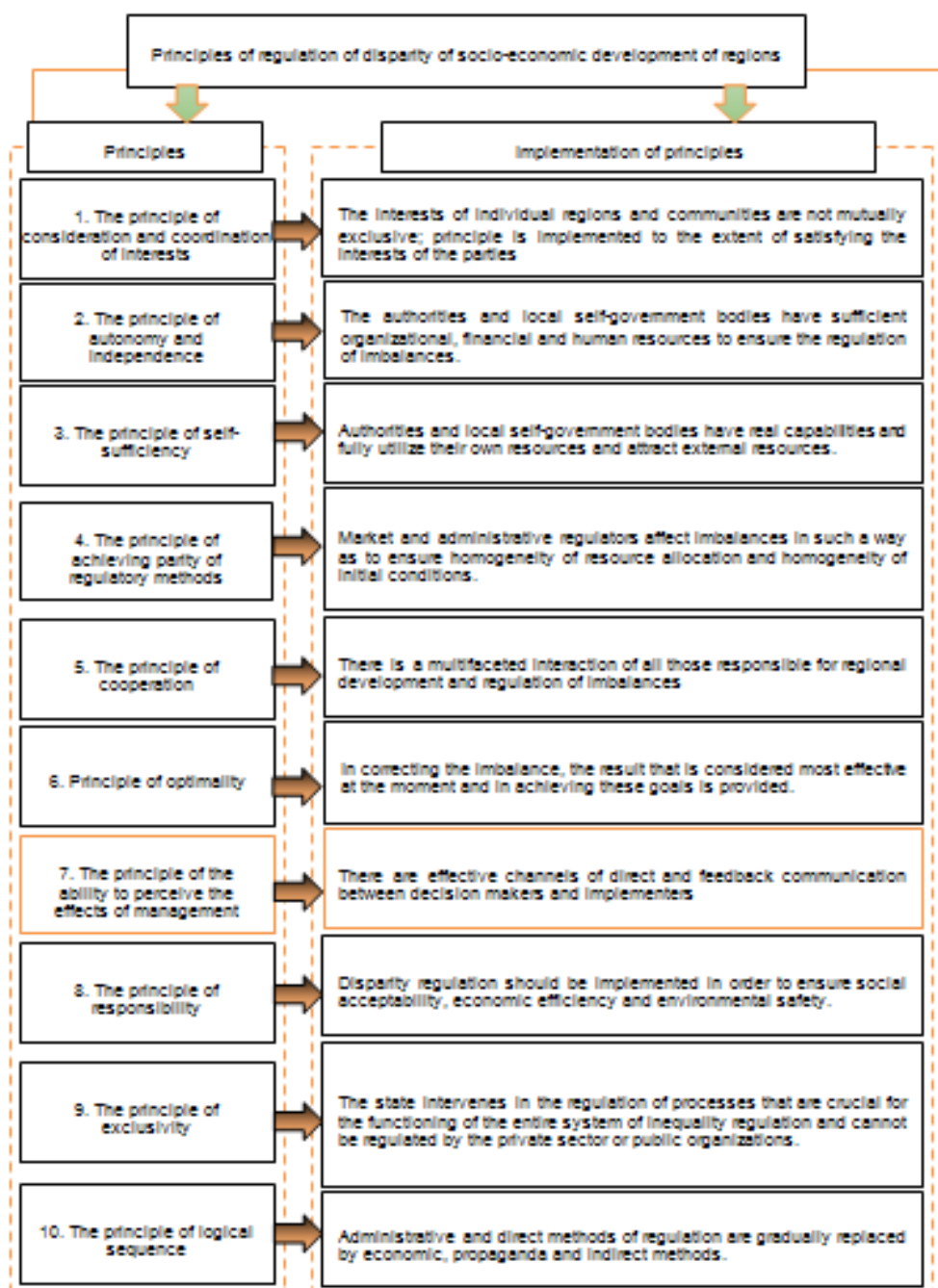


Figure 1. Principles of regulation of disparity of socio-economic development of regions

It is recommended to accurately predict the impact of large projects on the development of regions in advance, because the overall economic efficiency within the country does not necessarily generate the same efficiency in each region. Therefore, local authorities must prove the importance of formulating and implementing their investment strategies in order to achieve economic efficiency from their implementation and thus maintain economic growth trends in the regions. The same can be said about the sports mega-events held in the Republic of Uzbekistan, the hotels under construction and the construction of transport infrastructure.

The principle of autonomy and independence is implemented in the provision of resources and organizational capabilities of central and local government bodies to regulate imbalances. Compliance with this principle is carried out when having the necessary amount of financial, organizational and human resources to ensure the regulation of the imbalance. The organizational ability to regulate inequality lies in the existence of regulatory and legal support for this process.

The regulatory legal document that directly regulates the issue of inequality in the Republic of Uzbekistan is "On priority measures to ensure the rapid socio-economic development of regions" [15], "On the introduction of the system for rating the socio-economic development of regions" [16] and the decisions "On the development strategy of New Uzbekistan for 2022-2026" [17]. This, in turn, shows that the Republic of Uzbekistan is always looking at reducing the disparity between regions and equalizing them as an urgent issue. It should be noted that there are also a number of financial instruments that can be used to regulate the territorial imbalance - in particular, these are inter-budgetary transfers and the State Budget of the Republic of Uzbekistan and state special funds, whose activities are regulated by the Budget Code of the Republic of Uzbekistan. [18]

The resource potential consists of the availability of state funds for regulation - funds for regulation are allocated for the implementation of the above-mentioned regulatory and legal documents and from the specified budget funds. Resource capacity is reflected in the size of local budget revenues and their sufficiency to fulfill the assigned powers, as well as the possibility of attracting funds from other sources.

Such financial resources supporting regions: development of regions is carried out at the expense of funds from the state fund, investments, funds allocated from the state budget (main subsidies), subsidies for socio-economic development, credit resources (including debts of city councils) and international finance. The state regulates the imbalance directly with the help of financial support resources, and indirectly with the help of determining the size of local budgets. [19]

Support of resources for the development of regions and communities in the Republic of Uzbekistan has been addressed for a long time with varying degrees of success, but there are still problems of disparity. The system of financial support of regions has always depended on the decisions of higher authorities, which did not leave space for local authorities and local self-government bodies to act and show initiative in finding resources. The combination of permissive and restrictive tools in the formation of the policy of financial support of regions leads to a further increase in the scope of dependence of local executive authorities and local self-government bodies on the decisions of the central government.

The local government's long-term search for resources for development consists of actions aimed at maintaining a balance between the need for financial support for protected expenditure items and the collection of funds for the development of the economy and infrastructure. due to the lack of a base, lack of

interest for investors, lack of sufficient capacity and opportunities to attract funds from international organizations for implementation.

Accordingly, such areas suffer from a greater lack of resources than others and therefore require the use of various mechanisms and tools to financially support their development. The principle of autonomy and independence is directly related to the decentralization of power. Sufficient amount of material and financial resources, sufficient amount of legal support, powers, functions and obligations, powers for the management of territories - these are the components of regulation of territorial development.

Achieving a certain level of decentralization means transferring the powers for the development of self-government of the territory to the lower level - to the level of communities and, accordingly, providing a certain amount of resources for communities. The issue of staffing regional reforms is related to the issue of changing the regional development regulation system, the emergence of communities, the formation of executive bodies in district and regional councils, and the creation of the institute of prefects as supervisory bodies. In practice, this means changing approaches to the management of the territory, forming a sense of responsibility for the development of the "subordinate" territory, a sense of management. It is assumed that this should lead to a change in the system of regional policy implementation on the ground.

The principle of self-sufficiency is implemented in the full use of local resources, as well as in the use of extra-budgetary funds, loans, international technical and research assistance. Self-sufficiency as the basis of regional development refers to the real ability of local authorities to find and mobilize resources for self-governing development. Self-sufficiency consists of three components:

- use of resources transferred from the state budget;
- use of other involved resources - loans, grants, international technical and scientific assistance;

- revealing inner potential. The problem in the system of distribution of subsidies for socio-economic development is that the mechanism of distribution of subsidies is based on the subjective decisions of the authorities, as a result of which the principle of independence in the mobilization of revenues of local budgets and distribution of subsidies in the payment of budget funds is ensured.

Adherence to the principle of self-sufficiency is also important in developing the internal potential of the regions. At the moment, we can talk about the imperfection of the means of revealing the internal potential of the regions. Regional strategies are institutional means of revealing the internal potential of the region. Current regional development strategies do not include a systematic and comprehensive analysis of the internal potential of the region and the determination of ways to use it. Strategies include the analysis of individual sectors and activity areas that make up the economic base of a certain region, but it does not have a strategic direction either in general or in particular in the context of increasing the investment attractiveness of regions.[20]

The principle of cooperation consists of mutual cooperation of all interested parties and persons responsible for regional development and regulation of regional disparities. In the implementation of regional policy on the ground, local government authorities and local self-government bodies should fully cooperate with other parties that have an impact on regional development and are interested in it. In practice, this is done with the participation of all interested parties in the adoption of the main parameters of local budget planning, regional development strategies, investment strategies and other institutional documents of

regional development. This principle also implies active participation of citizens in the implementation of regional policy.

Public agreement in the implementation of the regional policy of the state achieved within one region serves its coordinated and effective development, and if this principle is applied in all regions, overall efficiency can be achieved within the country by regulating the imbalance. The principle of optimality is implemented in the provision of the result set as optimal (currently best) in regional policy regulations.

It should mean a list of specific mechanisms and actions that will lead to the achievement of the desired indicators as a result of the regulation of the imbalance based on the principle of optimality in the regions of the Republic of Uzbekistan. As a basis for achieving optimality, it is possible to accept the principle of maximization of the result, in which it is proposed to achieve the maximum result at the same time while spending the minimum resources.

The principle of the ability to perceive the influence of management and the reciprocity of regulation (two-way) is realized through the existence of feedback between decision-makers and their implementers and the existence of such communication channels. Regulation of regional imbalance is a management activity, the effectiveness and efficiency of which depends on the quality of the management signal. Effectiveness depends on how clearly and precisely the basis for regulating the imbalance is formulated.

The principle of responsibility is implemented by developing a mechanism to ensure the initiation of responsibility for the decisions made on the regulation of regional development, as well as by ensuring social acceptability, economic efficiency and environmental safety when using mechanisms and tools for regulating imbalances. All actions to regulate regional imbalances should be carried out taking into account the responsibility for their consequences. When making a decision to include certain tools in the imbalance regulation system, it is necessary to calculate their social acceptance, economic efficiency and environmental safety in advance.

The formation of a modern regional development regulatory system capable of adapting to changes in the socio-economic and socio-political situation implies the structural restructuring of the regional economy and the reduction of disparities in internal regional development. Such a system should be built on the principles of exclusivity and logical sequence. The principle of exclusivity is that the state affects only those processes (events) that cannot be influenced by the private sector or public organizations, because such processes (events) are important for ensuring the functioning of the entire system.

The principle of logical sequence consists of gradual replacement of administrative and direct methods of regional economy regulation with economic and indirect regulation methods, as well as replacement of directive planning with mainly indicative or regulatory methods. In general, it is difficult to implement such a principle at the regional level in the conditions of the market economy of the modern Republic of Uzbekistan. It should be added that all principles are implemented in a single area and the state policy of regional development should be implemented based on them. At this stage, a general approach to determining the main principle can be the need to comply with the parameters of sustainable development - the implementation of the principle should ensure a balance of economic, social and environmental interests.

## CONCLUSION

Thus, the basis of the formation of the system and concept of strategic regulation of disparities in socio-economic development of regions is to understand the trinity of state management, market self-management

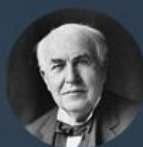
and territorial self-management, and to understand the important role of state management. The unity and equivalence of such foundations and principles of strategic regulation of regional development disparities becomes a means of expanding the methodological base of influence on disparity due to methods and functions of disparity regulation and scientific approaches to modeling strategic regulation of regional development.

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Genius is one percent inspiration,  
ninety-nine percent perspiration.



**Thomas Edison**

American inventor and businessman



## THE IMPACT OF HUMAN RESOURCE MGT PRACTICES ON ORGANIZATIONAL PERFORMANCE

Dr.Praveen Srivastava<sup>1</sup>, Dr.Chandan Ghosh<sup>2</sup>, Ganesh Dubey<sup>3</sup>

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### ABSTRACT

*This conceptual paper aims to study the impact of human resource management practices on organizational performance by reviewing the most important previous studies relevant to the topic of the study. Through a review of previous studies, it was found that there is a major and effective role by human resource management practices in institutions, as they contribute to improving organizational performance. Public and private institutions should take care of the issue of human resources management and apply it effectively, which in turn helps to improve the performance of institutions as a whole, and this is what all institutions seek. It is worth noting here that there is a clear difference between the application of human resources management between advanced and developing countries where we note that there is weak in the application of the concept of human resources management effectively in developing countries and therefore we need a lot of studies on this subject to enhance the concept of human resources management.*

**KEY WORDS:** Human Resource Management, organizational performance, institutions, conceptual paper.

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### INTRODUCTION

The human resources management as an organizational unit exercises a role in the formulation and application of human resources management policies in public and private institutions, as this unit is aware of the interests and trends of the resources operating in the institutions, and has an insight and knowledge of the changes that occur in the external environment and its effects on human resource management policies. In view of the importance of human resources and their management in educational institutions in general and higher education institutions in particular, and the scientific, administrative and functional responsibilities that lie with them, the matter necessitates the urgent need for an administration that undertakes their education, training and qualification, and sets scientific policies related to the good distribution of those present from them, and planning to obtain On the human resources of these educational institutions, and then employing them, training them, evaluating their performance, and treating them as a reliable primary resource in bringing about the desired change, and working to optimize the exploitation of human resources and reconsidering their distribution (Al-Araimi, 2017). Therefore, the Human Resources Department is closely related to the availability of successful leadership qualities and is able to use its capabilities towards working to build positive relations between workers and improve their performance and motivate them to continuous giving. Leadership skills also help to establish effective leadership behavior by

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strengthening and advancing the human resource - which is the most important resource that the university does not have of the advantages and capabilities that contribute to its continued success - to exert more effort and good behavior in difficult situations, which reflects the importance of leadership skills In helping and guiding employees and coordinating their efforts to perform their duties efficiently and with the aim of developing performance (Alaarj et al., 2017a, b; Musa and Mohamed, 2017)the employees' behaviors, attendance and absence, and more importantly, the impact on their productivity, performance and psychological attitudes, which in turn reflects on the organization's performance and its relationship to the external environment, so some departments are trying to change the rules, procedures and behaviors to make it more flexible which enhances the commitment of its employees towards their organizations, And the link between its purposes and their personal purposes (Al-Zaqeba, 2018 ; Alaaraj, 2018a, b). Successful management is the administration that innovates in finding solutions to the problems resulting from the new transformations and changes surrounding the organization, and studying the variables and factors that contribute to advancing, improving and developing its performance, the most important of which is human performance, as business organizations always strive to achieve efficiency and effectiveness in order to achieve the purposes by following Modern management methods whose most important trends are building a flexible organizational culture that responds to rapid changes and affects workers' behaviors and their affiliation in a way that serves the aims and aspirations of the organization, because organizational culture has a major impact in shaping workers' behaviors and customs and their trends are reflected in their performance levels and rates (Alaaraj et al., 2018; Shatri, 2016). University administration, like various departments, has received great attention in contemporary societies due to the role it plays in order to achieve the purposes of the university and the success of its mission, which is linked to the availability of successful leadership qualities and is able to use its capabilities towards working to build positive relations between workers and improve their performance and motivate them to continuous giving. Leadership skills also help to establish effective leadership behavior by strengthening and advancing the human resource - which is the most important resource that the university does not have of the advantages and capabilities that contribute to its continued success - to exert more effort and good behavior in difficult situations, which reflects the importance of leadership skills In helping and guiding employees and coordinating their efforts to perform their duties efficiently and with the aim of developing performance (Alaarj et al., 2017a, b; Musa and Mohamed, 2017)

I. **Study methodology** The research relies on the descriptive approach to the subject of the study, and this approach is applied in many research and studies, especially those that deal with social phenomena related to daily practices, where a number of research and studies published in periodicals and specialized scientific journals, as well as published on the Internet, were reviewed. , And it was subjected to analysis and discussion to serve the objectives of the research, and then to suggest some recommendations that may contribute to providing a useful reference for the institutions.

II. **THEORETICAL FRAMEWORK** Human Resource Management Practice Human resources is one of the main pillars of institutions, which contribute strongly to achieving the aims of the institution, without the human component that the institution cannot carry any work and its vision and mission cannot be achieved, human resources management is one of the most important management functions, because it is responsible for the human component, which It is the most valuable resource for the enterprise and the most influential in productivity. The Human Resources Department tries to enhance the organizational capacity and enable the institution to attract the required competencies and qualify it to meet the challenges. Human resources are considered the most important in any organizational sector, as they increased the aspirations

and desires of the human element to obtain a better life, as it assumed responsibility for developing human resources, so that it requires the continuous pursuit of the working aims of individuals in the organization, which achieves a balance between the benefits of individuals and the benefits of management in the organization (Alaarj et al., 2016a, b; Al-Hawary and Alajmi, 2017). What is human resources management? Human Resources Management is defined as: It is a set of functions, activities and programs related to the management of human resources affairs in the organization, and aims to achieve the purposes of individuals, organization and society, and these functions include activities, activities and programs in developing a human resources strategy, job analysis in the organization, and human resource planning in it And providing him with the required human resources in quantity and quality, and evaluating the performance of the workers in the organization, training and development, and determining their salaries, wages and additional benefits, and motivating and energizing them and addressing their problems to coordinate their purposes, needs and the requirements of the organization in which they work, all of this within A specific organizational and societal context (Alaarj et al., 2016; Dora and Sabbagh, 2010). It can also be defined as: planning, organizing, developing, leading, motivating, encouraging and other administrative activities that lead to raising and developing the organizational performance of workers and reaching them to the maximum productivity and achieving the goals of the institution and looking at the problems of workers and working to solve them (Alaarj et al., 2015; Al-Karkhi, 2014). The Human Resources Department aims to improve the performance of the human resource and its analysis, and to improve the performance of the organization by selecting competent individuals who are able to achieve the purposes of the institution, influence and motivate employees and increase their job commitment, their involvement in work and raise the level of employee loyalty to the institution, and work to develop the human resource in the organization throughout training sessions to meet all the technical changes and developments of the modern era, and to create a work environment commensurate with the workers, and to reward them for their accomplishments, and to secure the human resource through the provision of social and health insurance, and the implementation of this purpose. The Foundation and its policies are based on the multiplicity of human resources tasks in the institution that are not based on the individual interest, in addition to achieving justice and equal (JOURNAL OF CRITICAL REVIEWS ISSN- 2394-5125 VOL 7, ISSUE 08, 2020 2542) opportunities for all employees of the institution from various aspects, and working to communicate the views and proposals of employees in the institution to the higher management (Mazuz, 2016). Al-Qahtani (2015) referred to the functions and tasks of human resources management, and the first of these jobs is the analysis and description of jobs, in order to determine the duties and responsibilities of workers to develop skills and expertise pertaining to each job separately and its relationship to other jobs, and define the conditions for filling the job. The second function is human resource planning, through planning the human resource needs in the organization during a certain time period with the number and the appropriate quality and at the right time, while the third job, the job of polarization and selection, is concerned with searching for righteous individuals to fill vacancies in the job and get them enticed and attracted and choose the best of them after. This is for work or it is to win over and attract a sufficient group of individuals who form the basis from which it is possible to choose or select the most suitable individuals to fill vacant positions. The fourth job relates to training and human resource development, which is an ongoing and integrated process where Success in any stage of its success depends on the correct performance, and for the purpose of performing the tasks and duties assigned to individuals working in the institutions at the required level and according to the purposes taken by the institution, it is necessary to prepare all the basic requirements to increase and the effectiveness of the individuals working to accomplish their tasks, requirements and work successfully, while the fifth job is a job evaluating the performance of workers, which is the process of issuing a judgment

on the activities that are practiced by the worker at a specific time in the institution, and this is an ideal judgment for its dependence on clear performance measures and standards extracted in a way that allows the supervisor to form a comprehensive, objective and unfulfilled opinion on the performance of workers, and with regard to the sixth job, incentives and wages, which are based on setting and designing a system of wages, incentives and rewards in order to achieve job and material security and security for workers and contribute to raising their organizational performance and job commitment, as well as the seventh job related to transportation and promotion, and it works to attract or expel expertise and competencies of workers, so the organization must provide promotions to employees to maintain its performance efficiently and to the required level and finally the job of designing and implementing human maintenance programs, which aims to develop and improve the work environment, by creating physical, social or health conditions Psychological or to improve the quality of life for workers, and the provision of security requirements and protection for workers. There are three theories that explain human resource management, which are strategic theories. This theory depends on the relationship between external factors and determinants that affect human resource management practices. This theory aims to investigate the extent of the impact of these factors and external influences on human resource management practices in the organization, and descriptive theories which is based on the description and clarification of human resources management practices in the institution in a precise, comprehensive and integrated manner, and normative theories that show that when applying human resource management practices in an integrated manner and with greater transparency, and through the union of these practices together, this will raise the level of performance of employees, which will reflect positively on organizational performance (Ababneh et al., 2015). The Human Resources Department is exposed to many difficulties, which are related to the problems of deteriorating productivity, and the leakage of efficient workers outside the institution, in addition to these difficulties in designing the wages and incentives system, procedures for attracting and recruiting new employees, as well as difficulties in aligning the requirements of the human resources management strategy and the workers' tendencies In the organization, in addition to problems in assessing the performance of employees fairly, difficulties in developing an effective evaluation of workers, as well as work, insurance, security and safety problems, and problems of conflict resolution for work and settlement (Al-Karkhi, 2014). Despite these difficulties, however, there are many factors that contributed to the development of human resource management practices in institutions, and these factors include economic activity and the role of government, where the government has many economic and social roles to provide the requirements and needs of society, and this called for an increased need for human resources In various aspects and sectors, therefore, interest in the human resource has increased, and the focus has increased on raising the productivity of workers, attention to reducing work problems, and providing incentives to them, by describing these practices as one of the methods used to achieve and raise organizational performance, and increase the loyalty of workers and Their organizational commitment. The development of social sciences is a factor in the evolution of the practice of human resources management, as social sciences contributed to the development of human resource management practices, and these sciences: economic and political sciences, public administration, business administration, psychology, and anthropology, and the impact of human resources on these sciences through theories the principles of these sciences, and with regard to the factor of the School of Scientific Management, the movement of (SCIENTIFIC JOURNAL OF CRITICAL REVIEWS ISSN- 2394-5125 VOL 7, ISSUE 08, 2020 2543) management has deepened the idea of separating politics and management, and it has become necessary to focus on technical methods to perform administrative tasks. In addition, it helped at the practical level in expanding the principles of merit and effectiveness, and the development of management into a professional field, and the movement of scientific

management is a basis for the techniques and methods applied in human resource management practices. In addition, the movement of scientific management contributed to increasing production, raising the level of wages, and lowering the unit cost of production. It also contributed to the conflicting relationship between workers and management, which caused the emergence of differences between them, in order for the workers to feel the exploitation of management by them, to achieve the purposes of the institution at their expense. This led to increased interest in the relationships that link workers with management and the principles of organizational behavior emerged, and modern management has followed methods and strategies to enhance organizational performance and commitment, in addition to the factor of expansion of studies and research in human resources management, where human resources management practices were affected by the results of studies and research that addressed topics of management practices human resources, and the expansion of studies in this matter led to the establishment of centers and institutes specialized in human resources management affiliated with universities, which led to the expansion of the scope of scientific knowledge in decision-making in the field of human resources, this has led to an increased focus on the problems and values pertaining to human resources, and this contributed to the increased interest in ways that improve the performance of human resources (Rashid 0.2018)

**III. LITERATURE REVIEW** Previous research and studies are considered the reference intellectual framework of the study, whereby the researcher, after reading it, examining it and discussing it, can benefit from it in developing the study and formulating its hypotheses, determining the variables of the study and its tools and trying to avoid the weaknesses that occurred in it, and coming out with the addition of a scientific or research gap not studied in previous studies In an attempt to cover the aspects and variables of the study more accurately and objectively. This part includes a review of the most important previous studies that dealt with the variables of the study that aimed to identify the impact of human resource management practices on organizational performance and was obtained through written literature, and review Arab and foreign databases, where Arab and foreign studies were presented according to their chronology. Al-Hawari and Al-Ajmi Study (2017): The study aimed to explore the impact of human resources management practices on the regulatory commitment to port security affairs in the State of Kuwait. All administrative employees working in port security affairs in Kuwait were included in the study sample. A questionnaire-based survey was used to collect data. The results showed that there is an average level of adoption of HRM practices, and that there is a significant impact of HRM practices (Human Resources planning, recruitment and selection, rewards and edges, and performance evaluation) on organizational commitment (Al-Hawary & Alajmi, 2017). Fu and Desphand Study (2014): This study used (SEM) Modeling structural equations to examine the direct and indirect relationships between the care climate, job satisfaction, organizational commitment, and job performance of 476 employees working for a Chinese insurance company. SEM results showed that the care climate had a direct impact Great for job satisfaction, organizational leadership, and job performance. Climate care has also had a significant indirect impact on organizational commitment through the mediation role in job satisfaction, and on job performance through the mediating role of job satisfaction and organizational commitment. In addition, job satisfaction had a major direct impact on organizational commitment, through which it also had a significant indirect impact on job performance. Finally, organizational commitment has had a major direct impact on job performance (Fu & Deshpande, 2014; Al-Zaqeba & AL-Rashdan 2020). Study (Muhammad and Abu Sen, 2013). The study aimed to analyze the reality of the human resources strategy and its impact on the organization's performance, and the study used the descriptive analytical approach to describe the variables of the study and analyze its relationship using SPSS programming, and the study sample consisted of (150) workers in the Sudanese Company for

Communications Ltd. (Sudatel). The results concluded that there is a statistically significant correlation between the company's organizational building strength and human resource management strategies, and that constantly changing the work environment affects the company's ability to adopt a strategic view of human resource management. Kehoe and Wright's Study (2013): The study aimed to identify the relationships between employee perceptions about the use of high performance human resource practices in their job collections and employee absenteeism, the structure of staying in the organization, organizational citizenship behavior, and dedicating focus to the potential mediating role of emotional organizational commitment in these relations. Data in this study were collected from employee surveys in a large multi-service food organization. The results indicated that employee perceptions about the use of high-performance human resource practices at the working group level are positively linked to all dependent variables, and that the emotional organizational commitment partly mediated the relationship between perceptions of human resource practice and organizational citizenship behavior and fully mediated the relationship between perceptions of human resource practice the intention is to stay with the organization (Wright, 2013 & Kehoe). Alves's et al (2013) study: The study aimed to identify the relationship between perceived human resource management practices, participation, and employee behavior: a moderate mediation model. A moderate mediation model that links perceived human resource management practices with organizational citizenship behavior and sales intentions has been developed and tested. Depending on the theory of social exchange, the results showed that the impact of the perceived human resource management practices on each of the outcome variables is mediated by employee engagement levels, while the relationship between employee engagement and both outcome variables is managed through perceived organizational support and organ exchange (Alves, et al., 2013). According to the above, the Vivares's et al. (2016) study found that there are two important results for increasing and improving performance. The first is that when companies include features about individuals in the decision making process in the operating system (motivations, personal purposes, abilities), performance can be observed. Best in the program; second, when employees reach a higher level of satisfaction and job performance, performance improves in competition priorities. Previous studies as the results of the Bruning and Ogonomie's (2016) study showed that human capital development and occupational health and safety have a direct relationship with non-financial performance (NONFIN), employee performance management and non-financial performance (NONFIN) on the company's financial performance. It showed that HRM practices as a group represent 16% of variance in NONFIN and 12% of variance in financial performance (Ogunyomi, 2016 & Bruning). This study supports, in part, a model of positive relationships between some HRM practices and the company's organizational performance. Sheen and Benson's study showed that socially responsible human resources management (SRHRM) is an indirect indication of individual tasks and behaviors of additional assistance through mediation in defining organizational culture at the individual level, and it has been found that job satisfaction works as an intermediate in the relationship between human resource management and organizational performance (Shen & Benson, 2016) This is indicated by the Stein et al. (2014) study. This prompted the researcher to conclude and reach a relationship between human resource management practices in organizational performance. Theoretical framework

IV. **CONCLUSION** Previous studies aimed at identifying the existence of an impact of human resources management on organizational performance, and previous studies were used through reviewing them and how to employ educational literature in previous studies. And choosing the appropriate scientific method for this study. And building the study tool based on the tools used in previous studies. And how to choose the study sample. And the appropriate statistical methods that can be used in this study. Through the previous

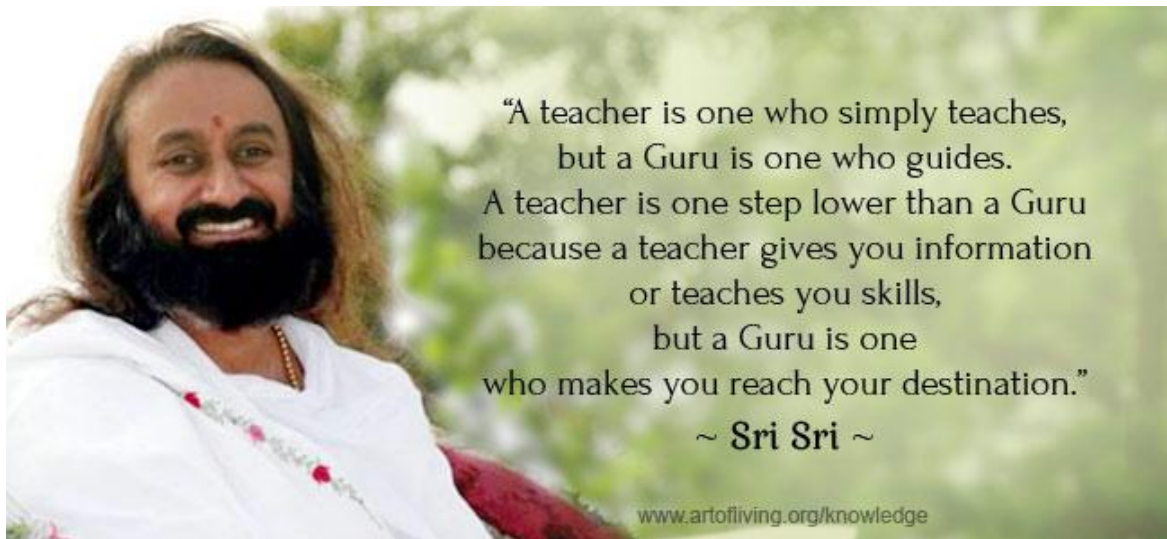


analysis of previous studies, and based on the fact that the cognitive benefit of any scientific research is elevated when it simulates two fundamental points, the first charts the features of keeping pace with the research of the contemporary cognitive visions and weaves in its folds contributions that reflect on the value of existing accumulated knowledge, while the second embodies the state of convergence between the intellectual content of the research Practical and practical reality. By relying on this content, this study can delve into the literature of scientific research to produce realistic results, in an attempt to study more in depth and an analysis of the relationship of human resource management practices to organizational performance, which was characterized by the integration between the concepts of human resource management practices as independent variables, and studying its impact on organizational performance, which represents Dependent variable. The results of previous studies indicated that there is a positive relationship and impact between human resource management practices and organizational performance in institutions. Therefore, the top management in the institutions must pay more attention to the subject of human resources management and apply it correctly in order to obtain a better performance.

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## ADVANCING CIVIL SERVICE QUALITY: PRIORITY DIRECTIONS FOR PROJECT MANAGEMENT STANDARDS IMPLEMENTATION

Isakova Zebo Murodovna<sup>1</sup>

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### ABSTRACT

*In an era marked by dynamic challenges and the demand for efficient public service delivery, the integration of project management standards has emerged as a pivotal strategy. This research explores priority directions for implementing project management standards in the civil service, shedding light on essential considerations, challenges, and the potential socio-economic impact. Drawing from global best practices, the study offers insights that can guide policymakers, practitioners, and academics in enhancing the effectiveness of project management within the civil service.*

**Keywords:** Civil Service, Project Management Standards, Implementation, Priority Directions, Public Service Excellence, Socio-Economic Impact, Challenges, Best Practices, Policymaking.

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**Introduction.** The execution of Uzbekistan's 2026 development strategy, focusing on sustainable initiatives and the promotion of a free civil society, as well as the rapid advancement of the national economy, particularly ensuring high growth rates, has outlined key stable trajectories for our progress. The efficient organization of regional branches within state administration bodies, the establishment of a distinct identity for these entities, and the optimization of their operations within the state administration system have proven pivotal in enhancing the efficacy of state services and organizational functions. This conclusion is drawn from the current outcomes evaluated through Key Performance Indicators (KPIs).

It is imperative to underscore that the primary objective of Uzbekistan's recent economic development endeavors is poverty eradication and the strategic planning of societal well-being. Challenges associated with the evolving organizational landscape prompt countries to revamp their administrative systems, aligning them with global shifts and social production. This adaptation is crucial for ensuring the comprehensive integration of technology into business processes and amending state administration practices.

Scientific and educational guidance, strategic management, and, ultimately, administration, which constitute extensively researched management methodologies, play a pivotal role in the execution of state policies. Upon analysis, it becomes evident that implementing management standards in public service holds great promise for enhancing the efficiency of activities in this domain.

**Literature review.** The provided definitions of the "project management" concept primarily highlight the object, with a notable emphasis on methodology. Simultaneously, various authors (I. Mazur [1], A. Kovalyov, I. Kurdyumov [2], P. Martin [3], M. Tsogoev [4], K. Grey [5]) underscore the goal of employing contemporary management methods, techniques, and technology, involving people and equipment to attain specific outcomes through the utilization of resources like materials, money, and labor. This underscores that the semantic essence of "project management" revolves around the management activity executed with specific implementation technologies (M. Razu, T. Yurieva [6], I. Mazur, V. Shapiro). Despite the diversity in definitions, both highlight the commonality of having a defined objective. Project management can be

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delineated as a managerial process wherein an organization systematically employs project management approaches to accomplish desired outcomes. The scope of projects is diverse, applicable to both software (people) and hardware, encompassing socio-economic, strategic, and organizational changes, along with the development or modification of information systems and physical facilities (e.g., buildings).

