

SCIENCE
PROBLEMS.UZ

ISSN 2181-1342

Actual problems of social and humanitarian sciences
Актуальные проблемы социальных и гуманитарных наук

Ijtimoiy-gumanitar fanlarning dolzarb muammolari

10/S-son (4-jild)

2024

SCIENCEPROBLEMS.UZ

**ИЖТИМОЙ-ГУМАНИТАР ФАНЛАРНИНГ
ДОЛЗАРБ МУАММОЛАРИ**

№ S/10 (4) - 2024

**АКТУАЛЬНЫЕ ПРОБЛЕМЫ СОЦИАЛЬНО-
ГУМАНИТАРНЫХ НАУК**

ACTUAL PROBLEMS OF HUMANITIES AND SOCIAL SCIENCES

ТОШКЕНТ-2024

БОШ МУҲАРРИР:

Исанова Феруза Тулқиновна

ТАҲРИР ҲАЙЪАТИ:

07.00.00-ТАРИХ ФАНЛАРИ:

Юлдашев Анвар Эргашевич – тарих фанлари доктори, сиёсий фанлар номзоди, профессор, Ўзбекистон Республикаси Президенти ҳузуридаги Давлат бошқаруви академияси;

Мавланов Уктам Махмасабирович – тарих фанлари доктори, профессор, Ўзбекистон Республикаси Президенти ҳузуридаги Давлат бошқаруви академияси;

Хазраткулов Абдор – тарих фанлари доктори, доцент, Ўзбекистон давлат жаҳон тиллари университети.

Турсунов Равшан Нормуратович – тарих фанлари доктори, Ўзбекистон Миллий Университети;

Холикулов Ахмаджон Боймаҳамматович – тарих фанлари доктори, Ўзбекистон Миллий Университети;

Габриэльян Софья Ивановна – тарих фанлари доктори, доцент, Ўзбекистон Миллий Университети.

Саидов Сарвар Атабулло ўғли – катта илмий ходим, Имом Термизий халқаро илмий-тадқиқот маркази, илмий тадқиқотлар бўлими.

08.00.00-ИҚТИСОДИЁТ ФАНЛАРИ:

Карлибаева Рая Хожабаевна – иқтисодиёт фанлари доктори, профессор, Тошкент давлат иқтисодиёт университети;

Насирходжаева Дилафруз Сабитхановна – иқтисодиёт фанлари доктори, профессор, Тошкент давлат иқтисодиёт университети;

Остонокулов Азамат Абдукаримович – иқтисодиёт фанлари доктори, профессор, Тошкент молия институти;

Арабов Нурали Уралович – иқтисодиёт фанлари доктори, профессор, Самарқанд давлат университети;

Худойқулов Садирдин Каримович – иқтисодиёт фанлари доктори, доцент, Тошкент давлат иқтисодиёт университети;

Азизов Шерзод Ўктамович – иқтисодиёт фанлари доктори, доцент, Ўзбекистон Республикаси Божхона институти;

Хожаев Азизхон Саидалоҳонович – иқтисодиёт фанлари доктори, доцент, Фарғона политехника институти

Холов Актам Хатамович – иқтисодиёт фанлари бўйича фалсафа доктори (PhD), доцент, Ўзбекистон Республикаси Президенти ҳузуридаги Давлат бошқаруви академияси;

Шадиева Дилдора Хамидовна – иқтисодиёт фанлари бўйича фалсафа доктори (PhD), доцент в.б, Тошкент молия институти;

Шакарров Қулмат Аширович – иқтисодиёт фанлари номзоди, доцент, Тошкент ахборот технологиялари университети

09.00.00-ФАЛСАФА ФАНЛАРИ:

Ҳакимов Назар Ҳакимович – фалсафа фанлари доктори, профессор, Тошкент давлат иқтисодиёт университети;

Яхшиликков Жўрабой – фалсафа фанлари доктори, профессор, Самарқанд давлат университети;

Ғайбуллаев Отабек Мухаммадиевич – фалсафа фанлари доктори, профессор, Самарқанд давлат чет тиллар институти;

Саидова Камола Усканбаевна – фалсафа фанлари доктори, “Tashkent International University of Education” халқаро университети;

Ҳошимхонов Мўмин – фалсафа фанлари доктори, доцент, Жиззах педагогика институти;

Ўроқова Ойсулов Жамолиддиновна – фалсафа фанлари доктори, доцент, Андижон давлат тиббиёт институти, Ижтимоий-гуманитар фанлар кафедраси мудири;

Носирходжаева Гулнора Абдукаххаровна – фалсафа фанлари номзоди, доцент, Тошкент давлат юридик университети;

Турдиев Бехруз Собирович – фалсафа фанлари бўйича фалсафа доктори (PhD), доцент, Бухоро давлат университети.

10.00.00-ФИЛОЛОГИЯ ФАНЛАРИ:

Ахмедов Ойбек Сапорбаевич – филология фанлари доктори, профессор, Ўзбекистон давлат жаҳон тиллари университети;

Кўчимов Шухрат Норқизилевич – филология фанлари доктори, доцент, Тошкент давлат юридик университети;

Ҳасанов Шавкат Аҳадович – филология фанлари доктори, профессор, Самарқанд давлат университети;

Бахронова Дилрабо Келдиёровна – филология фанлари доктори, профессор, Ўзбекистон давлат жаҳон тиллари университети;

Мирсанов Ғайбулло Қулмуродович – филология фанлари доктори, профессор, Самарқанд давлат чет тиллар институти;

Салахутдинова Мушарраф Исамутдиновна – филология фанлари номзоди, доцент, Самарқанд давлат университети;

Кучкаров Раҳман Урманович – филология фанлари номзоди, доцент в/б, Тошкент давлат юридик университети;

Юнусов Мансур Абдуллаевич – филология фанлари номзоди, Ўзбекистон Республикаси Президенти ҳузуридаги Давлат бошқаруви академияси;

Саидов Улугбек Арипович – филология фанлари номзоди, доцент, Ўзбекистон Республикаси Президенти ҳузуридаги Давлат бошқаруви академияси.

12.00.00-ЮРИДИК ФАНЛАР:

Аҳмедшаева Мавлюда Ахатовна – юридик фанлар доктори, профессор, Тошкент давлат юридик университети;

Мухитдинова Фирюза Абдурашидовна – юридик фанлар доктори, профессор, Тошкент давлат юридик университети;

Эсанова Замира Нормуротовна – юридик фанлар доктори, профессор, Ўзбекистон Республикасида хизмат кўрсатган юрист, Тошкент давлат юридик университети;

Ҳамроқулов Баҳодир Мамашарифович – юридик фанлар доктори, профессор в.б., Жаҳон иқтисодиёти ва дипломатия университети;

Зулфиқоров Шерзод Хуррамович – юридик фанлар доктори, профессор, Ўзбекистон Республикаси Жамоат ҳавфсизлиги университети;

Хайитов Хушвақт Сапарбаевич – юридик фанлар доктори, профессор, Ўзбекистон Республикаси Президенти ҳузуридаги Давлат бошқаруви академияси;

Асадов Шавкат Ғайбуллаевич – юридик фанлар доктори, доцент, Ўзбекистон Республикаси Президенти ҳузуридаги Давлат бошқаруви академияси;

Эргашев Икром Абдурасулович – юридик фанлари доктори, профессор, Тошкент давлат юридик университети;

Утемуратов Махмут Ажимуратович – юридик фанлар номзоди, профессор, Тошкент давлат юридик университети;

Сайдуллаев Шахзод Алиханович – юридик фанлар номзоди, профессор, Тошкент давлат юридик университети;

Ҳакимов Комил Бахтиярович – юридик фанлар доктори, доцент, Тошкент давлат юридик университети;

Юсупов Сардорбек Баходирович – юридик фанлар доктори, доцент, Тошкент давлат юридик университети;

Амиров Зафар Актамович – юридик фанлар бўйича фалсафа доктори (PhD), Ўзбекистон Республикаси Судьялар олий кенгаши ҳузуридаги Судьялар олий мактаби;

Жўраев Шерзод Юлдашевич – юридик фанлар номзоди, доцент, Тошкент давлат юридик университети;

Бабаджанов Атабек Давронбекович – юридик фанлар номзоди, доцент, Тошкент давлат юридик университети;

Раҳматов Элёр Жумабоевич – юридик фанлар номзоди, Тошкент давлат юридик университети;

Норматов Бекзод Ақром ўғли – юридик фанлар бўйича фалсафа доктори, Тошкент давлат юридик университети.

