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# **Asia Pacific Journal of Marketing & Management Review**

## **Aims & Scope**

The aim of the journal is to publish quality research articles in the fields of marketing and allied areas of management. It welcomes papers from both academicians and practitioners on conceptual paradigms, academic research, theories, business models, as well as organizational practices in marketing and management research. The goal of the journal is to constitute a qualified and continual platform for sharing studies of academicians, researchers, and practitioners. The journal welcomes manuscript submissions from scholars everywhere.

# **Asia Pacific Journal of Marketing & Management Review**

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## Muqimi way of life

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### **ABSTRACT**

**Annotation:** *Muhammad Aminkhoja Muqimi is one of the distinctive features of the Uzbek classical literature and the enlightenment of the national renaissance. His life is worth setting an example for today's youth. Muqimi lived the simplest life of his time, but did great creative work.*

**Key words:** *mukumi life, Scientific problems, the study of history, works, published works, material hardships, writers, Gofur Gulom,*

The study of the poet's work began in his lifetime. After Muqimi's death, the poet's office was first published under the title "Muqimiy's office" (1907). In addition to poetic examples, it provides a brief biography and work of the sensitive poet. In 1910, the poet's comic poems were published under the title Muqimiy maa hajviyot, and in 1912, another collection of Muqimi's poems was published. A serious and effective study of the poet's work began in the 1930s. During this period, a serious and effective study of the works of Muqimiy Poet was carried out, the collection, study and publication of his works were carried out. A number of articles have been published in newspapers and magazines. Our great poet Ghafur Ghulam was at the forefront of this good work..

In this respect, G ' . The collection, compiled by Ghulam and called Muqimiy Bayozi, was of great importance. In 1950, Muqimi's second collection, Lyrics and Satire, was published in Russian in Moscow. The year 1953 marked a new era in the study of Muqimi's work. This year, on the occasion of the 50th anniversary of his death, special books on Muqimi's life and work were published, and selected works of the poet were published in Uzbek and Russian. In 1850, a son was born to Mirzakhoja, a baker living in the Bekvachcha district of Kokand. The boy was named Muhammad Aminhoja. Years later, he became known as Muqimi. Having received his primary education in a neighborhood school, Muqimi began to show a special talent for poetry and art from a young age. Her mother, Aishabibi, is a very sensitive and articulate woman. It was under the influence of many fairy tales, epics and songs that he told that the future poet developed a love for words.

After graduating from high school, he went to the Hokim Oyim madrasah in Kokand, and in 1872 1873 to Bukhara, where he continued his studies at the Mehtar Anbar madrasah. In 1876 he returned to Kokand and married. From the same period he worked as a mirza in the land development court, and then as a ferry driver in Akjar, on the banks of the Syrdarya. After some time, Muqimi handed over the task and returned to Kokand. Due to financial difficulties, the husband leaves his only son to his mother and remarries. Disappointed, the poet left his father's house, took a room in the Hazrat Madrasa in the neighborhood and began to live there. The poet reads and creates in his life in solitude and solitude. Muqimi was a very skilled calligrapher.

There are many people who want to use the services of the poet, who learned from the most famous calligrapher of his time, Muhammad Yusuf Khattot, and this profession will be his main source of livelihood.

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Although the first years of Muqimi's work were partly formal, his poetic skills developed over the years, and his sharp comedies and high artistic ghazals became popular. In Muqimi Kokand he leads a literary group consisting of Furkat, Zavkiy, Nisbat, Muhaytash. After the death of his father in 1885, Muqimi became the breadwinner of the family. His financial situation is even more difficult than before. In 1887 he went to Tashkent in search of a solution to the difficulties. During this journey, the poet finds relatives and makes friends. After Tashkent, Muqimi traveled to a number of towns and villages in the Fergana Valley and wrote poems about his travels. These works became known as the Travels. Material hardship, need, and mental anguish negatively affect the poet's health. From 1898 to 1899, his health deteriorated and he was bedridden for months. At the height of his career in 1903, Muqimi died at the age of 53 from a serious illness. He inherited a rich eternal heritage from Muqimi. The poet wrote mainly in the field of poetry. His works are diverse in terms of their subject matter and artistic and ideological features. The total volume of the heritage that has come down to us from Muqimi is about 10,000 lines.

In conclusion, it should be noted that until the end of his life, Mukumi covered the socioeconomic life of the time and was an example to many contemporaries. His work is important not only for literary lovers of that time, but also for today's youth.

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# WAYS TO INCREASE THE EFFICIENCY OF MANAGEMENT OF FINANCIAL RESOURCES OF HOUSING IN UZBEKISTAN

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## **ABSTRACT**

**Annotation:** *This article provides suggestions and recommendations on the problems of housing and communal services management in the country, the status of reforms in the sector and the prospects for using the concept of economical production to improve the management of housing.*

**Keywords:** *cost-effective production, cost-effective technologies, process optimization, innovation, innovative approach, customer satisfaction, quality of services, housing stock management.*

In modern economic development, the innovation process and the result of innovative activity are the most important factors that determine the development of the national economy of any country and determine its competitiveness in the global market. At the present time, economic growth and development will be ensured in the place where innovative management activities are well established in the economy of any enterprise, sector, region or the country as a whole. However, practice shows that without sufficient attention to innovation in governance, the development of enterprises, industries, regions and the national economy in general is mainly associated with technical and technological innovations. However, management efficiency cannot be achieved only by introducing new tools and techniques into practice. In our opinion, the introduction of modern management methods and effective use of technology is no less important. As the classic of management - the founder of scientific management F. Taylor noted: "Even with old equipment (tools), good organization of work is always better than poorly organized with new equipment."

The renewal and development of any activity takes place, first of all, at the expense of improving the methods of its implementation. Therefore, there is a need to introduce innovative conceptual approaches aimed at improving the management system, which defines the innovative strategy of any activity. One of the modern ways to increase the efficiency of management and improve its performance is the introduction of the concept of Lean Production. Many successful companies in the global market are demonstrating their success and status with the effectiveness of this approach. Despite the fact that in recent years the method of economical production is widely used in leading foreign countries, it can be said that the use of this method of management in our country is not in demand or most companies and organizations have no idea about it.

It is known that the national economy of Uzbekistan includes more than a hundred different areas of material production and sub-sectors and services. One such area is the housing and communal services sector. In scientific terms, housing and communal services are the various engineering infrastructures of settlements through the provision of a wide range of housing services for people, such as water supply, water supply, capital repairs, etc. is an inter-network complex that provides operation. This sector plays an important role in the socio-economic development of the country, as the further development of the country's economy is closely linked with the growth of living standards, and therefore the development of housing and communal services and improving living conditions. This sector serves the housing and communal services of the population and the needs of industrial enterprises for production resources.