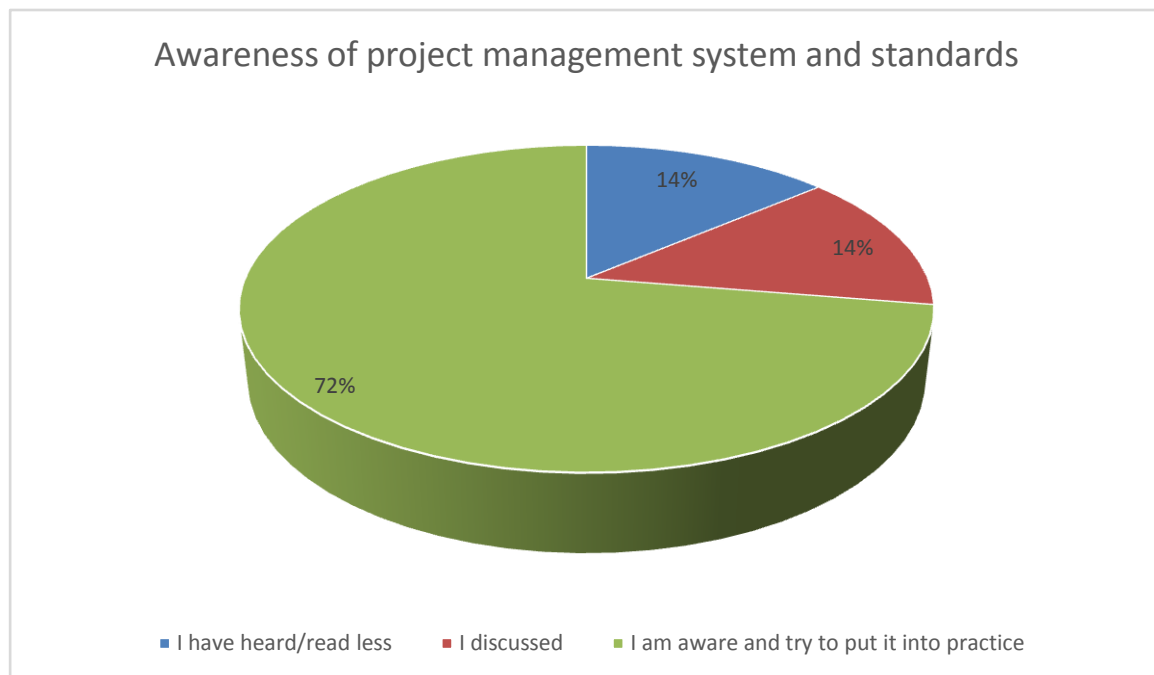
**Research methodology.** In crafting the article, we undertook an investigation into the implementation of project management standards in public service. This involved employing analytical, comparative, and abstract analyses of industry-related information. In our research endeavor, our goal was to comprehensively explore the issue, utilizing statistical analysis as a key method. We delved into the problems, derived conclusions and proposals, and outlined primary directions for resolution in a systematic manner. The research focused on the public service system in the Republic of Uzbekistan, encompassing its organizational and institutional foundations, as well as the subjects and objects involved in the public service implementation process.

**Analysis and discussion of results.** Before delving into discussions about introducing project management standards to the civil service, it is deemed essential to furnish details regarding the existing scenario in Uzbekistan. Notably, local governance stands as a pivotal component of public service, with the operations of local state authorities being governed by the Constitution of the Republic of Uzbekistan, relevant laws, and other legislative frameworks [7]. Given the significance of this entity in the state and societal progress, ongoing reforms seek to enhance the functions of local executive authorities, accompanied by a set of defined objectives, including:

- Enhancing the efficiency of local executive authority operations
- Continual refinement and fortification of organizational structures
- Facilitating the comprehensive development of regions
- Further incentivizing advancements in the social sphere
- Optimal deployment of production resources
- Rational utilization of natural resources, land, water, production potential, and labor in regions
- Establishing effective communication with the population, safeguarding their interests, and consistently improving living standards based on understanding their needs
- Efficiently organizing the implementation of state policies concerning youth

Given these specificities of civil service, it is pertinent to mention that widely acknowledged methods and approaches to project management involve expertise from various project management entities, such as PMI, IPMA, OGC1, ISO, GAPPS, APM, PMAJ, and numerous others, as delineated in the standards of international and national professional organizations that unite through their respective national associations [8].

In a survey conducted to address the research question, participants were queried about their awareness and utilization of project management systems and standards. It is noteworthy that 72% of survey participants acknowledged being aware of such standards and actively attempting to apply them in practical scenarios (Figure 16).



**Figure 16. Awareness of project management system and standards**

In order for a project to achieve success, various activities must be undertaken, as indicated by sources. These include:

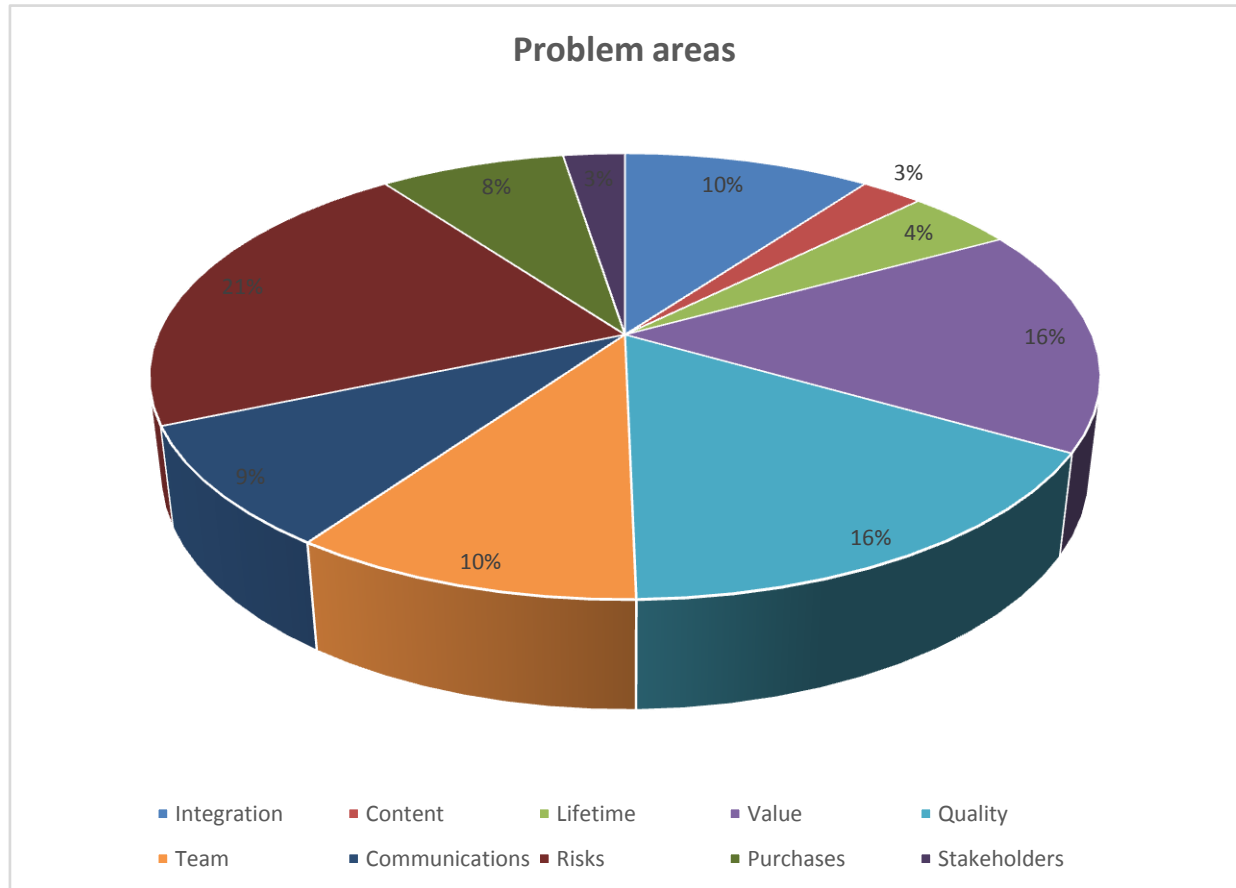
- Selecting suitable processes essential for accomplishing project objectives
- Employing a defined approach to formulate or adapt product specifications and plans to align with project goals and requirements
- Adhering to requirements to fulfill the needs of the project's sponsor, consumers, and other stakeholders
- Identifying and managing project content while considering constraints, analyzing project risks, and addressing resource requirements to attain project outcomes
- Ensuring appropriate support from each project participant, considering the obligations of the project's consumers and sponsors
- Project management processes can be examined from two distinct perspectives [9]:
  - As a set of processes for project management
  - As sectoral groups aiming to categorize processes by sectors

The group of project management processes encompasses five primary stages: project initiation, project planning, project implementation, project monitoring and control, and project completion stages.

The sectoral groups of the project comprise integration, stakeholders, content, resources, duration, value, risks, quality, procurement, and communication [9].

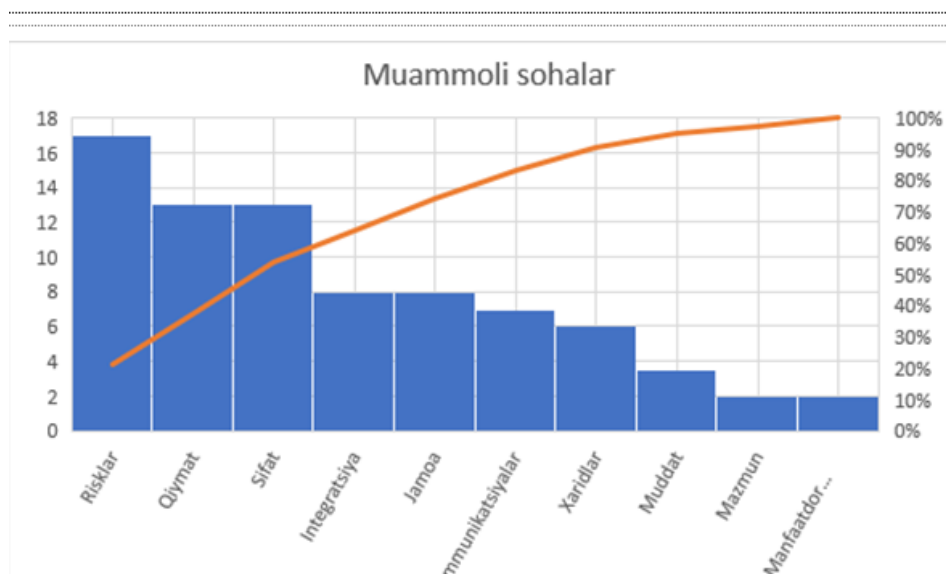
Among the participants, project risk management was identified by 21% as the most problematic and complex area in project management, while 16% pinpointed quality and value management as challenging.

Project content and stakeholder management complexity was acknowledged by only 3% of participants, signifying their belief that these areas do not pose significant challenges (see Figure 17).



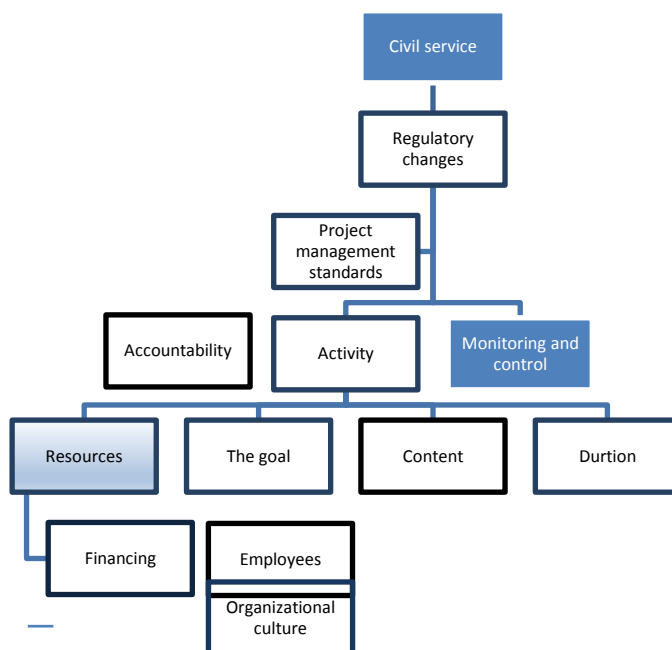
**Figure 17. Problem areas in project management**

When analyzing problematic areas using a Pareto curve, attention is particularly warranted for risk, value, quality, integration, and team management. This heightened focus stems from the participants' recognition of these areas as the most challenging and intricate, as illustrated in Figure 18.



**Figure 18: Problem areas and the level of complexity**

Drawing on the preceding analysis, it can be affirmed that project management in public service is cultivated at the level of economic units. This cultivation aims to address complex issues of national economic significance by meticulously calculating the technical and economic characteristics at each stage of the project life cycle. The figure below illustrates the structure of project management practice in civil service (see Figure 8).



**Figure 8: Structure of project management practice in civil service**

From a theoretical standpoint, the benefits of implementing project management standards in public service are manifested in achieving final results within specified deadlines, exercising direct control over projects, clearly delineating personal responsibilities, fostering a conducive administrative environment, and optimizing the quality of provided services.

**Conclusions and recommendations.** In conclusion, the adoption of economic and organizational practices grounded in project management standards proves instrumental in precision goal-setting, criteria definition for their attainment, resource optimization, risk identification and delineation, and detailed project implementation control. These measures collectively contribute to an overall enhancement of efficiency. Drawing insights from international practices aimed at securing competitive advantages in the face of strategic shifts, it is evident that project management standards emerge as a potent tool for addressing strategic challenges amidst ongoing transformations. Moreover, these standards demonstrate efficacy in rectifying specific deficiencies inherent in the market economy.

Recommendations for further endeavors in this domain involve a continued commitment to the integration of project management standards within the economic and organizational framework. Institutions and practitioners are encouraged to cultivate a culture of adherence to these standards, fostering a mindset that embraces the dynamic nature of strategic challenges. Additionally, ongoing research and adaptation of emerging global best practices in project management should be a priority to ensure continuous improvement and alignment with the evolving landscape of economic and organizational dynamics. By steadfastly embracing and refining project management standards, entities can position themselves strategically to navigate the complexities of a dynamic business environment effectively.

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## THE DIGITAL ECONOMY IN UZBEKISTAN: OPPORTUNITIES AND CHALLENGES

Mokhira Nozimova<sup>1</sup>

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### ABSTRACT

*The digital economy is rapidly transforming societies worldwide, presenting both opportunities and challenges for nations striving to adapt and thrive in the digital age. This coursework delves into the landscape of the digital economy in Uzbekistan, analyzing its current state, opportunities for growth, challenges, and strategies for sustainable development. By employing the Harvard citation style, this paper aims to provide a comprehensive understanding of Uzbekistan's digital economy and its implications for future development.*

*The digital economy in Uzbekistan has undergone significant transformations in recent years, spurred by government initiatives, technological advancements, and increasing internet penetration. Uzbekistan, located in Central Asia, has historically been known for its agrarian-based economy. However, with the advent of digital technologies, the country has been actively working towards modernizing its economic landscape and embracing digitalization as a key driver of growth and development.*

Historically, Uzbekistan's economy was predominantly reliant on agriculture, mining, and natural resources. However, with globalization and the rapid expansion of digital technologies worldwide, Uzbekistan recognized the need to adapt to the changing economic landscape. The government initiated several reforms aimed at fostering entrepreneurship, innovation, and technological advancement.

One of the key milestones in Uzbekistan's digital transformation journey was the adoption of the "Digital Uzbekistan" program in 2018. This ambitious initiative aimed to accelerate the development of the country's digital infrastructure, improve internet connectivity, and promote the use of digital technologies across various sectors of the economy. The program outlined specific goals, including increasing internet penetration, expanding access to digital services, and fostering innovation and entrepreneurship in the tech sector.

Furthermore, the government introduced regulatory reforms to create a more conducive environment for digital businesses and startups. This included initiatives to streamline business registration processes, reduce bureaucratic hurdles, and provide incentives for investment in the digital sector. Additionally, efforts were made to enhance cybersecurity measures and protect digital assets from cyber threats.

The digital economy in Uzbekistan has witnessed notable growth in recent years, with the emergence of e-commerce platforms, digital payment systems, and tech startups. E-commerce, in particular, has seen significant traction, driven by increasing internet penetration and changing consumer behavior. Major players in the market have emerged, offering a wide range of products and services to cater to the growing demand for online shopping.

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Despite the progress made, challenges persist in Uzbekistan's digital economy. Regulatory barriers, including complex licensing requirements and bureaucratic processes, continue to hinder the growth of digital businesses. Moreover, there remains a significant digital skills gap, with a shortage of qualified professionals in fields such as software development, data analytics, and cybersecurity.

The evolution of the digital economy in Uzbekistan has been marked by significant progress, driven by various factors including government policies, technological advancements, and changing consumer behaviors. This section provides an overview of the key milestones and developments that have shaped the digital economy landscape in Uzbekistan.

Historically, Uzbekistan's economy has been primarily agrarian, with agriculture playing a dominant role in its GDP composition. However, with the advent of the internet and digital technologies, the country recognized the need to diversify its economy and embrace digitalization as a means of fostering growth and development.

One of the early milestones in the evolution of Uzbekistan's digital economy was the launch of the "Digital Uzbekistan" program in 2018. This initiative aimed to accelerate the country's digital transformation by focusing on key areas such as infrastructure development, e-government services, and digital skills training. Under this program, significant investments were made to expand broadband connectivity, enhance cybersecurity measures, and promote the adoption of digital technologies across various sectors.

Another important development was the liberalization of the telecommunications sector, which led to increased competition and improved access to communication services. This created opportunities for the expansion of internet infrastructure and the proliferation of mobile internet usage among the population. As a result, internet penetration rates have been steadily increasing, reaching over 50% of the population by 2020, according to data from the International Telecommunication Union (ITU).

The growth of e-commerce has also been a notable trend in Uzbekistan's digital economy. With the rise of online shopping platforms and digital payment systems, consumers now have access to a wide range of products and services from the comfort of their homes. Major e-commerce players have emerged in the market, offering a diverse array of goods and facilitating transactions through secure payment gateways. Furthermore, the government has implemented various initiatives to support the growth of the digital economy and foster innovation and entrepreneurship. This includes the establishment of technology parks and innovation hubs, as well as the provision of financial incentives and grants for startups and tech companies. Additionally, regulatory reforms have been introduced to create a more conducive environment for digital businesses, including streamlined registration processes and tax incentives for ICT companies. Despite these advancements, challenges remain in Uzbekistan's digital economy, including regulatory barriers, infrastructure limitations, and a lack of skilled professionals. However, with continued government support and investment, as well as the increasing adoption of digital technologies by businesses and consumers, Uzbekistan is well-positioned to capitalize on the opportunities presented by the digital economy and drive sustainable economic growth in the years to come.

The impact of the digital economy on key sectors in Uzbekistan has been profound, revolutionizing traditional industries and driving growth and innovation. This section explores the effects of digitalization on four key sectors: agriculture, healthcare, education, and manufacturing.

1. Agriculture: The agricultural sector in Uzbekistan has historically been crucial to the country's economy, employing a significant portion of the population and contributing to food security. The adoption of

digital technologies has transformed various aspects of agriculture, improving efficiency, productivity, and sustainability.

a. Precision Agriculture: Digital tools such as Geographic Information Systems (GIS), satellite imagery, and sensors enable farmers to monitor and manage crop conditions with precision. This includes optimizing irrigation, fertilization, and pest control, leading to higher yields and reduced resource wastage.

b. Market Access: E-commerce platforms and digital marketplaces connect farmers directly with buyers, eliminating intermediaries and expanding market access. This allows farmers to sell their produce at fair prices and access a broader customer base both domestically and internationally.

c. Agricultural Extension Services: Digital platforms and mobile applications provide farmers with access to valuable agricultural information, including weather forecasts, crop management practices, and market prices. This empowers farmers to make informed decisions and adopt best practices for improved outcomes.

2. Healthcare: Digitalization has revolutionized the healthcare sector in Uzbekistan, enhancing patient care, increasing efficiency, and improving access to medical services, particularly in rural areas.

a. Telemedicine: Digital platforms and mobile applications enable remote consultations between patients and healthcare providers, overcoming geographical barriers and improving access to healthcare services, especially in underserved areas.

b. Electronic Health Records (EHR): Digitalization of health records facilitates seamless information sharing among healthcare professionals, leading to better coordination of care, reduced medical errors, and improved patient outcomes.

c. Health Monitoring Devices: Wearable devices and health monitoring applications allow individuals to track their health metrics in real-time, promoting preventive healthcare and early detection of health issues.

3. Education: Digital technologies have transformed the education sector in Uzbekistan, expanding access to learning resources, enhancing teaching methods, and fostering lifelong learning.

a. E-Learning Platforms: Online learning platforms and digital educational resources provide students with access to a diverse range of courses and educational materials, regardless of their geographical location. This enables flexible learning opportunities and personalized education experiences.

b. Remote Learning: Digital tools such as video conferencing, interactive whiteboards, and virtual classrooms facilitate remote learning, allowing students to participate in classes from anywhere with an internet connection.

c. Skills Development: Digitalization of education enables individuals to acquire new skills and competencies relevant to the modern workforce, fostering lifelong learning and career advancement opportunities.

4. Manufacturing: The manufacturing sector in Uzbekistan has benefited from digitalization, with advancements in automation, data analytics, and supply chain management leading to increased efficiency, productivity, and competitiveness.

a. Industry 4.0 Technologies: Adoption of Industry 4.0 technologies such as Internet of Things (IoT), robotics, and artificial intelligence (AI) enables manufacturers to optimize production processes, improve quality control, and reduce downtime.

b. Smart Factories: Digitalization of manufacturing facilities allows for real-time monitoring and control of production processes, predictive maintenance, and inventory management, leading to cost savings and operational efficiency.

Uzbekistan is positioning itself to embrace future trends in the digital economy, recognizing the importance of staying ahead of technological advancements to drive sustainable growth and development. This section evaluates Uzbekistan's readiness for key future trends in digitalization, including artificial intelligence (AI), Internet of Things (IoT), blockchain technology, and big data analytics.

1. Artificial Intelligence (AI): Uzbekistan has shown a growing interest in harnessing the potential of artificial intelligence to drive innovation and improve efficiency across various sectors.

a. Government Initiatives: The government has initiated programs to promote AI research and development, including funding for AI startups, establishing research centers, and collaborating with international partners on AI projects.

b. Talent Development: Efforts are underway to develop a skilled workforce in AI-related fields through educational programs, training initiatives, and partnerships with universities and industry stakeholders.

c. AI Applications: AI is being applied in sectors such as healthcare, finance, agriculture, and transportation to enhance decision-making, automate processes, and improve service delivery.

2. Internet of Things (IoT): Uzbekistan is increasingly embracing IoT technologies to connect devices, collect data, and enable smarter and more efficient systems and processes.

a. Smart Cities: Initiatives are underway to develop smart city solutions, including IoT-enabled infrastructure for transportation, energy management, waste management, and public services.

b. Industrial IoT: Manufacturing companies are adopting IoT technologies to monitor equipment, optimize production processes, and improve operational efficiency.

c. IoT Security: With the proliferation of IoT devices, there is a growing emphasis on cybersecurity measures to protect against potential threats and vulnerabilities.

3. Blockchain Technology: Uzbekistan is exploring the potential of blockchain technology to enhance transparency, security, and efficiency in various sectors, including finance, supply chain management, and government services.

a. Regulatory Framework: The government has introduced legislation to regulate blockchain and cryptocurrency activities, providing legal clarity and fostering investment and innovation in the blockchain space.

b. Use Cases: Blockchain is being explored for applications such as land registry, identity verification, supply chain traceability, and digital payments, offering potential solutions to existing challenges.

4. **Big Data Analytics:** Uzbekistan recognizes the value of big data analytics in deriving insights, making informed decisions, and driving business innovation and competitiveness.

a. **Data Infrastructure:** Efforts are underway to develop robust data infrastructure and analytics capabilities to collect, store, and analyze large volumes of data generated from various sources.

b. **Data-driven Decision Making:** Organizations across sectors are increasingly leveraging big data analytics to gain actionable insights, optimize operations, and enhance customer experiences.

c. **Data Privacy and Security:** As data usage increases, there is a growing focus on data privacy and security measures to protect sensitive information and comply with regulations.

Enhancing the digital ecosystem of Uzbekistan requires a multifaceted approach that addresses regulatory barriers, invests in digital infrastructure, promotes digital literacy and skills development, and fosters public-private partnerships. Here are several recommendations to achieve these objectives:

1. **Streamlining Regulatory Framework:** a. Review and simplify existing regulations to reduce bureaucratic hurdles and promote a more conducive environment for digital businesses. b. Develop comprehensive cybersecurity laws and data protection regulations to safeguard digital assets and enhance consumer trust. c. Provide tax incentives and financial support for digital startups and businesses to encourage innovation and entrepreneurship.
2. **Investing in Digital Infrastructure:** a. Expand broadband connectivity and improve internet infrastructure, particularly in rural and underserved areas, to ensure universal access to digital services. b. Upgrade telecommunications networks and invest in 5G technology to support the growing demand for high-speed internet and advanced digital applications. c. Develop digital hubs and innovation centers to foster collaboration, knowledge sharing, and technological innovation among industry players.
3. **Promoting Digital Literacy and Skills Development:** a. Integrate digital literacy and ICT skills training into the education curriculum at all levels, including primary, secondary, and tertiary education. b. Provide vocational training programs and workshops to upskill and reskill the workforce in digital technologies, including coding, data analytics, cybersecurity, and AI. c. Partner with industry associations, academic institutions, and private sector organizations to offer online learning platforms, certification programs, and internship opportunities.
4. **Fostering Public-Private Partnerships:** a. Encourage collaboration between government agencies, industry stakeholders, and civil society organizations to develop and implement digital initiatives and projects. b. Facilitate public-private partnerships to co-finance infrastructure projects, such as the deployment of broadband networks and the development of digital services. c. Establish innovation funds and venture capital funds to provide financial support and technical assistance to digital startups and SMEs.
5. **Supporting Research and Development:** a. Allocate funding for research and development in key areas of digital technology, including AI, IoT, blockchain, and big data analytics. b. Establish technology parks, incubators, and research centers to support tech-driven innovation and commercialization of research outcomes. c. Foster collaboration between academia, research institutions, and industry partners to undertake joint research projects and technology transfer initiatives.

6. Enhancing Government Services:
  - a. Digitize government services and administrative processes to improve efficiency, transparency, and accessibility for citizens and businesses.
  - b. Implement e-government platforms and digital identity systems to streamline service delivery, reduce paperwork, and minimize bureaucratic delays.
  - c. Ensure interoperability and data exchange between government agencies to enable seamless access to information and services across different platforms.

In conclusion, the digital economy presents immense opportunities for Uzbekistan to drive sustainable growth, enhance competitiveness, and improve the quality of life for its citizens. Over the years, the country has made significant strides in embracing digitalization, with initiatives aimed at expanding internet connectivity, fostering innovation and entrepreneurship, and modernizing key sectors of the economy. However, challenges such as regulatory barriers, infrastructure limitations, and skills gaps persist, requiring concerted efforts from government, industry, and other stakeholders to address effectively. Despite these challenges, Uzbekistan's digital ecosystem is poised for growth, with favorable government policies, increasing investment in digital infrastructure, and a growing pool of talent. Moving forward, it is essential for Uzbekistan to continue investing in digital infrastructure, promoting digital literacy and skills development, and fostering public-private partnerships to drive innovation and competitiveness in the digital age. By streamlining regulatory frameworks, supporting research and development, and enhancing government services, Uzbekistan can unlock the full potential of the digital economy and position itself as a leader in the region. The future of Uzbekistan's digital economy is promising, with opportunities abound for leveraging emerging technologies to address societal challenges, drive economic diversification, and improve the overall well-being of its citizens. With a strategic approach and collaborative efforts, Uzbekistan can chart a course towards a prosperous and inclusive digital future.

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## EXTERNAL LABOR MIGRATION IS AN IMPORTANT FACTOR OF THE STABILITY OF THE NATIONAL ECONOMY

Turgunov Gayratjon Nishonovich<sup>1</sup>

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### ABSTRACT

*The article analyzes the main factors and development trends of the relationship between labor migration and economic growth. In order to regulate the relations in the field of foreign labor migration and to systematically develop it, proposals were made to further strengthen the legal base.*

**Keywords:** *external migration of labor force, modern technologies, high value-added products and services, new high-income jobs, economic growth, economic stability.*

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The process of globalization and liberalization of the world economy in the 21st century has adopted the modern technologies of developed countries through the external migration of labor force, offering high-income new jobs to the labor market based on the implementation of investment projects for the production of high-added-value products and services in developing countries, and on this basis, the national economy demands to increase its stability.

**Labor migrants** are defined by the International Labor Organization and the International Organization for Migration as a group of people who engage in economic activity by moving from one area to the country of their residence or to a country where they are allowed to do so.

**External migration of labor force** is the transfer of people from one external professional group to another group or employment circle (spatially), to other types of labor activity and, of course, to interregional workplaces. In general, it is understood the spatial migration of the able-bodied population due to changes in the development and placement of production.

External labor migration is an objective phenomenon in international relations and is a process affecting all countries. Using the positive aspects of population migration and eliminating its negative aspects is one of the main problems facing the world community.

Today, labor force migration should be further regulated in economic, social, and legal terms in interstate relations, including the protection of citizens of foreign countries and the creation of the same conditions for all citizens of the receiving countries based on the principles of equality, fairness, and non-discrimination serves to achieve high socio-economic efficiency.

External labor migration consists of two main parts: emigration and immigration. Emigration means leaving the country for permanent residence and work, while immigration means moving to the country for permanent residence and work.

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The difference between immigration and emigration gives the **migration balance**. There is also the term **remigration**, which refers to the return of emigrants to their place of origin.

External migration of formal labor force:

- It is implemented on the basis of national interests of the society and international legal norms;
- Relatively eases the pressure of the labor market;
- High technologies from industrialized countries are adopted by migrants;
- The real income of the population will increase.

Also, foreign migrants of the official labor force, as unique subjects of the international migration process, unlike other subjects of this process, their activities are regulated in many cases on the basis of bilateral agreements and contracts, and both the sending country and the receiving country are interested in it.

**High added value products and services** - the value added to the previous value of products and services created anew in the process of production and services is the final result of high level of production and services.

In this case, the labor spent on the produced products and services is not primary, but its level of profitability is of primary importance.

The market decides the amount of added value and the level of profitability. The higher the amount of added value, the higher the bottom line.

As a result, there will be **a new offer of high-income jobs** in the labor market.

The main factors and development trends of the relationship between labor migration and economic growth have been studied by many scholars and scientific proposals have been developed.

According to the definition of Kh.P. Abulkasimov, "If the competition in the labor market is carried out between employers to attract highly qualified labor force, there is a competition between hired employees for high-paid jobs." Also, there will be competition between the employer and the hired workers on terms of employment. [1]

According to Sh.Shodmonov and M.Rakhmatov, "High-tech branches of the chemical, oil-gas and petrochemical industries, machine-building, metal processing, production of construction materials, light, food industry, which ensure the increase in the production of products with high added value and high-level development of other fields should be the main source of achieving the goals set before us." [2]

According to M.Kh. Ashurova, "As a result of the strengthening of the role of the human factor and capital in all areas of the economy, as well as the need to humanize production, the formation of the science direction "Human Development" and the need to teach this science in all higher education institutions arose." [3]

According to Sh.R. Qabilov, "The most important thing is that we should not forget that this sector (services sector), which does not require large capital investments, has a significant positive effect on the growth of the economy, the increase in employment and income of the population." [4]

According to Sh.Sh.Shodmonov and U.V.Gofurov, "In conditions of intensive type of economic growth, it is necessary to improve the quality of production factors, use more advanced means of production and new technology, increase the qualification of the labor force, and also use the existing production potential to expand the scale of production achieved through better use." [5]

According to A.O'lmasov and A.Vahobov, "**The labor market** is the economic relationship between job seekers and employers regarding the exchange of labor power", "**Economic growth** is the development of the economy, that is, the increase in the production of goods and services that are life benefits." [6]

According to Q. Abdurakhmanov's definition, "Globalization processes, which are accelerating in the world economy, serve to increase the interdependence between countries, the liberalization of separate markets, and the deepening of their integration into the general world labor market."

Today, almost 200 countries of the world participate in the labor market, which is a component of the global labor market. According to the International Organization for Migration, the total number of international labor migrants in the world reached 258 million people, and 429 billion of the remittances made by them in the amount of 601 billion US dollars were lost to developing countries. [7]

According to D. Rasulova, "Labor migration is an integral part of the labor market", "In order to expand the scope of labor migration to foreign countries, it will be necessary to efficiently use the existing infrastructure of state authorities and create new market mechanisms." [8]

Consistent and revolutionary reforms are underway in Uzbekistan to further increase the stability of the national economy, develop the green economy, and ensure employment.

In particular, the draft of the State Program based on the priority goals of the "Uzbekistan-2030" strategy is widely discussed among the public, systematic proposals are received for its further improvement, and it is announced by the President of the Republic of Uzbekistan through an appeal to the Oliy Majlis and the people of Uzbekistan, which increases the effectiveness of the reforms.

During the state visit of the President of the Republic of Uzbekistan to South Korea on December 16-18, 2021, the signing of cooperation agreements on 3 important directions of mutual strategic partnership - digitalization, green economy and strong social policy directions, through the migration of labor force, mastering the advanced technologies of South Korea and increasing the stability of our national economy requires the development of methods and trends of improvement.

Uzbekistan and South Korea have established long-term mutual cooperation on official labor migration. It is being implemented in cooperation with the Foreign Labor Migration Agency of Uzbekistan and the Human Resources Development Service of South Korea. 2,251 labor migrants sent by the agency in 2018, 1,717 in 2019, 242 in 2020 (pandemic), 1,532 in 2021, and 4,901 in 2022 are mastering modern technologies in various economic sectors of South Korea.

Also, the Agreement between the Governments of Uzbekistan and the State of Qatar was approved by the decision of the President of the Republic of Uzbekistan dated January 11, 2024 No. PQ-18 "On approval of the international agreement". [9]

This Agreement was signed on June 6, 2023 in the city of Samarkand. The Ministry of Poverty Alleviation and Employment was designated as the responsible body for the implementation of this International Agreement.

At the meeting held by the President of the Republic of Uzbekistan on January 16, 2024 on the topic **"Priority tasks for ensuring macroeconomic stability and economic development in 2024"**:

-from now on, support mechanisms in the industry will be provided primarily for products that create high added value and have a market, to increase the added value from 45 percent in 2024, to reduce the cost by 15 percent, and to approve and implement enterprise-wide measures to ensure a 7 percent growth in the industry in general;

- 150,000 workers were ordered as part of very large agreements with the developed countries of Europe and Asia, in this regard, the importance of proper organization of work in the system of external labor migration, as well as the fact that the Ministry of Poverty Alleviation and Employment trained 100,000 workers in trades and languages and organized them abroad priority tasks, such as sending people to work, were set. [10]

Based on the main factors and development trends of the connection between labor migration and economic growth, it is appropriate to adopt the Law of the Republic of Uzbekistan "On External Migration of Labor" to regulate relations in the field of external labor migration and to systematically develop it.