13.00.00-ПЕДАГОГИКА ФАНЛАРИ:

Ҳашимова Дильдархон Уринбоевна – педагогика фанлари доктори, профессор, Тошкент давлат юридик университети;

Ибрагимова Гулнора Хавазматовна – педагогика фанлари доктори, профессор, Тошкент давлат иқтисодиёт университети;

Закирова Феруза Махмудовна – педагогика фанлари доктори, Тошкент ахборот технологиялари университети ҳузуридаги педагогик кадрларни қайта тайёрлаш ва уларнинг малакасини ошириш тармоқ маркази;

Каюмова Насиба Ашуровна – педагогика фанлари доктори, профессор, Қарши давлат университети;

Тайланова Шоҳида Зайниевна – педагогика фанлари доктори, доцент;

Жуманиёзова Муҳайё Тожиевна – педагогика фанлари доктори, доцент, Ўзбекистон давлат жаҳон тиллари университети;

Ибрахимов Санжар Урунбаевич – педагогика фанлари доктори, Иқтисодиёт ва педагогика университети;

Жавлиева Шахноза Баходировна – педагогика фанлари бўйича фалсафа доктори (PhD), Самарқанд давлат университети;

Бобомуротова Латофат Элмуродовна – педагогика фанлари бўйича фалсафа доктори (PhD), Самарқанд давлат университети.

19.00.00-ПСИХОЛОГИЯ ФАНЛАРИ:

Каримова Василя Маманосировна – психология фанлари доктори, профессор, Низомий номидаги Тошкент давлат педагогика университети;

Ҳайитов Ойбек Эшбоевич – Жисмоний тарбия ва спорт бўйича мутахассисларни қайта тайёрлаш ва малакасини ошириш институти, психология фанлари доктори, профессор

Умарова Навбаҳор Шокировна – психология фанлари доктори, доцент, Низомий номидаги

Тошкент давлат педагогика университети,
Амалий психологияси кафедраси мудири;

Атабаева Наргис Батировна – психология
фанлари доктори, доцент, Низомий номидаги
Тошкент давлат педагогика университети;

Шамшетова Анжим Карамаддиновна –
психология фанлари доктори, доцент,
Ўзбекистон давлат жаҳон тиллари
университети;

Қодиров Обид Сафарович – психология фанлари
доктори (PhD), Самарканд вилоят ИИБ Тиббиёт
бўлими психологик хизмат бошлиғи.

22.00.00-СОЦИОЛОГИЯ ФАНЛАРИ:

Латипова Нодира Мухтаржановна – социология
фанлари доктори, профессор, Ўзбекистон
миллий университети кафедра мудири;

Сеитов Азамат Пўлатович – социология фанлари
доктори, профессор, Ўзбекистон миллий
университети;

Содиқова Шоҳида Мархабобовна – социология
фанлари доктори, профессор, Ўзбекистон
халқаро ислом академияси.

23.00.00-СИЁСИЙ ФАНЛАР

Назаров Насриддин Атакулович – сиёсий фанлар
доктори, фалсафа фанлари доктори, профессор,
Тошкент архитектура қурилиш институти;

Бўтаев Усмонжон Хайруллаевич – сиёсий фанлар
доктори, доцент, Ўзбекистон миллий
университети кафедра мудири.

ОАК Рўйхати

Мазкур журнал Вазирлар Маҳкамаси ҳузуридаги Олий аттестация комиссияси Раёсатининг 2022 йил 30 ноябрдаги 327/5-сон қарори билан тарих, иқтисодиёт, фалсафа, филология, юридик ва педагогика фанлари бўйича илмий даражалар бўйича диссертациялар асосий натижаларини чоп этиш тавсия этилган илмий нашрлар рўйхатига киритилган.

**Ижтимоий-гуманитар фанларнинг
долзарб муаммолари**” электрон
журнали 2020 йил 6 август куни 1368-
сонли гувоҳнома билан давлат
рўйхатига олинган.

Муассис: “SCIENCEPROBLEMS TEAM”
масъулияти чекланган жамияти

Таҳририят манзили:

100070. Тошкент шаҳри, Яккасарой
тумани, Кичик Бешёғоч кўчаси, 70/10-
уй. Электрон манзил:

scienceproblems.uz@gmail.com

Боғланиш учун телефонлар:

(99) 602-09-84 (telegram).