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Ensuring the well-being of the population, creating the necessary conditions for their well-being is the ultimate goal of the ongoing reforms in our country. In this regard, the effective implementation of modern management mechanisms in the practice of developed countries in the management and regulation of the housing and communal services sector, which in turn has a positive impact on improving the living standards of the population. It should be noted that the formation of a modern market for public utilities in our country is a consistent effort to rationally use the existing opportunities. However, the quality of work in the field does not fully meet today's requirements. In particular, it should be noted that the quality of services provided by public utilities, as well as the use of resource-saving and energy-saving technologies in the industry is not at the required level, despite the fact that the cost of utilities paid by the population is constantly increasing. The application of innovative methods and approaches in improving the level of scientific management of resources is becoming increasingly important today \* 16+. It is no coincidence that this is one of the most important resources for increasing labor productivity in housing and communal services. Resource and resource management is the efficient use of electricity, heat, gas resources, labor resources in housing and communal services, etc., taking into account social needs from an innovative point of view. Based on the above, in order to improve the market of housing and communal services, the main focus today should be on innovative development. It is the current state of innovation management and its problems that allow us to objectively reflect the realities that have emerged in the field of housing and communal services reform.

They need to be addressed immediately. The state of the housing crisis has become one of the most pressing issues facing the state today. This is mainly due to the obsolescence of housing stock, the formation of tariffs for services, violations of the obligations of management companies to the population, the timely implementation of current and capital repairs, evacuation of the population from emergency housing. For example, local executive authorities do not adequately coordinate the activities of private housing companies and housing and communal services. The lack of a comprehensive approach to the management and use of the multi-apartment housing stock hinders the further improvement of the system of quality and guaranteed public services to the population and is a justified appeal of homeowners \* 18+. An effective system of control over the maintenance of the multi-apartment housing stock has not been established, and in many cases the requirements for the technical operation of the housing stock and the safe living of the population are violated. The rules and deadlines for the repair of buildings and structures are not followed, the demolition of old houses is not carried out, the condition of the areas adjacent to apartment buildings does not fully meet sanitary norms, rules and hygiene standards. The population is not adequately provided with quality drinking water and central heating. In addition, despite the consistent efforts in recent years to form a modern market for public utilities in the country, the analysis shows that a number of laws adopted in the past do not fully provide a legal basis for the development of the sector. Today's rapidly changing period requires further improvement and development of the housing and communal services system. The Decree of the President of the Republic of Uzbekistan dated April 18, 2017 No. PF-5017 "On measures to further improve the management of housing and communal services" is aimed at radically improving the work in this area. In accordance with the decree, the Ministry of Housing and Communal Services of the Republic of Uzbekistan and the Ministry of Housing and Communal Services of the Republic of Karakalpakstan, regional departments of housing and communal services and the Main Department of Housing and Communal Services of Tashkent and their districts (cities) departments were established.

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The decree also provides for radical improvement of the coverage of the population with quality housing and communal services, further improvement of the housing system based on the formation of a coordinated technological chain of cooperation between all organizations in the field of housing and communal services, compliance with apartment maintenance requirements. In order to create an effective system of technical control over a number of priorities have been identified. One of these tasks is to "develop proposals to improve the regulatory framework in the field of housing and communal services, to develop and introduce modern forms and methods of housing and communal services, taking into account the best practices of developed countries." In this regard, we believe that the concept of economical production, which is effectively used today in the practice of advanced foreign countries, is an innovative approach that reflects modern quality management aimed at optimizing production processes, reducing costs, improving product quality and meeting customer needs. In the field of services, especially in the field of management and regulation of housing stock. For example, the issue of introducing an economical production approach in the municipal sector, in particular in the field of housing and communal services, is relevant and confirmed in both foreign and Russian practice. In order to properly adapt cost-effective technologies in the field of housing and communal services, it is important to distinguish the following specific aspects of processes in this area of service: the importance of information and the completeness, comprehensibility and reliability of this information; significant diversity of tasks; multiple stages of information transmission; hidden benefits and harms from providing effective services; lack of clear motivation to accelerate service delivery. It is estimated that between 30% and 50% of costs in service organizations are costs resulting from low customer satisfaction or low processing speeds. According to the analysis, the problems accumulated in the field of housing and communal services of the country today can be systematized as follows:

The predominance of administrative methods over economic methods of management in the field; - high costs of management, high level of energy and resource losses in the production and provision of services; - Lack of transparency in the formation of tariffs; - Lack of public awareness of expenditures; - low investment attractiveness of industry organizations; - Increasing indebtedness of the population for utility bills (hot water, cold water, utility bills, electricity, gas, etc.); - high share of those who do not pay for utilities on time among the population who are able to pay utility bills on time; - high level of obsolescence (physical and spiritual) of communal infrastructure and fixed assets in the industry in general; - high level of indifference of members of private housing and communal services to self-government, lack of knowledge and skills to operate in market conditions; - Avoidance of full payment for utilities (arbitrary use of resources without the installation of meters) and the persistence of negligence among the population, etc. Overcoming these problems, in turn, requires a comprehensive approach. This will require the transition of housing and communal services to market relations, the general direction of reforming the sector and the implementation of a phased approach to the allocation of funding from the state budget. At the same time, it will be necessary to establish effective cooperation between the state, local self-government bodies, business representatives and the population on a regular basis. Quality management of housing and communal services reflects the control of the state and domestic production system over the safety, reliability and compliance of technical and sanitary requirements of services provided to consumers \* 4 +. One of the most important sectors of housing and communal services is the housing stock. Housing stock - from housing suitable for human habitation, including houses, apartments, service accommodation, private houses (dormitories, temporary housing stock houses, boarding houses for the disabled, veterans, lonely elderly, as well as orphanages and other special-purpose houses). Non-residential premises for commercial, residential and non-industrial purposes located in houses are not included in the housing fund. Housing management includes the

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maintenance of the housing stock, engineering equipment, land adjacent to these houses, elements of landscaping, their maintenance and repair, as well as other activities aimed at creating the necessary living conditions for citizens.