In this bill:

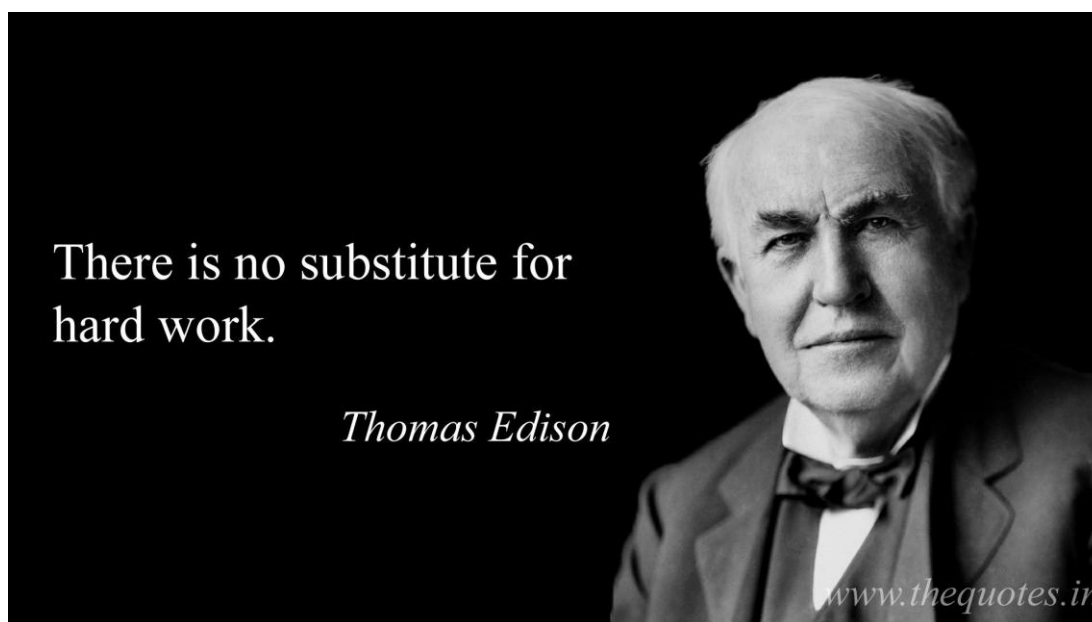
- To register the concept of **"foreign labor migrant** - a citizen performing temporary work outside the Republic of Uzbekistan".;
- To note the concept of **"temporary labor activity** - temporary labor activity carried out on the basis of an employment contract or a civil-legal contract of a foreign labor migrant";
- To note the concept of **"illegal foreign migration of labor force** - illegal entry of a citizen to a foreign country and the implementation of labor activities in violation of the legislation of the foreign country in which he is staying";
- To note the concept of **"foreign employer** - a natural or legal entity of a foreign country that has the right to attract labor in accordance with the legislation of a foreign country to which citizens are sent to perform temporary labor activities";
- To prevent discrimination of foreign labor migrants on the basis of sex, race, nationality, language, religion, social origin and belief;
- Prohibition of forced labor;
- Ensuring the rights to independently search for work and employment;
- Ensuring equality of labor rights of labor force foreign migrant and citizens of the country where he is employed;
- Vocational training and foreign language training of citizens leaving for temporary employment outside the Republic of Uzbekistan;
- Ensuring the reintegration of citizens who have returned after temporary work outside the Republic of Uzbekistan, including helping them establish the production of high-value-added products and providing services, attracting them to new high-income jobs;
- Development of international cooperation in the field of foreign labor migration, establishment of

norms such as ensuring the integration of the Republic of Uzbekistan into the international labor market is of priority importance.

As a result, the stability of the national economy and the creation of new high-income jobs will be achieved through the external migration of labor force.

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# IMPLEMENTATION OF INVESTITION PROJECTS IN THE SERVICE SECTOR IN THE CONDITIONS OF INNOVATION DEVELOPMENT OF THE ECONOMY

Omonov Shermukhammad Bekmurot Ugli<sup>1</sup>

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## ABSTRACT

*In this article, ways to improve the efficiency of investment policy in service sectors, the formation of investment process funds in the service sector, methods and means of the development of the service sector on the basis of Public-Private Partnership, the network structure of business entities of the service sector within the framework of the state investment strategy, mechanisms for determining their effectiveness, methods for ensuring private sector participation in the management and financing of socially significant strategic projects and some restrictions on the introduction of the mechanism of public-private partnership, criteria for identifying and classifying public risks in systematic order and effective ways to introduce a mechanism of Public-Private Partnership have been studied.*

**Keywords:** Service Sector, Private Sector, Public-Private Partnership, Project, Strategy, Mechanism, Public Risks, Limitations, Criterion.

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## Introduction

In the context of the innovation development of the economy, the realization of investment and investment projects is the main factor affecting the increase in the socio-economic samadoriality of a whole macroeconomic system. The complication of the process of development of the economy of our country in investment and increasing its attractiveness is seriously influenced not only by the development window of individual regions, spheres and sectors and the possibility of their comprehensive assessment, but also by imbalances in the implementation of effective investment policies in the regions. Also, in the current conditions, in the implementation of the investment policy in the cross-sectional region of the state, it has a special place to take into account the economic and resource potential of each territory, as well as to develop appropriate conclusions based on their assessment on the systematization of factors affecting the investment attractiveness, as a result of which,

It is important to ensure macroeconomic stability in my country, as well as to carry out investment activities in the effective use of resources.

Currently, in the process of solving existing financial problems, the volumes of production and product realism, the boundaries of commodity flows are determined independently. In the future, it is justified to develop targeted state programs to reduce negative trends in development in this direction. At the same time, a coordinating organizational structure should be established, and it should allow the formation of a single legal, information-analytical, organizational, investment environment in our country and to identify Current Directions in each territory and economic sectors of the country.

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## Literature review

In the scientific literature, the features of the development of partnership relations between state and business in the field of services, models of the effective introduction of the mechanism of Public-Private Partnership in the world, contract forms of Public-Private Partnership, sphere and directions of use of Public-Private Partnership in developed and developing countries, factors affecting the expansion of the scale and

Foreign economist Scientist DJ.K.Gelbreit [4, 200-250 B.] in his work, he researched areas such as partnership relations between the state and business, the formation of Investiture funds, the conceptual foundations of Public-Private Partnership.

J.Per, J.G.Peters [21, 89-108 B.] the work highlights the directions of achieving the fastest growth of household income by encouraging private investment, the problems associated with the conditions of using the economic functions of the state for the formation of a competitive environment.

Russian scientists V.G.Varnavsky, A.V.Klimenko, V.A.Korolev [1, 45-85 B.] the work explores the formation of a system of economic relations between the public and private sectors, the economic essence and content of the category "Public-Private Partnership", goals and objectives, composition and models, the main directions of economic activity between public and private business entities, sources of attraction of financial funds for the implementation of forms of cooperation between the state and

V.A.Kabashkin's [6, 15-18 B.] the dissertation abstract investigated the economic content of the category "Public-Private Partnership", its goals and objectives, models of Public-Private Partnership, the main areas of economic activity between public and private business entities.

E.D.Frolova [15, 31-32 B.] the paper highlights ways to ensure private sector participation in the management and financing of socially relevant strategic projects, as well as the implementation of socially relevant projects in a wide range of economic activities, its advantages.

Economist scholars P.E.Elmirzaev, N.Sh.The scientific article of shavkatov [20] s examined the advanced foreign experiences of public-private partnership relations and prospects for their application in our country, the main forms of Public-Private Partnership, the role and factors of Public-Private Partnership in the system of interaction of the public and private sectors.

## Research Methodology

The research process used dialectical, systematic and scientific approach, comparative and comparative analysis and grouping methods to the study of economic systems and proportions in the main areas of investment project realization in the service sector and public-private partnership in the service sector in the context of innovation development of the economy.

## Analysis and results

It is necessary to determine the directions for controlling the movement of molivious funds in various territorial structures, industries and industries, using economic methods of controlling markets, realizing various target programs and organizing savings. Under the conditions based on these lines, it is possible to observe a certain level of differences in the economic potential of the regions and the development of service sectors to increase the efficiency of investments on a national scale, and these processes are becoming more complex.

The development of investment activities in the field of services it is necessary to introduce a systematic regulatory mechanism for attracting investments to entities of various organizational and legal forms, regularly take into account the current market situation, improve the forms and methods of realizing the investment policy of the state, develop a system of relations between economic entities, ensure the openness of tenders

In service sectors, investision is a key aspect of resource utilization, and the portfolio is the competence of their enterprises to invest.

The expansion of the service sector in our republic, the increasing role of modern networks in it, the provision of a competitive environment in the services market are more dependent on the risk of resource potential. Therefore, the service sector is becoming a dynamic sector of the economy and is in the process of continuous development.

The development of the service sector in developed and economy-leading states provides an opportunity to interpret economic progress in a modern way. Including, not only quantitative indicators, but also qualitative indicators, social indicators, lifestyle indicators are considered important in it. Effective functioning in this case is understood to be aimed at meeting the requirements of its consumers, the needs of which are directed towards avavlambor social goals. In Industrial Economics, however, in many cases, goals in economic as well as sustainable areas are considered.

Improving the effectiveness of investment policy in service networks consists of: improving the regulatory framework for the development of entrepreneurial activity in the service sector; increasing the level of population employment and improving territorial investment policy by increasing investment attractiveness in the field; forming financial resources for attracting investments in modern branches of service provision in the formation of socio-economic development programs of Regions; to attract foreign investments to the service sector and develop a system of their insurance; to improve the distribution of foreign investments in promising areas of development of service sectors.

The service sector is characterized by a large number of business entities operating, and the capabilities of enterprises and organizations of this sphere are determined by the degree of influence of internal and external factors. Therefore, the development of the activities of enterprises classified according to its direction, amount and amount of available resources is limited by certain norms.

These norms determine the scale and significance of the implementation of investment activities. It should be said that the programs and measures that are being adopted for the development of investment activities in the service sector will not lead to a promising increase in the efficiency of investment activities being realized. This situation, on the other hand, makes it difficult for individual subjects and goals set in the field as a whole to be achieved at a specific time. It can be seen from this that the service sector has its own aspects in relation to other industries.

**Table 1. In the Samarkand region, the volume of investments in fixed capital (MLR. Soum)**

Regions	Years					Change in 2018-2023, %
	2018	2019	2020	2021	2022	
Samarkand region	7061,4	10266,7	14656,4	15641,6	18917,1	2,7

Samarkand city	2533,2	4113,1	6254,1	4577,5	5338,8	2,1
Kattakurgan city	120,4	159,1	396,1	397,9	300,4	2,5
<i>subdistricts:</i>						
Bulungur	235,0	333,0	426,0	540,2	397,5	169,1
Jomboy	193,5	394,4	519,6	409,2	650,2	3,4
Ishtixan	300,6	458,6	352,6	743,4	267,3	88,9
Kattakurgan	177,8	177,2	249,6	317,3	1246,2	7,0
Narpay	153,3	180,0	290,9	301,6	336,9	2,2
Nurabad	209,6	373,2	457,3	640,6	1447,3	6,9
Oqdarya	331,9	605,9	643,2	401,3	383,9	115,7
Payarik	290,5	171,3	472,1	1270,6	682,7	2,3
Pastdargom	419,3	577,7	785,5	838,5	1094,8	2,6
Paxtachi	176,6	268,8	430,1	441,9	249,2	141,1
Samarkand	518,8	640,4	1165,4	2331,6	4107,2	7,9
Toylak	363,8	484,9	498,6	671,9	543,4	149,4
Urgut	698,5	767,0	754,5	861,1	938,0	134,3
Qushrabad	338,6	533,7	960,8	897,1	933,3	2,8

If we look at the statistics of the volume of investments in fixed capital in the Samarkand region in 2018-2022, then on a regional scale this figure is 18917.1 billion in 2022. the sum was 2.7 times higher than in 2018. In 2018-2023, the volume of investments in fixed capital amounted to the largest share of Samarkand (7.9 times), Kattakurgan (7.0 times), Nurabad (6.9 times) and Jomboy (3.4 times) districts. Areas with lower growth rates during these periods are the districts of Oqdarya (115.7%), Urgut (134.3%), Pakhtachi (141.1%), Toyloq (149.4%), bulgur (169.1%).

The volume of fixed capital investments in ishtikhan district has shrunk by 11.1% compared to 2018 in 2022. At this point, it should be noted that in terms of the volume of industrial production, the Urgut district occupies one of the leading positions, and the volume of basic funds is considered much higher than in other districts (Table 1).

**Table 2 The main socio-economic indicators of investments and construction activities in the Samarkand region<sup>1</sup>**

Regions	Years					Change in 2018-2023, %
	2018	2019	2020	2021	2022	
Investments in fixed capital-total, billion. Soum	7061,4	10266,7	14656,4	15641,6	18917,1	2,7
Share of fixed capital investments in Yahm, %	21,5	26,3	33,4	29,7	30,3	-
The total area of housing is one thousand M2	1098,5	1026,2	782,0	858,3	477,1	43,4
Secondary schools, a thousand students place	10,0	13,1	7,0	20,0	12,8	128,0
Hospitals, thousand beds	1,0	0,1	0,3	0,8	0,3	30,0
Polyclinic institutions, including rural doctor's offices, a thousand trips in shifts	1,4	0,6	0,4	0,07	0,1	7,1
Construction works, Cr. Soum	3299,0	4527,2	5755,3	7385,7	8895,4	2,7

It is important to ensure macroeconomic stability in my country, as well as to carry out investment activities in the effective use of resources. Also, the share of fixed capital investments in Yahm was 21.5% in 2018, an increase of 30.3% by 2022. Of course, this is an expression of the growing attractiveness of Investiture in the province. The total area of housing was 1098.5 thousand m2 in 2018, and 477.1 thousand m2 in 2022. The capacity of secondary schools has increased from 10,000 pupils in 2018 to 12.8,000 pupils by 2022. The volume of construction work is estimated at 2.7 times or 8895.4 billion in the years under analysis. increased to som (Table 2).

Currently, in the process of solving existing economic and financial problems, the volumes of the total realization of services, the limits of commodity flows are determined independently. In the future, it is justified to develop targeted state programs to reduce negative trends in development in this direction.

According to the volume of investments in fixed capital in the Samarkand region for sources of financing, 57.5% of total sources of funds were attracted in 2018, and 24.3% in 2022, according to the volume of

<sup>1</sup> Calculated by the author on the basis of data from the Department of Statistics of the Samarkand region.

investments in fixed capital, received (attracted) investments have correspondingly fluctuated between these years. The accepted (attracted) investment structure had a higher share of bank loans and other debt funds (27.1%) in 2018, while the share of foreign investments and loans (52.7%) was higher in 2022. In this case, foreign investments and loans are more focused on financing large projects (Table 3).

The lack of scientific justification for the definition of goals and objectives for the strategy of innovation development in the economy can lead to the inconclusive expenditure of financial and other resources in the investment direction. In particular, the inefficient spent time of the service enterprise on investments in the service network, the capacity of science is no less a loss in the range of financial resources aimed at the development of high labor processes.

**Table 3. The volume of investments in fixed capital on sources of financing in the Samarkand region<sup>1</sup> (%)**

Sources	Years				
	2018	2019	2020	2021	2022
Businesses and residents ' own tools	57,5	38,5	53,0	28,4	24,3
Received funds	42,5	61,5	47,0	71,6	75,7
Of which:					
state budget	2,7	12,1	8,0	14,0	9,6
bank loans and other borrowed funds	27,1	20,0	10,7	7,8	4,3
foreign investments and loans	4,7	27,8	27,0	34,8	52,7

The non-interrelated and incomplete realization of the development of the service sector between projects within the established directions may have a positive effect on individual areas of activity of the enterprise. But the general innovation-investition development of the service enterprise will be deprived of the synergistic effect.

When making a decision on the implementation of the investiture project, resources and ultimately consumers should be studied and analyzed, that is, an analysis should be carried out on the factors of the external environment of the service enterprise.

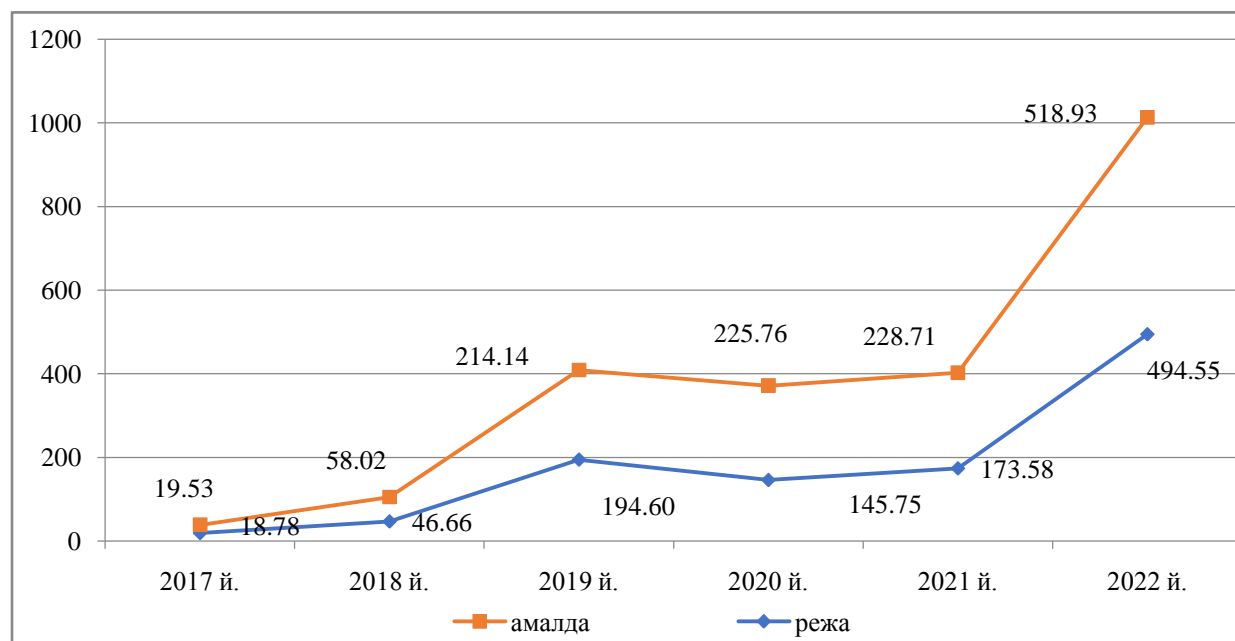
These factors should be taken into account at the same time in the process of realisation and decision-making of the investiture project. It is for this reason that, taking into account the existing restrictions on financial and resource supply, as a result of optimizing their use within the framework of Investiture activities, complex management of Investiture processes based on development goals and objectives is important.

In the Samarkand region, the 2017 plan for the volume of foreign investment and loan appropriation for the period 2017-2022 showed a figure of 18.78 million. with the dollar, its actual execution amounted to

<sup>1</sup> Calculated by the author on the basis of data from the Department of Statistics of the Samarkand region.

19.53 million dollars. the dollar consisted of. As of 2022, this figure is practically 518.93 million. the dollar was completed with a 4.9% increase over the plan (Figure 1).

Investition is a distinctive feature of the use of tools and is the presence of various sources of information. Thus, it is possible to clarify the goals and objectives of managing the attractiveness of service enterprises investition. Therefore, investition is considered one of the most effective methods of managing attractiveness – a strategically important choice of the optimal content and form of Information Presentation.



**Figure 1. The volume of foreign investment and loan appropriation in the Samarkand region for 2017-2022<sup>1</sup> (mln. dollar)**

In the context of the transformation of the economy, it has a special place to ensure the participation of the private sector in the management and financing of socially significant strategic projects. Studies show that the mechanism of management of DPRK projects is an increase in the efficiency of public sector activities, creating conditions for serious qualitative changes.

In later times, the DPRK has become an important means of meeting the rapidly growing demand for social infrastructure. Therefore, traditional sources of financing available at the disposal of the state are not considered sufficient. But at the moment there are some restrictions for the introduction of the dxsh mechanism:

- Private sector entities do not always take over the project due to the high level of risk and complexity;
- The transfer of ownership of infrastructure facilities to private enterprises does not always lead to an increase in the effectiveness of the use of this facility, this situation is associated with changes in the management process and the implementation of serious reforms in the market and in the network;

<sup>1</sup> Calculated by the author on the basis of data from the Department of Statistics of the Samarkand region.



The success of dxsh directly depends on the efficiency of effective management and the complexity of the processes under the influence of many factors.

The state should make full use of this system, which is manifested as one of the parties in the DCC and is financially interested in insurance, taking on the risk. State DPRK continues to participate in property (complete or partial loss of Dalat property), Political (political parochial environment in the country and non-protection of National investors from political unrest abroad), social (risk of failure to fulfill the social functions of the state to protect society and citizens as a whole), financial (aimless use of budget funds, additional expenses not foreseen due to various risks, , the notification of negative relations by international organizations increases the responsibility for making decisions on the risks described (lowering the rating of the state, harming the country's reputation).

In practice, let's focus on the Effective Ways and existing limitations of introducing the dxsh mechanism:

1. Today, one of the main reasons for interest in the DPRK in the world is that this cooperation always allows the distribution of capital expenditures to public sector services in the formation and implementation of projects. They make it necessary to make payments no later than the state budget in conditions of limited economic resources. The costs are either borne by consumers (the concession model of the Dchsh) or financed by budgetary funds. However, the DPRK is allocated for the entire term of the contract (private financing is the British model of the initiative (PFI)), or the payment is made at the expense of payments for services provided by state-owned enterprises.

At all stages, costs are borne by the state in the traditional system of public supply, which represents that the state also assumes the risk of exceeding the original purchase value.

When using the DXSH mechanism, the state makes payments not at once, but after a long time, only at the end of the construction phase. Private sector enterprises, on the other hand, use a small share of their capital and more borrowed funds to finance the construction. The profitability of their equity depends on the quality of their work.

Also, the DPRK often allows short-term financial investments that are not able to be made by the state to be exempted from necessity, which in most cases is due to insufficient tax and tax-free payments to the budget. This situation prevents the financing of public projects.

If initial capital investments in DPRK projects are made in the account of state budget funds, then the possibility of making infrastructural investments, which is impossible in other situations, is preserved. The choice of a financing drawing in the preparation of one or another infrastructural project, taking into account strict budget restrictions in the real case, is made not between the DPRK and the state supply of pure public services, but through the DPRK and the project itself as a result of the lack of such financing. That is, if the state itself is an issue about the implementation of complex infrastructural projects with a high price that it cannot independently fund, then alternatives to the DPRK mechanism will not be available.

2. At this time, it should be noted that the cost of capital to DPRK projects is usually higher than when the project is provided only by the state and financing is carried out at the expense of state funds. According to statistics from foreign countries, the cost of capital in the DPRK will be 2-3% higher than in state financing. This is explained by the fact that the risks of public financing are less than those of creditors in the private sector. Currently, within the framework of the DSC, governments are also revising the risk of the

project. The DPRK encourages the public sector to identify the risk of projects and insure them in a more reliable way compared to the practice of traditional public services.

3. Depending on this, the parties under DXSH significantly accelerate the investment process, then projects that often have to be divided into several separate parts before can be completed in a holistic whole.

4. DXSH projects are characterized by an approach to determining the total cost of the project. This takes into account not only the costs associated with the purchase of fixed assets, but also the costs directed to the maintenance of these fixed assets throughout the entire term of the project. Therefore, investors take responsibility for the construction of the facility, operation management and provision of services. They are interested in developing a DXSH project in the best way for themselves. In this case, private investors are ready to increase the initial capital costs, if in the future this will reduce the operating costs at the expiration date of the DXSH contract. It should be noted that in the usual public project there will be a minimum amount of initial capital costs.

5. As another of the positive aspects of attracting the private sector to realise the goals of the state in the context of the transformation of the economy, private firms (companies) will have extensive experience in the management of large, complex projects, and the ability to complete such projects within the framework of the given budget funds and in the specific term will be higher. Looking at the state of affairs under the state support system, the effectiveness of the use of funds in investment in relation to the private sector will be lower than in private sector entities.

6. The combination of opportunities on the experience of the public and private sector, which takes place in the DSH and the selection of contracts, determines the high potential of innovative approaches to the formation and management of infrastructure projects in the Doras of the public-private partnership.

7. DPRK has an active positive effect on the development of innovation of Regions. In our opinion, the DPRK is considered as the necessary conditions in the policy of riation of the territories of the Republic of Karakalpakstan. In the regions, DXSH projects investision show the possibility of additional capital involvement to increase attractiveness, solve the issues of development of the social sphere.

8. It should be noted that in world practice, DPRK programs serve as a catalyst for a large-scale reform of the public sector in many areas, in particular in the service sector. DXSH is able to improve the efficiency of Public Administration in a holistic way. DXSH provides transparency in the calculation of project revenues and costs and in all reports. In particular, dxsh projects fully represent the costs incurred by the company during the entire service life of the project, which includes operational costs and maintenance costs. This forces the state to carefully monitor what types of services it should provide to the population and at what prices it should implement them.

DXSH provides an opportunity to improve the process of providing services and planning in the public sector. In addition, the state, while participating in cooperation at the time of the conclusion of the DPRK agreement, must not only control the amount of initial capital expenditures, but also determine the operational and technical costs in the structure of overhead costs, and worry about a long-term plan for the provision of services. It encourages civil servants to engage in strategic planning. In the process of civil servants establishing an effective relationship with business partners, the skills acquired by civil servants can be transferred to other sectors in the public sector and used in a broader context.

9. The factors that are an obstacle to the widespread use of DXSH projects are related to the complexity of this process. The more complex and difficult the project will be completed, the greater the cost of attracting consultants on legal and financial issues. Also, non-operational costs are large, and the profitability of the project decreases. Sometimes even small projects may not be profitable. Often non-operational costs will not depend on the scope of the project and will be as close to them as absolute as large projects.

### **Conclusion/Recommendations**

1. Improving the effectiveness of investment policy in service networks consists of: improving the regulatory framework for the development of entrepreneurial activity in the service sector; increasing the level of population employment and improving territorial investment policy by increasing investment attractiveness in the field; forming financial resources for attracting investments in modern branches of service provision in the formation of socio-economic development programs of Regions; to attract foreign investments to the service sector and develop a system of their insurance; to improve the distribution of foreign investments in promising areas of development of service sectors.

2. Complex tasks of emergency for the public sector make it possible to identify all areas of issues of use of long-term projects. For example, a dynamic change in the number of inhabitants in a particular area can lead to an excess or lack of facilities for the provision of Social Services, which will be built over a long period of time on the basis of the DSC mechanism, according to the end of the project. The introduction of changes to the current project or the closure of the project itself will lead to significant costs. It should be concluded that the possibility of change of the project and the price-quality ratio are inextricably linked. Although the financial assessment of this ratio is complex, it must be taken into account when determining the total cost of the project. It follows from this that projects planned for the long term are specific to the DPRK if they are clear. On the contrary, it is much more complicated to realise projects that are not able to accurately calculate mulled projects for the long term or whose technologies change rapidly within the framework of the DXSH.

3. Studies conducted show that the basis of cooperation of DXSH projects in the realization of public functions with the participation of private business is as follows:

On the basis of the DXSH mechanism, in most cases, contradictions are solved in the fire of service to private and public mnfaats, a high culture is formed in the interaction of state and power;

The high social importance of dxsh is that the consumer receives the most benefits, ultimately from the complete realization of DXSH programs;

- In cases of economic instability, it is the DPRK that creates the possibility of continuing and completing important social projects initiated by the state before, both in macrodaraja and at the level of individual entities. Often, when it comes to implementing a complex path of infrastructural projects in conditions of economic instability, in which state independent financing is impossible, in this case, the alternative to the DXSH mechanism will not exist;
- The private sector provides the state with financial resources, exempting it from direct payments from the budget. This situation becomes important in times of economic crises, shows its professionalism and knowledge in the management of complex, large projects, effective management technologies have a significant impact on the increase in operability and flexibility in

decisions made within the framework of the DXSH project, optimizes business processes, introduces innovative technologies, assumes the most complex risks for the state forecast, etc.K.

On the other hand, private entrepreneurship is given the right to use public assets, to own and manage them in the long term. This allows private sector entities to obtain stable profits in the long run, to increase the value and profit of the business by introducing innovations or increasing labor productivity. Private enterprises, on the other hand, gain a lot of experience by working with government structures and have a positive reputation on a private enterprise in the market.

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## THE ROLE OF SOCIAL SERVICES AND SOCIAL ENTREPRENEURSHIP IN SOLVING THE ENVIRONMENTAL ISSUES OF THE REGION

Nasretdinova Farangis Odilovna<sup>1</sup>

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### ABSTRACT

*This article provides a theoretical explanation of the significance of social services and social entrepreneurship in regional development, particularly in addressing environmental issues. It delves into the activities of social enterprises that create social and economic value by tackling environmental issues, which are considered one of the primary social problems in the region. The article also discusses the types of social services offered by these enterprises and how an innovative cluster system can be organized to promote collaboration among them. Practical recommendations are presented through schematic diagrams and analytical indicators.*

**Key words.** *Social services, social entrepreneurship, environmental problems of the region, waste problems, social enterprises, innovative model of the cluster system of social enterprises, STEEP analysis of factors affecting the activity of the cluster of social enterprises, and social responsibility.*

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### Introduction.

The acceleration of global socio-economic development today is leading to the most pressing environmental problems in human history. Urbanization, deforestation, and the improper use of natural resources such as energy, soil, and water, as well as the increase in production due to the demand for consumer goods, are contributing to humanity's unfair treatment of the environment. This is causing several ecological problems, such as drought, the greenhouse effect, global warming, violation of biodiversity and biological balance, air pollution, and the issue of waste. If we do not develop a solution to these problems in time, not only will human health be at risk, but the fate of all living beings on our planet will be threatened.

**Social services** refer to a special form of private or public services that aim to assist the needy strata of society. These services are the primary focus of the state's social protection policy and are provided not only by the government but also by private enterprises, non-governmental and non-profit organizations, and social enterprises that engage in social entrepreneurship. This concept emerged and developed due to the spread of social responsibility ideas in the 20th century [1].

**Social entrepreneurship** is an innovative economic activity that solves social issues (supporting disabilities, solving problems related to education, health care, social infrastructure, protection of women's and children's rights, etc.) by using entrepreneurial principles. This type of entrepreneurial activity focused on social issues is a new practice not only for Central Asian countries but also for global economies. The first examples of this activity, i.e., social movements (defense of the rights of poor workers and peasants, initiatives such as the creation of free hospitals with the help of donations, provision of affordable housing, etc.) mainly in the 18th century. The need and efforts to develop this social movement as an economic

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activity became stronger, especially after the Second World War. Because social entrepreneurship not only solves social issues but also becomes a leading tool to alleviate the political burden of each country in the social sphere.

In this current era of increasing global concerns, social entrepreneurship has taken on a new and significant direction and a form of social service - proactively addressing societal environmental issues. This includes mitigating the harmful impact of production networks on the environment, promoting social responsibility among entrepreneurs, and creating awareness and initiatives to improve the environmental culture of the population. Social enterprises that engage in entrepreneurial activities play a significant role in addressing such issues.

### **Literature analysis**

The peculiarity of modern social entrepreneurship is that this activity not only analyses the initiative activities of non-governmental organizations and the results of social projects but also has the characteristic of creating a hybrid (socio-economic) value by obtaining economic benefits in solving social problems.

Economist Gregory Dees, who introduced the concept of social entrepreneurship to the scientific community, defines this activity as follows: "The concept of social entrepreneurship may be new, but it is not new as a phenomenon. Although we do not call them by this name, there have always been social entrepreneurs in our society. In addition to innovative non-profit organizations, entrepreneurship includes business organizations, including for-profit development banks and hybrid organizations combining for-profit and non-profit elements" [2].

Also, the leaders of Ashoka, an organization supporting social ideas, explain the main characteristics and tasks of the subjects of this activity as follows: "Social entrepreneurs are individuals with innovative solutions to the most pressing social, cultural, and environmental problems of society. They model to change behavior and bring together organizations and movements where everyone can be a change maker" [3].

According to Muhammad Yunus, a Nobel Prize-winning Bangladeshi economist who pioneered the practice of microfinance in the field of social entrepreneurship, social entrepreneurship is an innovative method that defines the true goals of humanity in life and shows clear directions for solving a social problem - it is a field, it is the process of transforming entrepreneurship into social entrepreneurship [4]. Bill Drayton, the founder of the Ashoka Association, figuratively explains this industry as follows: "Social entrepreneurship is not about catching fish, it's about teaching people how to catch fish. They won't rest until they revolutionize the fishing industry" [5]. This definition is one of the most popular ones that summarizes social entrepreneurship. From the above definitions, we can conclude that social entrepreneurship is an entrepreneurial activity that achieves socio-economic benefits by finding innovative solutions to problems in society.

### **Research Methodology**

As a research method, comparative analysis, observation, empirical analysis, and mathematical and graphical methods were used in the scientific substantiation of the topic.

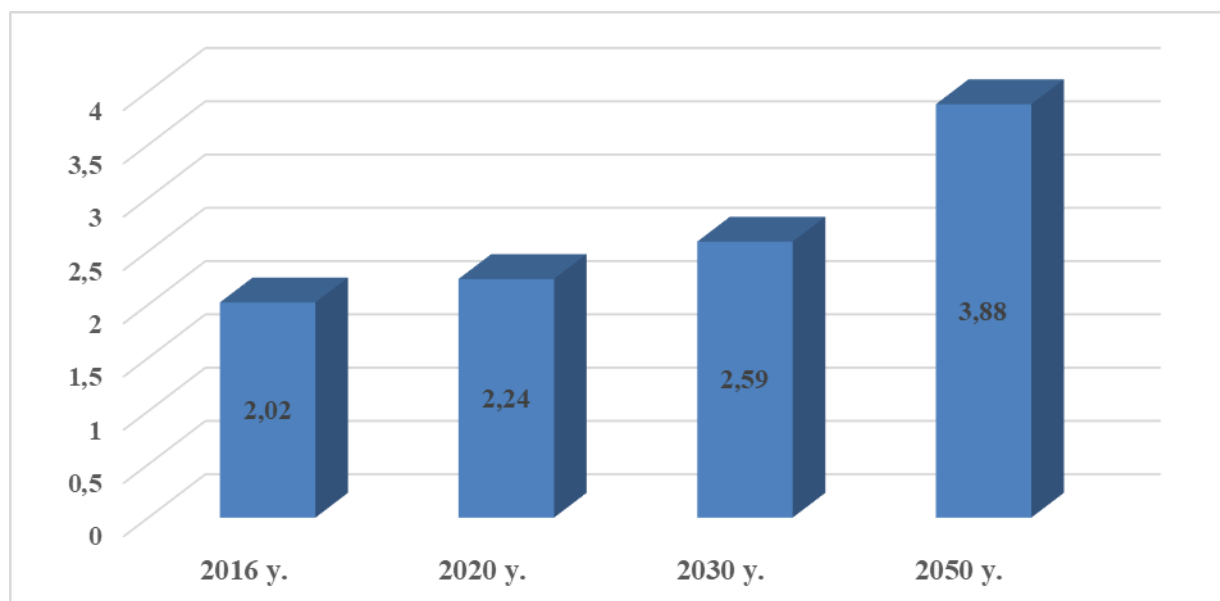
### **Analysis and results discussion**

In the Khorezm region, there are few enterprises solving social problems in cooperation and at the same time receiving economic benefits, i.e., social cooperatives, and these organizations are considered leaders



in solving environmental problems of the region, including reduction of harmful emissions. impact of waste on the environment and recycling of most of them.

As we all know, the issue of waste has risen to the level of not only a national but also a global problem in the context of the current world population and its increasing consumption. Over the last decade, the production of waste worldwide has increased significantly. According to statistics, in 2020, the world generated 2.24 billion tons of solid waste, which is 0.79 kilograms per person per day [6]. By 2050, global solid waste generation is expected to increase by about 73% to 3.88 billion metric tons (Figure 1).



**Figure 1. Volume of solid waste generation (billion metric tons)<sup>1</sup>**

This indicator depends on several socio-economic factors, including population growth, acceleration of urbanization, and economic growth processes, as well as increasing the purchasing power of consumers. Every year, the world's population (especially developed countries) produces millions of tons of waste, and this is becoming a serious problem on an international scale. The emergence of such a large amount of waste indicates the need for state bodies to develop and implement appropriate measures for waste processing and disposal. However, even this figure is not high enough, meaning that less than 20 percent of waste is recycled each year, with a large amount still being sent to landfills [7].

The problem of waste has not escaped Uzbekistan. As economic development accelerates in any society, environmental pollution also increases. Every government needs to make consistent reforms to prevent this problem from becoming serious. If we pay attention to the indicators of waste generation in our country, the amount of waste is increasing year by year due to the growth of the population and the increase in the volume of GDP. In particular, this figure was 6,678,000 tons nationwide in 2014 and reached 6,817,000 tons by the end of 2022 (Table 1).

<sup>1</sup>Author's development based on information from <https://www.worldbank.org/en/topic/urbandevelopment/brief/solid-waste-management/>; <https://www.statista.com/statistics/916625/global-generation-of-municipal-solid-waste-forecast/>.