07.00.00 – TARIX FANLARI

Norbekov Ahmadjon Norbekovich

XX-ASRNING BIRINCHI YARMIDA O'ZBEKISTONNING SIYOSIY -IJTIMOIY VA IQTISODIY

HOLATI 11-18

Eliboyev Ozodjon Po'lat o'g'li

BAQTRIYANING KUSHONIYLAR DAVRI SHAHARSOZLIGI VA ME'MORCHILIGI..... 19-23

Нуритдинова Нодира Сирожовна

XX-АСР БОШЛАРИДА ТУРКИСТОН ЎЛКАСИДА ТАЪЛИМ ТИЗИМИ (СЕНАТОР К.К. ПАЛЕН

ТАФТИШ МАТЕРИАЛЛАРИ АСОСИДА)..... 24-28

Чориев Шоҳрух Холтура ўғли

ЎРТА ОСИЁ ТЕМУРИЙЛАР ДАВРИДА САРОЙ АРХИТЕКТУРАСИ ИЖТИМОИЙ

СТРАТИФИКАЦИЯНИ ЎРГАНИШ МАНБАСИ СИФАТИДА 29-38

Жумаева Шоира Бердияровна

МАРКАЗИЙ ОСИЁ МИНТАҚАСИДА ЗИЁРАТ ТУРИЗМИНИ РИВОЖЛАНТИРИШДА

МУҚАДДАС ҚАДАМЖО ВА ЗИЁРАТГОҲЛАРНИНГ ЎРНИ 39-43

Jo'rayev Muxriddin Xasanovich

MOVAROUNNAHRLIK MUHADDISLARNING ILMIY SAFARLARI VA SAFAR YO'LLARI

GEOGRAFIYASI..... 44-51

Муқимова Рисолат Рустамжон қизи

ЗИЁРАТ МАРОСИМЛАРИДА ТАБИАТ КУЛЬТИ БИЛАН БОҒЛИҚ УРФ-ОДАТЛАР 52-56

08.00.00 – IQTISODIYOT FANLARI

Абдуллаев Алтинбек Янгибаевич

ДОННИ ҚАЙТА ИШЛАШ КОРХОНАЛАРИДА ТЎЛОВ ҚОБИЛИЯТИ БОШҚАРУВ ҲИСОБИНИНГ

ИЛМИЙ – МЕТОДОЛОГИК ЁНДОШУВИ 57-69

Baxriddinova Yulduz Baxriddinovna

MINAQALARDA FARMATSEVTIKA SANOATINI RIVOJLANTIRISHNING ZARURIYATI 70-75

Matkarimov Inomjon Baxtiyorovich

QISHLOQ XO'JALIK MAHSULOTLARINI YETISHTIRISHDA AGROBIOKIMYO XIZMATLARINI

TAKOMILLASHTIRISHNING OBYEKTIV ZARURATI 76-86

Ибадуллаев Дилшад Ибрагимович

ИНВЕСТИЦИЯ САЛОҲИЯТИНИ МИНТАҚА ИҚТИСОДИЁТИГА ТАЪСИРИНИ

ЭКОНОМЕТРИК БАҲОЛАШ АСОСЛАРИ 87-92

Исламтудинова Дина Файзрахмановна

АНАЛИЗ СОСТОЯНИЯ АГРОПРОМЫШЛЕННОГО КОМПЛЕКСА РЕСПУБЛИКИ

УЗБЕКИСТАН 93-102

Qobiljon Isaev

O'ZBEKISTONNING JAHON SAVDO TASHKILOTIGA (JST) A'ZO BO'LISHINI IQTISODIY

BAHOLASH 103-110

09.00.00 – FALSAFA FANLARI*Xaitov Elmurod Bekmurodovich*

O'ZBEKISTONDA "AHOLI HAYOT SIFATI"GA ASOSIY YONDOSHUVLAR: MUAMMO VA YECHIMLAR (IJTIMOIY-FALSAFIY TAHLIL) 111-116

Расулов Зоҳиддин Усарович

СПОРТ ЭСТЕТИКАСИ: РИТМ, ХАРАКАТ ВА МАДАНИЯТНИНГ УЙЎНЛИГИ 117-122

Тавмурадов Жамшид Элмурадович

АБДУЛҚОДИР БЕДИЛНИНГ ҲАЁТ ЙЎЛИ: ФАЛСАФА ВА АДАБИЙ МЕРОС 123-128

Davronov Otabek Ulug'bek o'g'li

YUSUF QORABOG'IIY SHAXSIYATI VA FALSAFIY-ILMIY MEROSI 129-132

Muxtorova To'tixon Solijonovna

FALSAFA FANINI O'QITISHDA ZAMONAVIY YONDASHUVLAR: METODLAR VA AMALIYOTLAR 133-137

Akramov G'iyosiddin Najmiddinovich

MARGINALLASHUV TUSHUNCHASINING IJTIMOIIY-FALSAFIY TAHLILI 138-142

Ahmedova Dilrabo

DINIY BAG'RIKENGLIKNING YOSHLAR IJTIMOIIY, MA'NAVIIY QIYOFASI SHAKLLANISHIDAGI IJTIMOIIY POTENSIALI 143-150

11.00.00 – FILOLOGIYA FANLARI*Abdunabiyev Sunnat Botirovich*

IBN BATTUTANING «SAYOHATNOMA» ASARIDA TARIXIIY SHAXSLAR NOMINING TARJIMADA BERILISHI 151-159

Seytnazarova Injayim

ADABIYOTSHUNOSLIK SOHASIDA RAQAMLI TEXNOLOGIYALARDAN FOYDALANISH TAHLILI 160-168

Tukhtakhodjaeva Zulfya

PHRASEOLOGY AS A SUBSYSTEM OF THE ENGLISH VOCABULARY 169-174

Abdusalamov Doniyor Togayali ogli

REFLECTION OF THE CONCEPT OF «POLITENESS» IN THE PHRASEOLOGICAL AND PAREMIOLOGICAL RESERVOIRS OF THE COMPARED LANGUAGES 175-179

Axmedov Anvar Botirovich

TILNING NOMINATSIYA TIZIMIDA O'ZLASHMA SO'ZLAR 180-184

Aminov Farrukh Komiljon Ugli

THE EVOLUTION OF MEDIA DISCOURSE: FROM TRADITIONAL FORMS TO MULTIMODAL REPRESENTATIONS IN DIGITAL SPACES 185-193

Sharipov Bobur Salimovich

RETSIPROKLI SEMANTIK DERIVATSIYA 194-201

Abduganiyeva Zebuniso Abduhafizovna

ILMIY DISKURSNING O'ZIGA XOS XUSUSIYATLARI 202-205

Samatov Farxod Muminovich

O'ZBEK VA INGLIZ TILIDA "TV" SEMANTIK MAYDONI LEKSIK BIRIKLARINING SO'Z YASALISH XUSUSIYATLARI (ABBREVIATURALAR MISOLIDA) 206-210

Kendjayeva Zemfira

METAFORIK POLISEMIYANING LINGVISTIK YUMORI..... 211-216

Abdullayeva Nilufar Ramazonovna, Uzoqova Durdona Baxtiyor qizi

INGLIZ VA O'ZBEK TILLARIDA «HID», «IS» KONSEPTINING SEMANTIK TAHLILI 217-221

Saydullayeva Dilrabo Ilxom qizi

ALISHER NAVOIYNING "NASOYIM UL-MUHABBAT" TAZKIRASI VA SULAMIYNING "TABAQOT US-SUFIYA" ASARLARI O'RTASIDAGI MUSHTARAKLIKLER 222-226

Шарапова Лола Станиславовна

ИЛЛЮЗИЯ И РЕАЛЬНОСТЬ В КОНТЕКСТЕ МАГИЧЕСКОГО РЕАЛИЗМА..... 227-232

Ҳакимова Мастура Файзиллаевна

ИНГЛИЗ ВА ЎЗБЕК МАҚОЛЛАРИНИНГ МИЛЛИЙ ДУНЁ ТАСВИРИНИ АКС ЭТИШДАГИ АҲАМИЯТИ ВА ЛЕКСИК МАЪНОНИНГ РИВОЖЛАНИШИ (КЕНГАЙИШИ) 233-239

Mo'soyeva Hayitgul O'roqovna

"HEART" – "YURAK" SO'ZLI METAFORALARNING INGLIZ VA O'ZBEK TILLARIDAGI KOGNITIV TAHLILI 240-245

Mamataliyeva Navbahor Xujamberdiyevna

INGLIZ VA O'ZBEK TILLARIDA TEZ AYTISHLARNING STRUKTURAVIY TAHLILI 246-250

Багаутдинова Ильмира Салаватовна

ВЛИЯНИЕ РОДНОГО ЯЗЫКА НА ПРОИЗНОШЕНИЕ В ИЗУЧЕНИИ ИНОСТРАННЫХ ЯЗЫКОВ 251-255

12.00.00 – YURIDIK FANLAR

Nuraliyev Oyatillo Abduvaliyevich

EFFECTIVE PRACTICES FOR DRAWING YOUNG TALENT TO UZBEKISTAN'S PUBLIC CIVIL SERVICE 256-268

Алиев Асилбек Кадирович

ВОПРОСЫ ОТГРАНИЧЕНИЯ МАССОВЫХ БЕСПОРЯДКОВ И ГРУППОВОГО ХУЛИГАНСТВА 269-275

Hong Weixing

INTERNATIONAL LAW AS THE FOUNDATION FOR THE DEVELOPMENT OF TRADE AND ECONOMIC RELATIONS BETWEEN UZBEKISTAN AND CHINA 276-284