In the Republic of Uzbekistan there are forms of public housing management, private housing management, multi-apartment house management, corporate multi-apartment house management, non-company multi-apartment house management, which are different and unique aspects. The improvement of living conditions of the population depends in many respects on the results of increasing the efficiency of housing, improving the quality of utilities, the installation of new modern resources and energy-saving equipment, the introduction of new achievements of science. Improving the efficiency of housing management or improving the living conditions of the population is associated to some extent with the personal costs of both state and real estate owners, which are manifested in the following: - capital repairs of highly obsolete housing; - reduction of the cost of housing during the period of use; - Establishment of effective cooperation between all organizations in the field of housing and communal services; - Improving the skills of employees of housing and communal services, etc. Conclusions and Recommendations Research shows that cost-effective production is primarily based on all employees demonstrating their creative potential. Unlike other management technologies that focus on strict regulation in operations, this approach allows for the involvement of employees at all levels in the optimization process. However, despite the many achievements in the introduction of cost-effective production support, there are difficulties in the continuous introduction of these methods in management activities, for which the philosophy of cost-effective production must first become a form of corporate culture and thinking. This method of management will be focused on effective work in the long run only when employees are able to reorient their thinking from narrow technological tasks to the understanding of economic and financial interrelationships. In our opinion, as a result of the introduction of the concept of cost-effective production in order to improve the management system of housing in the country, the following can be achieved: - to improve the institutionally sound organizational and legal framework for the operation of private homeowners' associations and the use of the housing stock in accordance with market requirements;

- maximum simplification of the organization of the system of housing and communal services and the elimination of unnecessary costs, as well as the provision of more services in less time; - formation of a systematic approach to the organization of public services in the field of housing and communal services, including its quality control; - Ensuring the development of innovative methods in the service sector through the introduction of modern innovations and information technologies and the creation of the maximum possible consumer value for investors; - Improving the efficiency of the housing system based on the formation of a coordinated technological chain of interaction of all organizations in the field of public utilities; - Establishment of an economical production (service) system based on the principle of "on time with minimal costs" in the repair of housing. Thus, based on the above considerations, we can conclude that the successful implementation of the concept of economical production, which is effectively used in the practice of advanced industries and sectors of foreign countries, in the utilities sector of the country, in particular the housing management system, can be an important contribution to the increase.

In order to radically improve the technical condition of the multi-apartment housing stock and its proper use, to create the necessary conditions for the timely implementation of repair and restoration work, as well as to beautify the areas adjacent to multi-apartment houses:



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The following should be identified as the main directions for further increasing the level of organization of the system of storage and use of multi-apartment housing: measures to improve the living conditions of the population, timely and quality repair of inhouse engineering communications and common areas of the multi-apartment housing stock, as well as landscaping of areas adjacent to the multi-apartment housing stock with children's and sports grounds; implementation of measures; creation of an effective vertical system of housing and communal services management and implementation of comprehensive measures for the use of multi-apartment housing and the development of the market for its services; organization and strengthening of the material and technical base of housing and communal services, in particular, repair and restoration services, equipping them with modern equipment and providing them with qualified specialists. Improvement of areas adjacent to the multi-apartment housing stock - the republican budget of the Republic of Karakalpakstan, local budgets of regions and the city of Tashkent, including the balance of vacant funds at the beginning of the year and the surplus for the I-III quarters, as well as funds of the Housing and Communal Services Development Fund of the Ministry of Public Utilities; repair and replacement of elevator equipment of multi-apartment housing - at the expense of own funds of private homeowners, the republican budget of the Republic of Karakalpakstan, local budgets of regions and the city of Tashkent, loans from international financial institutions, as well as leasing.

In cooperation with the State Committee for Land Resources, Geodesy, Cartography and State Cadastre of the Republic of Uzbekistan by November 1, 2017 to form a single database on the results of certification of apartment houses, regardless of ownership, and ensure its regular updating;

Until September 1, 2017, the newly established SUE "Repair and Restoration Service" will be reorganized at the expense of the Ministry of Housing and Communal Services of the Republic of Uzbekistan Housing and Communal Services Development Fund, funds of international financial institutions, loans from commercial banks and leasing. to provide city and district branches with special equipment and mechanisms on the basis of the standard list of special equipment and mechanisms according to appendix 5; To approve annually the minimum amount of obligatory payments of owners of residential and non-residential buildings for maintenance of the common property of the apartment house and the adjacent territories, taking into account the established norms and rules on storage and use of the apartment house and deliver them to private homeowners 'associations. To organize the Republican commission on coordination and monitoring of implementation of the program of repair, accomplishment and improvement of conditions of use of multi-apartment housing (further - the Commission) in structure according to appendix 6 and to determine the following as its main tasks:

Coordinating and monitoring the implementation of the program; monitoring the quality of maintenance and repair of multi-apartment housing; coordination and monitoring of preparation of multi-apartment housing for seasonal use; development of recommendations for the introduction of modern methods of improving the service system of the multi-apartment housing stock of the republic;

The Ministry of Economy of the Republic of Uzbekistan together with JSC "Uzstroyaterialy", JSC "Uzmetkombinat" in the development of material balances for the next year on the basis of reasonable requests of the Ministry of Housing and Communal Services of the Republic of Uzbekistan Direct contracts and regulated prices provided for in the order established on the basis of.

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# LABOR MARKET DEVELOPMENT TRENDS, RESPECTS AND ROLE IN THE FIELD OF PENSIONS.

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## **ABSTRACT**

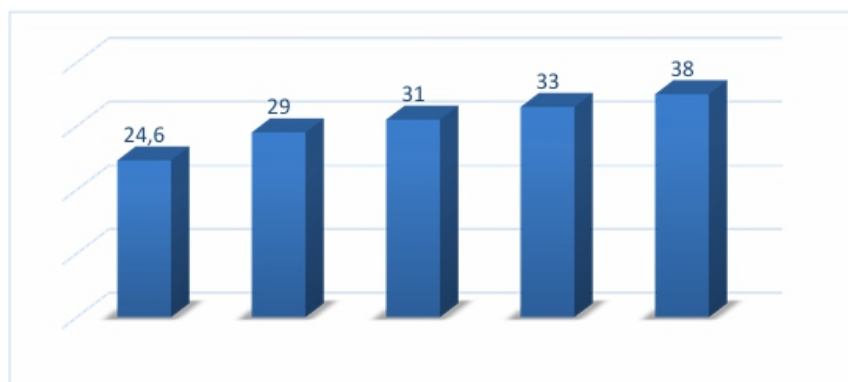
**Annotation:** The content of the article is a socio-economic analysis of the labor force in the country, their impact on GDP growth on the basis of theoretical knowledge. Through statistics, it leads to the creation of a pension system, its economic impact on the country's budget and an increase in the retirement age. Ways to achieve economic growth in our country based on the analysis of the future prospects of the labor force have been studied in practice.

**Keywords:** labor resources, socio-economic analysis, gross domestic product, theoretical knowledge, statistical indicators, pensions, budget, statistical analysis, forecasting.

