

# The Problem Of Scientific Personnel Training At The Uzbekistan Academy Of Sciences

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**Annotation:** This article focuses on the issue of personnel training in the system of the Academy of Sciences of the Republic of Uzbekistan. It analyzed the attitude to personnel, personnel training mechanism, social protection and support processes.

**Key words:** Academy of Sciences, social protection, principles, mechanism, young prospective employees, one-tier system, two-tier system, dissertations, graduate and doctoral students, salary, overtime payment, intern-researcher.

## 1. Importance:

The role of the Academy of Sciences of the Republic of Uzbekistan in creating the foundation for the Third Renaissance in Uzbekistan is very important. In this process, the Academy of Sciences certainly relies on the potential of personnel. Today, this topic is gaining particular importance with the reforms being carried out in the system of organizing scientific activity in our country.

Reference to the history of the Academy of Sciences complements the history of the Academy of Sciences and promotes the role of the highest scientific institution of Uzbekistan in the fields of natural, technical and social and humanitarian sciences, and expands the knowledge and thoughts of the creation of conditions for the establishment of the Academy of Sciences in the minds of today's young generation. Since its establishment, the Academy of Sciences of the Republic of Uzbekistan has been the largest, most prestigious and important scientific organization of the country during its scientific activity.

## 2. Methods and level of study:

The article is covered on the basis of generally accepted historical methods - historicity, comparative-logical analysis, sequence, principles of objectivity. In the initial stages of the establishment of the Academy of Sciences, the scientific potential was mainly formed - advanced scientific schools, numerous research institutes and a number of unique scientific complexes and facilities were established. But academic science in many cases was aimed at solving problems that are not relevant for Uzbekistan. Since its establishment, the Academy of Sciences of the Republic of Uzbekistan has been the largest, most prestigious and important scientific organization of the country during its scientific activity.

The history of the formation and development of the Academy of Sciences of the Republic of Uzbekistan was not fully studied in the research. In particular, because the approach to the problem in the works created during the Soviet period was under the ideological influence of the communist ideology, these issues did not find their impartial interpretation. The history of the Academy of Sciences of the Republic of Uzbekistan was not sufficiently covered even in the studies created in the period of independence in Uzbekistan.

In the first years of independence, the Academy of Sciences of the Republic of Uzbekistan had many problems in the field of training personnel, strengthening their social protection, and developing the experience base of science. In total, there is a need to fundamentally revise the scientific and technical policy of the republic, the principles of organizing the activities of the scientific institutions of the Academy, its Presidium, the foundations of the formation of the mechanism of management, planning, and financing of scientific research in the current conditions [1].

In the system of the Academy of Sciences, there were trends in the "leakage" of an important segment of highly qualified personnel and the destruction of the experimental production base created over

many years. A set of problems has appeared in the field of training of research personnel and their social protection. The resulting situation had a negative impact on the professional development and spiritual growth of scientists. Due to this and a number of other reasons, there was an exit of scientific staff from science, and first of all, young promising staff. Thus, only in 1991, the staff of the Academy of Sciences decreased to a total of 1130 people, of whom 378 were employees of research institutions and 752 were employees of design organizations. Thus, the previous broad principles of forming the activity of the Academy of Sciences showed their absolute ineffectiveness in the new socio-economic realities.

From 1990 to 1994, the total number of topics developed by scientific research institutions of the Academy of Sciences increased from 539 to 619. An average of 6 researchers worked on each scientific topic of fundamental or applied research. Due to the imperfect mechanisms of interaction between science and production in the country, the results of scientists' research, developments and technologies created by them have not been widely implemented.

As a result, there is a gap between science and production. Thus, there were a number of important problems that required a fundamental revision of the basic principles of scientific and technical policy formation, as well as the organizational principles of the Presidium of the Academy of Sciences of Uzbekistan and research institutes [2].

