



**ACADEMICIA**  
**An International**  
**Multidisciplinary**  
**Research Journal**  
 (Double Blind Refereed & Peer Reviewed Journal)



**DOI: 10.5958/2249-7137.2021.01181.2**

**NEW GENERATION SPECIALISTS IN THE RENEWING UZBEKISTAN:  
 COMPARATIVE ANALYSIS OF NATIONAL AND FOREIGN  
 EXPERIENCE**

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**ABSTRACT**

*This article is a comparative analysis of the problems faced by specialists in the formation of the foundations of national statehood, the process of reforms to address public policy in the formation of a new system of specialists in public administration of independent Uzbekistan.*

**KEYWORDS:** *Independence, State, Society, Administration, Leading Experts, New Generation, Mental Centre, Institute, Soft Power, Brand.*

**INTRODUCTION**

The Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021, developed on the initiative of the President of the Republic of Uzbekistan Shavkat Mirziyoyev, pays special attention to public administration reform, development of an organizational and legal framework of public service. In this strategy is given the main purposes that the successful implementation of radical changes and reforms in the life of the state and society, first of all, the growing demand for young and enterprising professionals with solid knowledge in a market economy, able to understand and analyze the current foreign and domestic policy of Uzbekistan. What is the reason for this? Has not a new generation of specialists been formed for the independent state of Uzbekistan over the past 30 years? If so, why is there a need for a new generation of specialists for today's renewed Uzbekistan? We will try to answer such questions in our analysis.

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## MATERIALS AND METHODS

### Complications of the past

Achieving political independence of Uzbekistan has allowed the formation of a new system of leaders and management specialists in public administration. This is a unique period which required the work to be done, the most important of which is the radical renewal of the system of leaders and managers formed during the former socialist regime, the training and retraining of leaders and managers to meet the requirements of a new political system and state and society building. This is "... the consistent continuation of the policy that has completely changed the image of our country and the meaning of our lives and the achievement of our goals, to become one of the developed democracies" [1], as well as "specialists who are able to solve large-scale, complex and broad tasks"; "it is about training specialists who have a deep sense of responsibility for the fate of their homeland, its present and future, who think independently and innovatively" [2].

As the First President of the Republic of Uzbekistan I.A.Karimov noted in the early years of independence and he began to look at the life philosophy: "The fate of reforms, their effectiveness, impact on our lives depends, first of all, on the qualifications of specialists, their mastery, patriotism and dedication."

This is reflected in the following aspects:

The task of gradually forming a new generation of leaders and management specialists to strengthen and preserve independence in Uzbekistan has been identified as one of the most important tasks of the transition period. To solve this problem:

First, the lack of trained leadership professionals who understand independence and new market relations;

Second, the need for new thinking for existing managers and management professionals;

Third, the new system of specialists required the training of leaders and management specialists, taking into account such aspects as the formation of their political, management-related political thinking on the basis of the national idea.

Why? This is because the system of training leaders and management specialists of the "Soviet Party School", which existed in Uzbekistan during the former totalitarian system, was not abolished.

Therefore, the main achievement of the national interests of our country is that due to independence, Uzbekistan has moved to the foundations of a new system of leaders and management specialists, free from the single communist ideology, unique and appropriate, meeting the principles and requirements of national and democratic development.

To this end, the First President of Uzbekistan Islam Karimov identified the transition from administrative-command to democratic methods of governance in the country, the study of the role and place of leaders and management specialists in regulating all aspects of social relations.

Due to independence, the single-party system in the country was abolished. In place of the class-party, ideological principles of training, new human interests, the priority of freedom have been

introduced. This led to the formation of a new political thinking in leaders and management professionals. As a result, the Constitution of the Republic of Uzbekistan states that “social life in the Republic of Uzbekistan develops on the basis of diversity of political institutions, ideologies and opinions. No ideology can be established as a state ideology.

This set a new political pillar for the formation of a new system of leaders and management specialists in the country.

Based on this, we divide the stages of formation of the system of specialists in the development of independent Uzbekistan into the following periods:

The first stage: the first stage, which includes the first reforms and changes related to "... the transition period and the formation of the foundations of national statehood", the transition period 1991-2000, which left a huge mark on the life of our country and people;

The second phase, covering the period from 2001 to 2007, was a period of active democratic renewal and modernization of the country, which played an important role in ensuring the sustainable development of our economy, political life, the legislative, judicial and social humanitarian spheres. These reforms are inextricably linked with changes in the political thinking of public administration leaders and management professionals in the transition period. Each stage is characterized by significant practical achievements in the field.