**Table 1. The main indicators of the total volume of solid household waste in Uzbekistan between 2014 and 2022<sup>1</sup>**

#	Region Years	Volume of solid household waste generation in the region (thousand tons)								
		2014	2015	2016	2017	2018	2019 (1st of July)	2020	2021	2022
1.	Republic of Karakalpakstan	380,3	386,1	392,3	398	403,5	57,2	175,9	263,7	277,7
2.	Andijan	614,4	625,8	637,4	648,8	659,5	103,3	419,5	727,9	740,2
3.	Bukhara	384,7	391,0	397,5	403,7	409,5	327,8	243,6	382	376,2
4.	Jizzakh	268,7	273,8	279,5	284,9	290,2	56,5	212	271,7	277,8
5.	Kashkadarya	634,1	647,9	662,6	676,5	689,4	72,5	366,4	662,2	669,4
6.	Navoi	197,3	200	203,2	206,5	209,8	63,3	158	248,8	230,9
7.	Namangan	548,4	559,4	570,1	580,9	591,1	91,5	298,1	583,6	435,8
8.	Samarkand	754,6	769,7	784,9	799,7	814,6	383,2	466,6	723	637,9
9.	Surkhandarya	505,5	516,5	528,1	539,2	550,4	149,8	311,1	445,5	488,8
10.	Sirdarya	167,3	170,2	173,1	175,9	178,6	38,6	107,5	136,5	144
11.	Fergana	741,6	754,4	767,7	780,7	792,8	136,1	468,4	823,9	871,2
12.	Khorezm	368,8	375,7	382,6	389,1	395,2	75,7	279,9	422,8	415,1
13.	Tashkent*	1112,3	1123,4	1136,0	1150,5	1166,6	440,1	1174,7	1345,5	1251,4
	<b>Total:</b>	<b>6678</b>	<b>6793,9</b>	<b>6915</b>	<b>7034,4</b>	<b>7151,2</b>	<b>2022,6</b>	<b>4681,7</b>	<b>7037</b>	<b>6817</b>
*The total volume of solid household waste of Tashkent region and Tashkent city was calculated										

From the data in the table above, we can see that the regions that generate the most waste are Tashkent region and Tashkent city, which makes up 19% of the total volume of solid household waste on average. The next places were occupied by Samarkand, Fergana, Kashkadarya, and Andijan regions, and our statistical data confirms that the amount of waste released into the environment in the next 3 years has slightly increased compared to previous years. This process occurs as a result of the acceleration of construction and assembly works in these areas, the increase of the population, and the increase of GNI compared to previous periods. However, in the period of technological and economic modernization of production, processing of waste and production of products, ultimately creating socio-economic value, is being achieved.

<sup>1</sup> Author's development based on information from <http://www.uznature.uz/en>

Analytical indicators of the Khorezm region on the issue of proper waste management show that significant work is being done in the private and public sectors to prevent environmental pollution, process waste, and thereby achieve not only economic but also social benefits. If we turn to statistics, the Khorezm region, home to 1.9 million inhabitants, produces about 280,000 tons of solid household waste per year. In rural areas, where 67% of the population of the region lives, only 10% of residents use waste processing services.

**"Toza hudud" a state unitary enterprise** under the Department of Ecology and Environmental Protection of the Khorezm region is one of the organizations that is doing effective work in the Khorezm region to eliminate ecological and environmental problems and properly manage waste in the context of increasing consumption of the population. This enterprise is the implementation of the Resolution of the President of the Republic of Uzbekistan dated April 21, 2017 "On measures to fundamentally improve and develop the system of work related to household waste in 2017-2021" No. and was established by the order of Khorezm Region Department of Ecology and Environmental Protection No. 48q dated June 8, 2017, and was registered in the state register on June 9, 2017, at the one-stop center of state services for business entities of Urganch city.

In exchange for the financial support of the state and international financial organizations, the state unitary enterprise "Toza hudud" on the one hand is achieving social benefits by contributing to the cleanliness of the environment in the region, and on the other hand, it serves as a source of raw materials for waste processing enterprises. creates conditions for the creation of economic value. JayhunKhorazmSavdo LLC is one such enterprise that is operating effectively.

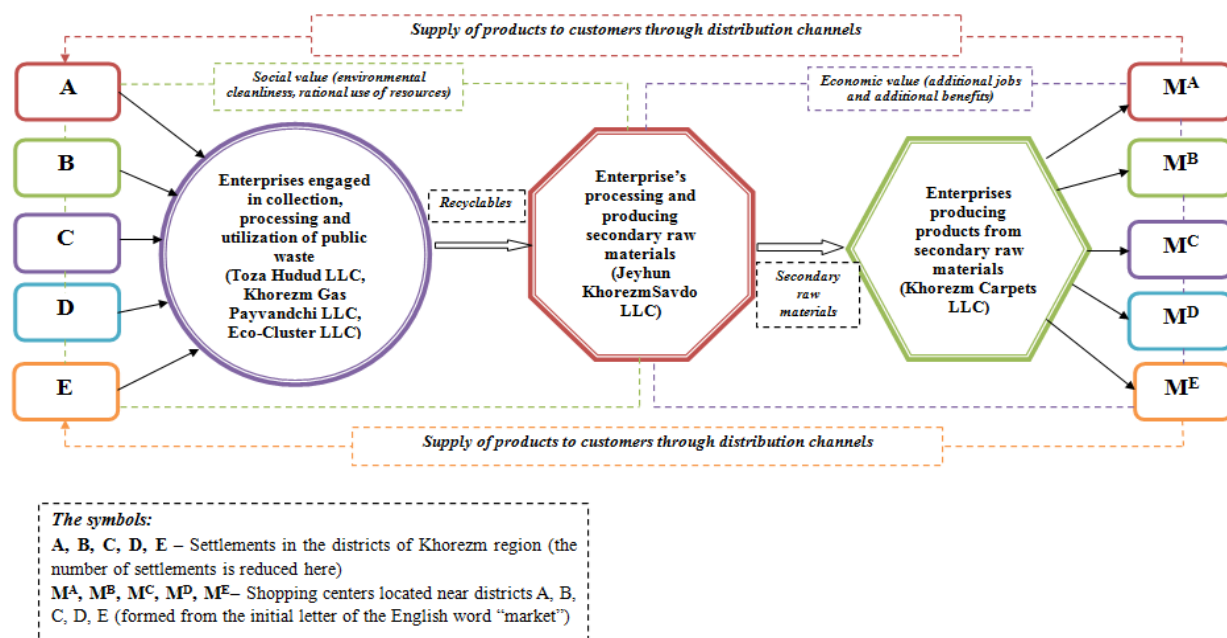
**"JayhunKhorazmSavdo" LLC.** This enterprise is located in the city of Urganch and was established on December 23, 2011. The enterprise produces various secondary raw materials by processing solid household waste. Including:

- High-quality pure plastic granules of high-density polyethylene are utilized for producing various items such as pipes, boxes, and buckets, with a monthly production capacity of up to 150 tons.
- Low-density polyethylene films, including pure, mixed, colored, and stretched films;
- PET flex (fiber) is suitable for the production of non-woven fabrics and geosynthetics, piles for carpets and rugs, insulation, brushes, and brooms.
- Up to 100 tons of printed waste paper per month, etc. [8]

Since 2013, the enterprise has been a leader in the production of recycled materials in the domestic market. The enterprise has 63 employees, 17 of whom are women.

Such social enterprises have been solving socio-economic problems in the Khorezm region, providing them with an additional source of income, and job vacancies for the population. If we look at the global experience of environmental protection and the reduction of environmental problems, we can see that an innovative form of economic cooperation called the cluster system is often utilized. While our region already has clusters for waste collection, treatment, and disposal, there is currently no innovative cluster system that integrates all of these enterprises into a single network. This new system could focus on supplying recyclable waste to processing enterprises, producing secondary raw materials and products, and selling them to other economic entities. After studying the potential of the region, we have developed a cluster scheme to organize this new system for waste processing and product creation in the region (Figure 2). Based on the figure, there are three main types of large networks. The first network collects waste from the

population and transports it to processing enterprises. The second network is responsible for processing the waste and generating secondary raw materials. Finally, the third network produces finished products from the raw materials and distributes them to the population through sales channels.



**Figure 2. Innovative model of a cluster system that summarizes the joint activities of social enterprises that create socio-economic value by solving environmental problems<sup>1</sup>**

The advantage of such clusters is that in exchange for collecting cheap raw materials from the population, they will be provided with environmental cleanliness, additional jobs, and an additional source of income. It will also prevent secondary raw materials from going to other regions, and the cost of local production will be saved. Using STEEP analysis, we look at the factors that influence the activities of clusters that benefit economically from solving environmental problems (Table 2).

**Table 2. STEEP analysis of factors affecting the activities of the cluster of social enterprises<sup>2</sup>**

Social	Technological
<ul style="list-style-type: none"> <li>- Population growth;</li> <li>- Lifestyle and quality;</li> <li>- The level of environmental culture;</li> <li>- Level of income inequality.</li> </ul>	<ul style="list-style-type: none"> <li>- Equipping the regional recycling industry with new equipment and the level of modernization;</li> <li>- The results of scientific research on modern methods of recycling and implementation of waste;</li> </ul>

<sup>1</sup>Author's design

<sup>2</sup>Author's design

Economical	Environmental
<ul style="list-style-type: none"> <li>- The level of unemployment and employment in the region;</li> <li>- Tax rates from recycling companies;</li> <li>- Regional level of economic growth (GRI, GRP);</li> <li>- Population income and purchasing power;</li> <li>- The level of inflation;</li> <li>- The level of development of the logistics system that delivers recycled raw materials and products to customers.</li> </ul>	<ul style="list-style-type: none"> <li>- The level of existence and study of ecological and environmental problems;</li> <li>- the level of development of infrastructure for waste collection, treatment, and disposal;</li> <li>- the level of development of market infrastructure for raw material processing and production;</li> <li>- the level of interaction between settlements and the processing industry;</li> <li>- the volume of annual solid waste generation.</li> </ul>

#### Political

- formation of a legal system to ensure the environment and environmental safety;
- legal basis for providing tax incentives, leasing and soft loans to processing enterprises;
- Availability of subsidies and import privileges;
- Availability of opportunities for elimination of trade barriers.

Thus, it should be said that the development of social entrepreneurship and social services in the region depends primarily on such factors as understanding and observance of social responsibility and obligations to the population in each economic entity of the region. We suggest calculating the index of social responsibility of entrepreneurs according to the following formula:

$$I_{s.r.} = \left( \frac{R_{emp} + R_{soc}}{2} \div \frac{O_{com.a.} + O_{non-c.a.}}{2} \right) \times 100 \quad (1)$$

*Indicates:*  $I_{s.r.}$  – indicator that indicate social responsibility of social entrepreneurs (percent);

$R_{emp}$  – responsibility to their employees. In calculating this indicator take into account the average wage paid to workers, the number of workers from the population in need of social assistance, such as social notebooks, in particular, ‘temir’ notebooks, women's notebooks, ‘mehr’ notebooks, as well as working conditions created for them (the level of equipment and technology available for their work) is taken into account;

$R_{soc}$  – responsibility to society. To calculate this indicator, the contribution of entrepreneurial activity to the elimination of social, infrastructure, and environmental problems in the region, to increasing incomes and purchasing power of the population through the creation of new jobs, and ultimately to the quality of life is taken into account;

$O_{com.a.}$  – The outcome of the entrepreneur's commercial activity. The annual profit is taken into account;

$O_{non-c.a.}$  – the result of the entrepreneur's non-commercial activity. The amount of profit reinvested to create social value is calculated.

By calculating the social responsibility of enterprises in the Khorezm region using the above formula, we can assess the potential of social entrepreneurship in the region in quantitative and qualitative terms.

**Conclusion and suggestion.** Hence, social entrepreneurship has developed in different forms and at different levels in the region. The increase of their importance in social life, further expansion of spheres of activity and achievement of general economic results, and allocation by the state and international financial organizations of subsidies and privileged loans to subjects of social entrepreneurship create a basis for further expansion, diversification of this activity and formation of social responsibility.

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## GOVERNMENT REGULATION AND MANAGEMENT OF THE DEVELOPMENT OF PILGRIMAGE TOURISM IN UZBEKISTAN

Jamshid Uzokov<sup>1</sup>

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### ABSTRACT

*In the following article, the issues of beautifying pilgrimages and turning them into attractive touristic places have been widely covered. It is the fact that in recent years, a lot of work has been done in terms of government regulation and support in the formation and development of pilgrimage tourism and its positive impact on the country's economy. Besides, in the short, medium and long-term perspective, the state policy on the development of pilgrimage tourism and the main conditions for improving the system of state regulation of the pilgrimage tourism industry are justified.*

**Key words.** *Tourism, Pilgrimage Tourism, Tourism Potential, Development, Regulation, Stages of Development, Mechanism of Development of Pilgrimage Tourism*

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### INTRODUCTION

It has become the time of the development and returning to the previous state for pilgrimage tourism after the negative impact of the COVID-19 pandemic. In this regard institutional reforms carried out by the president of Uzbekistan are of significant position. Particularly, on March 29, 2023, under the leadership of the President of our country, Shavkat Mirziyoyev, a video conference was held to discuss the issues of increasing the potential of pilgrimage tourism in Uzbekistan. At this meeting, the president mentioned that this sector is developing consistently, including that the number of foreign tourists visiting our country in 2022 has increased by three times compared to 2021.

Exports of the industry in 2022 amounted to 1 billion 600 million US dollars. Within the framework of domestic pilgrimage tourism programs more than 11 million people traveled. According to the above circumstances, the need to research theoretical and practical issues on the problems of increasing the potential of pilgrimage tourism, its effective use and development in Uzbekistan is rising. In the conditions of the impact of the coronavirus pandemic in the field of pilgrimage tourism, its potential and resources, the lack of such scientific research indicates the need for scientific research. Recently, Uzbekistan has been on the path of rapid development of pilgrimage tourism and turning it into one of the leading sectors of the economy, which is connected with its importance in ensuring the economic growth of the country and increasing its prestige in the world community.

In the 2022-2026 Development Strategy of New Uzbekistan, the president of our country Sh.M. Mirziyoyev set the task of increasing the number of local tourists by 12 million travellers and the number of foreign tourists by 9 million within the framework of the "Travel around Uzbekistan" program as one of the priority goals for the development of the field of pilgrimage tourism. Besides, in the current conditions of ensuring the stable development of our country's economy, it is important to increase the investment attractiveness of the field of pilgrimage tourism, to support the potential of pilgrimage tourism using the partnership mechanism of state and private business.

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It is impossible to fully use the potential of pilgrimage tourism in urban and rural areas without forming and implementing various new innovative approaches that can meet the needs of pilgrimage tourism qualitatively and quantitatively based on the conditions set for economic entities that provide services to tourists. Taking these into account, the relevance of this dissertation research is undoubtedly related to the need to improve the mechanisms for the development of pilgrimage tourism potential in New Uzbekistan and develop practical recommendations, especially in the current situation where the pilgrimage tourism sector of our republic has started a new stage of development after the coronavirus pandemic, which ensures the effective use of the potential of pilgrimage tourism.

### **Literature review**

Huge range of fundamental and practical researches are devoted to the problems of forming, developing and using the potential of pilgrimage tourism in foreign countries and Uzbekistan. The works of foreign authors such as Y.A. Barzikina[1], M.B. Birzhakova[2], T.V. Brusokene[3], M.N. Zabayevo[4], M.A. Krivulya[5], L.V. Ovcherenko [6] are of great scientific and methodological interest. Besides, it is possible to distinguish different points of view of the authors who studied the effects of the crisis on the field of pilgrimage tourism and its potential. O. Ye. Afanasev[7], M. Gunare[8], S.G. Zemlyanikhina[9], P. Keller[10] and others can be included among them.

A.A. Eshtayev[11], A.M. Abduvohidov[12], M.T. Alimova, [13] Ye.V. Golisheva[14], X.F. Ochilova[15], B.Kh. worked on the development of scientific-theoretical and practical issues in some areas of the problem of developing the potential of pilgrimage tourism. Scientists of our country such as Turayev[16], O.H. Hamidov[17] made a worthy contribution.

The peculiarity that characterizes these scientific works is that most of the authors, focusing on and considering the demand for pilgrimage tourism infrastructure objects and tourism products as its main functional purpose, different meanings to the concept of pilgrimage tourism potential.

In spite of the huge number of works devoted to the use and development of the potential of pilgrimage tourism, approaches to their further development in terms of various descriptions, different crisis events, including the aspects that show their interrelationships with the consequences of the coronavirus pandemic, there are the factors affecting the development of pilgrimage tourism and its potential in such complex conditions.

### **Research methodology.**

Production analysis in pilgrimage tourism is produced by state production regulation and synthesis, in monographic statement, logical and economic-statistical, modeling, measurement, statistical data analysis, expert control, scientific abstraction and other methods.

### **Analysis and results**

In spite of the recognition of the importance of the free market for pilgrimage tourism, the issues of regulating the development of pilgrimage tourism are the subject of active research by local and foreign scientists who believe that the state can and should conduct an effective economic policy in this area [18,19].

It should be noted that the application of the concept of "state policy" in relation to the field of pilgrimage tourism is defined in Article 6 of the Law of the Republic of Uzbekistan "On Tourism". According to Article 20

of this law, pilgrimage tourism activity means tour operator and travel agency activities, as well as other activities related to the organization of trips.

Here, the "legal definition" is defined using "managed travel arrangements". As a rule, other types of activities include various types of economic activities that satisfy the needs of people for various types of travel and pilgrimage activities. This part of the definition is important for pilgrimage tourism, because pilgrimage tourism, according to some scientists, "does not lie on the usual vertical surface like other sectors of the national economy, but covers a horizontal space that includes enterprises and organizations belonging to various sectors.

State regulation of the pilgrimage tourism represents the influence of the state on the activities of economic entities and the market situation in order to ensure normal conditions for the operation of the market mechanism, to implement the socio-economic priorities of the state and to develop a single concept of the development of the field of pilgrimage tourism. Also, this is a complex process that includes the development of the state policy on the regulation of the development of pilgrimage tourism, the justification of its goals, tasks, main directions, and the selection of means and methods of its implementation.

Today, the field of pilgrimage tourism is located at the intersection of more than 30 independently existing industries, and their contribution to the development of pilgrimage tourism is insufficient. In this regard, it is necessary to unify the activities of many related sectors that have the greatest influence on the formation of the pilgrimage tourism industry, to ensure the coordination of financial, personnel, infrastructural and institutional resources to increase the share of pilgrimage tourism in the gross domestic product. In general, factors contributing to the development of the pilgrimage tourism industry, all other things being equal, should ensure the solution of the complex of existing problems in the sector and mark the country on the world pilgrimage tourism map.

Regulation of the development of the field of pilgrimage tourism represents a multi-level system that includes:

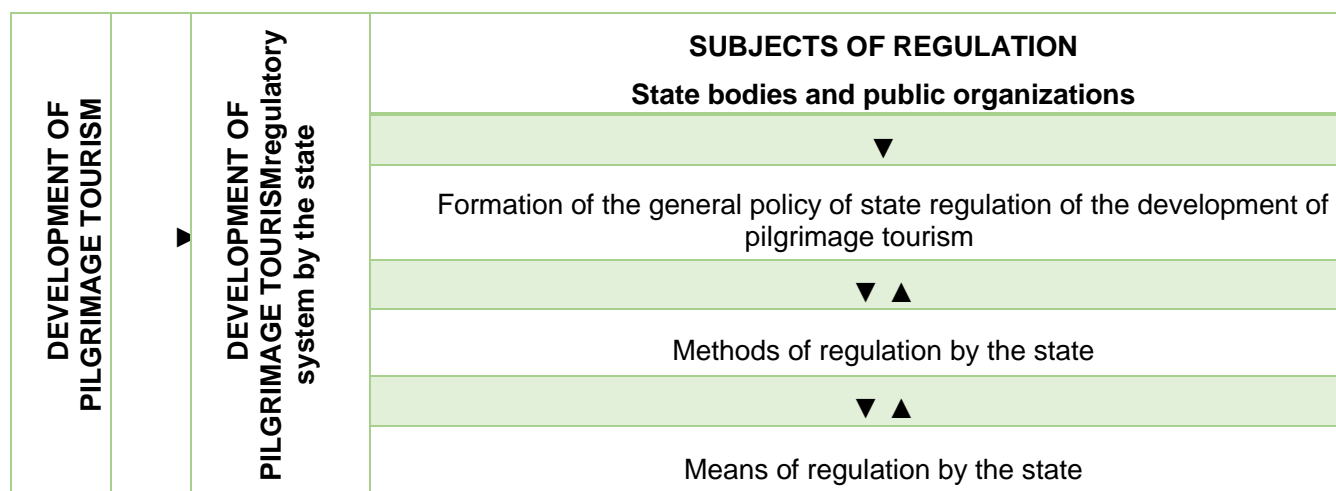
- Support and coordination of the development of pilgrimage tourism on a global scale, which is carried out through the World Pilgrimage Tourism Organization with the participation of international financial organizations;
- Coordination of international pilgrimage tourism policy achieved through regional pilgrimage tourism organizations and special bodies of interstate associations (for example, the European Community);
- Coordination of the policy in the field of pilgrimage tourism at the national and regional levels, which is carried out through public associations of specially organized state bodies and pilgrimage tourism organizations.

State regulation of the development of pilgrimage tourism is carried out through two main mechanisms: firstly, through self-regulation of the market by achieving a balance between demand and supply, and secondly, through the introduction of certain mechanisms of state management and coordination. Moreover, in the second case, it is about state regulation and self-organization of business entities through the formation of pilgrimage tourism associations and unions.

The direction of the state regulation of the development of pilgrimage tourism is determined by the goals of the state bodies, as well as the means available to the state in the implementation of this policy. It should

be noted that in some countries, the state policy in the field of pilgrimage tourism is often not separated, but is combined with the policy of other sectors of the economy, for example, the policy of production, the policy of the balance of payments.

State regulatory measures embodying the state policy for the development of pilgrimage tourism in the country include a wide range of legislative, organizational, financial-economic, informational, infrastructure and human resources measures to achieve the priorities and goals stipulated in the strategic and management documents. . At the same time, in each of them, in order to achieve the long-term interests of the republic in the creation of a modern economy of innovative development, the state administration bodies on environmental protection, entrepreneurship, cultural development, sustainable development of rural areas, work with children and youth, sports, employment support from the point of view of current and prospective tasks, it is planned to solve certain specific aspects of pilgrimage tourism. The diagram of the process of state regulation of the development of pilgrimage tourism is shown in Figure. 1.



**Figure 1. Scheme of state regulation of pilgrimage tourism development <sup>1</sup>**

The means of state regulation of the field of pilgrimage tourism can be grouped into the following groups according to the areas of their application.

1. **In the economic sphere** - tax regulation, financing of pilgrimage tourism development programs from the target budget, creation of favorable conditions for investment in pilgrimage tourism; increasing investments in human capital, creating special economic zones of pilgrimage tourism and recreation.

2. **In the legal sphere** - improvement of the legal framework, development of classification, standardization, licensing methodology in the field of pilgrimage tourism, customs regulation, establishment of rules for entry, exit and temporary stay in the country, fight against crime and corruption, ensuring the safety of tourists.

3. **In the social sphere** - development of precisely targeted pilgrimage tourism programs, solving the problem of employment of local residents in places where tourists stay; participation in the training of qualified personnel for the field of pilgrimage tourism.

<sup>1</sup>The source was compiled by the author.

4. In the field of organization of pilgrimage tourism - formation of the country's reputation in the world market of pilgrimage tourism, promotion of pilgrimage tourism products in domestic and foreign markets, participation in international pilgrimage tourism programs, creation of conditions for multi-purpose use of pilgrimage tourism infrastructure, state and private sector in the field of pilgrimage tourism development coordination of activities, formation of an information-analytical base, development of scientific research in the field of pilgrimage tourism.

Currently, the development of the field of pilgrimage tourism in Uzbekistan is recognized as a strategic task, and by 2025, according to target parameters [10], pilgrimage tourism should be around 5% of the country's GDP. In order to implement this, the following normative legal documents were adopted in our republic only in the last three years:

1. Action strategy for the five priority directions of the development of the Republic of Uzbekistan in 2017-2021: rapid development of the field of pilgrimage tourism, increasing its role and contribution to the economy, diversifying and improving the quality of pilgrimage tourism services, expanding the infrastructure of pilgrimage tourism;

2. The Law of the Republic of Uzbekistan "On Pilgrimage Tourism", which defines the legal, social, economic and organizational foundations in the field of pilgrimage tourism;

3. The concept of the development of the field of pilgrimage tourism in the Republic of Uzbekistan in 2019-2025: to achieve an increase in the effectiveness of the reforms implemented to create favorable economic conditions and conditions, to develop priority goals and tasks for the rapid development of the field of pilgrimage tourism, its role and contribution in the economy, diversifying and improving the quality of services, as well as improving the infrastructure of pilgrimage tourism.

Today is the year 2022 of the President of the Republic of Uzbekistan

The Ministry of Pilgrimage Tourism and Cultural Heritage was established by Decree No. PF-75 of February 18, which included the State Committee for Pilgrimage Tourism of the Republic of Uzbekistan and

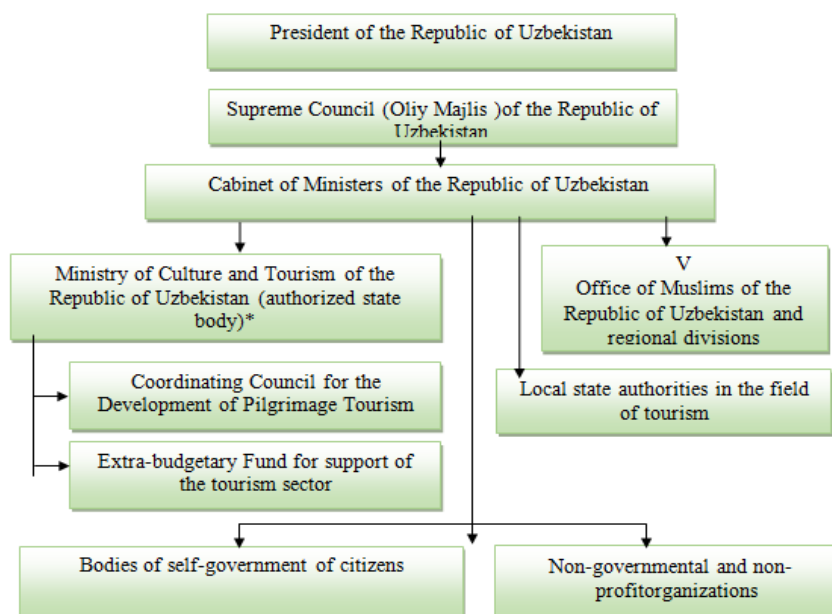
The functions of the Ministry of Pilgrimage, Tourism and Sports, which operated in 2021-2022, were given.

The state policy in the field of pilgrimage tourism in Uzbekistan in the long term is to turn the pilgrimage tourism industry into one of the locomotives of the rapid comprehensive development of regions and their infrastructure, to solve the most important socio-economic problems, to increase jobs, to diversify and develop regions, to increase the incomes, living standards and quality of the population. , aimed at increasing the prestige and investment attractiveness of the country.

Studies have shown that there are organizations subordinate to relevant state bodies in countries with developed pilgrimage tourism infrastructure. The main task of such bodies is to develop state programs for the support and development of inbound pilgrimage tourism. Such organizations are engaged in the development of programs to attract tourists, as representative offices for pilgrimage tourism in other countries, as well as the creation and distribution of newsletters, mailings and other sources of pilgrimage tourism information.

In many countries, with their help, national programs for the activation of foreign pilgrimage tourism are being developed, in which they are used to simplify the border and customs regime, create a favorable investment environment, provide a number of benefits such as tax breaks, develop the infrastructure of pilgrimage tourism, advertise in foreign media, and train highly qualified personnel. an increase in budget subsidies, etc. is envisaged.

The structure of the management system of the field of pilgrimage tourism in Uzbekistan is shown in Figure 2. The competent state body in the field of pilgrimage tourism is the Ministry of Culture and Pilgrimage Tourism of the Republic of Uzbekistan, which performs a number of functions in the field of pilgrimage tourism. This Ministry has its territorial divisions in the Republic of Karakalpakstan, regions and Tashkent city.



**Figure 2 The composition of the bodies and organizations of management of the field of pilgrimage tourism in Uzbekistan<sup>1</sup>**

Local state authorities in the field of pilgrimage tourism implement state policy and coordinate pilgrimage tourism in the relevant area; participates in the development and implementation of state and regional programs in the field of pilgrimage tourism; approves regional programs in the field of pilgrimage tourism, including an action plan for the development of pilgrimage tourism in the short and medium term, in agreement with the competent state body and (or) its territorial unit; Pilgrimage in the relevant area creates conditions for the development of tourism, etc.

Thus, a distinctive feature of the regulation of the development of pilgrimage tourism, which distinguishes it from other sectors of the economy, is that public organizations representing pilgrimage tourism associations participate in the regulation of the sector. The content of the state regulation of the development of pilgrimage tourism is determined by the goals of the state bodies, as well as the methods and tools available to the state in the implementation of this policy.

<sup>1</sup>The source was compiled by the author.



The main directions for the development of the tourism industry and its potential are defined in 3 stages (Fig. 3): short-term (2019-2020), medium-term (2021-2025) and long-term. Over time, the directions of development of the pilgrimage tourism industry can be expanded and supplemented.

Stage		Period		Content
▼		▼		▼
<b>Stage 1</b>	▶	2019-2020- years	▶	Institutional reforms aimed at creating a strong legislative base for the development of pilgrimage tourism, modernization of infrastructure and promotion of the country's brand
▼				
<b>Stage 2</b>	▶	2021-2025- years	▶	Increasing the share of the pilgrimage tourism industry in the country's economy. In this direction, by developing the necessary infrastructure and promoting the potential of the republic's pilgrimage tourism in the world market, increasing the share of pilgrimage tourism in the country's gross domestic product to 5% (by the end of 2017 - 2.3%), as well as to attract more than 9 million tourists by the end of 2025. , including from abroad - it is set to attract 2 million tourists
▼				
<b>Stage 3</b>	▶	Long-term prestige	▶	Pilgrimage tourism is not limited to achievements in the national economy, it can enter the regional and world market of pilgrimage tourism services among the most competitive countries.

**Figure 3 State policy on the development of the field of pilgrimage tourism in the near, medium and long-term perspective <sup>1</sup>**

- In the short term, it is planned to actively implement measures in the following main areas:
- Introduction of international norms and standards aimed at improving the normative legal framework for the field of pilgrimage tourism, creating favorable conditions for the development of the field of pilgrimage tourism;
- Development of pilgrimage tourism infrastructure and related infrastructure in all regions of the country, taking into account the demands and needs of tourists;

<sup>1</sup>The source was compiled by the author

- Development of transport logistics, expansion of external and internal routes, improvement of the quality of transport services;
- Adoption of comprehensive measures to reduce the impact of seasonal factors by diversifying products and services of pilgrimage tourism aimed at different layers of the pilgrimage tourism market;
- Development of internal pilgrimage tourism, which provides stimulation of the activity of subjects of pilgrimage tourism activities aimed at meeting the need for pilgrimage tourism services in the republic;
- Promotion of pilgrimage tourism products of the Republic of Uzbekistan in domestic and foreign pilgrimage tourism markets, strengthening its reputation as a safe country for travel and recreation;
- Improvement of the system of training of highly qualified specialists, retraining and upgrading of service personnel.

In the scientific works of a number of foreign and local scientists dedicated to various aspects of pilgrimage tourism and the potential of pilgrimage tourism [49, 51, 66, 74, 79, 88, 92, 100, etc.], the priority directions of state regulation in the field were analyzed. Their analysis shows that the general goal is the formation of a modern competitive pilgrimage tourism complex. The goals are related to increasing the profitability of the industry and creating jobs. The most important factor is investment attraction. In order to increase investment attractiveness and create a favorable business environment, advanced tools such as special economic zones and pilgrimage tourism clusters are used.

In determining the main conditions for improving the system of state regulation of the development of pilgrimage tourism potential, the organization of business, coordination of actions with infrastructure networks, attraction of the population, increasing the responsibility of tourists, promotion of pilgrimage tourism, as well as the promotion of pilgrimage tourism and education as a whole. it is necessary to take into account the accumulated international experience in the field of development. Based on the conducted research, the main conditions for improving the state regulation of the development of the field of pilgrimage tourism were formed (Fig. 4).

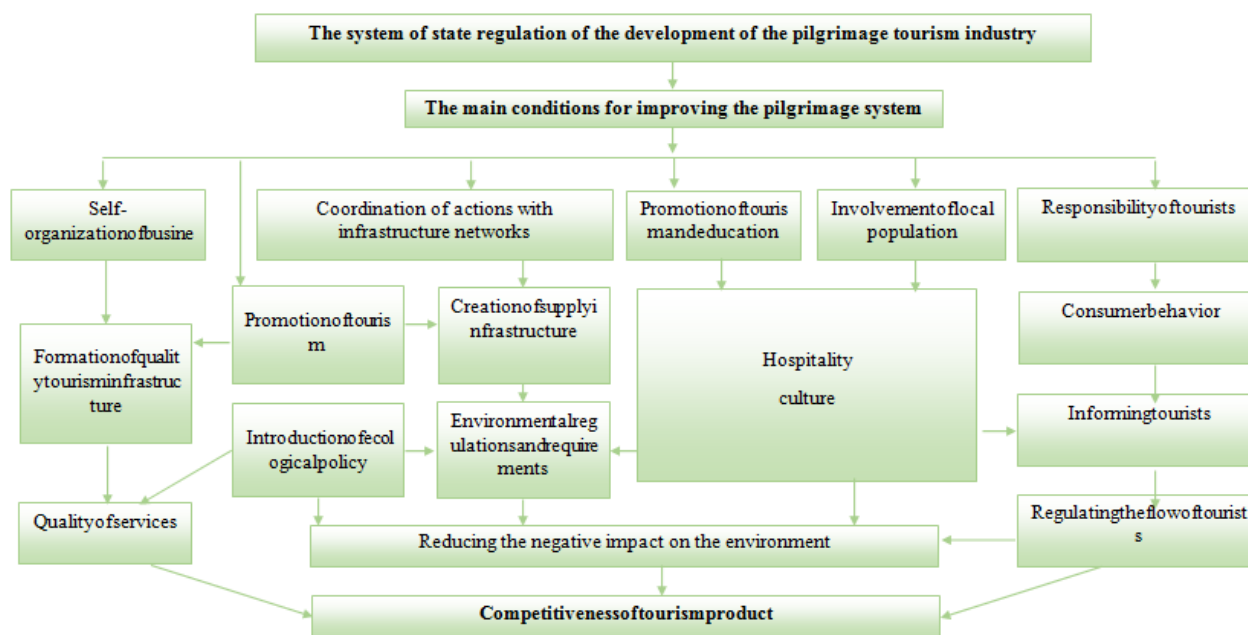
Based on our analysis during a number of studies, it was possible to determine the main directions of activities in the field of pilgrimage tourism by the governments of different countries. For example, the priority areas of activity in the field of tourism are as follows:

- In France - development of social tourism and environmental protection;
- In Spain - environmental protection; normative legal regulation; licensing, certification; coordination of regional tourism organizations;
- In Italy - legal regulations; licensing; coordination of regional tourism organizations; statistical activity; international cooperation;
- In Hungary – marketing research; promotion of tourism products in foreign markets; providing tourists with information; introduction of modern computer technologies; promoting inbound pilgrimage tourism;
- In Greece - strengthening the material and technical base through subsidies and tax incentives; promotion of inbound tourism; licensing.