## **Introduction:**

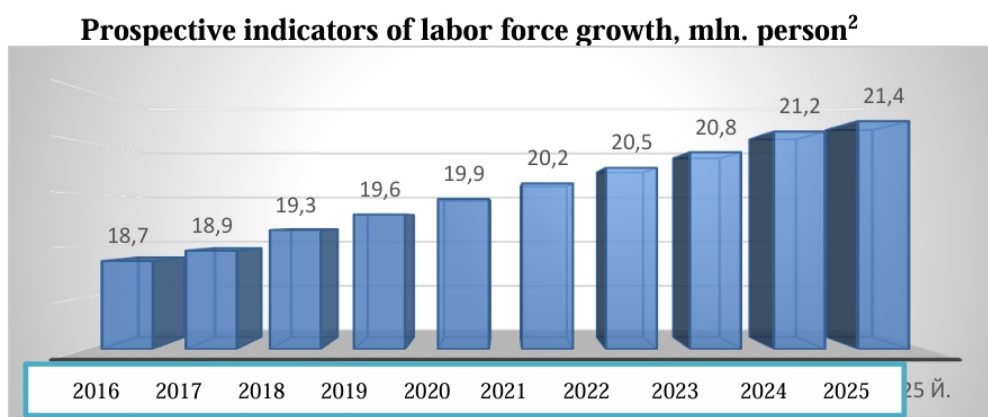
The ongoing economic reforms in our country have radically changed the employment of the population. This, on the one hand, has enriched its content as an economic category, while at the same time requires an objectively new approach to the formation of the labor market and its effective development, along with other markets (food, manufacturing, financial markets, etc.). This situation is determined by the complexity of the situation in the field of labor relations. At the same time, in a market economy, internal and external migration processes are intensifying.

The above circumstances require the formation of an effective mechanism for regulating the labor market, which includes: - formation of a new approach to employment; - Development of scientifically based forecasts on employment of the able-bodied population; - determine the number of producers in the future. Of course, in addition to studying foreign experience in this area, it is advisable to use our own methods and approaches, taking into account local socio-economic conditions, based on our national traditions in solving problems in the country. Determining a reasonable ratio between supply and demand for labor is the end result of a reliable forecast of employment. The analysis shows that the population of the country has changed dramatically since the beginning of the reform and in the future. The population of Uzbekistan will reach 29 million in 2010, 31 million in 2015, 33 million in 2019 and 38 million in 2025. is predicted to reach (Diagram 1).



A multifaceted and factorial approach is required in forecasting economic indicators. Because the processes that may occur in the future occur under the influence of several factors. Including natural-climatic, ecological, demographic, economic, social and political factors. These factors, like all economic processes, have an impact on the prospects of labor market development. Naturalclimatic and environmental factors have a significant impact on the prospects of the labor market, which can lead to a number of problems.

The following factors have been taken into account in our forecast to ensure the effective functioning of the labor market: - The most important factors influencing the increase in the number of labor resources: the age and sex composition of the population; - Factors determining the supply, number and composition of labor: - Factors of economic activity of the population: - personal factors: During the forecast period, the population of the country is constantly growing, and by 2025 the population will reach 38 million. is expected to form a person. During the forecast period, the population of Uzbekistan is expected to grow by 1.3% per year. In the future, along with population growth, the number of labor resources will also increase (Diagram 2).



The number of labor resources will grow by 16.2% in the forecast period. The analysis shows that in the near future the growth rate of the labor force will be higher than the total population (14.0%). If in 2015 the share of labor resources was 58.3%, by 2025 this figure is expected to reach 60.4%.

It should be noted that the labor force is composed of economically active and inactive population. During the forecast period, the economically active population will grow rapidly, while the economically inactive population will decrease (Figure 3).

According to our estimates, the number of economically active population is expected to increase by 25.9% in 2015-2025, while the number of economically inactive population is expected to decrease by 16.6%. Accordingly, the level of economic activity of the population in the country in 2015 is expected to increase from 75% to 83.4% in 2025, the share of economically inactive population in the labor force will fall from 23% to 16.6%.



It should be noted that the increase in economic activity of the population is associated with the development of targeted programs by the state for the medium and long term. Because targeted programs are one of the most effective tools for developing future measures in the labor market. In our opinion, targeted complex programs should include: - meeting the growing demand for livelihoods and jobs in industry, services and other sectors; - ensuring a market balance between supply and demand for labor; - formation of highly qualified personnel; - effective development of labor market infrastructure; - social protection of the unemployed.

Of course, in socio-economic development, targeted programs designed to increase the welfare of the population, in particular, people's choice, provide for the implementation of the following measures: 38 billion A list of 870 major investment projects worth USD 1 billion has been compiled. According to these projects, it is planned to build 415 new enterprises, as well as modernize, technically and technologically upgrade 455 existing enterprises. According to preliminary estimates, the implementation of the program will achieve the following results: - Industries producing high value-added products, such as machinery, chemicals, petrochemicals, textiles and food industry, will be rapidly developed. As a result, the production of more than 1,000 new types of industrial products will be mastered; - Industrial production is expected to grow 1.5 times in six years, and its share in GDP will increase from 24% to 29% by 2020; - It is planned to increase exports of high-tech products and create more than 52,000 new jobs.

The implementation of these program tasks and their confirmation in the socio-economic life will inevitably lead to an increase in employment in the future. The number of employed people is expected to increase by 20.2% in 2015-2025, reaching 17,984.7 thousand in 2025. It should be noted that during the forecast period, the number of employed people will increase by an average of 18% per year.

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During the forecast period, the demand for labor in the labor market will increase by 6.3%. During this period, the demand for labor will increase by 1.6% due to natural resignations, the number of vacancies will increase by 44.8%, and the number of new jobs will increase by 4.9%. In short, in the future there will be a favorable environment for the development of the labor market in Uzbekistan. Its effective use will lead to the socio-economic development of the country, increase the welfare of the population and, in turn, the development of human capital. Influence on the growth of the pension fund's income through the increase in official employment in the labor market (a 1% increase in the official employment rate will lead to a 2.9% increase in the pension fund's income by 2025). If the retirement age in Uzbekistan is raised to 5 years, then it will be possible to reduce the costs of the Pension Fund by more than 2 times. However, the demographic dividend conditions in the country do not allow this type of reform to take place.

#### Forecast on changes in the age and sex composition of the population of Uzbekistan in 2011-2021.4

Year	Total population (million people)	Number of able-bodied population (million people)	Number of able-bodied population (%)	Population of retirement age (million people)	Population of retirement age (%)	Children under 16 (million people)	Children under 16 (%)
Retirement age 60/54							
2016	30,6	18,5	60,6	2,9	9,4	9,2	30,0
2021	35	19,3	59,3	3,7	11,2	9,6	29,5
Retirement age 63/57							
2016	30,6	19,3	63,1	2,1	6,8	9,2	30,0
2021	35	20,1	61,9	2,8	8,7	9,6	29,5
Retirement age 65/59							
2016	30,6	19,8	64,7	1,6	5,3	9,2	30,0
2021	35	20,6	63,4	2,3	7,1	9,6	29,5

Taking into account the inflation rate in Uzbekistan and the annual growth of consumer prices, the average annual growth of wages and pensions in the country is 1.20. Based on the data in Table 2, it can be said that in this case, the ratio between revenues and expenditures of the Pension Fund in 2016 was - 3.3%, and by 2025 this figure is expected to reach -13.8%.

