



## Conditions For Regarding Professional Concepts

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**Abstract:** The article talks about the conditions of systematization of concepts related to profession.

**Key words:** Profession, craft, concept, system, conditions.

## Kasb Hunarga Oid Tushunchalarni Tizimlashtirish Sharoitlari

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**Annotatsiya:** maqolada Kasb hunarga oid tushunchalarni tizimlashtirish sharoitlari haqida gap borgan.

**Kalit soʻzlar:** kasb, hunar, tushuncha, tizim, sharoit.

The modern world is characterized by the processes of globalization, informatization, the emergence of new technologies, and increased labor productivity. The listed trends are not only an opportunity for the development of the country's economy, but also a serious challenge. To increase labor productivity, it is necessary to use new technologies, develop new competencies by employees, and this, in turn, requires effective interaction between the state, the labor market and the education system.

In addition, the country's economy is faced with the problem of inconsistency in the professional and qualification structure of employment and degradation of human capital associated with the ineffective use of acquired competencies and education [1]. Moreover, the imbalance in the economy's need for qualified personnel indicates the ineffectiveness of spending budget funds on personnel training.



The education system plays a key role in ensuring that the economy meets the need for qualified personnel, but at the same time it has a degree of inertia: preparing a qualified specialist takes up to 6 years of study. At the same time, additional vocational education and training allow workers to acquire competencies in demand in the labor market, thereby meeting the demands of a rapidly developing economy. In foreign countries, there are tools that present in a systematized form a significant array of detailed information about professions - databases on professions with put forward requirements and other data. In some countries, governments support access to data on in-demand competencies by occupation. Competencies and profession profiles in such databases are tied to certain types of activities. Such information can be combined with quantitative calculations of employment changes to track competency requirements in areas of interest [2]. Examples of such systems are: the O'NET system in the USA, Taxonomy of occupations in Australia, Upgrading classifications of occupations in Poland, Observatory of occupations in Spain.

In Uzbek practice, there are similar methods of data systematization, implemented in the form of the "Atlas of Professions" [4] and professional standards. The "Atlas of Professions" was developed at the initiative of the Ministry of Health and Social Development of the Russian Federation in order to record all the professions in short supply and the regions that need them most. "Atlas of Professions" is intended both as a resource for graduates for career guidance, and for future students who are just choosing who to study. The atlas also contains information on the average salary of a representative of each profession in different regions, working conditions and social protection, data on the needs of enterprises for representatives of each profession, etc.

Professional standards are just being developed in Uzbekistan. This is done to ensure a link between the requirements of the labor market and the capabilities of the education system in order to reduce imbalances in this area. Over the past twenty years, the development of professional standards has become widespread in international practice. This trend is observed in the UK, Germany, USA, Canada, Japan, Australia, Eastern European countries and former Soviet republics (for example, Kazakhstan).

Professional standards are applied both in the world of work, providing controlled career growth and professional development, and in the field of education, where they create the basis for the development of vocational training programs and more effective methods for assessing the certification of



vocational training results. For employers, the professional standard will be the basis for establishing more specific requirements when performing an employee's job function, taking into account the specifics of the organization's activities. The provisions of the relevant professional standards must be taken into account when forming the Republican state educational standards for vocational education.

Currently, Uzbekistan, together with interested Republican executive authorities, Uzbek employers' associations, Uzbek trade union associations, and the Agency for Strategic Initiatives to Promote New Projects, is preparing a plan for the development of professional standards.

V. The Atlas of Professions and professional standards are thoughtful and effective information products. At the same time, they contain a "one-time" slice of characteristics. However, for decision-making, for example, by applicants or adults to acquire a new/additional profession, elements related to both past and future dynamics of individual characteristics are necessary.

The "Profession Profile" proposed by the authors differs from the professional standards and the "Atlas of Professions" existing in the Republic of Uzbekistan in the presence of elements related to the requirements of the labor market. Developing a profession profile for each specialty will make it possible to take into account the requirements of both the education system and employers, as well as to identify the need of the economy for certain competencies, and for the education system to quickly respond to the challenges of the time.

A profession profile is a comprehensive, integral assessment of a working specialty, its quantitative and qualitative characteristics from the point of view of the past/present/future. A profession profile is a convenient way to systematize data, which can be used for decision-making both by the relevant executive authorities to plan the professional and qualification structure of the region's labor resources, and to inform various interested actors as widely as possible (the education system, employers, the population of various age groups).

The developed layout of the profession profile consists of three large blocks that systematize basic information: characteristics of the profession, requirements for the profession, labor market requirements.

"Characteristics of the profession" classifies it:

- by name (example of profession name, similar professions, variants of names at enterprises; for example, OKZ [5] contains examples of similar professions);



- by type of economic activity (OKVED codes [6], definition of industries in which the profession is present);
- in accordance with the functions performed (consider tools and objects of labor, professional and job tasks, job descriptions).

The sources of data for the last point are the materials of the classifiers. For example, the ETKS consists of tariff and qualification characteristics containing characteristics of the main types of work according to workers' professions, depending on their complexity and the corresponding tariff categories, as well as the requirements for the professional knowledge and skills of workers. Job descriptions are documents regulating the powers, responsibilities and job duties of enterprise employees in their positions, as well as means and objects of labor.

"Requirements for the profession" contain information about the required level of education and necessary competencies.