- In Turkey - comprehensive support at the state level; strengthening the material and technical base through subsidies and tax incentives, investments, preferential loans and customs payments; promotion of inbound tourism; simplification of the visa procedure;
- In China - improvement of the legal framework; budget investments and subsidies; tax benefits; stimulating innovation; development of small business support infrastructure; giving benefits on loans, loans, targeted grants.

### State support for pilgrimage tourism in Uzbekistan

It is carried out in 5 directions: supporting small and medium-sized businesses, building and modernizing hotels, encouraging direct investments, supporting the purchase of transport for tourists, and encouraging the introduction of technologies. A number of benefits are given to both active pilgrimage tourism companies and those who want to engage in pilgrimage tourism business. These include tax exemptions, land allocations, long-term loans, etc.



**Figure 4. The main conditions for improving the system of state regulation of the pilgrimage tourism industry<sup>1</sup>**

In order to "revive" the field of pilgrimage tourism as one of the most affected sectors in Uzbekistan during the coronavirus pandemic, the President of the Republic of Uzbekistan No. PD-6002, adopted on May 28, 2020, "On supporting the field of pilgrimage tourism to reduce the negative impact of the

<sup>1</sup>The source was compiled by the author.

coronavirus pandemic" Many benefits for all market participants are provided for by the decree on measures that cannot be delayed.

In particular, for tour operators, travel agents, as well as accommodation facilities: from June 1, 2020 to December 31, 2021, the profit tax rate will be reduced by 50% compared to the established rate; Losses at the end of 2020 and 2021 are allowed to be carried forward in an unlimited manner, provided for in the Tax Code of the Republic of Uzbekistan; 2021 year

The calculation and payment of the pilgrimage tourism (hotel) fee will be suspended until January 1;

the part of the interest expenses on loans granted to subjects of the field of pilgrimage to comply with the new sanitary and hygiene requirements, which exceeds the main rate of the Central Bank, but does not exceed 10 percentage points;

1 billion to be given to subjects of the field of pilgrimage tourism to replenish working capital. the part of the interest costs exceeding the Central Bank's main rate, but not more than 10 percentage points, in the period from June 1 to December 31, 2020, on loans up to soums.

In addition, training of all trainees admitted to technical schools and colleges under the Ministry of Culture and Pilgrimage Tourism of the Republic of Uzbekistan in 2020 was carried out on the basis of a state grant, as an exception.

### **Conclusions and suggestions.**

1. Improving the organizational and economic mechanisms of the pilgrimage tourism network, grouping and researching the main directions of the state policy in this area, its economic and social effectiveness, and their research have been little studied by the scientists of our country and, accordingly, it is also poorly covered in the economic literature.
2. As a result of the gradual improvement of the main directions of the state policy on the development of pilgrimage tourism, it was noted that their number is increasing and they are being filled with new ones, and an explanation was given for each of them.
3. Our research has shown that the field of pilgrimage tourism fulfills the following economic functions, i.e.: manufactures tourist products; solves the employment problem by providing employment to the population; participates in the creation of national income; ensures sustainable development of regions; the country participates in stabilizing the balance of payments; plays an important role in the formation and development of entrepreneurship in the country.
4. It was justified to describe the participation of the population engaged in the field of pilgrimage tourism by separate groups in the following directions: the population directly employed in the field of pilgrimage tourism; population indirectly employed in the field of pilgrimage tourism; the population that operates in the fields that serve the field of pilgrimage tourism; the division of tourist objects and infrastructures into the population employed in construction and servicing them and what kind of population enters each of these groups was justified.
5. During the research, it was shown what results can be achieved due to the effective development of the field of pilgrimage tourism, that is: the gross national product of our country will be increased due to the field of pilgrimage tourism; the state budget will be filled due to the growth of tax payments and other payments; the population will be provided with work, new jobs will be created; the capital

of foreign countries will be attracted to the sector and the foreign currency income will increase; along with the development of the field of pilgrimage tourism, there is an opportunity to develop other areas of the state; the development of pilgrimage tourism infrastructure and industry; the reform of domestic and foreign tourists' recreation structures are achieved.

6. In order to determine the place of tourism in the country's economy, it is necessary to determine its share in the gross domestic product (GDP).
7. As part of ways to increase the economic and social efficiency of the pilgrimage tourism network and methods of their assessment, the definition of the economic and social efficiency of the pilgrimage tourism network and groups of indicators representing them were developed. the economic efficiency of the pilgrimage tourism sector means that this sector has created economic opportunities that ensure its own development by steadily increasing the contribution of this sector to the country's economy and the increase of tourists and profits from them through the development of the sector.
8. The definition of the social efficiency of the pilgrimage tourism network was also developed. social efficiency in the field of pilgrimage tourism means the processes related to creating an objective reality aimed at ensuring the employment of the population, increasing their well-being, and raising their cultural and intellectual level.

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## FEATURES OF ESG CRITERIA IN UZBEKISTAN'S CONSTRUCTION INDUSTRY

Madina Sayfullaeva<sup>1</sup>

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### ABSTRACT

*This article is devoted to ESG criteria in the construction industry, as a manifestation of the green economy. The concept prioritizes environmental sustainability, social justice and economic growth. In this study, the author used the PESTEL analysis technique to analyze the construction industry in the Bukhara region of Uzbekistan.*

*Keywords. ESG Criteria, Green Economy, Construction Industry.*

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### Introduction

Today, more and more people, companies and governments recognize the need to move towards a more sustainable and environmentally responsible economy. The green economy is a concept that prioritizes environmental sustainability, social justice and economic growth. It aims to balance the needs of humanity and the preservation of the environment.

The relevance of the green economy stems from a number of global problems that we face today. The first and perhaps most important of these is climate change, caused by greenhouse gas emissions and the exploitation of natural resources. We also experience depletion of certain types of resources, increasing waste streams and inequitable distribution of wealth.

Thus, in recent years, there has been a worldwide trend towards applying the principles of responsibility and environmental friendliness in the field of investment. And the result was the emergence of such a concept as ESG ( Environmental , Social , and Governance ). These criteria in the construction industry are becoming increasingly relevant and important throughout the world, including in the Bukhara region of the Republic of Uzbekistan, for the following reasons:

1. Environmental protection: Construction, being one of the industries, has a significant impact on the environment. The application of ESG criteria allows the implementation of effective environmental practices, such as emissions reduction, energy efficiency , the use of renewable energy sources, effective waste disposal and other measures to reduce negative environmental impacts.

2. Social Responsibility: Construction projects can have significant social impacts, including working conditions, worker health and safety, community relations, etc. The application of ESG criteria helps ensure compliance with fair working conditions, socially responsible practices and interaction with the local community.

3. Governance and transparency: ESG criteria also include aspects of governance and transparency, such as corporate governance, ethical standards, reporting, etc. The application of these criteria in the construction industry helps improve the ethical behavior of organizations, strengthening trust with investors, customers, contractors and subcontractors, as well as increasing the level of transparency and reporting [5].

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4. International integration: The Bukhara region is actively seeking to attract foreign investment and develop international cooperation in the construction industry. The application of ESG criteria is one of the requirements of international investors and customers, which helps to improve the country's attractiveness for external partners.

It is important to note that in 2019, the President of the Republic of Uzbekistan adopted the Resolution "On approval of the Strategy for the transition of the Republic of Uzbekistan to a green economy for the period 2019-2030". The main goal of the developed Strategy is to achieve sustainable economic progress that contributes to social development, reduction of greenhouse gas emissions, climate and environmental sustainability, through the integration of the principles of a green economy into ongoing structural reforms. [1].

Thus, the application of ESG criteria in the construction industry in Uzbekistan is important for achieving sustainable development, preserving the environment, strengthening social responsibility and increasing the country's competitiveness in the international arena. The ESG agenda in Uzbekistan is just beginning to gain momentum and is mainly used in large companies preparing to enter an IPO (the first public offering of a company's shares on the stock exchange). Also, the purpose of applying the criteria is to attract investment in ambitious projects [6].

### **Research methodology**

The study of ESG criteria, which evaluate the environmental, social and governance performance of companies, can be carried out using various scientific methodologies. Some of them may include quantitative and qualitative analysis, an integrated approach, a multidisciplinary approach. For this scientific research, the author used the PESTEL analysis method.

### **Research results**

As a result of a PESTEL analysis of the construction industry of the Bukhara region, the author provides expected changes in the industry under the influence of 6 PESTEL factors. It should be taken into account that PESTEL analysis includes an assessment of ESG criteria that are relevant in modern conditions.

Environmental legislation has a significant impact on the construction industry in the Bukhara region, requiring companies to comply with eco-standards, which leads to changes in construction processes, increased costs and stimulates the development of environmentally friendly and energy efficient technologies.

Organizations and enterprises of the construction industry in the region, in cooperation with government agencies and specialized organizations of the environmental department in the field of environmental protection, help the construction industry comply with norms, requirements and standards, as well as adapt to the changing environmental situation and increase their environmental responsibility. JSC "Amubuhorokanalkurilish", which is the object of our research, is no exception. To conduct a PESTEL analysis, expert assessments were obtained in 6 areas from the heads of structural divisions and various levels, as well as specialists from the economic and production departments of the company.

### **Analysis**

The algorithm for conducting PESTEL analysis consisted of the following stages:

The first step was to compile a list of factors that could affect the construction industry in the Bukhara region in the long term (3-5 years). Factors are divided into 6 groups: political, economic, socio-cultural, technological, environmental and legal.

In the next step, data on each factor were collected. To collect primary information and further analysis, the author used collections and reports of the Agency for Statistics under the President of the Republic of Uzbekistan, the Department of Statistics of the Bukhara Region, and data from the legal framework lex.uz, BCG report "Uzbekistan: Window of Opportunity", publications of Forbes, Bloomberg, KMPG, specialized literature, Internet, media.

Further, when compiling the summary table, the author indicated the most significant influencing factors. Then the strength of influence of each factor was assessed, which was assessed on a scale from 1 to 3, where:

- 1 - the influence of the factor is small, any change in the factor has practically no effect on the company's activities;
- 2 - only a significant change in the factor affects the company's sales and profits;
- 3 – the influence of the factor is high, any fluctuations cause significant changes in the company's sales and profits [ 15 ].

Factors that do not affect the company's activities at all were simply not included in the table. Assessing the strength of a factor's influence is a subjective expert assessment.

Invited experts assessed the probability of fluctuations on a 5-point scale, where 1 means the minimum probability of a change in the environmental factor, and 5 means the maximum probability. To obtain a more accurate assessment, the experts worked together, since each specialist's specific experience in the industry was important.

This approach allows to formulate a development plan for a company or industry, as well as identify the most important factors and likely risks.

The next step was to calculate a score that would show the actual importance of the factor and the need for its monitoring, using the formula:

$$\text{Weight-adjusted score} = \text{Factor influence} \div \text{sum of influences} \times \text{average expert rating}$$

All calculations performed, levels of influence of factors, expert assessments, average assessment and weight-adjusted assessment are given by the author in Table 1.

**Table 1. Analysis of PESTEL factors taking into account the expert assessment of specialistsJSC " Amubuhorokanalkurilish "**

Description of the factor	Factor influence	Expert review					average rating	Weight-adjusted estimate
		1	2	3	4	5		
(P) POLITICAL - political factors								
Stability of political power and existing government	2	3	3	1	3	2	2.3	0.06
Bureaucratization and level of corruption	3	4	4	2	2	3	3.0	0.11

Tax policy (tariffs and benefits)	3	4	4	5	3	4	3.8	0.14
Freedom of information and media independence	1	2	1	1	2	1	1.3	0.02
Trends towards regulation or deregulation of the industry	3	4	3	3	4	4	3.5	0.13
The desire for industry protectionism, the presence of state-owned companies in the industry	2	3	2	2	2	3	2.3	0.06
<b>(E) ECONOMICAL - economic factors</b>								
Economic growth rate	3	4	4	5	4	4	4.0	0.14
Inflation rate and interest rates	3	5	4	4	4	5	4.2	0.15
Major currency rates	2	3	4	4	4	4	3.5	0.08
Unemployment rate, size and conditions of remuneration	2	3	4	3	3	3	3.0	0.07
Level of development of entrepreneurship and business environment	2	4	4	4	4	3	3.5	0.08
Monetary and fiscal policy of the country	3	4	3	3	3	4	3.3	0.12
Level of disposable income of the population	1	4	3	4	4	3	3.2	0.04
Degree of globalization and openness of the economy	1	2	3	3	3	2	2.3	0.03
Level of development of the banking sector	3	2	3	3	3	3	2.8	0.10
<b>(S) SOCIO-CULTURAL - socio-cultural factors</b>								
Level of health and education	2	2	1	1	1	2	1.5	0.04
Attitude towards imported goods and services	1	1	2	2	2	1	1.5	0.02
Attitudes towards work, career, leisure and retirement	1	2	2	1	2	2	1.7	0.02
Requirements for product quality and service level	2	4	3	3	2	2	2.7	0.06
Culture of savings and lending in society	1	1	2	2	3	2	1.8	0.02
Lifestyle and consumption habits	1	1	2	2	2	2	1.7	0.02
Development of religion and other beliefs	2	2	1	1	1	1	1.3	0.03
Attitude towards natural and environmentally friendly products	1	1	2	1	1	2	1.3	0.02
Population growth rate	3	5	4	4	4	4	4.0	0.14
Migration rates and immigration sentiment	2	2	3	4	4	3	3.0	0.07
Sex-age structure of the population and life expectancy	1	3	4	3	4	3	3.0	0.04
Family size and structure	1	2	4	3	3	3	2.7	0.03
<b>(T) TECHNOLOGICAL - technological factors</b>								
Level of innovation and technological development of the industry	3	4	3	3	3	3	3.2	0.11

Research and development expenses	1	2	1	2	2	2	1.7	0.02
Legislation in the field of technological equipment of the industry	1	5	3	3	2	2	2.7	0.03
Development and penetration of the Internet, development of mobile devices	3	4	2	2	2	2	2.5	0.09
Access to the latest technologies	2	4	3	3	2	2	2.7	0.06
Extent of technology use, adoption and transfer	1	5	4	3	4	4	3.5	0.04
<b>(L) LEGAL - legal factors</b>								
Future and current legislation governing the industry	3	5	4	4	4	5	4.2	0.15
Antitrust and labor laws	2	4	3	2	3	3	2.8	0.07
Tax law	3	5	4	4	4	4	4.0	0.14
International and trade regulations	1	3	2	2	3	3	2.3	0.03
Protection laws (data, intellectual property, consumer)	1	3	2	2	2	2	2.0	0.02
<b>(E) ENVIRONMENTAL OR ECOLOGICAL - environmental factors</b>								
Environmental legislation	3	5	4	4	4	4	4.0	0.14
Climate change, natural disasters	3	5	4	3	3	4	4.0	0.14
Interactions with government agencies and specialized organizations of the environmental department in the field of environmental protection	2	4	3	3	3	4	3.7	0.09
Efficient use of energy	1	2	3	3	4	4	3.2	0.04
Caring for the environment	2	4	3	3	4	4	2.8	0.07
<b>Grand total</b>	<b>84</b>						<b>121.50</b>	

Compiled by the author based on the expert assessment of specialists and the financial statements of Amubuhorokanalkurilish JSC .

Based on Table 1, the author presents calculations in the form of a matrix, arranging the factors in descending order. That is, the higher the calculated indicator is located in the table, the more attention this factor requires. To compile the matrix, the author chose the first most significant three factors (Table 2).

**Table 2. The most significant PESTEL factors in the analysis of the activities of JSC " Amubuhorokanalkurilish "**

<b>(P) POLITICAL - political factors</b>		<b>(E) ECONOMICAL - economic factors</b>	
<b>Factor</b>	<b>Weight</b>	<b>Factor</b>	<b>Weight</b>
Tax policy (tariffs and benefits)	0.14	Inflation rate and interest rates	0.15
Trends towards regulation or deregulation of the industry	0.13	Economic growth rate	0.14

Bureaucratization and level of corruption	0.11	Monetary and fiscal policy of the country	0.12
<b>(S) SOCIO-CULTURAL - socio-cultural factors</b>		<b>(T) TECHNOLOGICAL - technological factors</b>	
<b>Factor</b>	<b>Weight</b>	<b>Factor</b>	<b>Weight</b>
Population growth rate	0.14	Level of innovation and technological development of the industry	0.11
Migration rates and immigration sentiment	0.07	Development and penetration of the Internet, development of mobile devices	0.09
Requirements for product quality and service level	0.06	Access to the latest technologies	0.06
<b>(L) LEGAL - legal factors</b>		<b>(E) ENVIRONMENTAL OR ECOLOGICAL - environmental factors</b>	
<b>Factor</b>	<b>Weight</b>	<b>Factor</b>	<b>Weight</b>
Future and current legislation governing the industry	0.15	Environmental legislation	0.14
Tax law	0.14	Climate change, natural disasters	0.14
Antitrust and labor laws	0.07	Interactions with government agencies and specialized organizations of the environmental department in the field of environmental protection	0.09

Identification of important factors of PESTEL analysis of the construction industry of the Bukhara region allowed the author to identify likely changes that could have an impact on the company's activities in the industry. And on the basis of this, further develop proposals and recommendations that can help reduce the negative impact of the external environment on the activities of a construction organization (Table 3).

**Table 3. Analysis of the likely consequences of the most significant PESTEL factors**

<b>Significant factors</b>	<b>Likely change</b>	<b>Impact on the industry</b>	<b>Possible solutions</b>
<b>(P) POLITICAL - political factors</b>			
Factor 1	Expected changes in tax policy. High probability of changes in tax rates, VAT, tariffs and benefits	Tax payments and deductions will increase	Having agreed with the rules and requirements of tax legislation, the company must hire tax planning professionals and conduct optimization of tax obligations and search for tax benefits.
Factor 2	Expected trends towards government regulation or deregulation of the industry	Control and reporting to government bodies and departments will increase	A company can develop and implement policies and procedures to increase the transparency and compliance of its activities with regulatory requirements.



Factor 3	Presence of bureaucratization and corruption	May result in delays in obtaining permits, licenses and various documents necessary to begin and continue construction processes.	This can significantly slow down the pace of development and completion of projects.
<b>(E) ECONOMICAL - economic factors</b>			
Factor 1	Increased inflation expectations and possible increase in interest rates on loans	May result in increased costs of construction materials, equipment and labor.	This may increase construction costs for facilities and projects.
Factor 2	Expected economic growth rate	Increasing demand for housing, commercial real estate and infrastructure facilities, as well as creating an enabling environment for new construction projects and initiatives	This will stimulate the development of the construction industry and create new opportunities for construction companies.
Factor 3	Expected changes in the country's monetary and fiscal policies	Better borrowing conditions could encourage investors to invest in construction projects and help grow the industry	Investors may be more inclined to invest in real estate and infrastructure projects, expecting high returns during periods of economic growth.
Factor 4	Possible changes in the banking sector	Increasing interest rates or reducing the availability of credit could reduce demand for residential and commercial real estate, which could impact construction activity in the construction industry.	Finding alternative sources of financing: Companies may seek investors or partners who can provide financial support and infrastructure.
Factor 5	Possible changes in the rates of major currencies	Changes in major currencies can have a significant impact on the construction industry, affecting import costs, exports, investment and the overall competitiveness of the industry.	If major currencies decline against a country's currency, the cost of imported construction materials, equipment and components may increase. This could result in higher costs for construction projects and lower profitability for companies in the industry.
<b>(S) SOCIO-CULTURAL - socio-cultural factors</b>			
Factor 1	Expected population growth rate	Stable population growth in the Bukhara region and in Uzbekistan as a whole inevitably leads to an increase in demand for real estate.	Accordingly, construction companies must respond to increased demand for housing and infrastructure by increasing the volume of work performed and increasing the number of facilities put into operation.
Factor 2	Possible changes in migration levels and immigration sentiment	Given the increase in immigrants to Central Asian countries in recent years, it can be argued that there will also be a demand for real estate in large cities from those arriving in the country.	This factor also leads to an increase in the permanent resident population in the country, therefore it is necessary to respond to growing demand.
Factor 3	Expected requirements for product quality and service level	If requirements for product quality and service increase, this may lead to increased competition in the industry. Companies that fail to meet the new standards risk losing customers and	This can encourage construction companies to improve their processes and improve the quality of services they offer.

		market share.	
<b>(T) TECHNOLOGICAL - technological factors</b>			
Factor 1	Likely changes in the level of innovation and technological development of the industry	The introduction of new innovations and technologies can significantly improve processes and increase operational efficiency in the construction industry. For example, the use of construction robots, drones, automated control systems or 3D printing can reduce construction time and costs, increase the accuracy and quality of work.	The use of innovations and new technological solutions helps improve the quality of the project and reduce the number of errors at the execution stage.
Factor 2	Future development and Internet penetration, development of mobile devices	The Internet allows construction companies to establish more effective communications with clients, suppliers and contractors.	Online chats, video conferencing and specialized project management platforms facilitate the exchange of information, reduce feedback time and help coordinate work more effectively.
<b>(E) ENVIRONMENTAL OR ECOLOGICAL - environmental factors</b>			
Factor 1	Environmental legislation	Environmental legislation sets the rules and standards that construction companies must comply with during the construction process. This may include emission limits, hazardous waste regulations, and energy efficiency requirements.	Companies must meet these requirements, which may require additional costs, process revisions and the use of more environmentally friendly materials and technologies.
Factor 2	Climate change, natural disasters	Climate change leads to an increased likelihood of emergencies such as floods, earthquakes, hurricanes, etc. This can have a direct impact on construction sites, causing destruction, damage and increasing the risk to workers.	The cost of restoration and repair work can also increase significantly. This may require additional costs, the use of new materials and technologies.
Factor 3	Changes in interaction with government agencies and specialized organizations of the environmental department in the field of environmental protection	Government agencies and environmental department organizations can provide recommendations and requirements regarding the use of environmentally friendly technologies and materials, energy efficiency, waste management, and resource management.	Collaboration with these organizations allows construction companies to provide the necessary information and respond to requirements related to assessing and reducing environmental impact.
Factor 4	Possible changes in environmental requirements and standards	Innovation and technological development are driving the development of environmentally sustainable solutions in the construction industry.	Using green materials, energy-saving systems, recycling construction waste and designing buildings with a minimal carbon footprint.
<b>(L) LEGAL - legal factors</b>			
Factor 1	Likely changes in future and current legislation governing the rules of work in the industry	Future legislation may introduce new requirements in the construction industry. These could be changes in environmental standards, energy efficiency, safety, labor protection, etc.	These requirements must be met by construction companies, which can require additional effort and impact their budgets.

Factor 2	Changes in tax legislation	Changes in tax laws may include changes in tax rates for construction companies.	High tax rates can increase costs and negatively impact companies' profitability, which could impact their ability to invest in new projects, expand, or maintain competitive prices.
Factor 3	Changes in antimonopoly and labor legislation	Antitrust and labor laws may provide for increased penalties for violations of rules and regulations in the construction industry. This may include fines, deprivation of licenses, criminal liability, etc.	Such measures encourage construction companies to comply with legislation and comply with requirements to avoid loss of reputation and financial costs.

## Conclusions

Economic, legislative and social reforms carried out throughout the country have led to positive changes in the main indicators of investment and construction activity in the Bukhara region in the last few years [10]. Also, in the analysis, the author took into account the development of foreign exchange and financial markets, growing competition among construction organizations and in the process of selling finished construction products, which require tightening organizational and economic requirements for business entities.

In such conditions, the further development of the construction industry will depend on the ability of enterprises and organizations of various forms of ownership to be flexible, respond to changing market conditions, the ability to realize internal potential, and also meet the modern requirements of investors. And the author considers the main solution to this situation to be the mandatory application of ESG criteria, the importance of which is growing every day both at the local and global levels [9].

Consequently, a number of positive results should be expected from the application of ESG criteria in construction, in the form of reducing the environmental footprint of construction and increasing the use of renewable energy sources, improving social performance and increasing investment attractiveness.

Thus, the obvious benefits of a green economy include the creation of new jobs, reduced energy and material costs, improved environmental quality and human health, and improved living standards and social equity.

It is important to note that the transition to a green economy is a complex but necessary process that requires the cooperation of all participants in society - from government agencies and businesses to individual consumers. However, investments and efforts made now will create a more sustainable and prosperous future world for all of us.

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## FORECASTING OF CATTLE MEAT PRODUCTION IN FARMS OF SAMARKAND REGION

R.H. Kalandarov<sup>1</sup>

### ABSTRACT

*Ensuring the people has access to food is deemed crucial. By examining prediction indications, the populace will be concentrated on formulating plans for guaranteeing food security in the future. As far as we are aware, farmers supply the majority of agricultural goods. The ARIMA model is utilized in this article to forecast the cattle production indicators on farmers' farms in the Samarkand region.*

### Relevance of the research.

Food safety needs to be ensured immediately, and this may be done by researching and successfully implementing new, creative ways to increase agricultural production in line with per-capita medical standards. Globally, there is an increasing issue with food security<sup>1</sup>. It is well known that there is a significant market for meat products in the food industry. Meat is an essential animal protein necessary for the development of the human body<sup>2</sup>. Another issue that persists in many developing nations<sup>3</sup> is the production of meat.

The growing population of Uzbekistan and the influx of visitors are driving up demand for food, particularly meat and animal products. Beef is the most important type of meat and meat products. The demand for beef is rising daily since it is higher in nutrients, including all the essential amino acids, fatty acids, and minerals, and it has less cholesterol than pig and beef<sup>4</sup>. In their analysis of Indonesia, LS Kalangi et al. concluded that "Indonesia will remain permanently dependent on imports if the gap between beef production and consumption cannot be minimized."<sup>5</sup> Our republic's inability to produce enough meat due to the ongoing rise in consumer prices forces us to import breeding materials (livestock seeds), live animals or

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<sup>1</sup>Christopher B. Barrett "Measuring Food Insecurity" .*Science***327**,825- 828(2010) .DOI: 10.1126/science. 1182768

<sup>2</sup>L. S. Kalangi, Y. Syaukat, S. U. Kuntjoro, & A. Priyanti "Technical Efficiency of Beef Cattle Breeding Business in East Java Province" ISSN 0126-0472 EISSN 2087-4634Accredited by DGHE No: 66b/DIKTI/Kep/2011Media Peternakan, August 2014, 37(2):136-142DOI: 10.5398/medpet.2014.37.2.136Available online at <http://medpet.journal.ipb.ac.id>

<sup>3</sup> Md. HakimulHaque ,SubirSarker , Md. Shariful Islam , Md. Aminul Islam , Md. Rezaul Karim, Mohammad EnamulHoqueKayesh , Muhammad J. A. Shiddiky, M. SawkatAnwer "Sustainable Antibiotic-Free Broiler Meat Production: Current Trends, Challenges, and Possibilities in a Developing Country Perspective" Received: 16 October 2020; Accepted: 19 November 2020; Published: 23 November 2020.

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<sup>5</sup>L. S. Kalangi, Y. Syaukat, S. U. Kuntjoro, & A. Priyanti "Technical Efficiency of Beef Cattle Breeding Business in East Java Province" ISSN 0126-0472 EISSN 2087-4634Accredited by DGHE No: 66b/DIKTI/Kep/2011Media Peternakan, August 2014, 37(2):136-142DOI: 10.5398/medpet.2014.37.2.136Available online at <http://medpet.journal.ipb.ac.id>

meat. Meat products are becoming more expensive for a variety of economic reasons<sup>1</sup>. The supply chain of the agriculture industry is facing several challenges as a result of the price increase, endangering global food security<sup>2</sup>. Consequently, there was a notable rise in the import of meat and animal products, particularly in 2022. The quantity of meat and meat products imported in the US from January to October of 2022 was 252.2 million US dollars, a 91.7% increase over the same period in 2021<sup>3</sup>.

The program for the development of the livestock industry and related sectors in the Republic of Uzbekistan for 2022–2026 was approved by the President of the Republic of Uzbekistan's directive No. PQ-120 of February 8, 2022, regarding the livestock sector. Through the annual "Road Map" approval by the Cabinet of Ministers, the program is to be implemented step-by-step based on the objective parameters and primary directions for the relevant term.

With 11.5 percent of the republic's meat product production in 2022, the Samarkand area is in first place. By farm, 14.6 percent of farms, 80.9 percent of farmers' farms, and 4.3 percent of agricultural organizations in the Samarkand area produce meat products, according to an analysis of those goods<sup>4</sup>. The data of our analysis above shows that it is important to forecast the meat products grown in farms of Samarkand region.

### Materials and methods

It is evident how crucial livestock raised on small farms plays a role in providing the nation's people with the meat and meat products it needs. At this stage, it's critical to assess the future of farm-produced beef and examine the variables that directly impact it.

In this sense, the ARIMA (Averaging Integrated Autoregression Model) model is among the best at predicting the future. Three integer structural parameters—p, d, and q—define this model. They also control the order of the moving average value model, the order of the p-series autoregression, the order of the difference that must be computed to make the d-series stationary, and the calculation of q-residual autoregression.

The modeling of empirical connections between times based on an observed value that may be used to forecast future values is described by the ARIMA model<sup>5</sup>. The model attempts to characterize autocorrelations in the data and is one of the most popular and successful methods for time series forecasting<sup>6</sup>. In essence, modeling is a data-driven research technique that uses the autocorrelation function

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<sup>1</sup>Baxtiyarov Sardorbek Baxtiyarovich, Xajiyev Bobur Qahramono'g'li "Qoramolgo'shtiqiymasini qadoqlashbo'yichailmiyizlanish" Educational Research in Universal Sciences ISSN: 2181-3515 VOLUME 2/SPECIAL ISSUE 4 /2023.

<sup>2</sup>H. Tejada, B. Goodwin "Price volatility, nonlinearity, and asymmetric adjustments in corn, soybean, and cattle markets, implications of ethanol-driven (market) shocks" Paper presented at the 2009 NCCC-134 Conference on applied commodity price analysis, forecasting, and market risk management, St. Louis, MO, April 20-21 (2009)

<sup>3</sup>O'zbekistonRespublikasidavlatstatistikaqumitasiningma'lumotlari, [www.stat.uz](http://www.stat.uz) 2022 yil

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<sup>5</sup> Box, G. E. P., G. M. Jenkins, and G. C. Reinsel. 2008. Time Series Analysis: Forecasting and Control. 4th ed. Hoboken, NJ: Wiley.

<sup>6</sup>Shumway, R. H., Stoffer, D. S., Shumway, R. H., &Stoffer, D. S. (2017). ARIMA models. *Time series analysis and its applications: with R examples*, 75-163.

function to estimate the stochastic nature of time series and forecast their future values by spotting features like trends, random variations, periodic components, cyclical or serial correlation, and so on.

In an ARIMA(p,d,q) model, a variable's future value is a linear mixture of its historical values and errors, and it is written as:

$$Y_t = \phi_1 Y_{t-1} + \phi_2 Y_{t-2} + \dots + \phi_p Y_{t-p} + v_t - \theta_1 v_{t-1} - \dots - \theta_q v_{t-q}$$

Here:

$v_t$  – “white noise”;

$Y_t$  – d - stationary line,  $d \geq 0$

$\phi$  – autoregression parameter;

$\theta$  – moving average parameter.

The ARIMA model is defined as ARIMA(p, d, q) with three integer structural parameters p, d, q.

Here:

p-autoregression procedure;

d - the order of difference that must be calculated to make the series stationary;

q - residual autoregression.

The following data sequence, which was gathered in temporal dynamics, should be used with the ARIMA model:

- Finding odd observations in the forecast by gathering historical data;
- utilizing the Box-Cox transformation to alter data in order to stabilize analytical variance;
- Restoring the data to a condition of stability;
- Methods for calculating autocorrelation functions are used to choose models for study;
- The optimal model is selected using the AIC and BIC tests in accordance with the analysis's findings;
- Graphing the residuals' autocorrelation function and verifying the residuals;
- Apply the modified model for analysis when there is little volatility in the analysis outcomes.

The values of the variables must be stable in order to do such an intertemporal regression analysis, or they must be made stationary if they are not. In the viewpoint, the values of the variables are expressed clearly when they are stationary. To verify that the variables were stationary, the Augmented Dickey-Fuller test was employed in this context. One statistical test used to determine whether or not a set of variables indicating the activity of industries and socioeconomic sectors is stationary is the extended Dickey Fuller test. Stationary analysis is the most typical use for this test.

**Results.** Beef production on farms depends on the population, the number of farms, the price of meat, the number of livestock kept on the farms, and the amount of meat. According to the results of the extended



Dickey-Fuller test, the above variables are stationary at the 1 percent (\*\*\*)  $p < 0.01$  and 5 percent (\*\*)  $p < 0.05$  levels (Table 1).

**Table 1. The result of the Extended Dickey-Fuller test of factors affecting meat production in Samarkand region farms<sup>1</sup>**

Variables	Test statistics	1% critical value	5% critical value	10% critical value	Test type
Population***	-1,834	-4,380	-3,600	-3,240	Drift regression
Number of farms**	-1,291	-3,217	-2,157	-1,542	Drift regression
Average income per capita***	-2,136	-3,598	-1,935	-1,355	Drift regression
Beef farming***	-2,306	-4,150	-3,944	-2,143	Drift regression
Sheep and goat meat production**	-3,164	-2,381	-1,564	-1,139	Drift regression
Poultry Farming***	-2,872	-2,107	-1,560	-1,255	Drift regression
Beef Price**	-3,481	-3,180	-2,560	-2,140	Drift regression

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$  those in parentheses are standard errors

Based on the data in Table 1, the STATA-17 (Statistical Software for Data Analysis) program calculated the residual autoregressions, the order of the line autoregression appropriate for the analysis of variables affecting or related to meat production on farms, and the order of the difference needed to calculate the line stationarity

**Table 2 The population of Samarkand region and the status of meat production in farms<sup>2</sup>**

Years	Populations	Number of farms, in units	Average income per capita, thousand soums	Beef, per thousand kg	Mutton, per thousand kg	Poultry meat, per thousand kg	The price of beef, in soums
2010	3270831	524 236	2 029,00	144409	21069	3164	8767
2011	3326212	529945	2 619,60	149107	23069	4012	12163
2012	3380932	536034	3 029,90	154285	25833	6168	14577
2013	3445642	542806	3 654,60	160952	26953	6435	15668
2014	3514747	550744	4 207,30	167544	30595	7695	21128
2015	3583944	558687	4 631,00	176048	33316	9536	22879

<sup>1</sup>Source: Author's account book based on statistical data

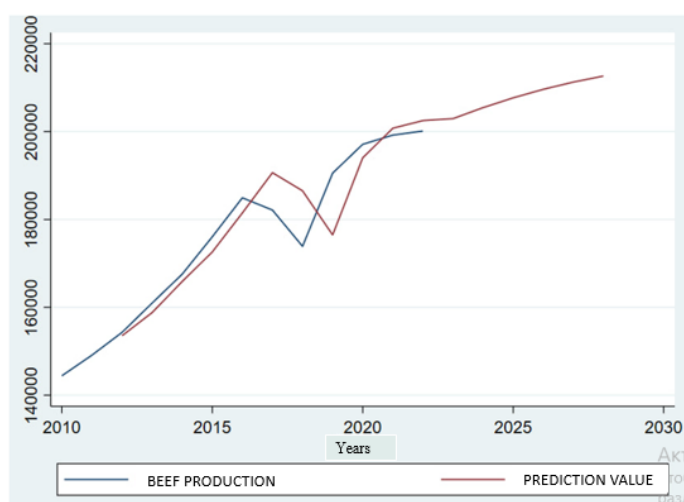
<sup>2</sup>The author's development based on the data of the Samarkand Region Statistics Department for 2010-2022

2016	3651670	570333	5 603,40	184934	36281	9612	22465
2017	3720019	590401	6 594,10	182137	36566	9550	26928
2018	3798917	600570	8 087,70	173888	36232	12491	35838
2019	3877355	612346	9 447,90	190541	34743	12216	43121
2020	3947722	623448	10529,10	197109	35926	13593	53005
2021	4031324	624478	12874,40	199206	37804	14304	64520
2022	4118229	626102	15149,2	200122	36905	14662	75850

The models were compared based on the outcomes of the AIC (Akaike information criterion) and BIC (Bayesian information criterion) tests, as well as the statistical significance levels of the residuals of autoregression and floating average values. The model that can demonstrate the most dependable values in forecasting future values (ARIMA 212, the most dependable value in forecasting, for forecasting the production of cattle on farms) was chosen from among the examined ARIMA models in Table 2.