**Forecasts of changes in the ratio between the income and expenses of the Pension Fund by changing the level of the average monthly salary.<sup>5</sup>**

	Predicted period	The ratio between income and expenses, %	Change indicator
When the growth rate of the average annual salary and pension benefits is 1.20	2016	-3,3	
When the growth rate of the average annual salary and pension benefits is equal to 1.21 (when increased by 0.01 points)		2,5	5,8
When the growth rate of the average annual salary and pensions is 1.23 (by 0.03 points)		15	12,5
When the growth rate of the average annual salary and pension benefits is 1.20	2021	-15,8	
When the growth rate of the average annual salary and pension benefits is equal to 1.21 (when increased by 0.01 points)		-9,6	6,2
When the growth rate of the average annual salary and pensions is 1.23 (by 0.03 points)		10	19,6

The above data show that by changing the growth rate of the average annual salary, it will be possible to change the state of imbalance between the income and expenses of the Pension Fund in a positive way. At the same time, the average annual growth rate of pensions is equal to the growth rate of wages, and the working population and the elderly do not have a negative impact on the welfare of the population.

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# PROCEDURE FOR DETERMINING THE TAX BASE FOR THE USE OF WATER RESOURCES AND THEORETICAL ANALYSIS OF THE FACTORS AFFECTING IT.

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## **ABSTRACT**

**Annotation:** *The article discusses the recognition of taxes as the main source of state budget revenues, the tax on the use of water resources and its share in budget revenues, as well as the procedure for determining the tax base, an analysis of its specifics, the reasons for expanding or reducing the tax base. referred to.*

**Keywords:** *taxes, tax on water use, economy, tax policy, development strategy, revenue, tax base, tax code.*

## **Introduction:**

We all know that in the context of economic liberalization, taxes and other mandatory payments are the main source of revenue for the state budget. In our country, too, the share of taxes in the state budget, based on macroeconomic indicators for 2020-2021, is 95%. If we think deeply, the current issue is the consistent implementation of the reforms being carried out in our country, the creation of conditions for the comprehensive development of the state and society, the modernization of the country, the liberalization of all spheres of life.

According to the STATE PROGRAM of the President of the Republic of Uzbekistan on the implementation of the Development Strategy of New Uzbekistan for 2022-2026 in the "Year of Human Dignity and Active Neighborhood", conditions for rapid development of the national economy and high growth rates, entrepreneurship and sustainable income increase the share of the private sector in GDP to 80% and exports to 60%, ensure balance at all levels of the state budget, improve inter-budgetary relations to strengthen the revenue side of local budgets, reduce the tax burden and simplify the tax system, improve tax administration and special attention is paid to issues such as the expansion of appropriate incentives [1].

We know that an important stage in the taxation process is the procedure for determining the tax base, which is the most important process in the receipt of taxes in the state budget, and at this stage there are problems with the correct and fair organization of the tax base. Depending on the definition of the tax base, the tax burden, the amount of tax revenue, tax legal relations and similar important processes occur. These processes, in turn, depend on the tax administration and complicate it. The above facts show once again that a thorough mechanism of determining the tax base is the main source on which they are calculated correctly and accurately, a sufficient amount of which goes to the state budget. In this regard, it is important to apply the process of determining the tax base of each type of tax in practice through scientific and theoretical research. Since the tax on the use of water resources is one of the most weighty taxes among them, below we will consider and analyze in detail the procedure for determining the base of this tax. Therefore, we have identified this process as the object of research in this article.

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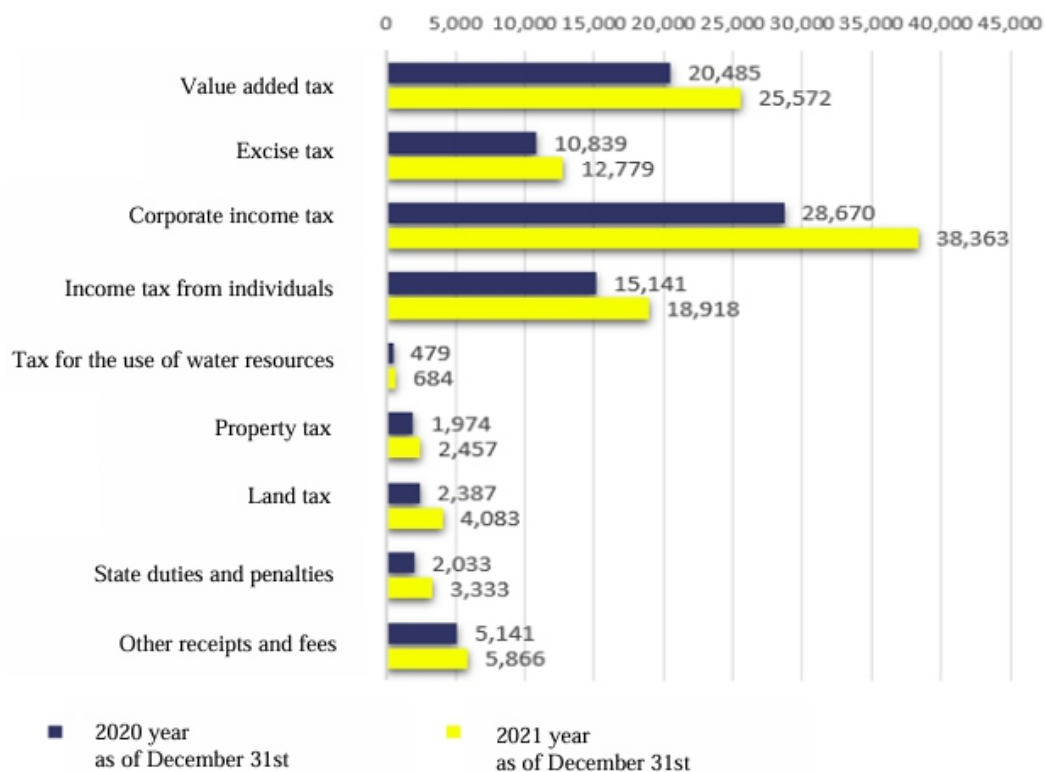
**Analysis of the relevant literature:** When we talk about the tax base, we see that the mechanism of operation of existing taxes and levies, the amount of revenue to the state budget is directly related to the size of the tax base, the procedure for determining and factors affecting the base. In particular, the tax base is the most important component of these tax elements. In this regard, Article 69 of the new edition of the Tax Code of the Republic of Uzbekistan details the elements of taxes, their composition, content and essence. Both the remaining articles of the Tax Code clearly and consistently describe the procedure for determining the tax base for each type of tax.

First of all, about the tax base and the factors influencing it, as well as the features of the procedure for determining the tax base, N.V. Milyakov's "Taxes and taxation" [2], N.E. Smolyaninov's textbooks "Fundamentals of the theory of taxes and taxation" [3], as well as the Tax Code of the Republic of Uzbekistan [4], as well as A. Juraev and S. In Shirinov's textbook "Tax Statistics and Tax Forecasting" [5], Vahobov AV and Malikov TS "Finance" [6], BA Khasanov, AA Khashimov, AB Mukhametov, AA Abduvokhidov's textbooks, such as "Accounting" [7], also provided sufficient feedback. In particular, Khudoikulov SK in the textbook "Finance and Taxes" states that "the tax base is part of the tax object, which reflects all the principles of taxation and determines the part of the tax object that is actually taxed" [8]. In addition, economists such as Peronko I.A., Gorelko A.I in their article "Problems of formation of the tax base at the regional and local levels" shared their views on the tax base, respectively [9].