On May 1, 1992, at the annual general meeting of the Academy of Sciences of the Republic of Uzbekistan[3] (the President of the Academy of Sciences M.S. Salakhitdinov is the chairman), the Office of the President of the Republic of Uzbekistan and the Cabinet of Ministers were criticized for their inefficiency in solving a number of important issues. It was noted that the process of approval of proposals of the Academy of Sciences continues within the framework of old stereotypes. In particular, the issuance of the Decree of the President of the Republic of Uzbekistan on awarding the Foreign State Prize of the Republic of Uzbekistan in the field of science and technology has been delayed, and the issue of establishing the Academy of Medical Sciences has not yet been resolved. The proposals of the Board of the Academy of Sciences of the Republic of Uzbekistan to hold the 50<sup>th</sup> anniversary in accordance with the order of the President of the Republic are also being ignored by the President's staff.

In addition, there were several problems facing the Academy of Sciences during this period.

In particular, along with the republic's entry into market relations, economic recession and financial deficit events put science in a difficult situation. At the same time, the government of the republic did not make a single decision that would contribute to solving science problems. An example of this was the decree on the exemption of the Ukrainian Academy of Sciences from all types of taxes.

It was also mentioned that the amount of allocations from the state budget for the development of science remains unchanged.

Not a single dollar was allocated from the currency fund of the Academy of Sciences. Research in genetic engineering, genetics, biochemistry, microbiology, biotechnology, physiology and biophysics has been suspended due to lack of foreign exchange. In such a situation, the most important task was to select and preferentially develop the priority areas of science that would ensure socio-economic, industrial and technical development of Uzbekistan in the following years.

It is said that in approving the budget of the Academy of Sciences, some preference should be given to teams conducting research in priority areas. In conclusion, it is hoped that the leadership of the republic will find a suitable solution for an independent state that will bring science out of the crisis.

It was proposed to create a national system for the selection and training of personnel at the Academy of Sciences, giving great importance to personnel policy. In addition, the issues of training and preservation of personnel, ensuring social protection of scientists were also touched upon.

On May 5, 1992, the following was noted in the minutes of the general meeting of the research institutions of the Academy of Sciences of the Republic of Uzbekistan on reviewing the results of work in 1991[4].

In 1991, the Academy of Sciences of the Republic of Uzbekistan achieved a number of great results in the field of fundamental research. At the same time, we can point out that there are many problems in the field of training scientific personnel, strengthening their social protection, and developing the experience base of science. Including:

- to ensure the formation and implementation of an effective personnel policy, especially to search for opportunities to provide the necessary material and financial resources for the training and retraining of scientific personnel in priority areas;

- to ensure the active participation of the FA of the Republic of Uzbekistan in the development of the republican system of attestation of scientific and scientific-pedagogical personnel in the republic, taking into account the uniformity of the requirements for candidacy and doctoral theses, the single scientific space in the Commonwealth of Nations;

- it is planned to create a general academic program called “Young Scientist” for the training of highly qualified personnel in priority directions.

At the meeting of the Presidents of the Academies of Sciences of the Republics of Central Asia, Kazakhstan and Azerbaijan[5], the certification of scientific staff and the training of highly qualified personnel were emphasized. In 1991, in our republics, in the republics of Central Asia, Kazakhstan and Azerbaijan, there are regional scientific councils on the real directions of science, scientists from these republics defended their dissertations in specialized councils without any obstacles.

The activities carried out by the Presidium of the Academy of Sciences of the Republic of Uzbekistan and scientific institutions in 1998 to attract talented young people to post-graduate studies and doctoral studies consisted of the following[6]. In 1998, a total of 202 students (176 full-time, 32 part-time) were planned to be admitted to postgraduate studies. A total of 227 candidates applied for postgraduate studies.

A general announcement was made through the newspaper “Xalk so’zi” about the admission of young people to post-graduate studies and doctoral studies in the academy system. Experienced scientists and specialists of scientific institutions were sent on trips to search for talented young people and to attract them to the post-graduate studies of academic institutions of higher education.

After the exams, 204 candidates were admitted to postgraduate studies (176 full-time and 28 part-time). (A total of 219 people were admitted in 1997, including 181 full-time and 38 part-time departments.). 98% of postgraduate admissions plan was completed, 103.5% of full-time admissions.