These chosen variables' three structural parameters—p, d, and q—serve as the foundation for forecasting their future values. The projected values of beef output in the Samarkand region agricultural fields for the years 2023–2028 were created based on the prospective values of the structural factors (p, d, and q).

The employment in both agricultural and non-agricultural sectors, as well as the raising of livestock by the villagers' residents and the rise in the amount of animal products produced by their enterprises, all contribute to the population's rising income (Fig. 1)..



**Figure 1. Prospective forecast indicator of beef production in farmers' farms of Samarkand region <sup>1</sup>**

The villagers' practice of feeding cattle has an impact on households' socioeconomic standing. The analysis's findings, in instance, show that during the pandemic, the output of beef on peasant farms fell precipitously. The predicted number indicates that the volume of beef output on farms will rise from 2023 to

<sup>1</sup>Самарқанд вилояти статистика бошқармасининг 2010-2022 йиллар маълумотлари асосида муаллиф ишланмаси

2028, despite the fact that the pandemic era has had an impact on it. To be exact, farms produced 200,122 tons of beef in 2022; nevertheless, the anticipated estimate for 2028 indicates a rise of 212,644.1 tons, or 106.3%.

## Conclusion

Cattle meat production is very important in the Samarkand region for boosting the general populace's income and guaranteeing their food security on the peasant farms. In our republic, the population's rising prosperity leads to a rise in the demand for food, namely beef. Farms play a significant part in satisfying this need. The output of beef on farmers' farms in the Samarkand region is expected to rise by 106.3% in 2028 compared to 2022. Using this information can help with the development of long-term plans for agricultural output.

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## QUALITY EMPLOYMENT AND ADVANCING ECONOMIES IN CONTEMPORARY SOCIETY

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### ABSTRACT

*This article delves into the critical nexus between "Decent Work and Economic Growth" within the framework of the Sustainable Development Goals (SDGs) outlined by the United Nations. It examines the profound impact of quality employment opportunities on economic dynamism, social progress, and inclusive development. By analyzing trends from 2017 to 2022, encompassing employment rates, sectoral dynamics, and policy implications, this research sheds light on the challenges and opportunities in achieving sustainable economic progress.*

**KEYWORDS:** Sustainable development, United Nations, Sustainable Development Goals (SDGs), Decent Work, Economic Growth, Unemployment, Unemployment rate Quality employment, Inclusive development, Social progress, Labour rights, Unemployment, Underemployment, Informal work, Gender disparities, Policy implications, Global initiatives, Economic progress, Human capital, Skills development, Regional disparities, Technological advancements,

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### Introduction

In the pursuit of sustainable development, the United Nations has outlined a comprehensive agenda encapsulated in the Sustainable Development Goals (SDGs), among which "Decent Work and Economic Growth" stands out as a pivotal pillar, representing a commitment to fostering inclusive and sustainable economic progress. Rooted in the broader field of economics, this goal emphasizes the critical interplay between quality employment opportunities and the overarching objective of economic growth. At its core, "Decent Work and Economic Growth" encapsulates the principles of productive employment, fair wages, social protection, and rights at work, aligned with the Sustainable Development Goals (SDGs), and seeks to promote inclusive and sustainable economic growth, recognizing the integral role of employment quality in advancing societal well-being. The importance of Decent Work and Economic Growth cannot be overstated, as quality employment opportunities not only empower individuals and communities but also drive economic dynamism and social progress. Despite its significance, achieving Decent Work and Economic Growth remains a formidable challenge in today's global landscape, given persistent issues such as unemployment, underemployment, informal work, gender disparities, and labor rights violations. Nevertheless, various initiatives undertaken by governments, international organizations, and civil society offer glimpses of hope, showcasing innovative approaches to address these complex challenges and foster inclusive development. This article seeks to contribute to existing literature by critically examining key issues, trends, and policy implications in this domain, aiming to enrich the discourse on inclusive development and stimulate further research in this critical area.

Furthermore, in the context of the Sustainable Development Goals (SDGs) and the broader field of economics, "Decent Work and Economic Growth" represents a multifaceted commitment to fostering

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inclusive and sustainable economic progress. Decent work entails employment that is not only productive but also provides fair wages, social protection, and fundamental rights at work, encompassing aspects such as job security, safe working conditions, equal opportunities, and adequate wages. Economic growth, on the other hand, refers to the sustained increase in a country's production of goods and services over time, measured typically by changes in the Gross Domestic Product (GDP). This goal recognizes the intrinsic link between economic growth and the quality of employment, emphasizing that economic growth should be inclusive and sustainable, benefiting all members of society, particularly vulnerable and marginalized groups. By promoting policies and strategies that lead to the creation of decent and productive employment opportunities, ensuring access to fundamental labor rights, implementing social protection systems, and pursuing environmentally sustainable economic growth, this goal aims to address key challenges such as unemployment, underemployment, informal work, gender disparities, and labor rights violations. Moreover, it seeks to reduce informality by promoting formalization and enhancing skills development and vocational training programs. In essence, "Decent Work and Economic Growth" constitutes a fundamental component of the SDGs, underscoring the importance of employment quality in achieving inclusive and sustainable development.

### **The Significance of Quality Employment and its Impact**

Understanding the essence of "Decent Work and Economic Growth" is crucial in the broader context of the Sustainable Development Goals (SDGs) and the field of economics. This commitment encapsulates the pursuit of inclusive and sustainable economic progress, emphasizing the interdependence between economic growth and the quality of employment. The importance of this goal lies in its comprehensive approach to employment, considering not only productivity but also fair wages, social protection, and fundamental rights at work. Quality employment opportunities, as envisaged by the goal, have profound impacts on individuals, communities, and economies. The provision of decent work is a potent tool for poverty reduction, as it ensures that individuals have access to fair wages and social protection, contributing to improved living standards. Moreover, decent work fosters social progress by promoting equal opportunities, safe working conditions, and adequate wages, creating a more equitable and just society. The emphasis on job creation, labor rights, social protection, and sustainable economic growth underscores the goal's commitment to benefiting all members of society, particularly vulnerable and marginalized groups. As we delve into the global landscape, it becomes evident that the quest for decent work is not only a national but a global imperative. Regional disparities, emerging trends, and initiatives undertaken by various stakeholders, including governments, international organizations, and civil society, are instrumental in shaping the global discourse on decent work. However, amidst these endeavors, challenges persist, ranging from unemployment and underemployment to informal work, gender disparities, labor rights violations, and the impact of technological advancements on the workforce. Recognizing these challenges, this article aims to contribute to the existing literature by identifying gaps and areas of debate in the discourse on Decent Work and Economic Growth. By shedding light on the current issues, global perspectives, and regional disparities, this article seeks to provide readers with a comprehensive understanding of the complexities surrounding this critical aspect of inclusive and sustainable development. The subsequent sections will explore these dimensions in detail, offering insights into the nuances and intricacies of Decent Work and Economic Growth.

## Current ways and means of enhancing economic growth

Governments can enhance economic growth by adopting diversified economic policies that address the multifaceted nature of employment and productivity. This involves a strategic blend of fiscal, monetary, and trade policies to create an environment conducive to sustainable growth. For instance, implementing tax incentives for industries with high job creation potential, directing monetary policies to support small businesses, and fostering international trade relationships can collectively contribute to a robust and diversified economy.

**Innovation and Technology Adoption:** Embracing innovation and technological advancements is instrumental in driving economic growth. Governments and businesses can invest in research and development, promoting the adoption of cutting-edge technologies across various sectors. This not only boosts productivity but also creates new industries and job opportunities. Initiatives that encourage the integration of digital technologies, automation, and artificial intelligence can lead to increased efficiency and competitiveness in the global market.

**Education Reforms:** Ensuring a well-educated and skilled workforce is essential for sustained economic growth. Education reforms that align curricula with the evolving demands of the job market, emphasize STEM (science, technology, engineering, and mathematics) education, and provide accessible vocational training can equip individuals with the skills needed for contemporary industries. A knowledgeable and adaptable workforce is a key driver of innovation and productivity.

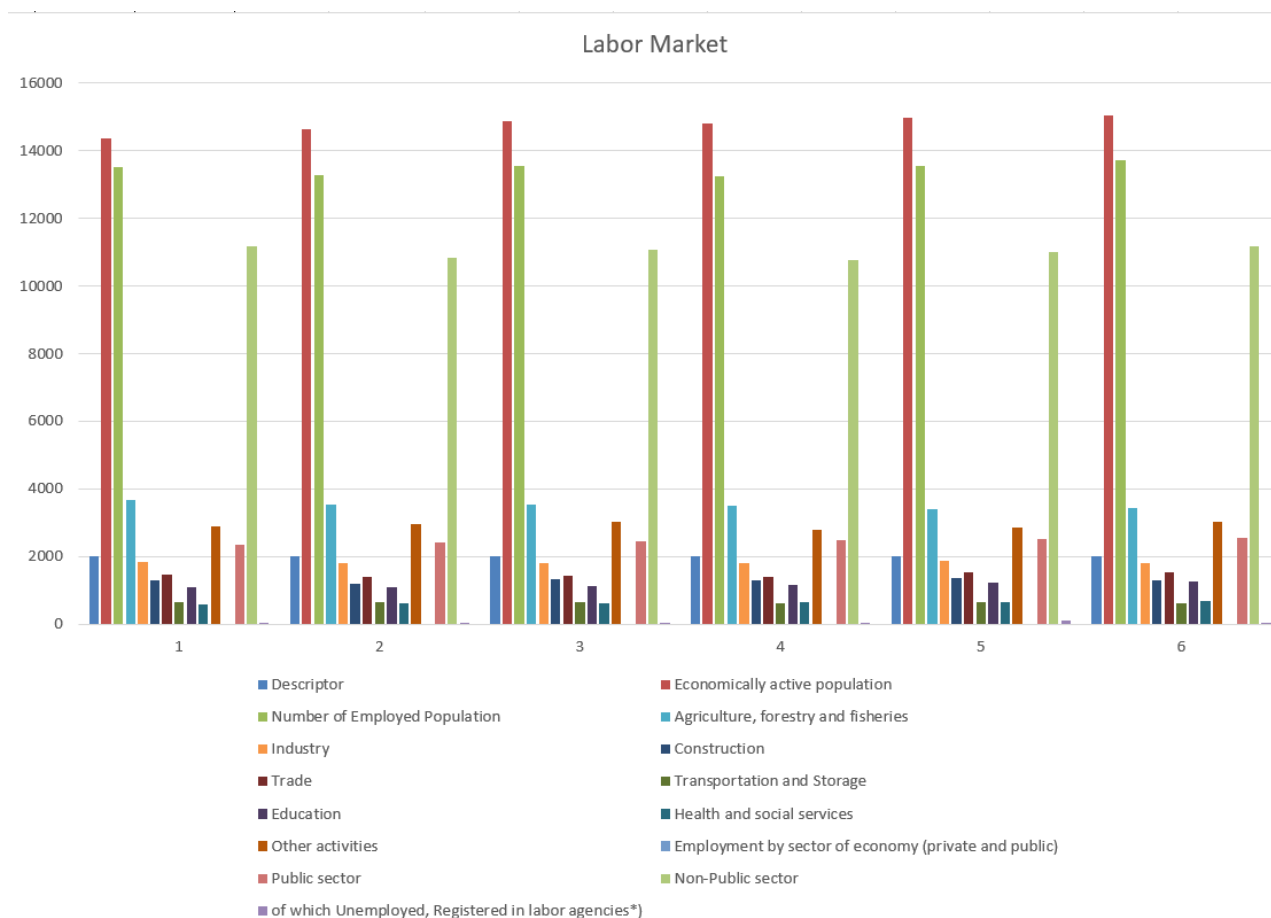
**Green Economy Initiatives:** Promoting a transition to a green economy can simultaneously address environmental sustainability and economic growth. Governments and businesses can invest in renewable energy projects, sustainable agriculture, and eco-friendly infrastructure. This not only creates jobs in emerging green industries but also fosters long-term economic resilience by mitigating environmental risks and promoting resource efficiency.

**Flexible Labor Market Policies:** Governments can enhance economic growth by adopting flexible labor market policies that balance the interests of both employers and workers. This involves finding a middle ground that ensures fair wages, job security, and safe working conditions while allowing businesses the flexibility to adapt to market changes. Striking this balance fosters a dynamic labor market that encourages innovation and job creation.

**Public-Private Partnerships:** Collaboration between the public and private sectors is a powerful mechanism for economic growth. Governments can facilitate public-private partnerships (PPPs) to jointly invest in critical infrastructure projects, research and development initiatives, and social programs. PPPs leverage the strengths of both sectors, optimizing resource allocation and fostering a conducive environment for sustainable economic growth.

**Community Engagement and Empowerment:** Economic growth is most impactful when it benefits the entire community. Governments and businesses should actively engage with local communities, understanding their needs and aspirations. Implementing policies that empower communities through capacity-building programs, local job creation initiatives, and inclusive development projects ensures that the benefits of economic growth are shared equitably, promoting social cohesion and long-term prosperity.

## According to the Ministry of Employment and Poverty Reduction in Uzbekistan



1 goes for 2017, 2 – 2018, 3 – 2019, 4 – 2020, 5 – 2021, 6 - 2022

**Decent Work.** The number of employed population increased from 2017 to 2022, indicating positive growth in job opportunities. Sectors such as education and health/social services show consistent growth, which may indicate the creation of decent and sustainable employment opportunities in these fields. The decrease in the number of unemployed individuals registered in labor agencies from 2021 to 2022 suggests progress in reducing unemployment rates, contributing to the promotion of decent work.

**Economic Growth.** The economically active population has shown a general upward trend from 2017 to 2022, indicating a growing workforce contributing to economic activities. Despite fluctuations in employment by economic activity in certain sectors, the overall trend shows an increase, indicating expansion and diversification of the economy. Both the public and non-public sectors have experienced growth in employment over the years, contributing to overall economic growth.

**Sectoral Analysis.** Agriculture, forestry, and fisheries sector employment has shown a slight decrease over the years, which may indicate a shift towards other sectors or technological advancements. The industry sector, despite fluctuations, has maintained a relatively stable level of employment, supporting industrial development. Construction and trade sectors show variability but remain significant contributors to



employment and economic activity. Education and health/social services sectors exhibit consistent growth, reflecting the importance of investing in human capital and social infrastructure for sustainable development. The transportation and storage sector, although fluctuating, plays a crucial role in facilitating trade and commerce. Other activities sector, including various services, shows growth over the years, contributing to economic diversification.

**Policy Implications.** Policies promoting investment in education, healthcare, and social services can further stimulate job creation and ensure the availability of decent work opportunities. Targeted interventions to support sectors experiencing fluctuations in employment can help stabilize employment levels and promote sustainable economic growth. Initiatives aimed at reducing unemployment rates, such as skills development programs and labor market reforms, are essential for fostering inclusive growth and decent work for all.

## CONCLUSION

In conclusion, the analysis underscores the significance of "Decent Work and Economic Growth" in the pursuit of sustainable development, aligning with the United Nations' Sustainable Development Goals (SDGs) agenda. The period from 2017 to 2022 has witnessed positive growth in job opportunities, as evidenced by the increasing number of employed individuals and a general upward trend in the economically active population. Sectors such as education and health/social services have shown consistent growth, indicating the creation of decent and sustainable employment opportunities. Additionally, progress has been made in reducing unemployment rates, contributing to the promotion of decent work. The analysis also highlights the overall expansion and diversification of the economy, with both the public and non-public sectors experiencing growth in employment. While certain sectors like agriculture, forestry, and fisheries have shown a slight decrease in employment, others such as industry, construction, trade, and transportation/storage remain significant contributors to economic activity. The consistent growth observed in education and health/social services sectors underscores the importance of investing in human capital and social infrastructure for sustainable development.

Policy implications drawn from the analysis emphasize the need for continued investment in education, healthcare, and social services to stimulate job creation and ensure the availability of decent work opportunities. Targeted interventions are necessary to support sectors experiencing fluctuations in employment and promote sustainable economic growth. Initiatives focused on reducing unemployment rates through skills development programs and labor market reforms are crucial for fostering inclusive growth and decent work for all.

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## EVALUATION OF THE ACTIVITIES OF DISPATCHING SERVICE IN THE ACTIVITIES OF COMMUNICATION COMPANIES IN UZBEKISTAN

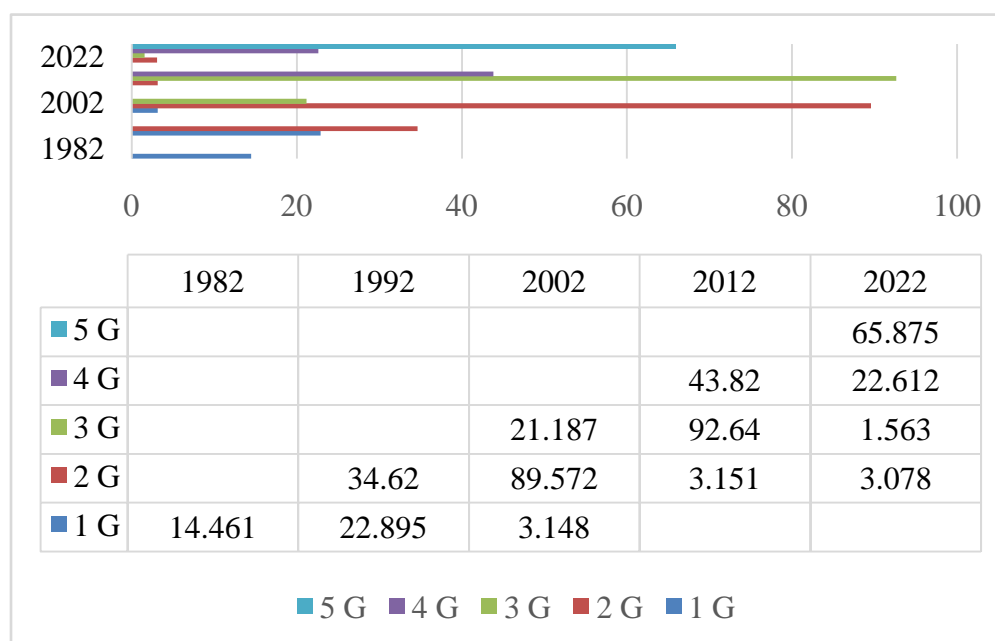
Mukhitdinov Akhror Anvarovich<sup>1</sup>

### ABSTRACT

*It is impossible to operate without the participation of communication companies in world countries, since the demand for the current mobility period is constant communication, large production enterprises work in cooperation with reliable communication companies in order to maintain the implementation of their organizational and economic activities in accordance with plan by using the communication network effectively to ensure the continuity of their work activities. This article covers the assessment of the current state of communication companies in Uzbekistan for the development of unified centralized dispatch activities and information related to its analysis.*

Communications companies were originally owned only by the inter-country state when the latest cellular communications were distributed around the world. As innovation and digital technology progressed, companies began to offer their services as well.

During data research on the role of mobile network evolution in emergency management, Chris Salafia, CEO of the US communications company "PowerPhone", in his brochure "911 Community" (911 society), statistically cited the role and importance of communication companies in emergency situations (1-fig)



1-Fig. U.S.A 911 service changes in mobile network evolution, 1982-2022, mln.

<sup>1</sup> Independent researcher of TUIT

References to 911 had grown in a way typical of the evolution of the mobile network, responding to 3/1 of the U.S. population by reacting to their relentless appeals. Most of the appeals came within the framework of utilities as well as medical issues, for the majority of which preparatory measures were taken.

It is impossible to imagine without digital technologies of communication Enterprises, their specialists are also comprehensively prepared for questions posed by customers, and also the procedure for offering various services when connecting with an operator when calling a call center is included. Based on the digital economic system, the assessment of mobile companies is comprehensive and comprehensive, and in exchange for some means of communication, substitute tools have increased. As of October 1, 2022, the level of mobile communication of our country has been transported by 73.3 percent, by 2023 this figure has increased by 9 percent and 82.3 percent has shown profitability. In Uzbekistan, 6 communication companies operate today: "Beeline", "Mobiuz", "Ucell", "Uzmobile", "Perfectum Mobile", "Humans". : "Beeline", "Ucell", "Uzmobile " companies have communications obenents of 79.8 percent.

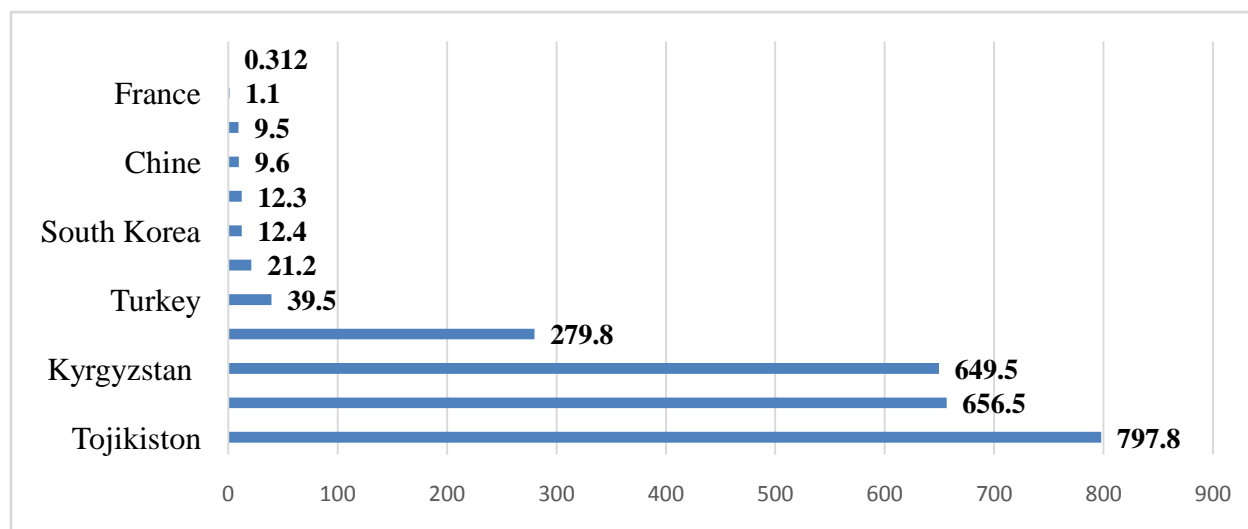
In the use of emergency services of all communication companies in our country, regardless of the value of the money on the balance of the number, it is possible to receive emergency assistance on the appropriate application by calling the following numbers.

101	• – Fire safety service
102	• – Internal affairs security
103	• - Ambulance
104	• – Gas accident service
1050	• - City Rescue Service (in different regions of Tashkent, Uzbekistan)

**2-Fig.Emergency services numbers in Uzbekistan**

According to the level of Appeal for emergency calls, the main services that are constantly used are emergency medical care, appeals to the internal affairs bodies and appeals to the fire service. The use of these numbers is known to the citizens of our country, the traditional numbers that are known for addressing are counted. Uzbekistan can be recognized that many of its amendments to the adoption of the new Constitution in 2023 are as the "Social state of Uzbekistan" from the changes made in order to ensure the well-being of the population. As an area covering the economic and social spheres, the tourism sector has

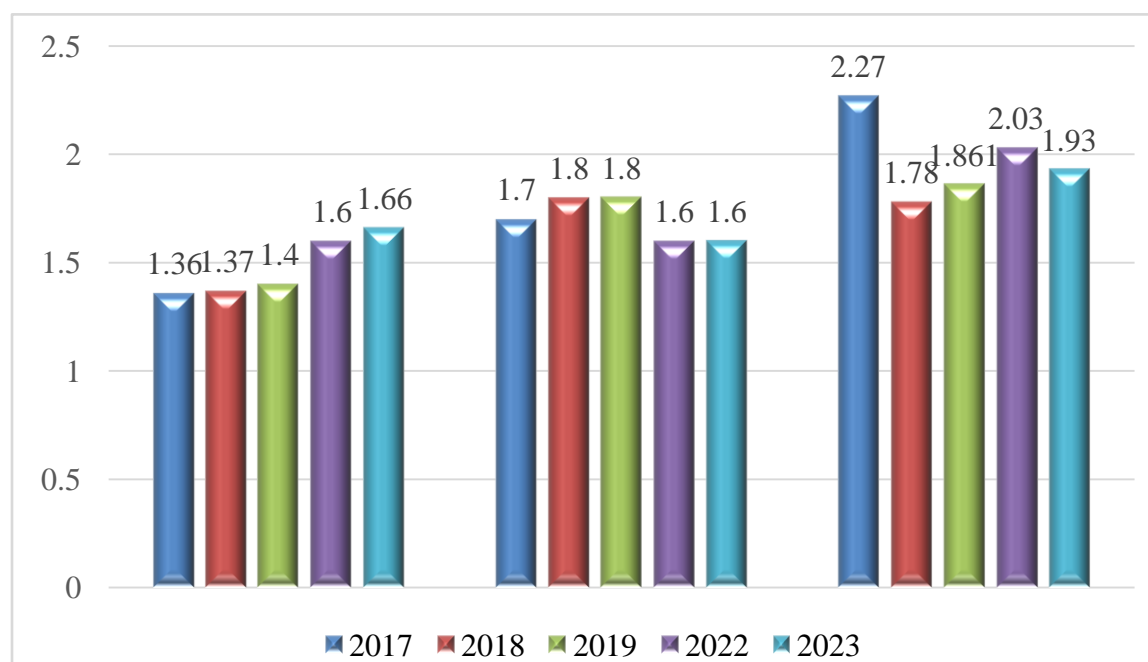
great importance in our country and high prestige among world countries. In January-may 2023 alone, 2.6 million foreign citizens visited our country, most of whom are citizens of Asian countries. ( 3-fig)



**3-Fig. Tourists and guests from countries visiting Uzbekistan, January-may 2023 (thousand people)**

5.-figthis figure is considered even higher when analyzing the quoted statistics in the last 5 years, that is, in the cross section of 2023-2019. In 2019, the Covid-19 pandemic period as a result of its worldwide dominance did not bypass tourism as it did to all sectors, in which a periodic stop occurred. However, even during the pandemic, foreign citizens who carried out Tourism did not have enough information when making an emergency call, had the opportunity to receive appeals to them only in 2 languages, Russian and Uzbek. This means that when assessed externally, the emergency service does not cover enough necessary issues. Also, in order to ensure the safety of tourists and their comfortable visit, the establishment of works staff for tourists as a protection system was established by country in 2017. The tasks of these units put before us by our government are considered to be aimed at continuous monitoring of the state of safe tourism, informing about the possible unexpected threats posed by foreign citizens in a Real-time situation, protecting their legal and legal interests. The only "Call center" under the Coordination Department of "safe tourism" was established by the Ministry of internal affairs of the Republic of Uzbekistan and can be reached by calling its number 1173. In this case, it is established that all emergency appeals are directed by operators, and there is no need to use the services of an interpreter to look for separate classified call numbers and contact them. For citizens of our country, it is also recommended to specify the total number in the expanded case, that is, to establish the number "1-1-2" "unified dispatch service". In 2017, the president of our country Sh.M.Mirziyoev signed the relevant documents on the implementation of the project on the implementation of the Project " Safe City", in 2019, within the framework of this project, a government decision was made to establish the provision of services in case of emergency" 1-1-2". The system is planned to be launched in Tashkent from January 1, 2024, which sets out guidelines for the regions of Uzbekistan to be launched from July. To do this, it is necessary to improve the dispatch service of communication companies and the quality of the service of operators in our country.

Despite the fact that the continuous service of existing communication operators in Uzbekistan is established, it is assumed to carry out an assessment of the service of the dispatch service to citizens. ( 4-fig)

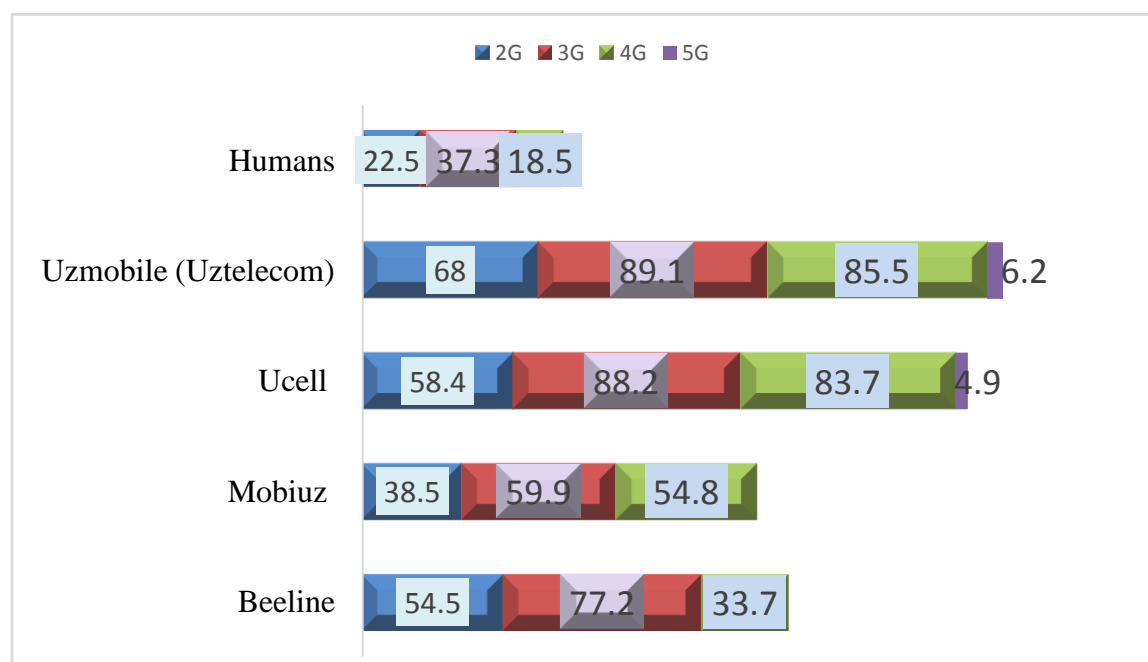


#### 4-pacm. The main service indicators of the communications company "Beeline"

The communications company "Beeline" has provided its services in Uzbekistan since 2006 under the brand name "Beeline Uzbekistan" by Unitel LLC, whose general management office belongs to the country of the Netherlands. Over the course of nearly 20 years of activity, measures have been taken by this communications company related to the promotion of many communications services, which employed 2.19% of the population of our country, the value of money in the investment entered into our country since 2006 is 2 billion. In the US dollar. Provided that it was free to make all emergency calls listed in Figure 4. However, in the activities of the "agency for consumer rights protection under the antitrust committee" in Uzbekistan, the main part of the problems related to the communications office was covered by appeals and complaints related to the communication company in question. In particular, in the third quarter of 2020, 3,200 million was received by this company. the connection of more than one subscriber to the "be aware" communication service has been carried out for free, the duration of the non-payment of the service within the scope of this share is 1 month, and the payment for each day of the service after the end of this share is 240 rubles. This situation is estimated at 20 billion dollars from consumers. the sum was withheld as a surcharge of its surrounding funds. It is also noted that with the support of communication companies of content providers, the legal status of consumers in the framework of various interesting quiz projects among subscribers, as well as in the provision of similar interesting paid services, has been violated.

The Via Mobi content provider's "win and win!" for subscribers of Beeline within the framework of the action" you were selected as the winner of 100 million rubles "from 3.5 thousand subscribers through a false message under the text" you were selected as the winner of 17.1 million. the cost of the sum of money is obtained.

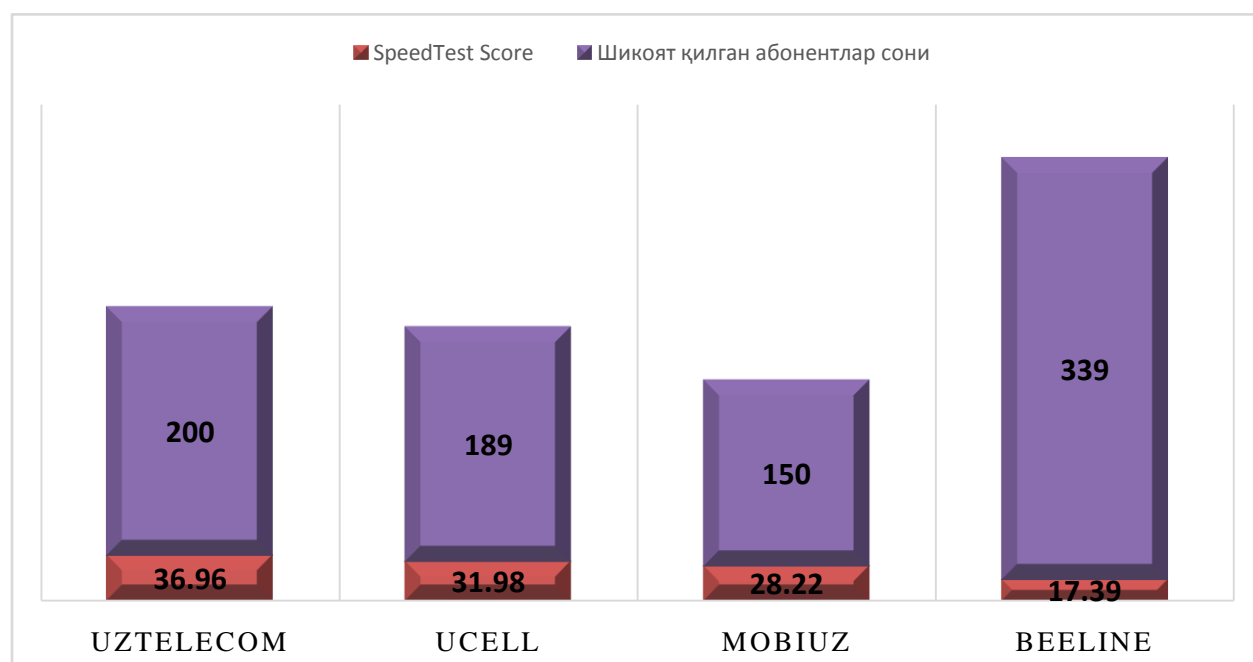
In cooperation with the Ministry of informatization and Telecommunications of Uzbekistan and the "Center for electromagnetic compatibility" DUK, analyzes were carried out during the period 2019-2021, the coverage of which will be about 12,250,000 residents of the territory of our country. ( 5-fig.)



**5-Fig. Coverage of the main regional communication speed of communication companies of Uzbekistan.**

In our country, the quality and level of service in the G Generation is ensured by Uzmobil and Ucell communication companies from the highest indicators, whose competence in providing dispatch service is considered high. Coverage of the 2G generation was highest, with 58.4 percent of the area occupied by Uzbektelecom, 12 and 4 percent more than Beeline and Ucell communications companies. The regional coverage of 3G consists of the largest coverage in our country than 4G, while Humans and Mobius communications companies make up less than 60 percent of Hudud. The advance in 4G as well as 5G belongs to Uzbektelecom and Ucell communication companies, the coverage level of which is more than 83% of the territory of our country. Its presence is considered extremely important when performing a single dispatching activity in a service manner in order to send video, voice news and media instructions and dispatches. The SpeedTest Score of communication companies carried out a special test analysis for 6 months in 2023 on the determination of the speed of Telecommunication Communication and its indication, according to which complaints and the quality of Service were also investigated. Conducting this analysis is considered an assessment rating, which is also used to determine the rating of communication companies in the world. The coverage of the implementation of the analysis is 4 of the existing communication companies in our country, which are considered as Uzbektelecom, Ucell, Mobius, beeline communication companies. ( 8-fig.)