The third phase covers the years 2010 to 2016. This period was a period of public administration reform, decentralization of public administration and development of civil society institutions in our country. Each of these periods is inextricably linked with its own reforms.

## RESULT AND DISCUSSION

### **"The greatest danger is in the level, knowledge, science and dedication of specialists"**

Shavkat Mirziyoyev's coming to power as President of the Republic of Uzbekistan is the fourth stage of the country's development, and from the first days the most painful point for our country was the dissatisfaction of specialists, their level and knowledge do not meet today's requirements. In particular, there is a need to attract about 1,000 foreign scientists and experts to develop various fields in Uzbekistan. This was stated by President Shavkat Mirziyoyev on December 18, 2018, at a meeting on the need for modern specialists, the involvement of educated youth in strategic areas: In the current process of structural change, it has become clear that most professionals are not ready for this, and their knowledge, skills and abilities do not meet modern requirements. For example, the initial need for doctoral and master's degree training, advanced training and internships abroad are more than 3.5 thousand. Our country needs more than 600 compatriots with international scientific and practical experience. There is a need to attract about 1,000 foreign scientists and experts. That is, today the urgent need for ordinary scientific and scientific-pedagogical specialists is more than 5,000. If we take into account the demand for production, this figure will increase at least 50-100 times, ” he said.

Of course, there is a good reason for the head of state to tell such a sad truth. It is not in vain that these important statements are being made today to ensure the future of our country and its national interests. It is clear that if we do not pay serious attention to the issue of modern specialists, it will have a negative impact on the fate of the country.

In due course, it is useful to recall the words of the American statesman and military leader George Marshall: "A state that does not define its interests will work against its own people." [4] While man's great creative potential directly serves to preserve the integrity of the universe, it binds his relationship of stability between nature, society, and man. In our country, too, the image of man, raising his dignity in all spheres of public life has risen as a top priority of our state policy. Nations and all religions and denominations have equal rights. After all, as the First President of Uzbekistan said, "... if any nation and people at a difficult turning point in history do not maintain their unity and solidarity, stand firmly in the pursuit of their national interests, there is no doubt that they will lose their independence and freedom, lose responsibility and vigilance, which are their greatest and unequal wealth" [6].

Today in our country it is directly related to the process of selection, training and placement of specialists. There will be no qualitative change in public administration without the creation of an effective system for the selection and training of innovative and independent-minded, responsible, enterprising, well-trained, patriotic, honest professionals [7]. So, our young people are provided with employment with a free, wide use of the desired professional skills in practice.

Researcher Jim Collins writes in his book *From Good to Greatness*: "The leaders of great companies began the process of reorganization by getting the right people for their team and getting rid of the unnecessary ones. After that, they chose which way to swim. The basic idea is that everything is decided by experts and the word "who" is more important than the word "what". Because experts are the strategy, they are the organizational structure, they are the tactic. Companies today need to build their foundations to move to a new level of quality. In my opinion, the fundamental answer to this question is the question of experts [8]. In short, these views of Jim Collins are consistent with the statement that the quality of professional training today should be commensurate with the quality of education. To do this, it is necessary to train highly qualified specialists who are able to carry out innovative activities in educational institutions. It is also impossible to succeed in any field without carefully training and appreciating professionals. In this regard, it should be noted that the state should consistently pursue a policy of specialists, including the effective use of the institution of rotation, which is one of its key elements - the analysis of global trends in the effective use of potential, training and placement of specialists, the development of conclusions are important [9].

It is no coincidence that the El-Yurt Umidi Fund under the Cabinet of Ministers of the Republic of Uzbekistan has been established to train highly qualified specialists to ensure the above-mentioned national interests in domestic and foreign policy. Because, for the country, "we need quality, not quantity. To achieve this, it is necessary to thoroughly study foreign experience. The state that pays special attention to the training of specialists wins. Our most important task is to establish a system of training specialists on the basis of science-based experience," the head of state said. [10]

Today, in order to fulfill one of these tasks and to select qualified specialists, the State Testing Center under the Cabinet of Ministers together with the Ministry of Public Education, the Ministry of Information Technologies and Communications and the Agency "Uzstandard" until March 1, 2021, to certify teachers of "Computer Science and Information Technology" as an example, work is underway to introduce a national system.

Another example is the establishment of the State Institution "Scientific and Educational Center" (Scientific Center) under the State Testing Center on the basis of the decision of the Cabinet of Ministers "On additional measures to improve the testing system." The purpose of the centre is to organize testology and pedagogical measurements, foreign language training courses, training of qualified specialists, candidates of science and cooperation with leading international organizations in the field, to establish a regional scientific school of testology in Central Asia.