Education is determined by:

- qualification requirements (received diploma of professional education);
- compliance with the educational specialty (in accordance with the enlarged group of the specialty
- classification in accordance with ISCED (classification of levels of education obtained based on recognized educational qualifications);
- a list of educational institutions (in the region) where you can get an education in accordance with your profession profile.

The "Competencies" section includes:

The profession profile for each specialty represents detailed information about the profession in a systematized form. This tool is relevant for employers in the region, graduates of training institutions and specialists undergoing retraining. In addition, it can be used by executive authorities to make management decisions in terms of personnel development strategies, as well as by educational institutions to assess the employability of trained specialists with professional education.

It is known that in the science of linguistics, in the activities of linguists and other specialists, recommendations are given in order to harmonize the situation in the use of language, to create uniformity, to create ease and comfort, and most importantly, to ensure comprehensibility. For example, instead of the words agroprom, agrochemistry, watercolor, annotation, archaeologist, astronomer, vacancy, agricultural industry, agricultural chemistry, water color, abstract



bayou, antiquarian, astronomer, vacancy/vacancy a proposal to use words and phrases like (Examples taken from A. Berdialiyev).

But how scientific, practical and normative are these recommendations? Which of these variants can survive in the language? Which of them fully expresses the essence of things and events, subjects and concepts? Life itself, the process of using the elements of language, will certainly solve this issue, regardless of which option is preferred. But giving such recommendations and explaining the advantages of the recommended options is an absolutely necessary activity. Only in this way will our language be improved and refined, and even the subtlest possibilities in the meanings of words will be realized. We will give an example as a confirmation of what has been said: many terms related to the science of psychology have given way to terms used in Eastern science according to the recommendation of experts in this field. Psychology-psychology, psyche-spirit, psychic process-mental process, adaptation-adjustment, nerve-nerve, nervous system-nervous system, talent-talent, temperament-customer, emotion-excited state enthusiasm, character-behaviour. It follows from this that when assigning cases in a language, each language should be based on its own internal rules and should take into account whether or not it is acceptable to the majority.

Here, let's analyze another example. In the process of searching for alternatives to many terms, instead of the word "rayon", the words "nohiya", "depara" and "tuman" were used. Later, although it does not correspond to the original meaning of the word, the word district became standard. However, it should be noted that this word has only one meaning - the term of an administrative region that is a part of a region and has a certain border. However, the dictionary also shows the possibility of the word district meaning a place in general: prigorodniy rayon - suburban district, promishlenniy rayon - industrial district, zavodskoy rayon - district of factories, rayon voyennih deystviy - district of military operations, rayon boya - a battlefield, a defensive district - such as a defensive circle. How do we standardize these compounds? As it is currently being formed in our minds as an administrative region, can it be normalized in the form of a suburban district, a district of factories, a district of war operations? In addition, there are the words rayonirovaniye, rayonirovanniy - regionalization, regionalized. For example, regionalization of the seeds of certain crop varieties, that is, the seeds of varieties that are most adapted to the conditions of a place. How do we normalize this? Is it fogging the seed or placing the seed, adapting



the seed to the places? In any case, in our opinion, the solution of the problem will be found in the passing time.

Analyzing the processes of replacement and standardization of terms, one can come to the following conclusion: some of the terms were quickly exchanged, standardized and popularized, and another part is being used in the form of variants and doublets. A certain part of the units recommended as terms did not find their place in the language and were not approved by many. So, when it comes to normalizing the terms of the post-independence period, it is necessary to take into account that these aspects are vital. It should be noted that the Terminology Committee's services in coordinating and regulating this process are great. The committee performed many tasks in this regard.

As we mentioned above, the professional lexicon differs from the terminological lexicon by several features. These differences are clearly shown in the book "Lexicology of the Uzbek language". Vocational words created over the centuries are used only among certain professions and are formed in the process of oral speech. The possibility of this group of words is limited within the framework of a profession and people who are engaged in it. Because of this, their dialectal variants may exist. With such characteristics, they are opposed to terms. Because the terms express official concepts related to the field of science and technology, industry and agriculture, spirituality and culture, and they are controlled by the relevant authorities. As an expression of a scientific concept, it appears mainly in written form and has universal or national significance. It is also important to talk about the standards of professional language units. Examining the existing dictionaries shows that only a certain part of the terms related to the social life, profession and crafts of Uzbeks are included in them. Let's refer to some examples given in T. Tursunova's "Practical Lexicon of the Uzbek Language" (T., 1978): julkhirs, zulbarak, arabi, olacha-palos, kholiga-goli, sholcha-kokma or bosma (l. chakmon. 2. hook, type of stitch), birishim, bozastar, gulburi, dorpech, dug / duk, dukhoba, shop (1. machine, lathe. 2. mogazin), doppi, yondori ) ) Among them are the Arabic, palos, and rice words that indicate the types of carpets, as well as bosma, dorpech, dug / duk, dukhoba, dokon, doppi, yondori, joypuli, zardevor / zardevor, zardozi, zahdozlik, which mean carpet. , yonna, yormadozlik, kallaposh, kalobtun, momik, palak, popop, popomakhir, peshonaband / peshonabog, urchur, teal, ormak, qatim are listed in dictionaries. But julkhirs, zulbarak, khirs, kholi, kokma, which mean types of carpet; ilma, chok tun means printing and binding (silk), bozastar (fabric), gulburi



(flower cutting), resman (yellow and white spool of thread), tubatoy (simple ball without flowers), shamshirak and the words "similar wood") khochkorshokhi / khochkorak (a type of pattern in textiles) were not expressed in the above-mentioned dictionaries.

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