**6-Fig. Mobile Internet speed rate of communication companies of Uzbekistan and the number of complaints, 2023**

According to the figure above, "Uzbektelecom" has the highest Internet speed of AK at 36.96 percent. When it comes to complaints, however, the vast majority of 200 complainants during 2023 were reported from Internet speed due to the failure to correctly specify the settings on his phones. "Uzbektelecom", led by the internet speed of the Ucell communications company, is 5 percent less than the AK's Internet speed indicator, and the number of complaints is also counted 11 fewer. The main reasons when the company's exploits are studied are from applications that came at the expense of the fact that the internet was used in the zones of extreme maximum use. Mobiuz's Internet speed is higher than 28 percent and has the least complaints. The main complaints when using Internet services are considered to be the inappropriate and inappropriate operation of the internet, that is, fast→medium→slow→fast→unexpected shutdown. The fact that Beeline does not have a 20% Internet speed rating was the reason for the complaints to be more than 300.

**Table 1 :Evaluation of dispatch service of communication companies in Uzbekistan on the basis of machine-human interface, 2023**

Title	Uzbektelecom	Ucel l	MobiUz	Beelin e
Task time (coefficient)	1,375	1,28	1,63	1,59
Task completion time (hours)	-88	-120	-98	-428
Dazharishgan's task is to aim (emperic r, %da)	16	17	21	26

Of the communication companies that are fastest to react to a task, Ucell has a coefficient of 1.28, the implementation of which in the execution of the task is delayed by 120 hours means a lot of time spent on the average. The proportion of the desire of the addressee to the goals set of the task is 17 percent. This in turn came at the expense of the fact that the problem was studied at the address, as well as the security that was important beyond it, that cases such as the digital Acta'sir of communication were observed. Next was Ak "Özbektelecom", which showed a coefficient of 1.38 in the reaction to the task. The position it occupies is normative and is required to be less than 1.4 according to its rule. While task execution speed has an advantage in being faster than other companies, it has an 88-hour overtime period. Was able to show positive positivity with 16 percent in deviations from the goal in task performance. MobiUz's response to the task was a coefficient of 1.63, and its task execution time was plus 90 hours, causing its task performance deviation to be 21 percent. Beeline exceeded the norm level with a slight coefficient of 1.6 in response to the task, and the consumption of wafers was recorded with a delay of more than 400. The deviation from the goals is 26 percent in proportion to the above indicators.

Relying on the above analyzes, it can be said that when communication companies are trying to improve the communication service even better, the service related to its quality is not sufficiently self-sufficient. This requires the involvement of advanced technologies that reduce time consumption, and in this case it is recommended to improve the infrastructure for the establishment of a single dispatch service.

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## ASSESSMENT OF THE TECHNOLOGICAL STATE OF THE UNIFIED DISPATCH SERVICE IN THE ACTIVITIES OF AK " UZBEKTELEKOM

Mukhitdinov Akhror Anvarovich<sup>1</sup>

### ABSTRACT

*The presence of a single centralized dispatch service in the country is characterized by the importance of building safe and smart cities and providing them with the necessary Group and service in preventing violations of legal conditions and unexpected talofatlarem transmission. This article presents the assessment of the technological state of the unified centralized dispatch service and its analytical aspects.*

The main 3 indicators for assessing a country in the ranking according to the Safe City Index: the Numbeo index, that is, the monetary value of Life Index, the rate of killing in the country and the International Peace Index, are considered, and its place in our country is considered relatively low. Uzbekistan was ranked 94th in the safe city rankings in 2023. In this case, the following results are presented by obtaining the quality of the Smart City of Tashkent (Table 1):

1-table Results of Uzbekistan according to the Safe City Index

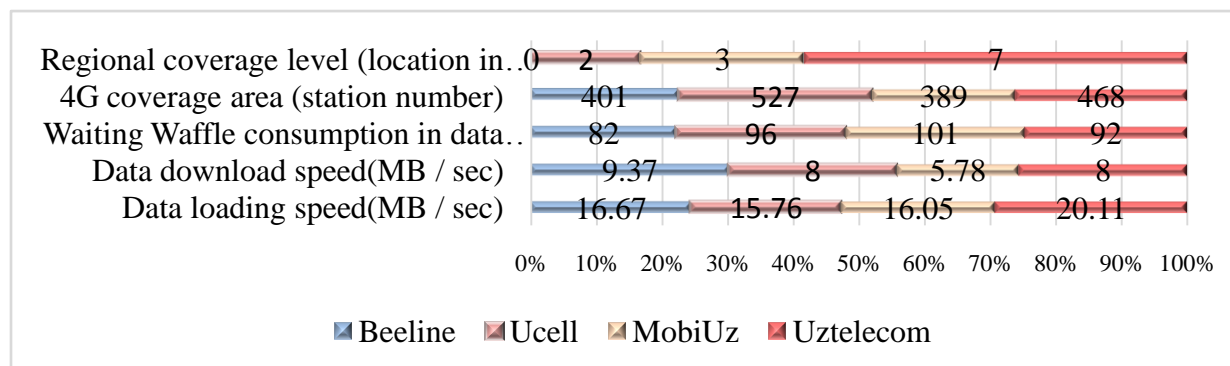
No	Indexnames	Occupied indicators
1.	IndexNumbeo	71,59
2.	Murder crime rate in the city	3.7
3.	InternationalPeaceIndex	0,59
4.	Safetyrisklevel	0,25
5.	Politicalrisk	0,5
6.	Risk of natural disasters and looting	8.59
7.	Death rate associated with Transport cases	11.2

The result, which our country has held for a short time among 180 countries, shows the anniversary among the countries of the Middle East. In particular, the construction of smart cities in Kazakhstan is 3, and its position on the Safe City Index is considered lower than in Uzbekistan. Within the framework of a single centralized dispatch service in eliminating these cases, it is possible to ensure the safety of cities by establishing such measures as video surveillance cameras in the city, "clean city" boxes, recognition of faces in the accumulation of people and regular control of them.

It is recommended to establish the implementation of the unified centralized dispatch service in Uzbekistan through the company "Uzbektelekom" from among mobile operators, based on the reliability and the effectiveness of the speed of the Internet in terms of quality assurance. In particular, in 2022, this

<sup>1</sup> Independent researcher of TUIT

company managed to become the winner of the award "the most developing regional operator among the CIS countries", further increasing its prestige in the international community. Also, according to analytical reports from the UK company SPEEDCHECKER, Uzbektelecom was particularly noted for being able to justify itself in a wide range of networks of various regions of mobile communication, and received the award "Speedtest Awards 2023."



1-fig. Results of analysis of Communication Operators in Uzbekistan according to data loading and its speed

According to a study by the UK company SPEEDCHECKER, the speed benchmark of existing communication operators in our country, the capture time in data loading, the MNO (speed performance indicator) is the most when the territorial coverage of our country is studied. qori showed an advantage at the expense of consequentialism (Figure 1)

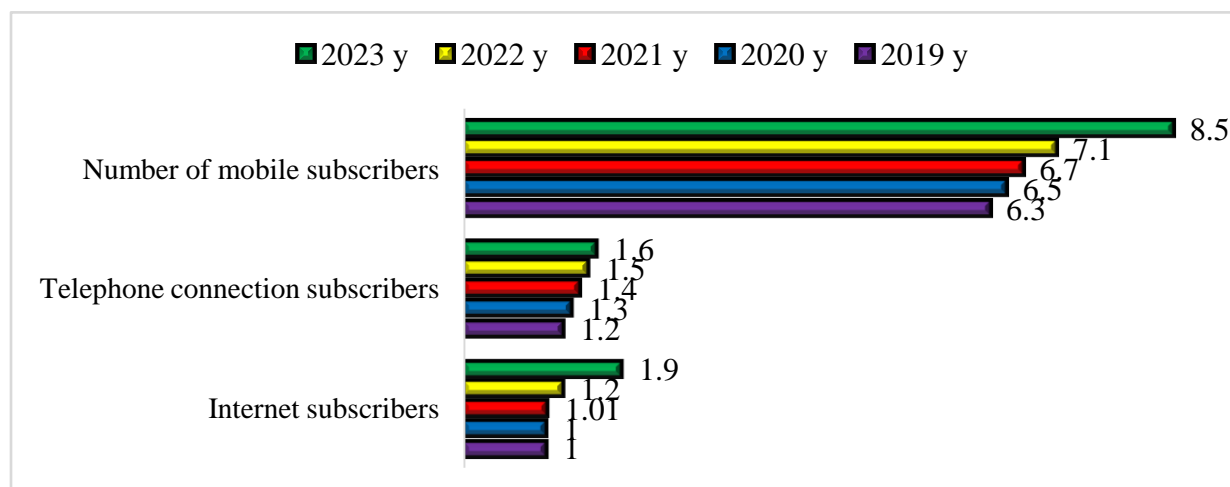
According to regional coverage, the dominance of the AK communication operator "Uzbektelecom" is much higher than that of the rest of the Communication Operators in our country, despite the fact that according to the speed of 4 generations of Internet, the qairov range is next to the Ucell communication operator (59 low-contact stations and antennas correspond to it), the cost-effective The quality of the service of the Uzbektelecom communication operator according to the degree of bklash of data as well as download is considered high and occupies the first place when summarizing it with all the remaining indicators. (Figure 1)

In 2022, Özbektelekom was able to obtain the quality management system certificate of compliance with the international standard" ISO 9001:2015 "of TÜV Thüringen, Germany, which is considered the international certification organization of AK. This certificate is presented according to the fact that it is suitable for the promotion of services and products that meet the requirements of subscribers ' wishes and wishes, as well as for the alternation and improvement of the efficiency of communication networks by troubleshooting and satisfying it. Also, the fact that the system for improving communication networks based on fiber-optic cables was established by Uzbektelekom AK through the installation of solar panels was built in order to provide better quality service to subscribers. In order to increase the efficiency potential of production facilities, uzbektelekom AK has provided advanced technological telecommunications services in photovoltaic sstantik in our country, more than 18 km of fiber optic communication cables have been installed from its Samarkand branch.

The call center of AK" uzbektelekom " is currently providing its services to 17 state organizations, conducting measures to make the "1009 database"the only center in our country. Within its framework,

during 2017-2019, the service was carried out to increase the users of "virtual numbers", call centers "Uzbekistan women's Committee Trust number" numbered 1146, "Higher Council of judges of the Republic of Uzbekistan" number 1190, "automobile roads agency" allocated number 1167. Despite the fact that most of the above organizations have undergone changes in the management structure of our country, they have not ceased to exist. The center's service provided to subscribers by more than 400 employees amounted to 3.5 million in 2022. the reaction to the calls and appeals of large and strategically important organizations in our country by making more than 4.2 calls in 2023 indicates that the country has gained confidence in its population. This in turn is considered an important factor in the implementation of appropriate measures and organizational and economic mechanism on a single centralized dispatch service. Despite the fact that the main service language of the center is Uzbek, Russian, Kazakh and Karakalpak and Tajik, English are also served. Taking into account the aspects affecting the legal consciousness and the culture of speech, knowledge of the language and the quality of Service, misunderstandings between subscribers and employees are eliminated in the regular training of employees of the center.

The number of subscribers of "uzbektelekom" AK directly affects the increase in the number of employees in Call Centers, their number is increasing every year. (Figure 2)



2-fig. «Description of the number of subscribers of "uzbektelekom" AK, 2019-2023 yy (mln.members)

The number of mobile subscribers of the equity firm "uzbektelekom" has 74 percent more subscribers in 2023 than in 2019, which corresponds to 4/1 of the country's population. The increase in the number of telephone subscribers has averaged 1.4 percent over the past five years, increasing to 400,000 in 2023 compared to 2019. The number of internet subscribers reached 1 million in 2019. Having formed ni, it can be seen that by 2023 salkam has increased by 2 times. During the analysis of the above data, "Uzbektelecom" AK is technically and economically correct in establishing the only centralized dispatch service in the country.

On the analysis of the unified centralized dispatch service, no assessment method has been proposed in our country, which requires the development of a special assessment method or the improvement of existing ones. (Table 2)

**2.3.-Table Method of technical and economic assessment of unified centralized dispatch service**

No	Evaluation naming	Assessment methodology	Note	
Technical and technological indicator				
1.	Index of trading systems of new technical means, (periodic)	$SAR_{(n+1)} = SAR_n + \alpha(H - SAR_n)$	<p><math>SAR</math>-justification of the cost of techniques itself and the degree of its productivity;</p> <p><math>SAR_{(n+1)}</math>-nprice value that interrupts the sale of the technique over time;</p> <p><math>\alpha</math>-probable percentage of income that can be lost;</p> <p><math>H</math>-new maximum price value of the technique</p>	The main purpose of this assessment is considered the probable tolerance of price action in order to preserve the current trend of technical means. This is the easiest way to evaluate the advantages of techniques in comparison. It is important when sorting fast and optimal tools for a single dispatch service. (Calculated based on the price stop and return value model)
2.	Digital maturity level	$D_m = \frac{C_{de} + T_{tu}}{E_{de}}$	<p><math>C_{de}</math>-cost to digitize the enterprise;</p> <p><math>T_{tu}</math>-the cost that went to the fullness of technological supply;</p> <p><math>E_{de}</math>-benefits from digital technology</p>	It is evaluated to determine the infrastructural status of the digital technological provision of the dispatch service and coordinate its control
3.	Digital literacy rate	$D_l = \frac{T_{nm}}{U_o - U_p}$	<p><math>T_{nm}</math>-the number of dispatch techniques available in the dispatch service;</p> <p><math>U_o</math>-number of specialists who use techniques in dispatching;</p> <p><math>U_p</math>-number of professional professionals using dispatch techniques</p>	Digital literacy provides the population with compliance in meeting the needs of society in the effective use of digital technologies. in this, it is directly related to the concepts of critical thinking, non-standard approach, "innovation thirst", and as it increases in the exchange of generations, the desire for smart and safe cities increases, and in entrepreneurs, the motivation to increase digital services increases. The fact that the confidentiality of Internet data requires digital literacy in the use of digital technologies is considered a requirement of time, and not an individual one.

4.	Digital social intersection level	$D_{int} = \frac{P}{C_{nm} + D_n + DD_p}$	<p><math>P</math>- the number of residents to whom a single dispatch service is provided;</p> <p><math>C_{nm}</math>-The number of built-in cameras that allow dispatch control in the place of residence;</p> <p><math>D_n</math>-number of digital address buttons for contacting the dispatch service;</p> <p><math>DD_p</math>-number of operating dispatch applications in the country</p>	By determining the level of service of emergency situations to the social interests of the population, it makes it possible to assess the level of integralization and deficit of the unified dispatch service.
Social indicators				
5.	Education Level Index	$EI = \frac{MY_{si} + EY_{si}^1}{2}$	<p><math>MY_{si}</math>-average education Duration Index;</p> <p><math>EY_{si}</math>-expected duration of Education Index;</p>	The more the duration of education is increased, the more the views of the country in social digital relations, the more the hypocrisy for improving infrastructure to improve it
6.	Human capital	$I_k = I_t + I_s + I_c^2$	<p><math>I_t</math>-educational duration indicator;</p> <p><math>I_s</math>-health indicator;</p> <p><math>I_c</math>-culture indicator</p>	Human capital is of great importance in the improvement of the unified dispatch service and in the Coordination of preventive work carried out with the population.
Economic indicators				
7.	DEA (the corresponding problem of the measures used efficiency in solution)	$CDI = \max \sum_{j=1}^s w_{ij} y_{ij}^3$	In here $CDI$ -technological proportionality;	DEA is a method of comparative analysis that uses linear programming to assess the relative efficiency of a set of units and is determined in our case by evaluating the appropriation of cities, their indicator up to the limit of efficiency.

<sup>1</sup>Csikszentmihalyi. Applications of Flow in Human Development and Education. Springer. August 21, 2014, 516 pages

<sup>2</sup> Solange Charas. Humanizing Human Capital: Invest in Your People for Optimal Business Returns. Publisher: Matt Holt. 2022 y, 336 pages

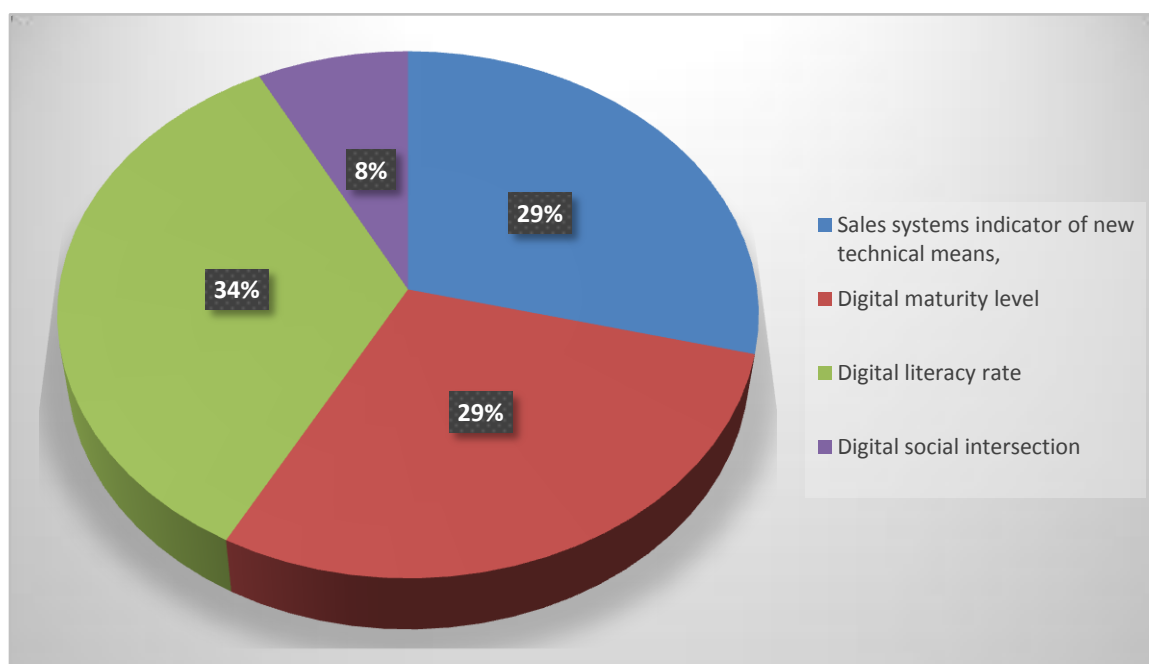
<sup>3</sup>Burgoa, N., & Rosado, A. (2023). Assessment of urban development: A composite indicator analysis of the safe city index through the 'benefit of the doubt' model. TecEmpresarial, 17(3), 46–62. <https://doi.org/10.18845/te.v17i3.6849>



8.	Single centralized dispatch service integration level	$ODS = \frac{C_{ip}}{U_{ip}}$	<p><math>C_{ip}</math>-the number of employees participating in the processes of the digital platform of the unified centralized dispatch service;</p> <p><math>U_{ip}</math>-the total number of participants in the single decentralized dispatch process platform;</p>	The rapid launch of a single centralized dispatch service is facilitated by the readiness of employees and the classification of employees according to the level of their qualifications and the formation of labor activity guidelines, wage ratios in labor classifiers according to their legal basis.
9.	Staff level in digitization	$P_{di} = \frac{D_{Ip}}{G_p}$	<p><math>D_{Ip}</math>-number of employees executing digital processes;</p> <p><math>G_p</math>-корхонадаги умумий ишчи ходимлар сони.</p>	The presence of employees managing digital technologies is considered significant in order to ensure management activities and labor efficiency for the enterprise.
10.	Green city indicator	$Carb_{it} = \rho \sum_{i \neq j, j=1}^n w_{ij,t} Carb_{it}$ $+ \theta \sum_{i \neq j, j=1}^n w_{ij,t} Dig_{it}$ $+ \lambda_2 Dig_{it}$ $+ \delta_2 X^1$	<p><math>Carb</math>-disposal of carbon dioxide exhaust gases in the air;</p> <p><math>Dig</math>-digital economy level;</p> <p><math>\lambda</math>-level of green innovation;</p> <p><math>w_{ij,t}</math>-probability indicator ratio Matrix;</p> <p><math>\rho</math>-autoregression of probable indicators;</p> <p>e-side effects of the digital economy on a safe city</p>	In order to serve the expansion of the use of green tools when approaching the digital economy in terms of environmental security, the alternative is considered necessary to ensure that it is implemented on a demand and Norm basis.

Uzbektelecom AK is the only dispatcher center serving technical and economic technical and technical specialist in his exact condition formspace provision is important profession, research has always been offered ethylgan according to the Kira kandai method non-residents wait and create are necessary to solve this problem..(2.11-fig)

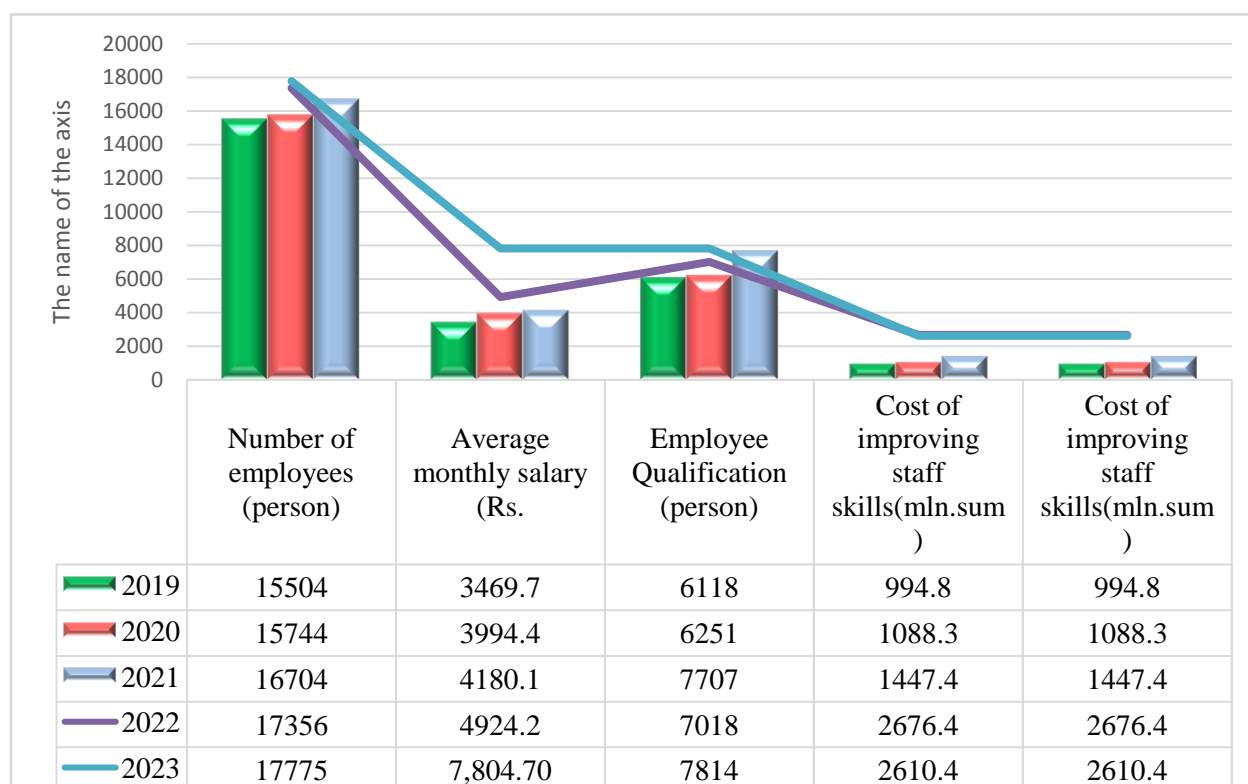
<sup>1</sup> Yu Wentao, Lan Ning, Tan Xiaolan, Zhang Shanshan, Chen Jinyan. Does the digital economy drive low-carbon urban development? The role of transition to sustainability. Frontiers in Ecology and Evolution. VOLUME=11, 2023 <https://www.frontiersin.org/articles/10.3389/fevo.2023.1248515>



**2.11-fig. Technical-technological level of technical-economic state of the unified centralized dispatch service of " uzbektelekom " AK, 2023 y (Tashkent City, in percentage)**

When evaluating the sales systems of new technical means, an 83% score was determined, its share between technical and technological indicators is 29%. It is considered a positive result in the implementation of the centralized dispatch service, and it is enough to be carried out on the basis of projects of the middle level of improvement in terms of technical support. This indicator is also Inobated for a plan to buy unbalanced tools at auction in coordination of a single dispatch service and instead have the required technique, the results of which will serve as its visit sheet. By selling this equipment, not to another dispatch service, but the social and educational system can be highly suitable for library, telecommunications, recording studios, which are counted from the services.

The digital maturity level was an important figure for each enterprise to be active in digital economic processes, and it demonstrated that the productivity for the company was at 83.36 percent. This corresponds to a 29 percent share when technically-technologically researched. This situation means that the enterprise has successfully implemented strategic management of digital economic activities and focuses on regularly increasing the level of its personnel. This has found its proof through the relevant results when a study is carried out in connection with the regular improvement of the company's employees and their qualifications in order to determine the analytical hypothesis. (2.12-fig)



**2.12-Fig. «Number of employees of " uzbeektelekom " AK and their qualification, 2019-2023**

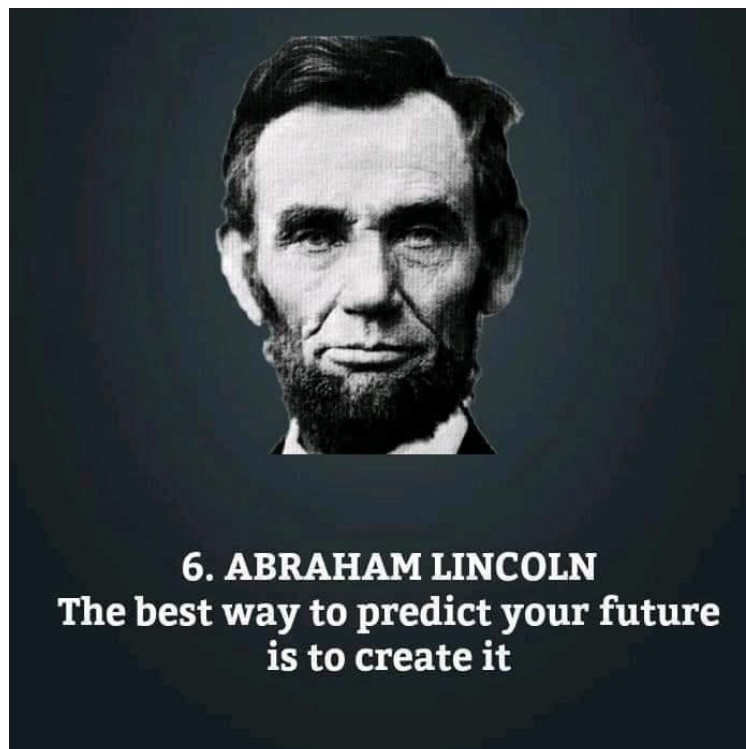
In 2023, the number of employees of AK " Özbektelekom " is 2,271 more than in 2019, the creation of a workplace for the last five is on average 627, while the emphasis on improving digital literacy at the expense of the creation of 2,511 jobs has amounted to a slight 45% of staff training in the case of non-exertion. 48 over the past five years to improve the regular qualifications of employees mlrd.so ' m was funded, which averaged 9b764 crore annually. som. As a result of the fact that regular training of these employees affects the level of digital literacy, salkam has a result of 99 percent. In the implementation of the implementation of a single centralized dispatch service, this is considered a usable aspect.

In addition to obtaining information on ensuring the well-being of the population, the provision of signals, surveillance cameras and similar control tools to monitor their well-being and peace of mind is 22 percent and is not considered a technological provision worthy of the status of a "safe city". This requires the development of a mechanism for providing the appropriate signal transmission, such as buttons, surveillance cameras, fire extinguishers, depending on the control function. And this mechanism is considered necessary in accordance with the standard for "Safe Cities", that is, to cover technologies and technologies within the framework of ISO 37120:2014.

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## STRATEGY FOR THE DEVELOPMENT OF REGIONAL CULTURAL TOURISM IN CENTRAL ASIAN COUNTRIES (ON THE GREAT SILK ROAD)

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### ABSTRACT

*The article reveals the issues of regional development of cultural tourism, its features as an element of cross-border cooperation. The specifics of the structural organization of cross-border regions formed because of the interaction of the border territories of adjacent states are studied. The features of the organization of tourism activities in cross-border regions are considered, the conditions and opportunities for the development of cultural tourism in them are analyzed.*

**Keywords:** Development Strategy; Cultural Tourism; Cross-Border Tourism; Cross-Border Region; Borderland.

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### Introduction

Cultural tourism is currently enjoying the highest popularity. Until the 1980s, cultural tourism occupied a relatively insignificant niche in the tourism market. Today, cultural tourism is the main focus of mass tourist activity. Cultural tourism can be seen not only as a type of tourism but also as an export strategy for the development of a city's cultural sphere, closely linked to the development of urban territory. Cultural tourism is a form of tourism whose purpose is to acquaint visitors with the culture and cultural environment of the place they are visiting, including the landscape, traditions of the residents, their way of life, artistic culture, and art, as well as various forms of leisure activities of the locals. Cultural tourism may involve visiting cultural events, museums, cultural heritage sites, and interacting with local residents (ICOMOS, International Tourism Charter, 2002). Therefore, for any individual, cultural tourism is not just an opportunity to get acquainted with a cultural object but also to understand its interpretation, discover new meanings through the environment, evaluate the context (feel the atmosphere of the place), in other words, to understand the intangible culture of the place and its residents. Modern tourists demand a unique experience highly tailored to their individual capabilities, abilities, and the need for creative self-expression of their individuality.

Cultural tourism can be viewed not only as a type of tourism but also as an export strategy for the development of the cultural sphere of countries, closely linked to the development of border territories. In recent decades, in the conditions of globalization, the functions of international tourism are defined as a system of travel based on intergovernmental agreements, taking into account international norms and local customs. The development of tourism activities simultaneously reflects the trends of globalization and regionalization. The consequence of regionalization processes is the development of regional tourism. Its specificity is largely determined by the geographical location of the region and, in particular, its position in relation to border lines. As a result of the formation of border and transboundary regions, conditions are created for the development of border tourism and transboundary tourism. Cultural tourism is implemented in border regions, linked to their resources and aimed at understanding them. Transboundary tourism is

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carried out in neighboring territories of at least two countries, therefore, it is based on the resources of adjacent border regions and involves crossing state borders. Alongside the diversification of tourism activities and the emergence of new types of tourism, traditional forms, among which cultural tourism holds exceptional value, retain their significance.

Cultural tourism maintains its importance at the global, national, and regional levels. In different regions, it acquires characteristics and features inherent to a particular region. Transboundary regions are no exception. The development of transboundary regions activates and promotes transboundary cooperation, with tourism cooperation being one of its main elements. All this necessitates the creation of strategic foundations for the development of cultural tourism in the border areas of neighboring countries, which is particularly important for Uzbekistan. Theoretical foundations of research Generalizing approaches and experiences in defining the concept of "cultural tourism" allows us to define it as visiting objects of historical and cultural heritage (monuments of architecture, history, urban planning, archaeology) for educational and enlightening purposes. Being a traditional form of tourism, cultural tourism has acquired a number of specific characteristics and features, and its significance has increased over time. New aspects of cultural tourism include promoting a specific tourist product, changes in organizational activities, and innovative effects of its development. Cultural tourism has largely become a form of urban tourism. It actively utilizes not only the traditional cultural values of the city but also its urban space and creative potential. Cultural tourism has become more individualized, actively serving an entertainment function, with its elements being integrated into other forms of tourism activities. The main results in transforming activities in cultural tourism include mutual penetration and change of cultures, the emergence of new types of cultural tourism, an increase in visits to cultural attractions, and the creation of qualitatively new conditions for consuming tourist products.

Cultural tourism continues to fulfill important functions as an instrument of peace, promoting cultural heritage, enlightenment, and education. Thus, the global and national significance of cultural tourism, as well as its regional element, are extremely important for all aspects and levels of global development. Cultural tourism acquires a special place as an element of transboundary cooperation in border territories. Modern geopolitical and geo-economic trends lead to the formation of transboundary regions in the border areas of neighboring countries. Such a region is not part of a single socio-economic space but a sum of several such spaces. Each of these spaces represents a unique system linked to the territory of one of the neighboring countries. Tourism is one of the most effective and realistic forms of transboundary cooperation, primarily due to the presence of natural and cultural objects in the border area that are of interest to the residents of neighboring countries.

The main objectives of transboundary cooperation in the field of tourism are: effective use of the tourism potential of border territories in the context of sustainable development; increasing the socio-economic impact of tourism industry development; creating favorable conditions for the development of tourism entrepreneurship; meeting the needs of citizens of collaborating countries in tourism services. It is closely related to expanding cultural ties and forming a common educational space, establishing close cooperation between authorities at different levels. Border regions of neighboring countries often compete on the international market for tourism services since, due to geographical proximity, they possess similar natural conditions and often similar historical and cultural attractions. However, natural and especially cultural heritage sites cannot be completely identical, and in many neighboring regions, there are unique objects associated, for example, with important historical and cultural events. Sometimes neighboring territories of different countries are elements of a common historical and cultural space that they can use jointly.

Transboundary tourist routes can be organized here (including river, road, bicycle routes). By jointly using natural and cultural heritage sites, each of the neighboring border regions becomes more attractive to tourists. Thus, the transboundary region as a whole gains competitive advantages over similar regions that do not participate in cooperation with foreign neighbors. Given the peculiarities of the structural organization of transboundary regions, transboundary cultural tourism holds a special place **and significance here**.

**Based on the research findings:** it is evident that there is a focus on developing strategic foundations for cultural tourism in border regions of Central Asia. The goal of these studies is to establish scientific principles and define action strategies for the development of regional cultural tourism in Central Asian countries. The overall aim includes enhancing the cultural image of the cross-border region and expanding access to cultural treasures within its territory. The research tasks involve identifying the socio-economic and geographical foundations for cultural tourism development, analyzing the current state and challenges of cross-border and border cultural tourism, and determining the key elements of the cultural tourism development strategy in Central Asian countries. The development of cultural tourism in Central Asia is influenced by socio-economic factors such as varying levels of production development in different parts of the region, diverse types of labor activities, the cultural development needs of the population, advanced transportation and communication infrastructure, among others. Geographic proximity of certain political and administrative elements, relative natural-geographical unity, tourism infrastructure, and significant geo-potential are also crucial aspects.

The region is rich in natural and anthropogenic tourism resources, and the shared history of Central Asian countries can contribute to the integrated tourism development of the entire region. Factors promoting integrated tourism development include the abundance of tourist resources in border regions of five countries. For instance, sites like "Western Tien-Shan" and the "Silk Road: network of trade routes Chan'an - Tien-Shan corridor" are recognized as World Heritage sites in multiple countries, along with two groups in the World Heritage Preliminary List and 6 intangible cultural heritage objects. Most World Heritage sites and objects in the Preliminary List are located near borders.