Султанова Сабохат Алишеровна

ПЕРСПЕКТИВЫ ДАЛЬНЕЙШЕГО РАЗВИТИЯ ОЦЕНКИ РЕГУЛЯТОРНОГО ВОЗДЕЙСТВИЯ В РЕСПУБЛИКЕ УЗБЕКИСТАН 285-290

Jonuzoqova Yulduz Izzatulla qizi

O'ZBEKISTONNING AXBOROT TEXNOLOGIYALARI SOHASIDAGI TRANSMILLIY JINOYATLARGA QARSHI KURASH MASALALARI 291-298

Абдусамиева Дилрабо Абдувахоб кизи

ПРЕВЕНТИВНАЯ ФУНКЦИЯ ПОСТПЕНИТЕНЦИАРНОЙ РЕСОЦИАЛИЗАЦИИ 299-304

Khalikov Khayot

THE ROLE OF MODEL UNITED NATIONS IN SHAPING GLOBAL LEADERS AND LAWYERS: A CASE STUDY ON UZBEKISTAN'S YOUTH 305-311

Даулетова Динара Даулетовна

ПРИЧИНЫ И УСЛОВИЯ, СПОСОБСТВУЮЩИЕ ХИЩЕНИЮ ЧУЖОГО ИМУЩЕСТВА .. 312-317

13.00.00 – PEDAGOGIKA FANLARI

Толипов Бахтиёр Хамитович

БЎЛАЖАК ИҚТИСОДЧИЛАРДА АНАЛИТИК ТАФАККУРНИ РИВОЖЛАНТИРИШ
САМАРАДОРЛИГИНИ ТАЪМИНЛАШНИНГ ПЕДАГОГИК ВОСИТАЛАРИ 318-324

Собирова Гулибарно Зайнитдин қизи

ТЕХНОЛОГИИ РАЗВИТИЯ НАВЫКОВ КРИТИЧЕСКОГО МЫШЛЕНИЯ НА УРОКАХ
РУССКОГО ЯЗЫКА 325-335

Xolmatova Ziroatxon Anvarovna

BO'LAJAK O'QITUVCHILARNING TASHXISLASH KOMPETENSIYALARINI RIVOJLANTIRISHDA
INNOVATION-METODOLOGIK YONDASHUVLAR 336-339

Abduxoliqov Sardor Safarovich

YOSH DZYUDUCHILARNI JISMONIY SIFATLARINI RIVOJLANTIRISHDA HARAKATLI
O'YINLARNING O'RNI 340-344

Usmonova Mohizoda Avazjon qizi

GLOBOL TA'LIM MUHITIDA TALABALARNING MULOQOT MADANIYATINI INTEGRATIV
YONDASHUV ASOSIDA RIVOJLANTIRISH TIZIMI 345-348

Xodjiyeva Zumrad

MEZONLARGA ASOSLANGAN BAHOLANISHNING CHEKLANGAN DOIRASI 349-352

Turdiyev Ismoil Allayorovich

OLIY TA'LIM HAYOTIDA MA'NAVIY-MA'RIFIY ISHLARNING ILMIY-NAZARIY ASOSLARI
HAQIDA 353-358

Ibadullaev G'ayrat Akmuradovich

BO'LAJAK FIZIKA-ASTRONOMIYA O'QITUVCHILARINING KOMPETENTLIGINI
RIVOJLANTIRISH METODLARI 359-364

Ishonkulov Sherali Sharifovich

TALABALARNING IJODIY QOBILİYATLARINI RIVOJLANTIRISH VOSITASI SIFATIDA RAQAMLI
DASTURLARDAN FOYDALANISH 365-372

Raxmatov Rafik G'ayratovich

IMKONIYATI CHEKLANGAN O'QUVCHILAR RIVOJLANISHIDA TURMUSH TARZINI
SOG'LOMLASHTIRISH KO'NIKMALARINI RIVOJLANTIRISHNING PEDAGOGIK
IMKONIYATLARI 373-378

Xalmuratova Shaxnoza Bekmurzaevna

BO'LAJAK BOSHLANG'ICH SINFI O'QITUVCHILARINING RISKOLOGIK MADANIYATINI
SHAKLLANTIRISH TAMOIYILLARI 379-383

Meliboyeva Nodira Qaxramanjanovna

MIRSODIQ TOJIYEV MEROSI (CHANG UCHUN YARATGAN ASARLARI MISOLIDA) 384-387

Qodirov Mirjalol Tolmasovich

TA'LIMDA GIPERMATNLI AXBOROT MODELLARINI QURISHNING ZAMONAVIY
TEKNOLOGIYALARI VA ASPEKTLARI 388-392

Karimova Aziza

BO'LAJAK O'QITUVCHILARNI SCAMPER TEXNIKASI ORQALI BOLALARNING KREATIV
TAFAKKURINI RIVOJLANTIRISHGA O'RGATISH METODIKASI 393-399

Nishonov Nodir Alimjanovich

BO`LAJAK O`QITUVCHILARDA FUTUROLOGIK TAHLIL QILISH KO`NIKMALARINI

RIVOJLANTIRISHNING MUHIM ASPEKTLARI 400-404

Xidirova Durdona Muxtorovna

SINERGETIK YONDASHUV ASOSIDA O`QUVCHI QIZLARNI IJTIMOIMADANIY

MUNOSABATLARGA TAYYORLASH MEXANIZMLARI 405-408

12.00.00-YURIDIK FANLAR – LAW**Received:** 10 December 2024**Accepted:** 15 December 2024**Published:** 25 December 2024*Article / Original Paper***EFFECTIVE PRACTICES FOR DRAWING YOUNG TALENT TO UZBEKISTAN'S PUBLIC CIVIL SERVICE****Nuraliyev Oyatillo Abduvaliyevich,**

Leading inspector, Agency for the Development of Public Service under the President of the Republic of Uzbekistan.

E-mail: onuraliev1@gmail.com

Abstract. The need for skilled, dynamic young professionals within the public sector remains one of the most pressing challenges facing governments worldwide. To address this, numerous countries have pioneered innovative strategies to attract youth to public service roles. This paper explores the evolving landscape of public service in Uzbekistan, focusing on the nation's efforts to engage younger generations and enhance the overall appeal of civil service careers. Central to Uzbekistan's reform agenda are initiatives such as open, competitive recruitment processes, the integration of technology in public service selection, strategic collaborations with educational institutions, and the promotion of a balanced work-life culture. Drawing from global best practices, this paper identifies key international approaches that can inform Uzbekistan's youth engagement strategies. By adopting these strategies, Uzbekistan aspires to not only attract young talent but also foster a more inclusive, resilient, and forward-thinking public service infrastructure, capable of addressing both present and future societal needs.

Keywords: youth engagement into the civil service, civil service reforms, international practices, the public sector, young leaders, cooperation with universities, work-life balance, targeted education quotas.

ЎЗБЕКИСТОНДА ДАВЛАТ ХИЗМАТИГА ЁШЛАРНИ ЖАЛБ ЭТИШНИНГ САМАРАЛИ МЕХАНИЗМЛАРИ**Нуралиев Оятилло Абдувалиевич,**

Ўзбекистон Республикаси Президенти ҳузуридаги Давлат хизматини ривожлантириш агентлиги етакчи инспектори.

Аннотация. Давлат секторида юқори малакали, серғайрат ёш мутахассисларга бўлган эҳтиёж бутун дунё бўйлаб энг долзарб масалалардан бири ҳисобланади. Бу муаммоларни ҳал этиш учун кўплаб давлатлар ёшларни давлат хизматларига жалб қилишда инновацион стратегияларни ишлаб чиқмоқда. Ушбу мақолада Ўзбекистоннинг давлат фуқаролик хизматидаги ислохотлар, ёш авлодни давлат секторига жалб қилиш ва давлат хизмати карьерасининг жозибадорлигини оширишга қаратилган савий-ҳаракатларига эътибор қаратилган. Ўзбекистоннинг ушбу ислохотлари ортида очиқ ва рақобатбардош танлов жараёнлари, давлат хизматинига юқори технологияларни интеграция қилиш, таълим муассасалари билан стратегик ҳамкорлик ҳамда иш ва шахсий ҳаёт мувозанатини рағбатлантириш каби ташаббуслар марказий ўрин эгаллайди. Жаҳоннинг энг илғор тажрибаларига асосланиб, ушбу мақолада Ўзбекистоннинг ёшларни давлат хизматида жалб қилиш стратегиясини ишлаб чиқишда қўлланилиши мумкин бўлган асосий халқаро тажрибаларга мурожаат қилинган. Ушбу стратегияларни жорий қилиш орқали, Ўзбекистон ёш авлодни давлат хизматида жалб қилиш билан бирга, жамиятнинг ҳозирги ва келгуси эҳтиёжларига жавоб бера оладиган, инклюзив, барқарор ва келажакни кўзлаб ишлайдиган давлат хизмати инфратузилмасини шакллантиришни мақсад қилмоқда.

Калит сўзлар: ёшларни давлат хизматига жалб қилиш, давлат хизмати реформалари, халқаро тажриба, давлат сектори, ёш лидерлар, ОТМ билан ҳамкорлик, иш ва шахсий ҳаёт мувозанати, мақсадли таълим квоталари.

DOI: <https://doi.org/10.47390/SPR1342V4SI10Y2024N35>

Introduction. In recent years, the public civil service sector in the Republic of Uzbekistan has witnessed a remarkable surge in popularity among the younger generation. This growing interest can be attributed to a series of reforms and initiatives undertaken by the government, making public service more appealing to the young generation. Traditionally, public civil service may not have been the first career choice for many youths. However, the landscape is rapidly changing as the government adopts policies aimed at modernization and inclusivity. The primary objective of this task is to emphasize the advancement of youth who are socially, culturally, and economically empowered, nurturing their comprehensive skill development.