In 1998, in order to meet the local demand for highly qualified scientific personnel while fulfilling the “National Program on Training of Personnel”, in 1998, serious attention was paid to attracting talented teachers and specialists from regional universities, institutes, schools and colleges to the post-graduate and doctoral programs of the scientific institutions of the Federal Republic of Uzbekistan.

It can be seen that the postgraduate and doctoral admission plans of the Academy of Sciences of the Republic of Uzbekistan have been mostly fulfilled. Some institutions even exceeded them, but some academic institutions did not meet the established state admissions plans. The main reason for this is the insufficient organization of work, lack of serious attention to work with young people, lack of dedication and passion, and in some institutes, the school of researchers is not running.

For example, the admission plan for postgraduate studies is U.Arifov Institute of Electronics -25%, Zoology -20%, Genetics and Plant Experimental Biology -20%, Institutes of Soil Science and Agrochemistry -25%, Complex of Regional Problems of Samarkand Department - 57%, S.Azimov “Physics-sun” and “Academtool” scientific production associations performed 62.5% and 50% respectively, Physiology and biophysics and Endocrinology -66.6%.

In total, in 1998, the general admission plan for post-graduate studies by the academy was not fulfilled by 4 places, and by specialties by 41 places.

It should be noted that due to laxity of executive discipline in scientific institutions, some scientific institutions did not fulfill the decisions and orders of the Presidium of the Academy of Sciences of the Republic of Uzbekistan on post-graduate and doctoral studies, as well as specific tasks of the management.

The required documents and reports requested about graduate and doctoral students are of poor quality and sent late.

Due to the lack of supervision over the education of post-graduate students and doctoral students and the supervision of academic supervisors, post-graduate students and doctoral students in some institutes do not defend within the prescribed time limits. For example, in 1998, out of 171 graduate students of the academy, only 10 people or 5.8% defended their dissertations, and not one of the 23 graduating doctoral students did.

As of August 1, 2011, a total of 5 thousand 731 people, including 2 thousand 347 researchers, including 446 doctors of science, 1 thousand 026 candidates of science, worked in research and economic organizations of the Academy of Sciences of the Republic of Uzbekistan. Out of 99 academicians, 35 people worked directly in the system of the Academy of Sciences, including 8 women [7].

In 2012, the current two-stage system of certification of scientific personnel (candidate of science and doctor of science) was transferred to a one-stage system in accordance with the modern, internationally recognized requirements of the training of highly qualified scientific personnel adopted in economically developed democratic countries [8].

As of June 1, 2013, full members of the Academy of Sciences of the Republic of Uzbekistan included 83 academicians. Scientific research was carried out by 5218 employees, including 2072 researchers, including 370 doctors of science and 900 candidates of science. More than 200 candidates for the scientific degree of Doctor of Science are prepared at the Academy [9].

Decision PQ-3655 of April 5, 2018 of the President of the Republic of Uzbekistan "On measures to improve the remuneration system for employees of higher education and research institutions of the Republic" and the Decree of the President of the Republic of Uzbekistan "Further increasing the amount of wages for employees of science and higher education, On the measures of state support for the implementation of the results of scientific and scientific-technical activities" on the basis of the decision of the Cabinet of Ministers to ensure the implementation of the decision PQ-3876 dated July 20, 2018, the salary of academicians is more than 3 times [10] and the honorarium of academicians 4 contributions have been increased[11].

The mechanism of salary increment of up to 30 (Candidates of Science and PhD) and 60 (Doctors of Science) percent was introduced to the salaries of academic staff in the republic[12]. According to the decision, the additional fee is determined according to the results of the evaluation of the fulfillment of the relevant criteria and based on the submission of the head of the structural unit to the working commission and the decision of the collegial body of the organization, taking into account the specific contribution of each employee to the scientific-pedagogical and labor activities. The amount of additional monthly and one-time payments introduced by the decision is determined not to exceed 30% of the position salary for employees with a doctor of philosophy degree and 60% of the position salary for employees with a doctor of science degree.

Starting from 2020, the Academy of Sciences switched from the budget to the direct financing system[13]. In order to support young academic staff, 82 preferential loans and 25 free apartments were allocated to academic staff of the system during 2017-2020. More than 500 employees and their families were permanently registered in Tashkent.

