

REFORMS IN THE REPUBLIC OF UZBEKISTAN IN IMPROVING THE QUALITY OF EDUCATION AND THE ISSUE OF PERSONNEL (IN THE EXAMPLE OF HIGHER EDUCATION INSTITUTIONS)

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ABSTRACT	KEYWORDS
This article talks about the reforms and personnel issue in the Republic of Uzbekistan to improve the quality of education. Based on historical data, the author studied and analyzed the specific aspects of the reforms and personnel issue in the Republic of Uzbekistan to improve the quality of education on the basis of existing scientific literature.	Republic of Uzbekistan, quality of education, reforms, personnel issue

Introduction

From the first years of independence, the development of the education system in our country has been raised to the level of state policy, ensuring that our youth acquire modern knowledge and skills in conditions corresponding to world standards, mature into physically and spiritually mature people, their abilities and effective work is being done to realize their talent and intellectual potential, to develop feelings of loyalty and devotion to our motherland in their hearts.

Adoption and implementation of the concept designed for the 30th year, which covers the most urgent problems and solutions in our country today, will lead to huge changes in the field of education in our country. Quality of education. The concept of the development of the higher education system of the Republic of Uzbekistan until 2030 is based on ensuring the strong integration of science, education and production, based on the needs of the higher education system of the social sphere and economic sectors. in order to improve, train competitive personnel, effectively organize scientific and innovative activities, develop international cooperation, as well as the Decree of the President of the Republic of Uzbekistan dated July 11, 2019 No. PQ-4391 "Introduction of new management principles into the system of higher and secondary special education was developed in connection with the implementation of the decision on measures.

The population of the Republic of Uzbekistan under the age of 30 is about to face a unique demographic situation, where 60% of the population is on the verge. Therefore, without forming the consciousness, spirituality, potential, culture, and level of education of young people, we cannot look at our future and prospects. It is no secret that a number of laws are being passed on this matter. It is no coincidence that the Law of the Republic of Uzbekistan on Education, the National Training Program for 30 years, and the adoption of several decisions and laws on education are carried out thinking about the future of our youth and the development of our country.

In the Concept of the development of the higher education system of the Republic of Uzbekistan until 2030, approved by the Decree of the President of the Republic of Uzbekistan No. PF-5847 of October 8, 2019: the current state of the higher education system and existing problems, the strategic goals of the development of the higher education system and priorities, expanding coverage with higher education, improving the quality of training of highly educated specialists, introducing digital technologies and modern methods into the educational process, increasing the effectiveness of scientific and research work in higher education institutions, widely involving young people in scientific activities, innovative science of science forming the infrastructure, increasing the effectiveness of spiritual-educational and educational work, actively involving the personnel orderers in the process of training highly qualified specialists, ensuring the financial independence and stability of higher education institutions, strengthening their material and technical support, Systematic development of higher education institutions and improvement of management activities, increasing the investment attractiveness of the higher education system, ensuring recognition and competitiveness at the international level, comprehensive issues regarding the results expected from the implementation of the concept are covered.

According to statistics, in 2019 there are 114 higher education institutions in the republic, of which 93 are local and 21 are foreign higher education institutions and their branches. The Ministry of Higher and Secondary Special Education has disclosed the number of HEIs operating in Uzbekistan. It is noted that today there are 159 higher education institutions in Uzbekistan, including 72 in Tashkent city and 87 in the regions. Of these, there are 28 universities, 47 institutes, 3 academies, 1 conservatory, 26 branches, foreign HEIs. and its 30 branches, 24 non-state OTMs. 59 It can be seen that today the positive changes in the education system have grown significantly. State higher education institutions are attached to ministries and agencies according to their relevance: the number of foreign higher education organizations has doubled in the last 3 years.

In the Address of the President of the Republic of Uzbekistan to the Oliy Majlis dated January 24, 2020, he made a significant contribution to the social and economic development of our country, training highly qualified specialists with the skills to apply modern knowledge and pedagogical technologies, and introducing advanced educational technologies to the field. Systematic measures for the further improvement of the education sector have been determined. Based on this, the results of the analysis of the supply of highly qualified personnel for the social sector and economic sectors, first of all, increasing attention to the quality of personnel training for the education sector, wide introduction of advanced foreign experience in the field, pedagogical training showing the need to improve lim infrastructure.