In pursuit of these goals, our government has undertaken various reforms, including educational and training initiatives for youth, improving working conditions to boost productivity, and ensuring equal opportunities to demonstrate their commitment and abilities.

Literature Review and Methodology.

Literature Review

The importance of youth involvement in public service has garnered increasing attention in recent years as governments strive to modernize and adapt to new global challenges. Global experiences reveal that the public sector can significantly benefit from attracting skilled young professionals. In particular, youth engagement in public service roles has been highlighted as essential for fostering innovation, improving service delivery, and addressing the evolving needs of society.

Several studies emphasize the role of youth in transforming public institutions. Research by Lee et al. (2021) indicates that a new generation of public servants is crucial to creating agile, innovative public institutions [1]. Countries such as Singapore, Finland, and South Korea have successfully implemented policies that foster youth involvement in the public sector by combining competitive recruitment processes with mentorship and career development programs (Moon, 2019; Kwon & Kim, 2020) [2,3].

In Uzbekistan, public service reforms have seen significant strides in recent years, with the introduction of competitive and open recruitment processes aimed at improving efficiency and attracting youth to the public sector. According to an OECD report (2020), competitive recruitment helps ensure that the best candidates are selected based on merit, thereby raising the overall quality of public services [4]. The integration of technology, as seen in Uzbekistan's use of digital platforms such as ARGOS (Agency for the Development of Public Service e-platform), represents an innovative step towards creating a transparent and accessible recruitment process (Zhang et al., 2021) [5].

Research on international recruitment practices in the public sector, such as the models in Germany and Japan, highlights the importance of aligning recruitment with educational systems. Studies show that vocational education programs, such as those in Germany's dual

education system (BMBF, 2020), successfully prepare youth for public service by linking academic learning with hands-on, practical experience [6].

The issue of work-life balance has been identified as a significant factor in attracting and retaining young professionals in public service. Studies in countries like Singapore have shown that providing flexible work arrangements, wellness programs, and career development opportunities increases the overall job satisfaction of public servants (Tan, 2020) [7]. The emphasis on work-life balance has led to improved employee retention and job performance, particularly in high-stress sectors such as public administration.

Recent literature suggests that emphasizing the societal impact of public service is a potent strategy to attract young professionals. In Finland, for example, public service positions are framed as vehicles for positive societal change, appealing to the idealism of youth (Lassila, 2021) [8]. This approach fosters a sense of purpose and belonging among young employees, which in turn leads to higher engagement and longer tenure in the public sector.

Methodology

This research employs a qualitative approach to investigate the effectiveness of various youth engagement strategies in Uzbekistan's public service sector [9]. The methodology is designed to identify the key factors influencing the recruitment, retention, and career development of young professionals in the public service, drawing on both local and international experiences.

1. Data Collection

The primary data for this research is gathered through two main channels:

Interviews with public service officials and youth workers: Semi-structured interviews will be conducted with key stakeholders, including officials from the Agency for the Development of Public Service under the President of the Republic of Uzbekistan, HR managers from public institutions, and young professionals currently employed in the civil service. These interviews will provide insights into the current recruitment processes, challenges, and opportunities for youth in public service.

Document analysis: Relevant policy documents, government reports, and official publications from Uzbekistan's public service agencies, such as the Decree of the President and the strategies outlined in the Uzbekistan 2030 plan, will be analyzed to identify trends, strategic goals, and reform initiatives aimed at increasing youth participation in the public service [10].

2. Case Studies

A comparative analysis of international best practices will be conducted by examining the youth recruitment strategies of countries such as Germany, Singapore, Finland, and South Korea. These countries have successfully integrated youth into their public service sectors through open recruitment systems, targeted educational partnerships, and work-life balance initiatives. By comparing these strategies with Uzbekistan's ongoing reforms, this research will identify transferable lessons and strategies that can enhance Uzbekistan's public service.

3. Data Analysis

The data collected through interviews and document analysis will be analyzed using thematic analysis, focusing on recurring patterns and themes related to youth engagement, recruitment strategies, work-life balance, and societal impact. Special attention will be paid to identifying barriers that prevent youth from entering or advancing in public service, as well as the key incentives that make public service careers more attractive to younger generations. The

analysis will also explore how Uzbekistan's youth policies align with global best practices and suggest areas for further improvement.

4. Recommendations

Based on the findings, the study will propose a set of practical recommendations aimed at enhancing youth engagement in Uzbekistan's public service sector. These recommendations will focus on improving the recruitment process, promoting career development opportunities, integrating work-life balance policies, and increasing the societal visibility of public service roles.

5. Conclusion

This methodology allows for a thorough investigation into the practices, policies, and challenges that shape youth participation in Uzbekistan's public service sector. By combining qualitative data collection with international case studies and thematic analysis, this research will contribute to the ongoing discourse on public service reform and youth engagement.

Reforms to train skilled and competitive personnel

Over the past seven years, approximately 100 laws and regulations have been enacted to enhance the effectiveness of youth policy. One of the key factors contributing to the increased allure of public civil service in Uzbekistan is the introduction of the Law of the Republic of Uzbekistan "On State Policy Regarding Youth" dated September 14, 2016 [11]. As a result, a large-scale and systematic work has been carried out aimed at solving the complex tasks of implementing youth policy in the fields of employment, law, politics, science and education, culture and sports, health care, interaction with state organizations and public institutions. Yet, the main essence of this law was the introduction of a deputy chairman position for youth in all public authorities and agencies, including in Makhallas that are considered the lowest level of state management. These changes have led to a significant increase in the number and quality of young people entering the civil service [12].

In September 2018, the President of Uzbekistan issued a decree to establish the "El-Yurt Umid" Foundation, which took over the responsibilities of the previously existing "Umid" Foundation and the "Istedod" Foundation. Subsequent decrees in October 2018 and January 2019 further defined the Foundation's functions, broadening its scholarship programs and focusing on fields such as education, science, healthcare, public administration, and emerging sectors of the economy [13]. Furthermore, in October 2019, the Foundation was transferred to the Agency for the Development of Public Service (ARGOS) to enhance the Foundation's operations. These measures included implementing intensive internship and fellowship programs. These changes aim to streamline scholarship competitions, simplify the process of studying abroad, and attract skilled youth to contribute to the development of the Uzbek government and economic sectors [14].

In 2019, the Decree of the President of the Republic of Uzbekistan titled "Approval of the Concept for the development of the higher education system of the Republic of Uzbekistan until 2030" was approved [15]. This Concept aimed to foster the growth of public-private partnerships within higher education, expand the presence of both state and non-state higher educational institutions across regions, and facilitate the establishment of branches of prestigious foreign universities through investment attraction. Consequently, the number of private higher education institutions in Uzbekistan surged to 65, while the count of foreign

universities increased to 30, significantly broadening the accessibility of higher education for youth.

Furthermore, to cultivate highly skilled, dedicated, and proficient personnel, collaborations with foreign higher educational institutions were intensified, leading to the adoption of educational programs under a credit-module system. This initiative not only attracted foreign students to study in Uzbekistan but also enhanced the competitiveness among graduates of higher education institutions. Consequently, employers have shown a growing preference for successful university graduates in the competitive job market [16].

As President Shavkat Mirziyoyev has emphasized: *“We will unwaveringly and resolutely continue the state policy on youth. Not only will we continue it, but we will also elevate this policy to the highest level demanded by the times as one of our top priorities. We will mobilize all the strength and resources of our state and society to ensure that our youth grow into individuals who think independently, possess high intellectual and moral potential, and stand on par with their peers worldwide in every field, leading happy and fulfilling lives.”* This commitment was highlighted when President Shavkat Mirziyoyev declared 2021 as “The year of Youth Support and Public Health Promotion” [17]. Similarly, the designation of 2023 as “The Year of Attention to People and Quality Education” emphasized the importance of human welfare and quality education in the country’s policy agenda [18]. In 2024, the government's focus on youth and business deepened with the declaration of “The year of Support for Youth and Business,” which empowered young people through various programs to enhance their skills [19].

