



CENTRAL ASIAN JOURNAL OF THEORETICAL AND APPLIED SCIENCES

Volume: 04 Issue: 05 | May 2023 ISSN: 2660-5317
<https://cajotas.centralasianstudies.org>

The Role and Significance of Changes Into the Constitution in Personnel Training in the New Uzbekistan

Yusupova Rahima

The Uzbekistan State Institute of Arts and Culture “Culture and Art Management” associate professor
of the department
rkasymovna@mail.ru

Received 4th Mar 2023, Accepted 6th Apr 2023, Online 30th May 2023

Abstract: *It is directly related to the changes and additions made to the Constitution in training personnel in New Uzbekistan. The article fully disclosed that significant changes were made in the chapters and articles of the Constitution covering personnel training. The article analyzes the new approaches used in personnel training system in New Uzbekistan.*

Keywords: *New Uzbekistan, personnel training, Constitution, change, additions, art, substance, teacher, employees, additional duties.*

Currently, on the basis of amendments and additions to the Constitution, the most effective forms and means of training senior specialists are being developed in the personnel training policy of the leading countries. The power of any country is determined by the potential of mature personnel formed in this region. At this point, let's dwell on the changes made in the Constitution; now, a teacher of a higher education institution that prepares personnel cannot force anyone to pick cotton, clean the streets and do other work, does not dare to take children out of class and involve them in other work - forced and child labor is strictly prohibited (Article 44). Also, there is no longer a situation where our children will not be able to find a kindergarten or the risk of state grants for higher educational institutions will decrease or disappear – the state must create conditions for the development of preschool education and upbringing. It is clearly established that pre-school education and upbringing are under state control, that citizens have the right to free higher education according to their wishes (Articles 50 and 51); In addition, any administration or administration cannot interfere in the work of higher education organizations – the right of higher education organizations to academic freedom, self-management, research and teaching freedom is sealed (Article 51). It is known from history that in many countries, when adopting the Constitution, special attention is paid to the issue of personnel training. This time, the Constitutional Commission followed a new path, first the opinions and proposals of our people were studied, and then the draft Constitution was prepared. On June 20, 2022, the President of the Republic of Uzbekistan Shavkat Mirziyoyev met with the members of the Constitutional Commission and spoke about the changes and additions to the Constitution, including the urgency of the issue of personnel training.

This will be the first Constitution in the history of Uzbekistan, whose only author and source is the people, not the head of state, but the people themselves. The new Constitution, adopted on May 1, 2023, really takes into account the rights and interests of teachers, including the issue of personnel training.

In particular, the minimum amount of remuneration for personnel work should be determined taking into account the need to ensure a decent living of a person, the state should take measures to ensure the employment of personnel, protect them from unemployment and reduce poverty, organize professional training and retraining of personnel, everyone has the right to social security in case of unemployment, the right of every personnel to have housing, the rights of persons with disabilities and other socially needy categories of the population are taken under state protection, the state creates social, economic, legal and other conditions for the full development of personnel. In our opinion, the state should ensure the protection of personal, political, economic, social, cultural and ecological rights of young people, create conditions for the realization of their rights to education, health care, housing, employment and recreation. The strengthening of the ban on refusing to hire, dismissing and reducing the wages of female personnel due to pregnancy or having a child shows how important areas are covered. The great thinker Mahmudhoja Behbudi in his works put forward the idea that “every nation will not go on the path of development and use its culture until it first reforms and increases the primitive writing system”.

One of the most important aspects of the updated Constitution is explained by the fact that great attention is paid to the training of personnel serving the development of science and education. Standards for education and science have almost doubled. The word “education” itself is used 20 times, in our current Constitution it was used only 2 times.

Ensuring the development of the state continuous education system, its various types and forms, state and non-state educational organizations, and the creation of conditions for the development of state preschool education and upbringing were strengthened. As the former Prime Minister of Singapore Lee Kuan Yew said, “I only did my duty to my country, I directed the public budget to train personnel in the field of education, I promoted my teacher from the lowest class to the highest position in Singapore. The people who performed miracles in the country are teachers. They raised a humble generation that loves knowledge, ethics, work and truth.”

In this sense, in our updated Constitution, the work of the teaching staff is recognized as the basis for the development of society and the state, the formation and upbringing of a healthy, well-rounded generation, the preservation and enrichment of the spiritual and cultural potential of the people, the protection of the honor and dignity of the state teaching staff, their social and material well-being, The basis of our development is the constitutional guarantee of taking care of professional growth.

Also, the Constitution stipulates that the state guarantees free primary professional education. Provision of inclusive education and training for children with special educational needs in educational organizations has been strengthened.

Based on the updated Constitution, it was guaranteed that the measures of legal influence applied by state bodies to personnel are based on the principle of proportionality and achieve the goals stipulated by the laws. All conflicts and ambiguities that arise in the interaction of state bodies with personnel are interpreted in favor of people. It is constitutionally guaranteed that every person has the right to be compensated by the state for damages caused by illegal decisions, actions or inaction of state bodies or their officials. At this point, let's pay attention to one consideration. We are united by mature cadres of every field who have national pride and national pride, we are united by their good days and sorrows. We are living in a dangerous and complicated time, the environment is turbulent, our people do not say for nothing that a lost land is a bear land, and a divided land is a wolf land. In this regard, it is important to examine the general and individual experiences, the connection of national heritage and values in this

field with the current era, the issue of training mature personnel, theories on improving the system of personnel training in all fields, and scientific-theoretical consideration of subject-specific concepts.

