

**IMPORTANCE OF IMPROVING YOUTH LABOR CULTURE IN THE DEVELOPMENT OF  
A NEW UZBEKISTAN****Kholmiraeva Jumagul Khamdamovna**

Doctor of Philosophy (PhD) in Philosophical Sciences

Independent Researcher, FarSU

**Abstract:** Today, the issue of improving the labor culture of young people is of strategic importance in the development of New Uzbekistan. Labor culture is formed through the harmony of knowledge, skills, practice and national values. Mentoring, internships, training and webinars help young people in their professional and personal development. Motivation, social support and effective communication opportunities strengthen labor culture. As a result, young people are formed as responsible, honest and innovatively thinking specialists, which makes a significant contribution to the development of the country's economy and society.

**Keywords:** Youth, labor culture, professional development, innovation, motivation, internship, mentoring, training, webinar, responsibility, national values, activity

**Introduction**

Currently, at the stage of development of New Uzbekistan, the issue of improving the labor culture of young people is of particular relevance. Because modernization of the economy, training competitive personnel and achieving sustainable development depend on a conscious, responsible and creative attitude to labor. In the conditions of globalization and market relations, the professional activity of young people, their desire for honest labor, and a labor culture based on national values are important factors in implementing the strategic development goals of New Uzbekistan. "In today's era of socio-economic changes, young people need to be formed in socially, economically, personally and psychologically beneficial labor activities. A modern employer needs a specialist who, during the educational process, not only qualitatively solves the task in labor activities, but also quickly finds solutions to problems in the team, and maximally demonstrates his professional and personal potential. This is a requirement not only of the employer, but also of society"<sup>1</sup>. In our opinion, the rapid developments in the field of rapid reforms taking place in our country prove how true these statements are.

**Methods**

The article uses scientific research methods such as analysis, synthesis, analytical-critical method, comparative analysis, case study.

**Results**

---

<sup>1</sup> Tuychiyeva S.M. Bo'lajak mutaxassislarda potensial va actual imkoniyatlarni rivojlantirish- psixologik muammo sifatida. // Inter education & global study. 2024. №5(1). B.554

Organizing courses, webinars, trainings and seminars to acquire modern knowledge as socio-philosophical factors in the activation of youth in the labor sphere, and providing opportunities for international certification based on them; attracting experienced professionals to mentor young people; providing individual assistance and referrals through a mentoring structure; concluding agreements between production and educational institutions; introducing internships and practical training in open places; creating a platform for young people to promote their innovative projects; encouraging their initiatives through cups, grants and competitions; organizing forums for young people on changes and trends in professional fields; providing opportunities to establish business activities and get acquainted with innovations at events; conducting psychological programs and seminars for the mental health of young people; providing advice on stress management and solving problems in the workplace; awarding prizes and recognition to successful young people for their activities; holding special events for their active participation; teaching modern technologies and software to young people; the use of modern tools to simplify the work process and increase efficiency, etc. is important. Through these proposals, the professional activities of young people will be more effective and their labor, professional and intellectual culture will be further developed.

### Discussions

Currently, the development of the spiritual worldview of young people is inextricably linked with the traditions, customs, and values of our people, and we need to understand its full essence. These issues occupy an important place as integral parts of our culture and labor culture. We also understand that “improving the education and enlightenment team, directing young people, who are the future of our country, to receive modern knowledge, and raising a well-rounded personality are related”<sup>2</sup>. Therefore, in our opinion, developing young people even after education is one of the urgent issues of today. In this regard, it would be beneficial to pay special attention to improving the labor culture of young people.

In our opinion, improving the labor culture of young people depends on many important factors. In particular, strengthening knowledge and skills is of paramount importance for young people. Educational trainings, seminars, courses and webinars help to expand their knowledge. Through this, a young specialist develops, becomes more active and improves. Because, as the philosopher and scientist A. Egamberdiev emphasized, “the emergence of new, diverse modern needs is a progressive phenomenon. It mobilizes young people. Innovations lead them to activity. Their labor culture, in turn, contributes to the development of society. As a result, young people themselves improve”<sup>3</sup>.

Practical experience ensures that young people move effectively in their direction. Research, internships, and work experience are critical to their success. Developing a sense of responsibility for their work, the ability to make independent decisions increases their work culture. "In this sense, the

---

<sup>2</sup> Мирзиёев Ш.М. Миллий тараққиёт йўлимизни қатъият билан давом эттириб, янги босқичга кўтарамиз. –Тошкент: 1-том. Ўзбекистон. –Б. 31

<sup>3</sup> Эгамбердиев А.А. Ўзбекистонда олий таълим тизими трансформациясининг ижтимоий фалсафий таҳлили. – Наманган: Usmon Nosir media, 2022. – 27-28 б.

wisdom of our great ancestor Bahauddin Naqshband: "Let your heart be in Allah and your hand in work" will remain an important life principle for us"<sup>4</sup>.

The ability to communicate effectively helps young people work together in diverse teams and clearly express their thoughts. While the use of modern technologies and training tools helps to increase professional experience, online platforms, virtual simulations, and digital resources further develop young people's skills and enhance work culture.

It is important to maintain the desire of young people to be effective at work. Motivational programs, awards, and incentives for activity serve to enhance their work culture. Interactive and practical teaching methods increase the interest of young people and further strengthen their interest in professional activities. This, in turn, leads to an increase in the work culture of young specialists.

Establishing contacts with officials and experienced specialists, joining professional networks create broad opportunities for young people. In our opinion, in order to carry out effective work in their specialty, young people should improve their work culture, taking into account the above factors.

### Conclusion

In conclusion, it should be said that today, improving the labor culture of young people is of great importance for the sustainable development of Uzbekistan and the training of competitive personnel. In this process, the effective use of knowledge, practice, innovative technologies and national values plays a key role. Mentoring, internships, training and webinars help young people in their professional and personal development. Also, motivation, social support and effective communication opportunities strengthen labor culture. As a result, young people are formed as responsible, honest and innovatively thinking specialists, which makes a significant contribution to the development of the country.

### List of used literature:

1. Tuychiyeva S.M. Bo'lajak mutaxassislarda potensial va actual imkoniyatlarni rivojlantirish-psixologik muammo sifatida. // Inter education & global study. 2024. №5(1). B.554
2. Мирзиёев Ш.М. Миллий тараққиёт йўлимизни қатъият билан давом эттириб, янги босқичга кўтарамиз. –Тошкент: 1-том. Ўзбекистон. –Б. 31
3. Наврўзова Г. Нақшбандия тасаввуфий таълимоти ва баркамол инсон тарбияси. Т.: “Фан”, 2007. – Б.4.
4. Эгамбердиев А.А. Ўзбекистонда олий таълим тизими трансформациясининг ижтимоий фалсафий таҳлили. – Наманган: Usmon Nosir media, 2022. – 27-28 б.

---

<sup>4</sup> Наврўзова Г. Нақшбандия тасаввуфий таълимоти ва баркамол инсон тарбияси. Т.: “Фан”, 2007. – Б.4.