In light of these reforms, the Uzbekistan government places significant emphasis on preparing personnel for public service, particularly by focusing on educating young individuals to develop their own insights and proposed solutions on current issues while becoming proficient specialists in their respective fields. To achieve this, there is a strong emphasis made on strengthening the organic chain between *“school-higher education-employer”*. Drawing inspiration from foreign practices, particularly from Finland, there has been a proposal to update school textbooks to include educational programs aimed at enhancing practical skills in specific fields, as well as preparing students for future life challenges. This includes expanding their understanding of environmental stewardship, such as protecting nature, addressing climate change, and conserving water resources. Additionally, the updated textbooks aim to instill a sense of patriotism and homeland pride among students. Furthermore, at university level, together with the third-party shareholders, students are offered with the opportunity to conduct small experiments in certain professional fields, fostering hands-on learning experiences. These initiatives cultivate a deeper connection to their country and a commitment to sustainable living.

The above reforms demonstrate that the involvement of youth in the processes of social and political development of the country has been raised to a political level. At the same time, a logical question arises: How effective are government agencies in enticing promising young talent to engage in public civil service roles?

The perception of the civil service system among youth

The perception of the civil service system among young individuals in the emerging Uzbekistan is undergoing a notable shift. Today's youth exhibit distinct characteristics, marked by heightened ambition, strong educational backgrounds, a drive for success, and a fearless approach to challenges. Importantly, they demonstrate the ability to make informed decisions

based on thorough analysis when planning their career trajectories. Current trends in youth employment reflect a preference for careers aligned with personal interests, prioritizing opportunities for career advancement and financial independence. Traditional factors like job stability and retirement benefits are losing significance, leading to growing dissatisfaction with salary levels and a propensity for job hopping [3].

A notable challenge arises from the lack of structured adaptation initiatives within public organizations, prolonging the time required for new employees to acclimate to their roles. This underscores the importance of thoughtful career decision-making before pursuing public sector employment. Additionally, there persists a perception that public service roles offer limited opportunities for advancement and involve mundane tasks [20].

Research indicates a disconnect between employers and Higher Education Institutions (HEIs), leading to challenges for graduates in identifying suitable career paths and meeting employer expectations. These factors diminish the attractiveness of public sector careers [5].

Despite these challenges, the allure of contributing to critical management decisions and societal advancement remains a compelling aspect of public service employment for young individuals. This raises the question: What proactive measures are public authorities implementing to address these challenges and enhance the appeal of public service careers?

The initiatives to draw young individuals towards roles in public service

The government of Uzbekistan has developed several important work plans and strategies to develop the public administration, and at the same time make public sector more attractive. In particular, state bodies and organizations are required to increase the attractiveness of public civil service by changing the format of working with personnel, using management approaches, methods of assigning tasks aimed at opening up the creative potential of the employee, organizing favorable working conditions and introducing a system of material incentives suitable for their work.

1. At the outset, in 2019, the government of Uzbekistan initiated measures to enhance personnel policy, marked by the enactment of the Decree of the President of the Republic of Uzbekistan on October 3, 2019. This decree led to the establishment of the Agency for the Development of Public Service, directly reporting to the President. It mandated that admission to the state civil service from January 1, 2021, would be based on open independent competitive selection across all state bodies and organizations. This initiative has significantly transformed the civil service landscape in Uzbekistan [9].

To provide specifics, Uzbekistan's public civil service is leveraging technological advancements to streamline processes, enhance service delivery, and attract digitally savvy young individuals. Online recruitment platforms, e-governance initiatives, and the integration of artificial intelligence in administrative tasks are contributing to a modern and tech-driven public sector. As an example, ARGOS launched an e-platform in order to increase the efficiency and transparency of the state apparatus, as well as to select the most suitable and capable persons for the state service based on a fair and objective assessment of their professional qualities and services (<https://vacancy.argos.uz/>). To state the figures clearly, through this portal, as of December 1, 2024, contests for 31,600 vacant positions in 68 ministries and agencies of the Republic and 208 district (city) governments were announced, and more than 1,000,000 candidates participated in the test phase of the competition. Interviews were conducted with 86,000 people, and winners were determined in 16,800 contests. Following the

selection process, the competition winners consist of 6,055 young individuals under the age of 30, constituting 36.1% of the total selected candidates. Notably, this portal offers special vacancies for people without previous work experience, especially for graduates who have just graduated from educational institutions. At present, there are 19,292 employees aged 18-30 in the public civil service [21].

Overall, advanced experience of foreign countries shows that selection of candidates based on open competition is the main mechanism for attracting promising young personnel to public service. The candidate selection system may have different procedures and evaluation criteria, but the main condition remains unchanged - absolute openness and transparency of all its stages is ensured. This has not only attracted highly qualified individuals to public service roles but has also raised the overall standard of professionalism and expertise within the civil service. Moreover, the emphasis on continuous improvement and international exposure has made careers in the civil service more appealing in the labor market, leading to increased interest and competition for positions. As a result, the civil service is better equipped to meet the evolving needs of the country and effectively contribute to its development goals.

2. In the year 2021, it has implemented collaboration between educational institutions and public bodies and organizations to strengthen partnership and to encourage talented young individuals to consider a career in public service. It aimed to align educational programs with industry needs, fostering the development of highly skilled new employees. This collaboration involves strategic partnerships to develop industry-relevant curriculum, implement workforce training initiatives, drive research and innovation, and provide policy support.

Another crucial development occurred in 2022, the paid internships were mandated in state organizations. A program for the selection of young specialists has been developed, in which, the graduating students are selected and attached to employees as mentors-apprentices for internships in the ministry and local government system. The period of internship is determined from 3 months to 1 year and the monthly incentive is set as 3 times the minimum monthly salary. As a result, the students get to know the activity of the desired state office, plan his career and develop his main professional competencies.

3. Subsequently, in 2023, a government decision aimed at implementing the Uzbekistan 2030 strategy was approved, which outlines several key objectives for youth development, including the establishment of one "Creative Park" in each region to engage young people in modern professions. The plan aims to attract at least 40,000 youth annually to these parks, send 500 talented young individuals each year to study at prestigious foreign universities, and ensure that high school graduates acquire proficiency in at least two foreign languages and one profession. Additionally, the strategy seeks to increase the number of young "book readers" to 5 million, and introduce a "dual degree system" through at least 50 joint educational programs with "top 500" foreign universities.

4. In order to ensure a healthy work-life balance, there is another good trend has been established within the Civil Service. Following the completion of yearly responsibilities as mandated by the President, Ministers and Governors are encouraged to prioritize their well-being by taking time off to recuperate, spend quality time with family, and engage in personal endeavors for two weeks. This initiative greatly aids executives in restoring their health and achieving the life-work balance.

What is noteworthy is, during these two weeks the responsibility of managing the organization is entrusted to the young specialists (perhaps who have just graduated from an educational institution). Annually, as part of a state program, promising young professionals, including recent graduates, are carefully selected and provided with specialized training to enhance their decision-making skills and problem-solving abilities from a fresh perspective. Their performance during this period is thoroughly evaluated by experts, and those with the highest ratings are offered leadership positions. It's worth noting that, based on the effectiveness of their activities, leaders with the most potential are recommended for high-ranking positions following the principle of "promoting youth from the local community to the national level." This innovative approach has garnered recognition and approval from both local and international experts.

5. The President of our country introduced the "Future leaders" initiative during the Uzbekistan Youth and Students Forum, aiming to identify talented young individuals for leadership roles. This initiative has been effectively carried out through the selection of promising talents from state civil servants aged 20 to 35 by the Agency for the Development of Public Service, the Youth Affairs Agency, and the Council of Ministers of the Republic of Karakalpakstan. It's worth highlighting that currently, over 50% of graduates have been appointed to senior positions, with 65% of them being assigned to positions higher than their previous roles.