Over the past period, through the Ministry of Innovative Development and the "El-Yurt Umidi" fund, about 150 young scientists have gained experience in leading scientific centers of foreign countries and are applying their knowledge to their practice.

The quantitative index of the employees of the Academy of Sciences of the Republic of Uzbekistan in 2016-2021[14] (Table 1) is shown.

Doctoral students of the Academy of Sciences took part in national competitions, and in 2019-2021, 4 basic doctoral students received government awards such as "Prezident stipendiyasi" (Institutes of Mathematics, Zoology, Botany), "Mard o'g'lon" (Institute of Mathematics) [15].

Years	2016	2017	2018	2019	2020	2021
Number of employees	3446	3920	4486	4577	4761	4966
Including academic staff	1453	1758	2093	2033	2146	2247
The number of doctors of science	203	275	344	375	394	428
Number of Candidates of Science and Doctor of Philosophy (PhD)	530	606	708	717	742	797
Number of academics	63	63	95	91	89	76
Number of major PhD students	0	0	199	257	361	383
Number of PhD students	164	97	40	42	49	55
Trainee-researchers	0	0	0	0	100	100
Number of doctoral theses	20	22	49	41	42	37

defenses						
The number of candidate theses defended	0	23	71	89	99	131

**1- table. Indicator of academic staff of the Academy of Sciences in 2016-2021**

On the initiative of the Academy of Sciences, starting from 2020, the intern-research institute was restored, and every year candidates are accepted for 100 reserved places on the basis of competition [16].

In the scientific organization, scientific supervisors intern-researchers are paid an hourly wage for monthly training sessions, according to the procedure established by the law, in the amount of 75 hours per year for each intern-researcher at the expense of funds allocated to the field of "Science" from the State budget of the Republic of Uzbekistan.

To those who defended their doctoral thesis prepared for obtaining the degree of Doctor of Philosophy (PhD) or Doctor of Science (DSc) before the end of the study period, as well as to their scientific supervisors and consultants, by the order of the head of the institution, the appropriate scholarship provided for the remaining period (term) of the study period and the doctoral student In the amount of the total amount of the payment for the work carried out with, the reward will be paid within a maximum of 20 days from the date of presentation of the relevant diploma.

#### 4. Conclusions:

##### **It is appropriate to note the following in the form of a conclusion to the issue:**

The Academy of Sciences has paid special attention to solving the issue of personnel in its system and has been developing this issue for years. The rapid development of science in the republic was also reflected in the growth of scientific staff, especially staff working in the Academy of Sciences.

The ranks of scientific personnel of the Academy of Sciences have expanded mainly due to young men and women who have graduated from many higher educational institutions of the republic, and especially scientific staff who have completed the post-graduate studies of the Academy.

Scientific employees of the Republic have also improved their skills through internships in central scientific institutions

A lot of attention was paid to the training of scientific personnel through targeted inter-republican post-graduate courses of the leading higher educational institutions and scientific institutions of our country in new specialties that are lacking for the Academy of Sciences.

In the pre-independence period, the Ideology Department of the Central Committee of the Communist Party of Uzbekistan had a role and influence in the activity and personnel training system of the Academy of Sciences. In general, scientific personnel have been formed both scientifically and ideologically.

In 1991, there were many problems in the field of training scientific personnel, strengthening their social protection, and developing the experience base of science.

In the system of the Academy of Sciences, there were trends in the "leakage" of an important segment of highly qualified personnel and the destruction of the experimental production base created over many years. A set of problems has arisen in the field of training of research personnel and their social protection.

In 1992, the process of approving proposals of the Academy of Sciences in the Government was within the framework of old stereotypes, and the amount of allocations from the state budget for the development of science remained unchanged.

In the early 1990s, not a single dollar was allocated from the currency fund of the Academy of Sciences. Research in genetic engineering, genetics, biochemistry, microbiology, biotechnology, physiology and biophysics has been suspended due to lack of foreign exchange.

Admission to the internship-research institute is carried out according to the results of the interview. Intern-researchers are paid a stipend and a fee for the work of the scientific supervisors attached to them. Intern-research institute is a stage of preparation for post-higher education institute.

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