At the moment, it is clear and obvious to study and analyze the experiences of developed countries related to personnel training, to develop recommendations for introducing their acceptable aspects into the national education system, and to improve the experiences related to personnel training technologies, mechanisms, and methods based on the new and democratic principles of our state in the updated Constitution.

The fact that President Shavkat Mirziyoyev stated that "...we must pay more attention to personnel training, and for this we must mobilize all the possibilities" means that there are problems that need to be solved in this field. As the head of our state said, "Uzbekistan must be globally competitive in terms of science, intellectual potential, modern personnel, and high technologies," it is clear that the need for mature personnel is increasing year by year. In the following years of our country's independence, the rapid development and major reforms implemented throughout our country require an approach based on national cultural characteristics along with international experiences in the system of mature personnel training. Today, it is necessary to unite the people towards a great future and ambitious goals, to achieve that each future person will always feel responsible for the happiness of the single Motherland, to be worthy of the priceless heritage of our ancestors, national values and traditions, to form perfect people with high virtues, and to make them great creative works in our country. The need to be encouraged to be an active participant, in turn, creates the need for special research into the characteristics of self-sacrifice, increasing the thirst for modern knowledge.

It is known that in the Updated Constitution, one of the most priority strategic directions of the activity of the state of Uzbekistan, the issue of personnel training in raising a mature generation, was specially recognized. A wide range of well-directed measures to raise a healthy and mature generation in our country, to realize the creative and intellectual potential of young people, to raise the young men and women of our country to become well-rounded individuals who fully meet the requirements of the 21st century. The implementation of measures is the strategic goal of the activity in this regard.

In every speech of the President of our country, Shavkat Mirziyoyev, he puts forward the idea that the comprehensive development of our country depends on the hard work and action of all of us. No matter what direction we are talking about today, it all boils down to shots and shots. Without a positive solution to this issue, it is impossible to achieve our strategic goals. In addition, what we all approved by voting through the Referendum in the New Constitution will be implemented only by comparing it with the previous and current period of training of mature specialists, analyzing, developing effective methods and alternative solutions. In this case, from the managers who are working in the field of personnel training to the junior employees, it is necessary to show enthusiasm in the way of fulfilling their duties seriously. Amendments and additions introduced in the personnel training system in the newly adopted Constitution serve to eliminate problems in the field. Adult training is a dynamic process that is always in motion and involves three aspects. More fully, it combines cognitive, evaluative, and behavioral perspectives. These parties themselves consist of several stages. For example, the stage of knowledge of mature professional personnel includes such qualities as knowledge, awareness of reforms, consciousness, and the stage of assessment consists of judgments, values, and norms. Behavioral stage embodies such features as activity, patriotism, nationalism, internationalism, interethnic relations, which are mainly implemented in social programs in the training of mature personnel. Also, within the framework of changes in the personnel training system in the New Constitution, attention should be paid to three main paradigms:

1. It is necessary for mature specialist personnel to approach the ideas, views, norms and rules that determine the basis of power and system, social processes management, stabilization of the state structure and its political system, and scientific observations in solving various political problems.
2. The behavioral aspect of the culture of mature professional personnel includes, first of all, social and political activity. If there is no socio-cultural activity, the culture of the specialist will not be formed.
3. In accelerating the process of formation of a well-rounded staff, traditions preserve, enrich and pass on the achievements of one generation to the next generation. The consistency of the formation of the personnel system and the mechanism of their retraining should be continued on the basis of periodic skills.

In conclusion, as we are expecting examples of economic growth such as the Japanese miracle and the Korean nature from the changes in the personnel training system in the updated Constitution of New Uzbekistan, the time demands that we should first of all put the main emphasis on the fundamental development of the mentality of the nation in the hearts of the personnel. In our country, in the field of personnel training, based on the New Constitution, the introduction of strategic solutions to eliminate the problems facing the sector has been launched step by step. The main thing is to change our views on personnel training, and moreover, by promoting unification and cohesion under the idea that “we are all responsible for the development of this country, this country” in the minds of the growing generation, there is no doubt that we will achieve our goals.

REFERENCES

1. Ўзбекистон Республикасининг Янги Конституцияси. // Халқ сўзи, 2023 йил, 2 май сони.
2. Мирзиёев Ш.М. Миллий тараққиёт йўлимизни қатъият билан давом эттириб, янги босқичга кўтарамиз. - Тошкент: "Ўзбекистон", 2017, - 12 б.
3. М.И.Рахматиллаева, Д.Ю.Исмаилова Ёшлар тарбиясининг миллий-маънавий хусусиятлари ва истикболлари. "XXI аср - интеллектуал ёшлар асри" Республика илмий ва илмий-техник анжуман материаллари (2023 йил 30 март). Тошкент: ЎЗР ФА, 2023. 208 б.
4. Б.Умурзаков, Г.Абдурахманова, С.Холмуратов. Корхонада кадрлар сиёсати. Тошкент. ТошДИУ. 2023. - 190 б.
5. Ашурова Ф. Ходимлар билан ишлашда қўл келувчи 4 маслаҳат. Қаранг: <https://www.norma.uz/>
6. <https://www.gazeta.uz/oz/2022/06/23/digitalization/>
7. Бекберганава М. Ташкилотда кадрларни ривожлантириш тизимини такомиллаштириш. Тошкент-2023. ЎЗМУ.