**Table 1. World Heritage Sites in Central Asian Countries**

A country	Name	Classification	Year registration
Kazakhstan, Kyrgyzstan, Uzbekistan	CA-A1 Western Tien Shan	Natural heritage	2016
Kazakhstan, Kyrgyzstan	CA-A2 Silk Roads: Corridor Trade Route Network Chang'an-Tianshan	Cultural heritage	2014



**Table 2 Tentative list of World Heritage sites in countries of CentralAsia**

<b>A country</b>	<b>Name</b>	<b>Classification</b>	<b>Year registration</b>
Kazakhstan, Uzbekistan, Turkmenistan	CA-B1 Cold deserts of Turan	Naturalheritage	2020 -2021
Uzbekistan, Tajikistan, Turkmenistan	CA-B2 Silk Road: Zarafshan - Karakum Corridor	Culturalheritage	2021

The formation of tourist routes in this region typically involves crossing borders. On the other hand, these five countries also complement each other in terms of tourist resources. The territories of Uzbekistan, Turkmenistan, and western Tajikistan were inhabited by many sedentary peoples, while many nomadic peoples inhabited the territories of Kyrgyzstan, Kazakhstan, and eastern Tajikistan

**Table 3. List of intangible cultural heritage sites in countries of CentralAsia**

<b>A country</b>	<b>Name</b>	<b>Year registration</b>
Kazakhstan, Kyrgyzstan,	CA-C1 Nauryz, Nooruz, Nowruz, Nevruz, Nowruz (March 21: New Year)	2016
Uzbekistan, Tajikistan, Turkmenistan, etc.		
Kazakhstan, Kyrgyzstanand other	CA-C2 Culture for preparing and separating flat bread: Lavash,Katyrma, Zhupka and Yufka	2016
Kazakhstan, Kyrgyzstanand other	CA-C3 Traditional intellectual and strategic games: Togyzkumalak, ToguzKorgool, Mangala / Gochurme	2020
Kazakhstan, Kyrgyzstan	CA-C4 Traditional knowledge and skills of making Kyrgyz and Kazakh yurt (dwellings of Turkic nomads)	2014
CA-C5 The Art of Improvisation: Aitysh / Aitys	2015	
Uzbekistan, Tajikistan	CA-C6 Musicshashmakam	2008

Originally settled areas were suitable places for gathering and cohabitation of a large number of people, forming cities, and as a result, they are rich in historical and cultural resources. Later settled areas, mostly

with harsh natural-climatic conditions, but beautiful nature, such as deserts, mountains, and lakes. Thus, mutual complementarity can be found, for example, combining the historical and cultural resources of Uzbekistan with the natural resources of Kyrgyzstan and Kazakhstan or uniting the settled and urban culture of Uzbekistan with the nomadic culture of Kyrgyzstan and Kazakhstan.

The main problems of cultural tourism development in the region of Central Asian countries include: the overall low level of tourism industry development, uneven development in different parts, weak advertising, lack of systematic partnership actions of structures interested in the development of cultural tourism.

The main operational goals of cultural tourism development in the cross-border region have been identified: - develop transport infrastructure and border control to facilitate the movement of people and goods between member countries; - at the level of Central Asian countries, the introduction of the Silk Road visa was proposed; - create a mechanism to overcome problems in forming cross-border tourist routes or improve the existing mechanism. For example, establish rules in the following areas of cross-border tourism:

a) bus transit methods: opportunities for crossing borders.

b) border procedures when crossing borders by rail: establish rules for entry/exit, customs clearance, and quarantine measures when crossing borders by rail.

c) guide activities: opportunities for cross-border excursion activities. Since many historical and cultural tourist resources are located in border areas. There are also cases where it is difficult to find a guide in rural areas. It is desirable for tour companies (local operators forming tourist routes) of each country to cooperate and interact at border crossings, but this is the initiative of the tour companies themselves.

However, it is possible to support the participation of tour companies and tourist associations in tourism exhibitions at the level of the 5 Central Asian countries: - creating high-quality tourist products that integrate the region; - consolidating actions aimed at creating, developing, and selling regional tourist products; - creating conditions for improving the qualifications of personnel serving tourist flows in the region; - preparing a hospitality system and related social services for receiving and serving large numbers of tourists; - creating a tourist action system and forming a corresponding overall regional cross-border identity among residents of border local communities; - forming and developing a strong positive image of the region of Central Asian countries. Implementation of projects related to the preservation and protection of the region's cultural heritage, aimed at preserving the historical character of its space, creating conditions for access to cultural objects and cultural values, etc., is necessary.

In addition, the implementation of projects related to informing and promoting cultural tourism and aimed at increasing the attractiveness and competitiveness of local and regional cultural tourism products is necessary. The prospects for the development of cultural tourism in the region are associated with the activation of infrastructure development processes in the region, creating favorable conditions for attracting investments, ensuring the stimulation of tourism development in problem areas of the region, creating new jobs, implementing real mechanisms to stimulate the construction and reconstruction of hotels and other objects in the tourism and resort-recreational sphere.

## **Conclusion:**

The analysis of the resource base for the development of cultural tourism and the current state of this activity has shown that the cross-border region has significant resources for the development of cultural

tourism, sufficient for organizing effective tourism activities in the field of cross-border and transboundary tourism.

The study has revealed that cooperation in Central Asian countries is mainly carried out at a lower level - between entities involved in tourism activities. The existing practice of combining tourism organization issues with education, sports, and social services leads to the marginalization of tourism. To address this situation, it is necessary to elevate the status of tourism in the managerial and organizational activities of various structures.

The implementation of the cultural tourism development strategy in Central Asian countries should be linked to focusing on the main directions:

- Forming a cross-border system of cultural attractions for tourism display;
- Creating high-quality tourism products that integrate various parts of the cross
- Border region;
- Training highly qualified personnel and public services to serve large tourist flows in cultural tourism;
- Creating and improving the unique tourism brand of the region;
- Establishing an integrated regional tourism information system;
- Developing a system of cross-border and regional cooperation. The use of the cultural tourism development strategy in Central Asian countries will intensify cross-border cooperation in this area and address a number of socio-cultural issues.

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- "Universal Declaration of UNESCO on Cultural Diversity." - Moscow, 2008. ATLAS Special Interest Group. Cultural Tourism Research Group. [Электронный ресурс]. URL: [http://www.atlas-euro.org/sig\\_cultural.aspx#update](http://www.atlas-euro.org/sig_cultural.aspx#update)
- Cultural Tourism is essentially that form of tourism that focuses on the culture, and the cultural environments including landscapes of the destination, the values and lifestyles, heritage, visual and performing arts, industries, traditions, and leisure pursuits of the local destination or host community. It can include attendance at cultural events, visits to museums and heritage places and mixing with local people. (ICOMOS, International Tourism Charter, 2002) Хартия ИКОМОС по культурному туризму 1974 г. // URL: <http://docs.cntd.ru/document/901756983>
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# THEORETICAL APPROACHES TO THE DEVELOPMENT OF WOMEN'S ENTREPRENEURSHIP

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## ABSTRACT

*The article is devoted to the development of women's entrepreneurship and the expansion of gender relations. Theoretical trends in the development of women's entrepreneurship are revealed.*

**Key words:** *women's Entrepreneurship, Small Business, Innovations, Gender Relations, International Organizations.*

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## Introduction

Entrepreneurship is characterized by the desire and ability to actively (innovate) develop, manage and organize a business, and the need to take any predictable and sometimes unexpected risks that may arise in order to ultimately make a profit. At present, the development of entrepreneurship is very important. Because this sector is one of the main factors of sustainable economic development.

Today, special attention is paid to the development of women's entrepreneurship, which, in turn, is recognized as a gender phenomenon in the development of small businesses and private entrepreneurship.

"Women's entrepreneurship" is a concept that goes beyond gender relations, has a socialized business meaning, is oriented towards the interests of society and means the willingness of women to engage in small and medium-sized businesses, private entrepreneurship. and actually engage in this type of activity.

Until the 1990 s, only men were accepted as small business owners or individual entrepreneurs in scientific studies conducted around the world and in Uzbekistan. The business industry has become popular as a male-centric industry, and such a male-centric business model is recognized as a natural business model. However, recent research on women entrepreneurs shows that entrepreneurship is a gendered phenomenon.

## Materials and methods

This creates the need to study various aspects and aspects of women's entrepreneurship. Therefore, for the moment, it is necessary to expand existing theoretical concepts in order to better explain the uniqueness of women's entrepreneurship.

Back in the first years of independence of Uzbekistan, a policy of comprehensive support for women was pursued in our country. The issue of special attention and treatment of women has become one of the priorities of state policy. At the moment, the growing growth of women's entrepreneurship in our country is clearly observed in all spheres and sectors of our life at all levels of government and society.

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Observations show that as a woman achieves success in the field of entrepreneurship, her social role and place in the family and society undergo a transformation. This causes various negotiations in the moral-spiritual relationship.

In fact, the issues of entrepreneurship, or the inclusion of entrepreneurship among the factors of production, were controversial in the early 20th century, and although they were recognized in capitalist approaches, they were denied in socialist approaches. However, "literature on basic entrepreneurship and male entrepreneurs emerged in the 1930s, and publications on female entrepreneurship began to appear in the late 1970s, predominantly in Western countries<sup>1</sup>.

Thus, for the first time in Western literature, the concept of a woman entrepreneur was formulated. A female entrepreneur can be defined as a woman who initiates, organizes and manages a commercial enterprise. These are women who innovate, imitate or master the business. Table 1.1 lists the main historical stages of scientific sources on the development of women's entrepreneurship.

In our opinion, economists have considered women's entrepreneurship from their point of view, and although their conclusions have different approaches, there is commonality in the results of their research. The main characteristics of women's entrepreneurship, which are identified in almost all studies and with which most scientists agree, are:

- Economic and dynamic activity,
- Innovation,
- The risk
- Profitability.

## Discussion

Women's entrepreneurship is also an economic activity. The creation and management of such economic activity is carried out with the aim of creating value and wealth through the more efficient use of limited resources. Because such value-creating activities take place in a constantly uncertain business environment, entrepreneurship can be viewed as a dynamic force. Today, just such a dynamic force is emerging among the women of the world, and their ranks are increasing.

Table 1.1 **Chronological summary of early research on women's entrepreneurship** <sup>2</sup>

years	Summary Type	Description
1976	First article in the journal	Schwartz, E. (1976). Entrepreneurship: a new female ruby. Journal of Modern Business, No. 5, pp. 47–76.

<sup>1</sup> Jennings, J.E., & Brush, C.G. (2013). Research on women entrepreneurs: challenges to (and from) the broader entrepreneurship literature? *The Academy of Management Annals*, 7(1), 663–715.

<sup>2</sup> Алгада Х. Женское предпринимательство как предмет научных исследований. // Ж. Вестник Волжского университета имени В.Н.Татищева. №1, том 2. 2021. С.7. [file:///C:/Users/admin/Downloads/\\_zhenskoe-predprinimatelstvo-kak-predmet-nauchnyh-issledovaniy.pdf](file:///C:/Users/admin/Downloads/_zhenskoe-predprinimatelstvo-kak-predmet-nauchnyh-issledovaniy.pdf) ; Hughes, K.D., Jennings, J.E., Brush, C.G., Carter, S., & Welter, F. (2012). Extending women's entrepreneurship research in new directions. *Entrepreneurship Theory and Practice*, 36, 431.

1979	First policy report in this area	The result: unrivaled entrepreneurship in America. (1979). Report of the Interdepartmental Working Group under the President on the Affairs of Women Entrepreneurs. Washington, DC: Government Printing Office.
1983	Report of the first presentation of the conference	Hisrich R.D., Brush K.G. (1983). Female Entrepreneur: Consequences of Seven, Education and Profession. G. A. Homadei, G. A. Timmons, and C. Vesper (eds.), Frontiers of Entrepreneurial Research – Proceedings of the Babson College Entrepreneurship Conference (pp. 255–270) Wellesley, MA: Babson College.
1985	First scientific book	Goffey R. i Skase R. (1985). Responsible Women: The Experience of Women Entrepreneurs. London: George Allen & Unwin.
1998	First Political Conference on Women's Empowerment	Organization for Economic Co-operation and Development (OECD) Conference on Women Entrepreneurs ( <a href="http://www.oecd.org/cfe/smes/womenentrepreneurskeymessages.htm">http://www.oecd.org/cfe/smes/womenentrepreneurskeymessages.htm</a> )
2003	First Political Conference on Women's Empowerment	Diana International Conference on Women's Entrepreneurship Research ( <a href="http://www.babson.edu/Academics/centers/blankcenter/global-research/diana/Pages/home.aspx">http://www.babson.edu/Academics/centers/blankcenter/global-research/diana/Pages/home.aspx</a> )
2006	GEM Report on Women and Entrepreneurship	Global Entrepreneurship Monitor (GEM) Special Issue Report on Women and Entrepreneurship
2009	First specialized magazine	International Journal of Gender and Entrepreneurship
2015	First report on the Women's Entrepreneurship Index	Analysis of the conditions for the development of women's entrepreneurship. The first ten countries where the concept of a woman entrepreneur was formed were identified.

In recent years, women's entrepreneurship has gained great popularity as a subject of scientific research. Since it is deeply realized that women's entrepreneurship has a great impact on the development of the economy, serious attention is paid to this area. Women's entrepreneurship means understanding the "realization of open opportunities". With this, D. Naisbit understands the alternative activities that have arisen in connection with the household, in which women work for free. In other words, the entrepreneurial nature of a woman is manifested in the process of housekeeping. Of course, if a woman takes the initiative in housekeeping.

In our opinion, this is how the concept of "women's entrepreneurship" enters our economic life. A team consisting of women is being formed among entrepreneurs and businesses. This, in turn, enriches the composition of small businesses and entrepreneurship, leads to increased competition in a market economy. However, it should be recognized that the concept of "women's entrepreneurship" is developing in its own way, consisting of its own characteristics.

For example, the Russian economist A.V. Babayeva said that at present, on the one hand, changes are taking place in attitudes towards women entrepreneurs, on the other hand, they are happening very slowly,

and as a result, women are excluded from the sphere of high professional activity. Women also have personal qualities that interfere with them in the professional sphere: pity, lack of punctuality, emotionality, reliability, desire to do good to everyone. Especially in women's entrepreneurship, characteristic of the Uzbek nation, such human qualities as honor, pride, shame and idiocy are more pronounced.

Economist A. S. Abritalina notes that the contribution of women to the national economy in terms of job creation, economic growth and wealth accumulation is extremely valuable and at the same time, few doubt it. In addition, countries with high levels of female entrepreneurship are less prone to financial crises and less prone to economic downturns. Women's entrepreneurship is only developing in the CIS countries that have moved to a market economy and have more than 32 years of experience. Therefore, their economic activity is basically in the development stage and is rising with a certain level of difficulty. At the same time, it acquires its own characteristics.

- In particular, Y. According to Malyshevskaya, women entrepreneurs have the following characteristics:
- Their age is mainly from 25 to 50 years;
- Women are more responsible for the results of their work than men;
- Female entrepreneurs are predominantly involved in women-oriented industries.

It seems that female entrepreneurs are different from male entrepreneurs.

Russian researchers of the modern era Yu.S. Pinkovetskaya and R.R. Gallyamov identify several typical groups of women entrepreneurs:

- Women entrepreneurs who usually enter the business when they create the necessary market opportunities and are growth oriented;
- Professional entrepreneurs engaged in entrepreneurial activities who can use the acquired knowledge, skills and qualifications, as well as the opportunity to independently improve their career, receive maximum income and enjoy the realization of their abilities;
- Owners/partnerships of small privatized objects (hairdressers, hairdressers, shops) who could not choose their own business activities, but were forced to adapt to new conditions in order not to leave their jobs;
- Women entrepreneurs, motivated by the lack of alternative income opportunities and the need to support a family;
- Owners of family businesses that involve the participation of the whole family in the business;
- young entrepreneurs.

## Conclusion

To date, there is debate in the scientific literature about whether the new theory of women's entrepreneurship is correct or incorrect. Many researchers argue that existing concepts of entrepreneurship can be used in conjunction with feminist theories to expand the theoretical framework to cover the broader field of entrepreneurship. In the past, many studies have been conducted on the phenomenon of female entrepreneurship. For example, Robert Hisrich and Michael Peters used career theory to propose a career



model for women entrepreneurs. At the same time, they used psychological and sociological theories to explain gender differences between male and female entrepreneurs.

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## MEASURES TO CREATE CONTENT, ADVERTISING, AND PROMOTION ACTIVITIES FOR TOURIST DESTINATIONS IN NAVOI REGION

Karimov Anvar Aktam o'g'li<sup>1</sup>

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### ABSTRACT

*This article discusses the ongoing efforts in the Republic of Uzbekistan to develop the tourism sector, the stages of creating content for tourist destinations, the content creation strategy for tourist destinations in the Navoi region of the Republic of Uzbekistan, and the directions for advertising and promotion of tourist destinations.*

**Keywords:** *Tourism, Destination, Tourist Destination, Navoi, Content Types, Strategy, Advertising, Festival, Image, Brand, Media, Information, Marketing*

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In the current conditions of global globalization, tourism has become one of the crucial social, economic, and cultural factors. The total volume of the economy in this sector reaches trillions of dollars, and each year more than a billion<sup>2</sup> people travel worldwide. In the Republic of Uzbekistan, the tourism industry is also receiving significant attention as a crucial strategic sector of the economy. On March 29, 2023, a video conference was held under the leadership of the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, to discuss issues related to expanding the tourism potential of our country. During the conference, a critical analysis of various issues contributing to the development of the tourism sector was conducted, and significant measures were identified. One of the issues highlighted was the need to attract more foreign tourists to various regions of Uzbekistan through the improvement of tourism programs. It was acknowledged that, as reported, the annual tourism export of Uzbekistan increases by \$300 million when foreign tourists spend more time in the country. For example, in Khorezm, foreign tourists spend only half the time compared to when visiting Bukhara and Samarkand. However, Khorezm has the potential to accommodate tourists for 3-4 days with all necessary facilities. In the past year, 31 districts and 143 neighborhoods were specialized in tourism, implementing a separate tax regime. Utilizing these advantages, more than 4,000 companies benefited, and the trade turnover increased by 1.5 times.<sup>3</sup>

"When tourists visit the main tourist destinations of our country, it is a well-known fact that they tend to stay for a maximum of 1.5-2 days at each location, while organizing a trip covering the entire country takes about 7-8 days. Recognizing this issue, our President emphasized the importance of creating interesting programs and promotional content to attract tourists for a longer duration,"<sup>4</sup> said the speaker. To address this matter, 11 high-level educational institutions were consolidated to collaborate with the activities of regions and districts with tourism potential. These institutions focus on creating content about the historical

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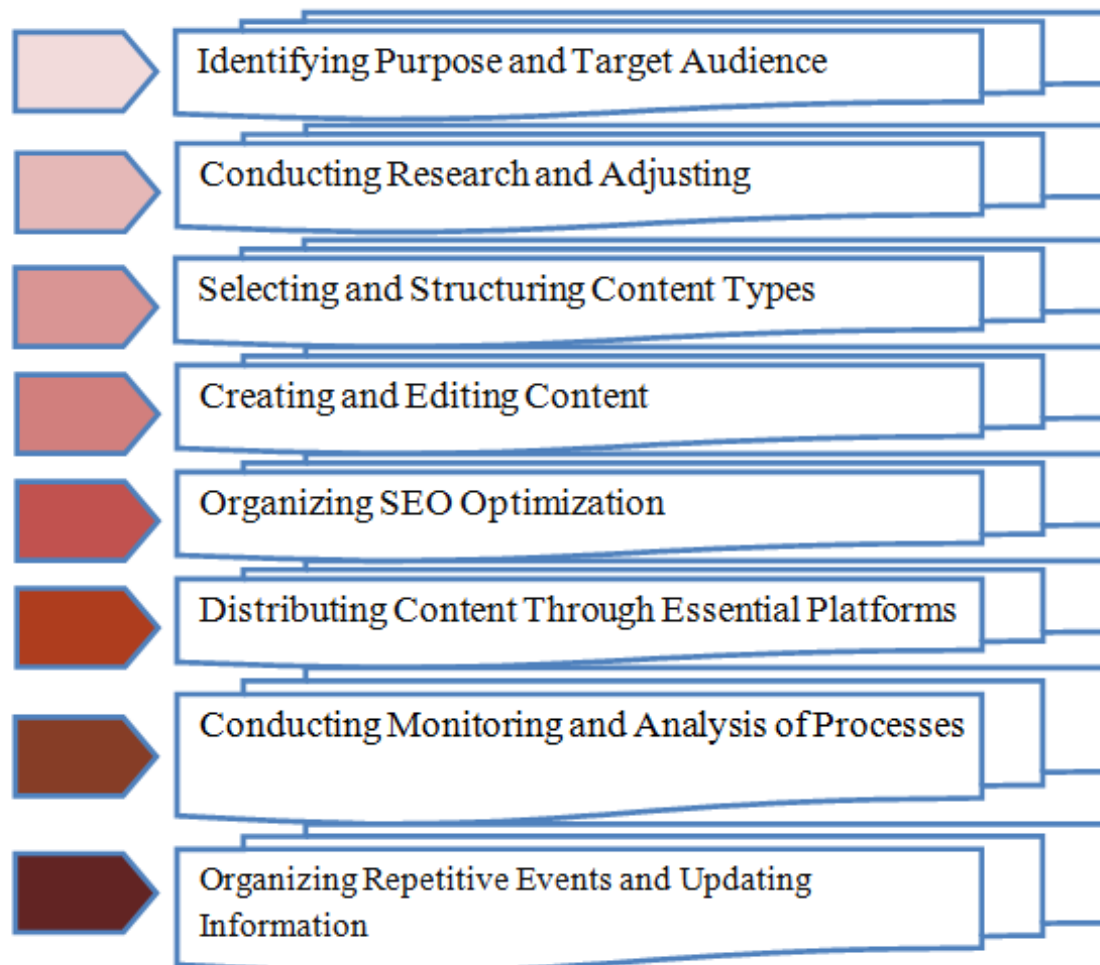
<sup>2</sup>The opening speech of Taleb Rifai, the Secretary-General of the UN World Tourism Organization (UNWTO), at the 99th Session of the UNWTO Executive Council. // Mohiyat, October 3, 2014, No. 40.

<sup>3</sup>[https://uza.uz/uz/posts/turizmni-rivozhlantirish-boyicha-qoshimcha-imkoniyatlar-korsatib-otildi\\_467758](https://uza.uz/uz/posts/turizmni-rivozhlantirish-boyicha-qoshimcha-imkoniyatlar-korsatib-otildi_467758)

<sup>4</sup>Polatov M.E. Ensuring the involvement of higher education institutions in effectively utilizing the tourist opportunities of regions. Special issue of the Service Scientific-Practical Journal for the year 2023. P.: 2023.

significance and attractions of the 31 districts and 143 tourism neighborhoods,<sup>1</sup> as well as training workers in tourism and service facilities in various languages.

Our research indicates that the process of creating content for tourist destinations involves several stages, and it requires collaboration with responsibility. This process aims to attract the target audience of purposeful tourists and provide information about the tourist potential and attractive tourist resources of the regions. Key components of the content creation process for tourist destinations include the following (1 diagram):



**1-Diagram: The Fundamental Stages of Creating Content for Touristic Destinations<sup>2</sup>**

<sup>1</sup>[https://uza.uz/uz/posts/turizmni-rivozhlantirish-boyicha-qoshimcha-imkoniyatlar-korsatib-otildi\\_467758](https://uza.uz/uz/posts/turizmni-rivozhlantirish-boyicha-qoshimcha-imkoniyatlar-korsatib-otildi_467758)

<sup>2</sup>Produced based on the author's research.

In the first stage, "Defining Purpose and Audience," it is essential to identify for whom the content is created and for what purpose. This clarification is crucial in developing a suitable content strategy.

The second stage involves conducting scientific and practical research tailored to the purpose and audience, shaping the content plan accordingly. This phase includes research on the destination's unique features, history, culture, and attention-grabbing locations. The gathered information in this stage serves as the foundation for content shaping.

In the third stage, different types of content are selected and categorized. Content types such as text, images, videos, infographics, etc., are chosen based on their relevance to the identified audience segments. Each selected content type contributes to engaging various parts of the audience.

The fourth stage encompasses content creation and editing. During this phase, the chosen content types are used as a basis to generate meaningful and engaging content. Utilizing research results and adhering to established guidelines, the information is tailored to captivate and interest tourists.

In the fifth stage, SEO optimization for content is ensured. This involves incorporating keywords and SEO practices to enhance the visibility of web content in search engine results. Search Engine Optimization is vital for improving the ranking of websites or web content on search engines such as Google and Bing.

The sixth stage involves distributing content through essential platforms. This includes sharing content on relevant platforms such as websites, social networks, specialized tourism blogs, and others. This phase emphasizes the importance of aligning content information with the preferences of specific audiences and establishing connections with them.

In the seventh stage, monitoring of events is carried out, and a performance analysis is conducted based on the collected information. This stage assesses the effectiveness of content and analyzes how well it caters to specific types of information or tours. It aids in obtaining information about the success of the content in meeting various expectations and achieving anticipated results.

In the final stage, repetitive events are organized, and information is continuously updated. This phase adapts to changes in the audience's needs and interests, aligning the content with their evolving demands. It involves ongoing adjustments to meet the requirements and preferences of the audience.

Similarly, as in the previous stages, the following considerations are crucial when creating and delivering content to a broad tourist audience:

- Utilizing interactive elements such as surveys, quizzes, and interactive maps to attract users and maintain their attention;
- Recognizing that a majority of users access content information through mobile devices, ensuring that websites and content work seamlessly on mobile platforms is essential;
- Incorporating visual content such as images, videos, and infographics to convey information quickly and effectively when combined with textual information;
- Collaborating with mainstream media outlets, social networks, bloggers, and other influential figures to broaden the audience reach;
- Adapting to changes in tourist preferences by regularly updating content with the latest information and continuously enhancing the quality of content offerings.

To successfully implement the creation of content for tourist destinations, it is essential to integrate these actions, focusing on creating engaging, interesting, and informative content that meets the needs of the target audience.

By the decree of the President of the Republic of Uzbekistan on April 26, 2023, Resolution No. PQ-135 entrusted the task of researching the tourist potential of the Navoi region's Nurata, Hatirchi, and Qiziltepa districts to the Samarkand Economic and Service Institute. In executing these tasks, the use of advanced technologies in areas with rich historical and cultural heritage and unique natural features is necessary. It includes the creation of a database of tourist-recreational objects and the development of tourism content.

The Navoi region, as the central tourist destination in Uzbekistan, is characterized by its unique historical heritage, beautiful nature, and culturally significant locations. To develop a successful content strategy for the tourist destinations of the Navoi region, the following strategies can be applied (Table 1):

By employing these strategies, it becomes possible to create content that appeals to a diverse and broad tourist audience, attracting them to the Navoi region. This content not only addresses the tourists' informational needs regarding tourist destinations but also introduces them to the rich cultural and natural heritage of the region. Importantly, the content should add value to the audience, being informative and aesthetically appealing.

In this regard, paying attention to every detail and handling content creation with responsibility is crucial. This includes considerations such as the quality of images, the presentation of videos, and the accuracy and engaging nature of the text. Additionally, showing respect for the cultural and historical context and being attentive to the local population and their customs are essential. Through content, providing information to tourists about various cultures and historical periods in the Navoi region can enhance their interest in this destination, ultimately contributing to significant growth in the tourism sector.

Similarly, maintaining regular communication with the audience, considering their opinions and feedback, and tailoring content based on their preferences are of paramount importance. In this phase, enabling users to share their experiences and actively incorporating their personal opinions and images can enhance and refine content, fostering a strong connection with the audience.

1-Table **Content Creation Strategy for Tourist Destinations in Navoi Region**<sup>1</sup>

No	Content Creation Steps	Implemented Tasks	Explanation of Tasks
1	Identifying Goals and Audience	Identify the target audience	Determine who the content is for, such as history enthusiasts, nature lovers, or event seekers
		Define goals	Specify the intended outcomes of the content, whether it is to attract tourists to Navoi region, promote cultural heritage, or provide information.
2	Conducting Research and	Perform research	Gather information about Navoi region's history, culture, nature, and notable attractions. This data

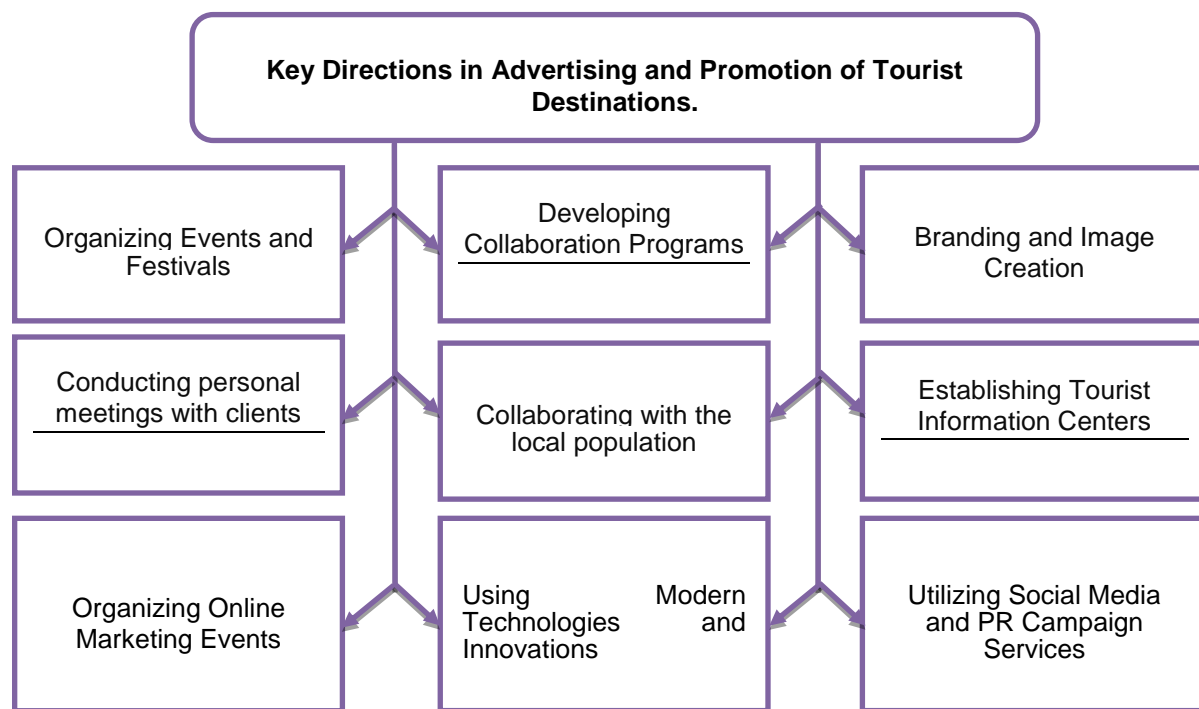
<sup>1</sup>Produced based on the author's research.

	Planning		will be the foundation for content creation.
		Develop a content calendar	Create a schedule for releasing content, specifying topics, and when and where to publish them.
3	Selecting and Focusing on Content Types	Create textual content	Blogs, articles, and other written forms
		Generate visual content	Images, videos, infographics
		Create interactive content	Virtual tours, surveys
4	Organizing SEO Optimization	Identify key content keywords	Use relevant keywords related to Navoi region's key points of interest.
		Optimize content	Optimize content to appear prominently in search engine results, utilizing key phrases in headings and content.
5	Distributing Content through Necessary Platforms	Define social media platforms	Facebook, Instagram, Twitter, YouTube, etc., for content distribution.
		Implement email marketing	Engage users through regular newsletters to keep them updated.
		Collaborate with partners	Collaborate with local tourism agencies, hotels, and other tourism-related entities to broaden content reach.
6	Monitoring and Analysis	Track engaged users	Use tools like Google Analytics to monitor how well the content is performing
		Share and analyze feedback	Gather and analyze user feedback to further enhance and refine content.
7	Monitoring Trends and Analysis	Regularly update content	Refresh content when new information, events, or research emerges to keep it up-to-date.
		Sustain SEO optimization	Adjust SEO strategies to match changes in search engine algorithms.
8	Hosting Special Events and Campaigns	Organize special events and campaigns	Promote key events and festivals in Navoi to increase audience interest and showcase the region's charm.

9	Utilizing Additional Media and Interactive Elements	Develop virtual reality and 360° videos	Create virtual tours and 360° videos highlighting the attention-grabbing places in Navoi. These technologies provide tourists with immersive experiences and present the region's tourism opportunities effectively.
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Creating tourist content for the Navoi region has the primary goal of introducing the world to its rich cultural heritage and natural beauty, inspiring visitors to explore the captivating tourist destinations of this region. Through content, tourists can discover the breathtaking landscapes, diverse flora and fauna, new tourism opportunities, and the extensive history and culture that Navoi has to offer.

In order to capitalize on the tourism potential, especially for the tourist destinations in the Navoi region, it is essential to focus on preparing information related to tourism developments and opportunities. This includes crafting tourist content tailored to a broad audience, drawing attention to the unique attractions and captivating features of Navoi. The key directions in enhancing promotional activities and advertising for tourist destinations, particularly for the Navoi region, can be highlighted as follows (Figure 2):



**2-Image. The main directions of organizing advertising and marketing activities for tourist destinations<sup>1</sup>**

<sup>1</sup>Produced based on the author's research.



**Organizing Events and Festivals:** Organizing special events, festivals, and exhibitions is considered one of the effective means to promote a destination. Such events play a significant role in attracting tourists and increasing interest in the destination.

**Collaboration Programs:** Collaborating with hotels, airlines, and other tourism entities in local and international regions. This approach is effective in promoting the destination and attracting tourists through special offers or tour packages.

**Branding and Image Creation:** Creating a positive image and branding for tourist destinations is crucial. This helps showcase the uniqueness of the destination and differentiates it from others, attracting long-term loyalty from tourists. Utilizing websites, social media, blogs, and video channels to create informative and appealing content is essential in this strategy.

**Personal Interactions with Tourists:** Enhancing personal interactions with tourists to understand their needs and expectations. This helps in reconnecting with visitors and encouraging them to share positive experiences and ideas with others.

**Collaborating with the Local Community:** Involving the local community in promoting tourism activities helps in showcasing the local culture, traditions, and products, adding value to the tourist experience. This strategy creates additional value for tourists and enhances their perception of the destination.

**Establishing Tourist Information Centers:** Setting up tourist information centers to provide detailed information and assistance to tourists. These centers contribute to easier exploration and increased satisfaction with the destination.

**Organizing Online Marketing Events:** Utilizing social media, SEO, content marketing, email marketing, and online advertisements to widen the audience and improve the online visibility of the destination.

**Utilizing Modern Technologies and Innovations:** Utilizing virtual reality, mobile applications, and other technologies to offer unique and memorable experiences to travelers.

**Social Media and PR Campaign Services:** Engaging with social media platforms like Instagram, Facebook, Twitter, and TikTok to reach the target audience effectively. Collaborating with media forums, organizing media tours, partnering with bloggers, and similar activities can contribute to broadening the promotion of the destination.

All the mentioned strategies play a crucial role in developing a comprehensive advertising and marketing plan for tourist destinations. The integration and implementation of these strategies aim to enhance tourism attractiveness, expand the audience, and strengthen the long-term prospects of the destination.

To promote the tourist attractiveness and enhance the interest of tourists, it is necessary for the Navoi region to shape its tourist content matrix, providing timely and effective information about new tourist products and services to the target tourist audience. This, in turn, will play a vital role in quickly and efficiently delivering information to tourists and boosting the region's long-term tourism potential.

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