**Research methodology:** As a research methodology, the methods of theoretical analysis through analysis and synthesis, economic mathematical methods, scientific observation, data grouping and forecasting were widely used during the in-depth study of tax reforms in the tax system of the country and the President of our country.

Analysis and discussion of results: Indeed, water is a priceless gift of nature, without water there would be no life on earth. According to the analysis, by 2025, more than half of the world's countries will face water shortages. In 2050, this figure is expected to reach 3/4 of the world's population. Today, the per capita water consumption is 115-240 liters per day, which is lower than the world average. For example, in the United Arab Emirates, the daily norm is 700 liters, in Russia 400 liters, in the United States 200 liters, and in Germany 130 liters [10]. In this context, the rational use of water resources remains one of the most pressing issues today. Therefore, despite the fact that sufficient measures are being taken in this regard, serious shortcomings and problems in the efficient use of water resources and accounting of water consumption remain unresolved. As a result of research, we are witnessing that according to statistics from recent years, the share of taxes for the use of water resources corresponds to the lowest level of accumulation of total tax revenues. We have given below the amount of tax revenue for the use of water resources in the country in the budget for 2020-2021.





**Figure 1. Revenues to the budget in 2020-2021 by type of tax (in billions of soums). [11].**

As can be seen from Figure 1, in 2020-2021, the amount of tax revenues to the budget for the use of water resources in the country is 479 billion soums and 684 billion soums, respectively. This amount is much lower and lower than the share of other tax revenues. However, we use water resources at every moment of our lives and we cannot imagine our activities without water. So, this indicates that the procedure for determining the tax base for the use of water resources, the characteristics of the factors affecting it, need to be reconsidered. We will discuss this in more detail in the analyzes throughout our article.

According to the current tax legislation of the Republic, the tax base for the use of water resources is defined as the volume of water used in accordance with Article 443 of the Tax Code. That is:

$$\text{Tax base} = \text{Volume of water used} - \text{Reduction of taxable base.}$$

When determining the tax base, we use water as the volume used here on the basis of water meters or without meters, depending on the limits of water intake from water bodies, technological and sanitary norms of water consumption, norms of irrigation of crops and greenery or other methods to ensure accuracy of data. determine the approximate output. More precisely, it shows that today it is not possible to keep accurate records of the volume of water consumed by existing enterprises and businesses due to the fact that water intakes are not equipped with sufficient metering devices. As a result, transparency in the definition of the tax base, access to high-precision data, and fair calculation of taxes remain unenforced. We believe that this is one of the reasons for the excessive use of water resources or non-compliance with austerity.

In this regard, the Presidential Decree No. PF-6024 can serve as a sufficient basis for this. That is, the Decree of the President of the Republic of Uzbekistan dated 10.07.2020 "On approval of the Concept of development of water resources of the Republic of Uzbekistan for 2020-2030" In order to ensure

sustainable water supply to the population and all sectors of the economy in 2020-2030, improve the reclamation of irrigated lands, the widespread introduction of market principles and mechanisms and digital technologies in water management, the necessary tasks to increase water efficiency to ensure reliable operation [12]. Including,

- Improving the system of forecasting, accounting and database formation of water resources and ensuring transparency;
- Modernization and development of water facilities (except for drinking and sewage systems), automation of management of large water facilities on the basis of digital technologies, widespread introduction of modern technologies that save electricity and other resources, attract foreign investment in the sector and targeted and allocated funds. ensuring efficient use;
- Improvement of water resources management system, introduction of “Smart Water” and similar digital technologies in water use and water consumption accounting have been identified as priorities of the Concept.

We have provided below a developed table of targets to be achieved as a result of the implementation of this Concept.

**Targets and indicators for the introduction of modern information and communication and innovative technologies in water management.**

№	Name of indicators	Unit of measure ment	Until 2019	Indicators to be achieved in the coming years			
				2020 year	2021 year	2025 year	2030 year
Introduction of modern information and communication and innovative technologies in water management							
1.	equipping hydrological posts with automated equipment based on digital technologies	та	2	3	4	10	14
2.	Rehabilitation of hydrological posts and rapid water control	та	-	-	-	7	18
3.	Introduction of "Smart Water" system for real-time control and accounting of water in water facilities	дона	61	151	3250	18576	-
4.	Automation of water management processes	дона	-	10	20	50	100
5.	Transfer of reclamation monitoring wells to an automated monitoring system	дона	66	2000	4022	8500	27 2
	Introduction of a system of "online" monitoring of electricity consumption and water levels at pumping stations	дона	-	100	327	1821	-

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The table is prepared by the author on the basis of the Decree of the President of the Republic of Uzbekistan No. PF-6024.

As can be seen from Table 1, as of 2019, 61 Smart Water meters were installed for real-time water monitoring and accounting in water facilities, while in 2025, 18,576 such devices will be installed. as long as the equipment is provided. This means that by 2025, a database will be formed based on sufficiently accurate calculations to account for the use of water resources. This, in turn, has a positive effect on the procedure for determining the tax base and provides the tax base with transparent data without assumptions.

**Conclusions and suggestions.** From our analysis above, we can conclude that the procedure for determining the tax base is the most complex process and the most important stage of the tax mechanism. Therefore, the procedure for determining the tax base for the use of water resources is important for the effective functioning of the state budget, and therefore the importance of the procedure for determining the tax base is relevant. We can analyze the tax burden, the amount of tax revenue, tax legal relationships, and similar important processes in the process of determining the tax base for the use of water resources. These processes, in turn, depend on the tax administration and complicate it. The above facts show once again that a thorough mechanism for determining the tax base for the use of water resources is the main source of their correct and accurate calculation, timely and sufficient receipt in the state budget. One of the main factors influencing the tax base is the correct determination of the amount of water consumed, and the current share of these tax revenues in the state budget is low due to the unsatisfactory situation in the country. Our proposal is that if we install the latest water meters of the latest model at the expense of the state budget for a number of entities that estimate water consumption, and provide benefits such as tax breaks for those who install this meter, a single database on water consumption will be formed. would have increased budget revenues through expansion.

In conclusion, what we want to say is that in determining the tax base for the use of water resources, as well as the characteristics of the factors affecting its base, we believe that the methodological approaches presented in the article are important.

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299).

[9] Economists such as Peronko I.A., Gorelko A.I also published an article entitled “Problems of formation of the tax base at the regional and local levels”.

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[12] Decree of the President of the Republic of Uzbekistan No. PF-6024 of 10.07.2020 "On approval of the Concept of development of water resources of the Republic of Uzbekistan for 2020-2030".