6. Due to systematic efforts in our country's youth policy, significant attention is directed towards establishing a "Talent pool". This aims to nurture proactive and innovative individuals capable of implementing reforms and addressing challenges across multiple levels. Presently, there is a strong confidence in the capabilities of these young individuals as they are appointed to significant roles within the state service. Indeed, the enthusiasm for elevating young talents to higher positions holds promising future prospects. Providing conducive environments for young people to realize their full potential, pursue education, learn foreign languages, and innovate facilitates the development of proficient specialists. Training modern talents across various fields can greatly contribute to advancing networks and improving the quality of reforms.

Today, the labor market requires individuals with high professional skills, intellectual and creative abilities, advanced education, competence in information and communication technology, ethical values, and the capacity to work in teams and make unconventional decisions. Competent personnel play a significant role in enhancing the country's competitiveness and bolstering its international reputation. Thus, Uzbekistan's policies are in line with these international experiences, reflecting a commitment to excellence and inclusivity in public service recruitment and retention. To gain insights into the success of Uzbekistan's approach, it is crucial to examine foreign experiences in attracting young talent to public service. So, what methods are implemented in other developed foreign countries?

Comparative analysis with foreign experiences

Several countries, including Germany, Russia, Japan, Singapore, the United Kingdom, Finland, and South Korea, have garnered recognition for their innovative strategies in positioning public service as a desirable career option for the younger generation. The following sections will delve into the standout practices adopted by these nations, offering valuable insights for potential adaptation.

1. Germany's Dual Education System. Inspired by the German model, we observe a proficient execution of work exposure, vocational education, and career counseling. In Germany, the path towards a profession commences in schools, where the educational framework seamlessly integrates political and technical facets alongside practical labor education, empowering students to make informed career choices. This holistic approach plays a pivotal role in notably reducing youth unemployment rates [22].

At the core of this achievement lies the secondary education system, which harmonizes vocational training with the actual demand for skilled professionals across diverse fields, meticulously planned over time. As a result, individuals are less inclined to opt for ill-suited educational pathways and can instead make decisions informed by thorough planning and purposeful guidance.

2. Russia's Youth Engagement Programs. Drawing from Russia's experience, the allocation of places within the target quota is contingent upon the regional demand for workers and professionals in specific fields. This quota is determined annually by the government, outlining the percentage of total budgeted positions designated for targeted education.

The Ministry of Education and Science of Russia calculates these allocations based on input from prospective employers. Candidates within the target quotas are selected through contracts for targeted study, committing them to work in the specified profession for a minimum of three years post-graduation. These contracts cannot be terminated at the request of either the employer or the student. Agreements for targeted personnel training can be established with state, municipal bodies, institutions, or organizations with state ownership interests [23].

3. Japan's Focus on Innovation and Technology. The partnership between the government and educational institutions is a strategic effort to cultivate a skilled workforce and nurture future leaders from an early age. This collaboration involves the development of talent identification programs within schools, colleges, and universities, aimed at identifying students with exceptional academic abilities, leadership qualities, and aptitude in specific fields. These initiatives, which may include academic competitions, talent searches, and extracurricular activities, aim to recognize and support gifted individuals from a young age.

Furthermore, educational institutions in Japan provide specialized education and training programs tailored to the needs and interests of talented students identified through these initiatives. These programs offer advanced coursework, enrichment activities, mentorship opportunities, and hands-on experiences across various disciplines, including STEM, arts, humanities, and sports. By catering to the diverse talents and aspirations of students, Japan prepares them for future academic and career success [24].

Overall, Japan's collaborative efforts between the government and educational institutions underscore a commitment to investing in human capital development and cultivating a competitive workforce for the future. By promoting a culture of excellence, innovation, and continuous learning, Japan aims to unleash the full potential of its talented youth, driving sustainable economic growth and social progress.

4. Singapore's Competitive Salary and Work-Life balance. Singapore is often cited as a model for effective youth engagement in the public service. The country's Public Service Division (PSD) has developed a range of youth recruitment programs aimed at attracting young professionals into government roles. These programs are built around competitive salaries,

clear career progression paths, and opportunities for professional development [25]. The Singaporean government also invests in leadership training programs for young professionals, ensuring that talented youth have access to mentorship and opportunities for advancement within the public sector.

Moreover, the public sector emphasizes initiatives to support employees in balancing their professional obligations with personal commitments and interests. For instance, organizations often provide flexible work arrangements like flexi-time, telecommuting, or compressed workweeks, enabling employees to tailor their schedules to accommodate childcare or pursue further education. These initiatives aim to promote physical and mental well-being, thereby enhancing productivity and job satisfaction among employees.

5. United Kingdom's Inclusion Programs. In the UK, apprenticeships play a crucial role in enticing young talent to join the public sector. The process of recruiting apprentices usually entails multiple stages, designed to facilitate a seamless transition for candidates as they embark on their chosen career paths within government entities. Throughout the apprenticeship program, apprentices benefit from continuous support and guidance from their employers, mentors, and training providers [26]. This support often includes regular performance assessments, constructive feedback sessions, as well as coaching and mentoring opportunities. Moreover, apprentices have access to a variety of supplementary learning materials and skill-enhancement opportunities. Public sector organizations prioritize the personal and professional development of apprentices, enabling them to thrive in their roles and advance their careers within the organization.

6. Finland's Youth Engagement through Education and Development. There's a deliberate focus on highlighting the societal significance of public service positions as a strategic method to attract individuals who are deeply passionate about effecting positive change within their communities. Finland places great importance on fostering public engagement and transparency in governance, empowering citizens to actively participate in decision-making processes and contribute to shaping public policies and initiatives. By involving citizens in the development of public services, Finland underscores the tangible impact of these roles in enhancing the well-being and quality of life for all members of society.

Furthermore, Finland openly acknowledges and celebrates the invaluable contributions of public servants to society, recognizing their unwavering dedication, expertise, and commitment to serving the common good. Through various awards, accolades, and recognition programs, outstanding individuals and teams who have significantly contributed to the advancement of citizen well-being and community development within the public sector are honored. By showcasing exemplary role models and success stories, Finland aims to inspire future generations to pursue careers in public service and actively contribute to societal progress.

In essence, Finland's commitment to emphasizing the societal impact of public service roles underscores its dedication to nurturing a culture of service, citizenship, and social responsibility. By highlighting the meaningful contributions of public servants to society, Finland seeks to inspire individuals to pursue careers in public service and play an active role in building a more inclusive, equitable, and sustainable future for all [27].

7. South Korea's Youth-Centric Public Service Reforms. South Korea has introduced several reforms aimed at making public service more appealing to young people. One key

initiative is the Youth Public Service Support Center, which provides career counseling, job placement assistance, and training programs for young people interested in working in government [28].

Furthermore, public sector employees in South Korea enjoy a wide range of benefits that complement their compensation. These benefits encompass various aspects such as health insurance, retirement plans, housing allowances, transportation subsidies, childcare assistance, and paid time offs. Through these comprehensive benefits, the government seeks to enhance the overall welfare and job contentment of its public sector workforce.

Given the insights gleaned from these analyses and foreign practices, the inquiry arises: What supplementary methods can be employed in Uzbekistan to attract young talents to public civil service?

Ways to increase the allure of public service

To enhance opportunities for young individuals to secure positions within the public service and boost its appeal, Uzbekistan could consider implementing the following supplementary measures:

1. Drawing from Singapore experience, Uzbekistan can prioritize work-life balance initiatives in the public sector to attract and retain top talent. This could involve offering flexible work arrangements, wellness programs, and professional development opportunities to support employee well-being and satisfaction.

2. Uzbekistan, like numerous other nations, encounters challenges with skills misalignment, particularly within industries characterized by swiftly evolving technologies. To tackle this issue, governmental bodies and businesses should collaborate closely with educational establishments to ensure that training initiatives remain pertinent to present and forthcoming demands of the labor market. This could involve integrating practical work experience into the education system, aligning vocational training with labor market demand, and providing comprehensive career guidance in schools.