### **"Intellectual centres– the idea and the creative force of the state"**

It is of great importance for the developed countries of the world to study and analyze the issue of comprehensive development of the country on the basis of objective conditions. Probably, for this reason, these tasks are performed by "mental centres/institutions" on a planetary scale. "In the 1990s, there were about a hundred think tanks in Washington alone." After 2000, there was an increase in the need for analytical activities in the world as a whole. As an example, we can see that the total number of think tanks reached 4.5 thousand [12], and by the end of 2009, their number was 5.5 thousand [13].

Their scope of activities, sources of funding and responsibilities vary. Some specialize in specific areas of both domestic and foreign policy, while others specialize in studying the problems of a particular region. The activities of the well-known US "think tanks" are funded in two ways - privately and through government agencies [14].

Commenting on the response to the emergence of think tanks, American professor Donald Eibelson said that as the United States becomes a hegemon in a bipolar world, he argued that mental centres developed because Washington's top leadership feels highly responsible and needs the intuition and competence of think tanks to help develop holistic and well-founded national security policies [15].

For this reason, many international organizations and think tanks have set up a system for studying and analyzing the development of the world's countries and identifying their activities. These include the National Defense Research Institute (RAND, USA) [16], the Stockholm International Peace Research Institute (SIPRI, Sweden) [17], the Oslo Institute for Peace Studies (PRIO, Norway) [18], and other think tanks and organizations. It was these international institutions that developed the study and analysis of global problems after the Second World War. What is the reason?

In international relations today, the countries of the world are conditionally divided into countries that train scientists and suppliers (donor countries) and countries that use them (recruiting countries). The conditionality of this division is that, for example, Western European countries are considered donor countries for the United States if they are recruiting countries for Asian and African countries. Therefore, the departure of scholars is not a problem for them, as the United States and Canada are included in the list of recruiting countries in the absolute sense. Therefore, an analysis of the US policy on intellectual security, which is an integral part of the national security system today, shows that, unlike other developed countries, it pursues a policy of "retaining" science, advanced technology or qualified personnel.

The reason is that the United States sees the above-mentioned common security strategy and doctrine as one of the intellectual potential and vital interests of its citizens. The implementation



phase of this process allows for the direct implementation of intellectual security in the U.S. national security system in two phases.

**The first stage** is to attract scientists who contribute to world science during the re-establishment of the CIA under the President of the United States in the process of redistribution of the world after the Second World War and as a result of their search, scientists were able to settle in the United States and continue to use their intellectual potential to this day.

**The second stage**, as a result of the radical economic changes that took place in world politics after the collapse of a great state like the Soviet Union, also had a serious impact on the scientific and technological potential of the CIS countries. This is due to the fact that the funds allocated for scientific research have been sharply reduced, and in some areas even suspended.

In addition, at that time, some countries even abandoned the system of organizing science through the Academy of Sciences. These circumstances have greatly narrowed the opportunities for talented young people to engage in science.

This, in turn, has led scientists to lose their high status and prestige in society as before. Consequently, in such circumstances, the rank of scientist has lost its appeal to young people. The younger and middle generation of existing research institutions has abandoned scientific activity. They tried to adapt to the demands of the market system: some hit themselves on commercial, some on simple technical personnel activities. Unable to adapt to the conditions in scientific research institutions, the most talented scientists turned their attention to Europe and the United States, and many of them were forced to leave their homelands.

Based on this, we can see that the break-up of the former Soviet Union had a positive impact on the flourishing of intellectual potential in the United States today. For example, 70 to 80 per cent of world-renowned mathematicians and more than 50 per cent of theoretical physicists emigrated from Russia to the United States in the 1990s, according to the U.S. National Science Foundation. The fact is that more than half of the country's specialists in the field of science have left the CIS countries) is proof of the above.

## CONCLUSION

In conclusion, from the first years of independence, Uzbekistan, along with the developed countries of the world, has established bilateral relations with the United States. This is especially true in the field of education. For example, as a result of the Umid Foundation's training of young people in the United States or developed countries, the role of intelligence in the labour market is growing, as well as the importance of foreign experience in ensuring intellectual security. The implementation of positive achievements in the interests of our country in this direction has become a topical issue on the agenda, as the state depends on the youth.

If we use the term "soft power", which has recently attracted the attention of the scientific and political community, it is through this that Uzbekistan has achieved social stability at the level of demand in our country.

Indeed, every sovereign state in the world is judged by the contribution of a particular society to world stability. Uzbekistan has come up with such a practice that in some sense it is not a mistake to call it the "brand" or "soft power" of our state.

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