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# CHARACTERISTICS OF HIGHER EDUCATION SERVICE PROVIDING ORGANIZATIONS

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## **ABSTRACT**

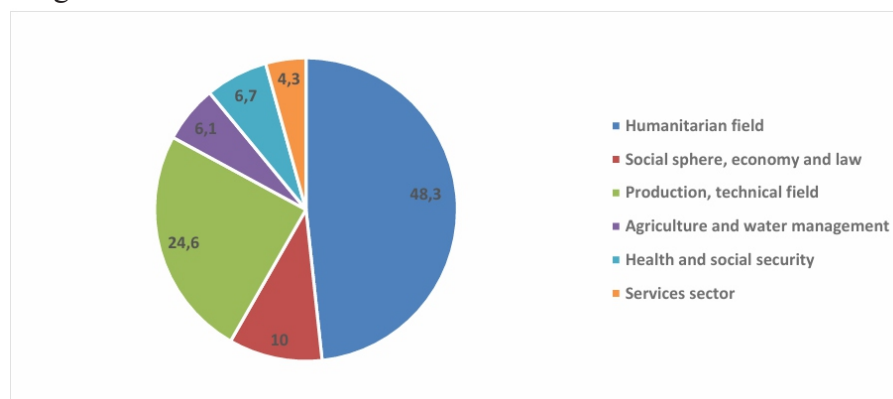
**Annotation:** *In this article, based on the requirements of international standards, some problems in the quality management system of modern services in higher education institutions and their solutions are developed, recommendations are prepared and put into practice.*

**Key words:** *higher education, educational fields, management, government, non-government, competition, new jobs, scientific research, personnel, support personnel.*

The content of higher professional education has a special place in the management of the quality of higher education, and their determination is carried out through state certification, licensing, accreditation of scientific and scientific-pedagogical staff. Currently, the most important problems of higher education management are: determining the permissible limits of the market mechanism in the field of education; clarification of the ratio of the role of the state, regulation and the market in the field of education at system levels; development of a conceptual model of the development of the educational system; developing a strategy for reforming the education system.

A certain decrease in the share of non-state higher education institutions over the years is attributed by many to the fact that most of them have not passed certification and accreditation, but since the students of private higher education institutions are admitted through a simple examination, they cannot compete with students of public higher education institutions in getting jobs in the future. The role of HEIs in providing educational services, training, methodical and scientific-technical product manufacturers, as well as consulting services for business structures of the country's economy should be very high.

It should be noted that the increasingly competitive environment in higher education began to intensify over the next two or three years. A competitive environment is forming between HEIs and their customers, that is, entrants (students), those who want to improve their qualifications, public and private higher education organizations for second education.



**Figure 1. Information on the fields of study of students of HEIs in the 2019-2020 academic year %1**

Figure 1 presents information on the fields of education of students of HEIs, according to which 48.3% of students are in the humanitarian field, 10% are in the social field, economy and law, 24.6% are in production, technical fields, 6.1% are students in rural areas. in the fields of economy and water management, 6.7% are studying in the fields of healthcare and social welfare, and 4.3% are studying in the field of services. The highest rate is observed in humanitarian and production, technical fields, thus we can observe that the interest of students in these fields is increasing, and new jobs are being created in these fields.

In our opinion, in the future, it is necessary to increase the number of students studying in the field of services, for this, we need to accelerate the processes of creating new jobs in these fields, and quickly bring services and service industries to rural areas. Because in developed countries, about 6070% of the gross domestic product is created in the service sector, and we need to deeply study the experiences in this sector.

**Table 2.**

**Information on the implementation of scientific research works <sup>2</sup>**

<b>№</b>	<b>Types of scientific work</b>	<b>2018</b>	<b>2019</b>	<b>Change in 2019 compared to 2018, +;-</b>
1	The number of organizations that have carried out scientific research and experimental-constructive developments	668	304	-364
2	Scientific research works	456	195	-261
3	Among them are fundamental projects	188	113	-75
4	Design-construction, technological works	54	28	-26
5	Test copy, samples, items	33	16	-17
6	Scientific and technical services	219	126	-93

It can be seen from the above table that according to it, the number of organizations engaged in scientific research decreased by 364 in 2019 compared to 2018, while scientific research decreased by 261, and fundamental projects decreased by 75 among them. A decrease was also observed in other areas. It is very incomprehensible that we observe such a decline when the attention of scientific work is increasing in the countries of the world, when many countries are spending billions of dollars in the fields of scientific research. Organizations engaged in scientific research, in the next table, which provides data on the amount of scientific research work, in Table 3, we can see the change in funds spent on scientific research work.

**3-жадвал.**

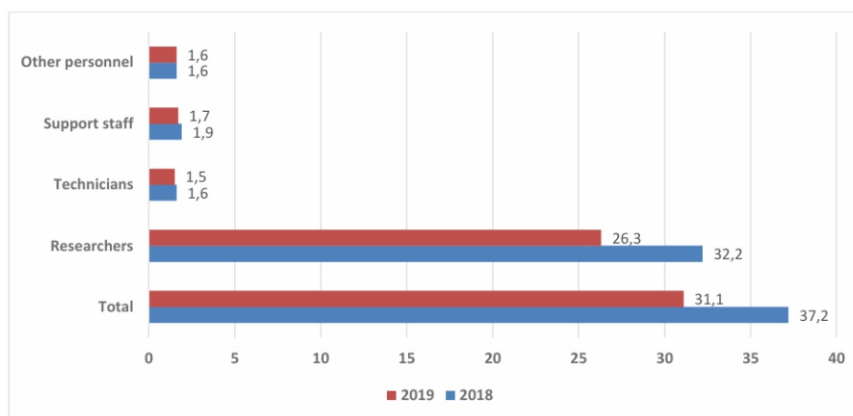
**Information on the implementation of scientific research work, mln. soum <sup>3</sup>**

<b>№</b>	<b>Types of scientific work</b>	<b>2018</b>	<b>2019</b>	<b>Change in 2019 compared to 2018, +;-</b>
1	The number of organizations that have carried out scientific research and experimental-constructive developments	680038,0	853404,4	+173366,4
2	Scientific research works	336482,5	535208,9	+198726,4
3	Among them are fundamental projects	89254,2	162804,0	+73549,8
4	Design-construction, technological works	38714,0	97641,2	+59827,2
5	Test copy, samples, items	7677,9	6318,8	-1359,1
6	Scientific and technical services	221205,1	160512,1	-60693