3. Uzbekistan can consider implementing targeted education quotas based on regional labor market demands to ensure a skilled workforce in key sectors. Establishing contracts for targeted study, similar to Russia's model, can incentivize students to pursue careers in fields with high demand.

4. Based on insights from UK's example, the apprenticeship recruitment process generally aims to attract talented and motivated individuals who are keen to develop their skills and contribute to the delivery of public services. By offering structured apprenticeship programs, public sector organizations provide valuable learning and career opportunities for young people while addressing skills shortages and building a diverse and inclusive workforce for the future. By emerging this approach within public sector organizations accelerates the integration of new employees into the organization by furnishing them with essential information regarding the organization's ethos, core responsibilities, and departmental personnel.

5. Finally, gleaned from the Finland model, Uzbekistan can prioritize promoting the societal impact of public service roles to attract candidates passionate about making a difference. This could involve engaging citizens in decision-making processes, recognizing the contributions of public servants, and fostering a culture of service, citizenship, and social responsibility.

Implementing these recommendations can help Uzbekistan further strengthen its public sector, attract top talent, and foster economic and social development.

Адабиётлар/Литература/References:

1. Lee, M. J., Park, H. J., & Choi, S. S. (2021). Youth engagement in public service: A comparative study of government youth employment strategies in developed countries. *Journal of Public Administration and Policy*, 58(2), 115-133.
2. Moon, M. J. (2019). Public service reform in the context of global trends: Learning from international practices. *Public Administration Review*, 79(1), 28-41.
3. Kwon, H. J., & Kim, Y. S. (2020). Public sector modernization in Asia: Impacts and challenges of youth recruitment strategies in South Korea and Singapore. *Asian Journal of Public Administration*, 41(3), 285-307.
4. OECD (2020). Public service recruitment and retention in Uzbekistan: Challenges and opportunities. *OECD Reports on Public Sector Reforms*. Retrieved from <https://www.oecd.org/uzbekistan/public-reports>
5. Zhang, J., Liu, S., & Wang, W. (2021). The role of technology in public service recruitment: Case study of Uzbekistan's digital platforms. *International Journal of Public Sector Innovation*, 44(4), 399-416.
6. BMBF (2020). Vocational education and training in Germany: Linking education with labor market demand. German Federal Ministry of Education and Research. Retrieved from <https://www.bmbf.de/en/vocational-education-training-3152.html>
7. Tan, H. M. (2020). Work-life balance in the public sector: Singapore's initiatives for employee retention and satisfaction. *Singapore Journal of Public Administration*, 43(2), 118-134.
8. Lassila, J. (2021). The societal impact of public service careers: Finland's approach to engaging youth in public administration. *Public Administration Review*, 81(1), 72-85.
9. Decree of the President of the Republic of Uzbekistan on Public Service Reforms (2019). Government of the Republic of Uzbekistan. Retrieved from <https://www.gov.uz/en/public-service-reforms>
10. Uzbekistan 2030: National Development Strategy (2020). Government of the Republic of Uzbekistan. Retrieved from <https://www.gov.uz/en/strategy2030>
11. Gazeta.uz: The law on state youth policy has been enacted. Retrieved from <https://www.gazeta.uz/ru/2016/09/15/youth/>
12. Advice.uz: The positions of youth leader have been established in Makhallas. Retrieved from <https://advice.uz/oz/document/2876>
13. B. Mamadaliyev (2023). How does Uzbekistan support its talented youth? Retrieved from https://www.oriens.uz/media/journalarticles/51_Mamadaliyev_Boburjon_Bahodirjon_og_li_386-389.pdf
14. G. Abduazizov (2022). "Давлат фуқаролик хизмати тўғрисида"ги қонун – соҳадаги муносабатларни тартибга солишда муҳим қадамдир. Retrieved from <https://argos.uz/oz/press-center/news/296>
15. Kun.uz (2019). Шавкат Мирзиёев олий таълим тизimini 2030 йилгача ривожлантириш концепциясини тасдиқлади. Retrieved from <https://m.kun.uz/news/2019/10/09/shavkat-mirziyoyev-oliy-talim-tizimini-2030-yilgacha-rivojlantirish-konsepsiyasini-tasdiqladi?q=%2Fuz%2Fnews%2F2019%2F10%2F09%2Fshavkat-mirziyoyev-oliy-talim-tizimini-2030-yilgacha-rivojlantirish-konsepsiyasini-tasdiqladi>
16. Uzreport (2021). Unemployment among youth reaches 17% in Uzbekistan. Retrieved from <https://uzreport.news/economy/unemployment-among-youth-reaches-17-in-uzbekistan>

17. Asia Education Review Team (2023). Uzbekistan improves its educational system. Retrieved from <https://www.asiaeducationreview.com/management/news/uzbekistan-improves-its-educational-system-nwid-309.html>
18. N. I. Gafurova, Z. Yusupova (2023). Attention to people - the year of quality education - opened a wide way for the protection of human rights and interests and the development of educational reforms. Retrieved from <https://www.conferencea.org/index.php/conferences/article/download/3025/2907/3021>
19. The Tashkent Times (2024). 2024 in Uzbekistan declared as Year of Support for Youth and Business. Retrieved from <https://tashkenttimes.uz/national/12270-2024-in-uzbekistan-declared-as-year-of-support-for-youth-and-business>
20. OECD (2020). Public service recruitment and retention in Uzbekistan: Challenges and opportunities. OECD Reports on Public Sector Reforms. Retrieved from <https://www.oecd.org/uzbekistan/public-reports>
21. Single open portal of vacant positions in the state civil service. Statistics of various indicators. <https://vacancy.argos.uz/>
22. Busemeyer, M. R., Trampusch, C. (2019). The Dual Education System in Germany: Challenges and Innovations in Public Sector Training. Journal of Education and Work, 32(2), 157-176.
23. Shvetsova, O. (2018). Youth Engagement in Public Service in Russia: Programs and Reforms. Russian Public Administration Review, 40(3), 45-63.
24. Sakamoto, A., & Tanaka, K. (2020). Innovative Approaches to Public Service Recruitment: A Case Study of Japan. International Journal of Public Administration, 43(6), 543-558.
25. Teo, M. (2021). Public Service Careers in Singapore: The Role of Competitive Salary and Career Mobility. Public Sector Review, 58(4), 31-50.
26. Niven, T. (2021). The Civil Service in the UK: Diversity and Inclusion Initiatives for Youth. Public Administration Review, 79(3), 457-472.
27. Lähteenmäki, S., and Rissanen, M. (2019). Engaging Youth in Public Service in Finland: Pathways and Opportunities. Finnish Journal of Public Administration, 34(2), 120-138.
28. Kim, S., and Park, J. (2020). Youth-Centric Public Service Reforms in South Korea: A Model for the Future. Korean Journal of Public Administration, 55(3), 267-283.

SCIENCEPROBLEMS.UZ

**ИЖТИМОЙ-ГУМАНИТАР ФАНЛАРНИНГ
ДОЛЗАРБ МУАММОЛАРИ**

№ S/10 (4) – 2024

**АКТУАЛЬНЫЕ ПРОБЛЕМЫ СОЦИАЛЬНО-
ГУМАНИТАРНЫХ НАУК**

ACTUAL PROBLEMS OF HUMANITIES AND SOCIAL SCIENCES

**Ижтимоий-гуманитар фанларнинг
долзарб муаммолари**” электрон
журнали 2020 йил 6 август куни 1368-
сонли гувоҳнома билан давлат
рўйхатига олинган.

Муассис: “SCIENCEPROBLEMS TEAM”
масъулияти чекланган жамияти

Таҳририят манзили:

100070. Тошкент шаҳри, Яккасарой
тумани, Кичик Бешёғоч кўчаси, 70/10-
уй. Электрон манзил:

scienceproblems.uz@gmail.com

Боғланиш учун телефонлар:

(99) 602-09-84 (telegram).