The number of students studying in higher educational institutions of the republic is 410 thousand under the bachelor's education, and 13 thousand under the master's specialty, and has increased by 1.7 times in the last 3 years. 54.8% of students are humanitarian and pedagogic, 25.2% are production technicians, 5.2% are social sphere, economy and law, 5.9% are agriculture and water management, 4.4% are health care and social security, 4.5 percent are studying in the fields of education and specializations related to the fields of service knowledge. 40.8% of master's students are humanitarian and pedagogic, 23.3% are production-technical, 13.3% are social sphere, economy and law, 5.9% are agriculture and water management, 13.5% are health and social care. 3.2 percent are studying in the fields of service knowledge. Admission criteria for the 2019-2020 academic year was 121 thousand and increased by 18% compared to the previous year, and by 92% compared to 2016.

At the beginning of the 2020-2021 academic year, 20 foreign higher education institutions were operating in the republic. 3 These data show that the integrity of our education system is well established. Attaching the state higher education institutions to the management of the ministries and agencies according to their relevance - it is envisaged to increase the quality of personnel in higher education, to train mature specialists in each direction. The doubling of foreign higher education institutions in the last 3 years is a proof of this. Today, it is not a secret to anyone that the scale of these higher education institutions is growing year by year and that they train personnel in various fields that contribute to the development of our country.

Indeed, it should be noted that higher education reforms in our country have risen to the level of state policy, because we understand that the level of higher education determines its future development. In accordance with this policy, issues related to increasing the number of students and higher education institutions, the quality of knowledge, new functions of higher education, the increase in the amount of information, and the wide spread of innovations were resolved. The current level of development of the society demands a new educational system - "innovative education" that is capable of forming in students the ability to plan the future, a sense of responsibility for the future, self-confidence and professional abilities.

In order to ensure the competitiveness of personnel, foreign experiences are necessary today in adapting training to new modern educational technologies, developing modern methods and principles, and putting them into practice. Today, in order to ensure and modernize the quality of higher education, the issue of forming a modern educational and methodological support has arisen. For this reason, it is an urgent issue to create a modern educational and methodological support to positively solve the issues that our state puts before higher education. The quality of education and the effectiveness of education are one of the main factors that indicate the quality of life in society. The more the state and society spends on general and professional education and the more the result meets the highest international standards, the higher the quality of life.

Based on the suggestions of the personnel customers, 329 educational directions and 582 master's specialties were included in the classification of higher education directions and specialties. In the 2019-2020 academic year, part-time education was introduced in 59 higher education institutions, and evening education was introduced in 10 higher education institutions.

In the last 3 years, 1,611 professors and teachers of higher education institutions were provided with internships and professional development in foreign higher education institutions. Within the framework of international cooperation, 112 young people were accepted to study at foreign higher education and scientific institutions for master's degree, and 51 for doctoral studies.

In order to increase the innovative potential of the higher education system, first of all, it is necessary to start by changing the social attitude towards higher educational institutions, considering them not only as a place of study, but also as a source of scientific ideas, new products, technologies and intangibles. it is necessary to be accepted as asset-creating institutions, to create mechanisms for publicizing the reputation of science and scientists, and the results of their work in the republic. In their place, pedagogues-employees should not limit themselves to imparting knowledge to students, but should involve the most talented youth movement among them in solving actual scientific and technical problems. In addition, it will be necessary to reconsider methods of incentives for scientists, inventors, participants of innovative activities. The issue of benefiting from created innovations, intellectual property objects and the distribution of property relations between higher education institutions and

created pedagogues-employees is not clearly defined in the legislation. Establishing a system of benefits for private sector entities participating in the financing of scientific research activities will create a basis for attracting investments in this field. Wide involvement of higher educational institutions in the development of national and regional development programs against the background of large-scale reforms would mark a new stage in increasing their innovative potential. In order to maintain the high rate of economic development of our country, to achieve quantitative as well as qualitative indicators of development, we must find and introduce various untapped factors and reserves, including the effective use of the wide opportunities and innovative potential of the higher education system. , remains the demand of the times.

Thus, at the current stage of our country's development, higher professional education is one of the main tools for the formation of individuals capable of ensuring the country's national, economic, ecological, and political security during the globalization process, universalization of humanity and transition to a post-industrial information society. is considered At the same time, at a time when the complications of the current global financial and economic crisis continue, higher education should be considered as the most important potential factor of unifying society, preserving a single socio-cultural space, overcoming social disputes and ethno-national conflicts. The trends in the formation of new educational systems are clearly evident, and the general development of modern society is determined by these trends.