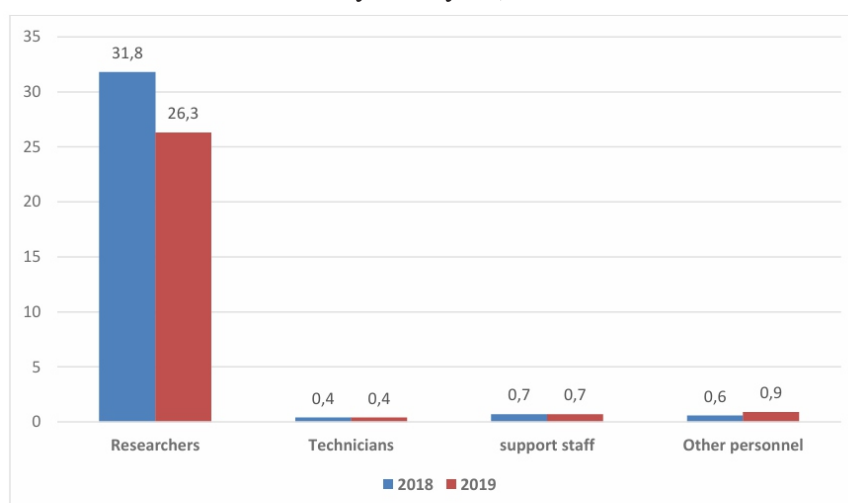
In this table, in 2019 compared to 2018, 173,366.4 soums were spent on scientific research by organizations engaged in scientific research in our country, and 198,726.4 soums were allocated to scientific research, so 73,549.8 soums were spent on fundamental projects. Compared to the current year, design-construction, technological works have increased by 59,827.2 soums. At the same time, spending on prototypes, samples, materials and scientific technical services has decreased.

In our opinion, it would be appropriate to direct researchers to the development of prototypes, industrial samples, and new products. With this, new production models, new innovative products and services, necessary for the economy, begin to form. This should become one of the main drivers of economic development.



**Figure 3. Information on employees involved in scientific research and experimental design development, thousand people 4**

The next Figure 2.2.3 shows information on employees engaged in scientific research and experimental development. The total number of employees engaged in scientific research decreased by 6.1 thousand people in 2019 compared to 2018, and this indicator also affected the composition of scientific researchers. Researchers have decreased by 5.9 thousand people, and such changes are visible in the composition of technicians, auxiliary personnel and other personnel. A total of 31,100 people were involved in scientific research in 2019 and 37,200 in 2018, of which 26,300 were researchers in 2019, and 32,200 in 2018. The composition of other personnel has not changed in both years. In our opinion, none of these indicators should decrease from year to year, but all indicators should only increase.



**Fig 4. Highly educated people, %<sup>5</sup>**



Figure 4 shows the data on people with higher education, among researchers, 26.3% in 2019, 31.8% in 2018, and among technicians, 0.4% in 2019, 0.4% in 2018 consisted of highly educated technicians. There were no significant changes in the composition of auxiliary personnel, but in the composition of other personnel, 0.6% in 2019, and 0.9% in 2018 were people with higher education.

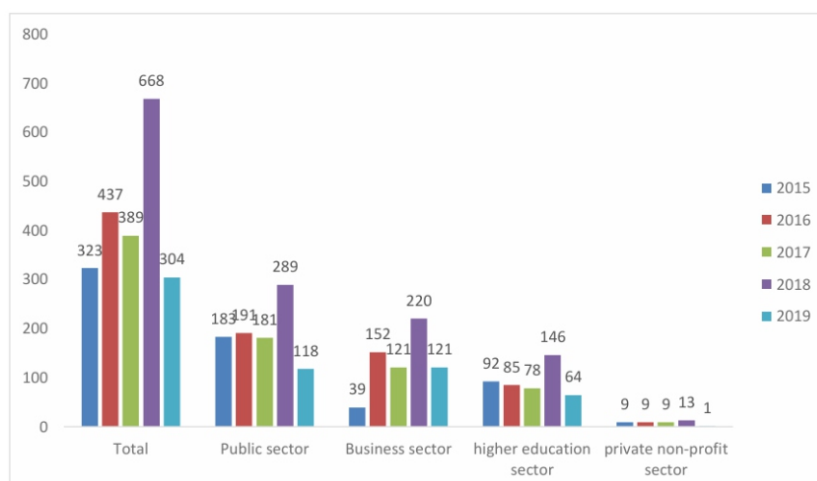
Contribution of higher education among total researchers in 2019 decreased by 5.5%.

Table 2.2.4 provides information on five-year changes in the number of research and experimental design organizations, and the number of organizations engaged in scientific research in the Republic of Uzbekistan in 2019 compared to 2015 decreased by 19. 323 organizations in 2015, In 2019, 304 organizations were engaged in scientific research, and the highest figure was 668, observed in 2018, and the lowest figure was observed in 2019. In our opinion, the number of organizations engaged in scientific research should increase year by year, and such indicators should increase in the regions.

#### **The number of organizations that performed scientific research and experimental design work 6**

<b>№</b>	<b>regions</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>The ratio of 2019 to 2015</b>
1	Republic of Uzbekistan	323	437	389	668	304	-19
2	Republic of Karakalpakstan	19	23	24	30	9	-10
3	Andijan	9	10	10	22	5	-4
4	Bukhara	12	12	12	24	10	-2
5	Jizzakh	12	10	10	10	7	-5
6	Kashkadarya	10	11	15	23	4	-6
7	Navoi	10	11	9	11	6	-4
8	Namangan	10	9	10	10	9	-1
9	Samarkand	18	19	18	34	14	-4
10	Surkhandarya	5	13	13	19	8	+3
11	Syr Darya	12	8	6	10	4	-8
12	Tashkent	31	39	32	59	25	-6
13	Ferghana	17	21	21	36	15	-2
14	Khorezm	6	9	9	15	7	+1
15	Tashkent sh	152	242	200	365	181	+29

The highest rate was observed in the city of Tashkent, Khorezm and Surkhandarya, in 2019 compared to 2015, it increased by 29 in the city of Tashkent, by 1 in Khorezm, and by 3 in Surkhandarya. The regions that decreased the most were 8 in Syrdarya, 6 in Tashkent region, 6 in Kashkadarya region, and 10 in the Republic of Karakalpakstan.



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**Fig-5. The number of organizations that carried out scientific research and experimental design works in the sector of activity 7**

Figure 5 presents information on the number of organizations engaged in scientific research by activity sector. This is the most common time It was observed in 2018 and reached 668. The lowest time was observed in 2019, which was 304. A number of such organizations operated in the public sector, business sector, higher education sector and private sector. The highest figure was 289 observed in 2018, and they were observed mainly in the public sector. In the next case, the high indicator is in the business sector It was observed in 2018 and reached 220, and in the field of higher education it reached 146 in 2018.

In our opinion, there should be more such organizations in the higher education sector, and the higher rate of scientific research should be concentrated in the higher education sector. At the same time, there should be a high rate in the private sector.

Therefore, there are diversified activities of universities in the market of educational services. The scope of activities of various non-traditional institutions, centers and courses for retraining and professional development is expanding. This is related to the desire of universities to find, maintain and improve their image, in other words, to be as competitive as possible.

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