

SOCIOLOGICAL ANALYSIS OF INCREASING THE EFFICIENCY OF SOCIAL SOCIETY PRINCIPLES

Tagieva Gulsum Gafurovna,

PhD Doctor (Sociology) Department of Sociology and Social Sciences

Samarkand State University,

ORCID: 0000-0003-3619-8154

tagiyeva-gulsum@mail.ru

Annotation

In communicating with the public, the social cohesion of local government employees is important in current governance practices. In our sociological study, the subjective attitude of local government employees to the main problems related to social cohesion, as well as its role in improving the efficiency of the local self-government system were studied in detail. According to the study, local governments are directly involved in the use of social solidarity mechanisms to increase the efficiency of the service system, and these mechanisms can not work effectively if those in the local government system do not actively participate in this process and approach it with a sense of social interest.

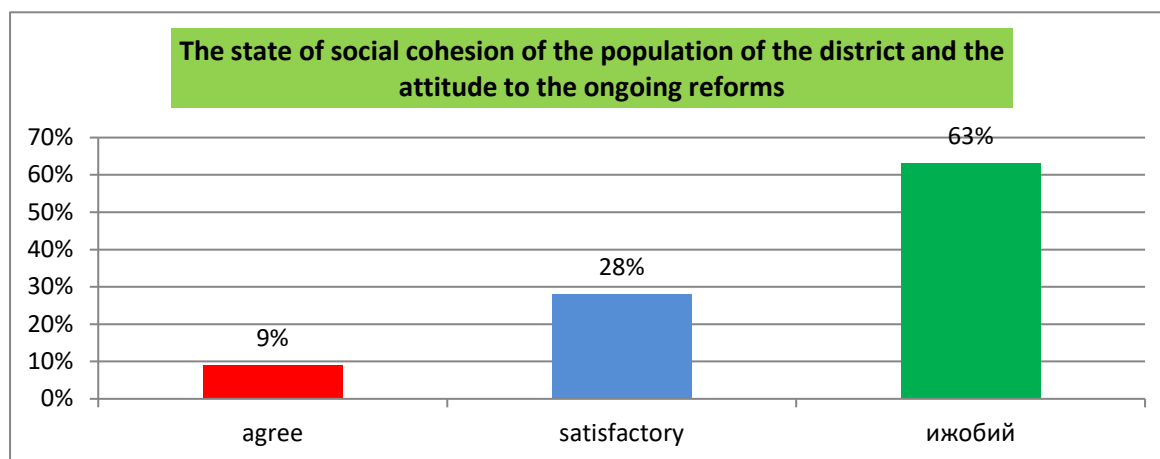
Keywords: communication with the people, local authorities, social solidarity, governance, efficiency of the management system.

Introduction

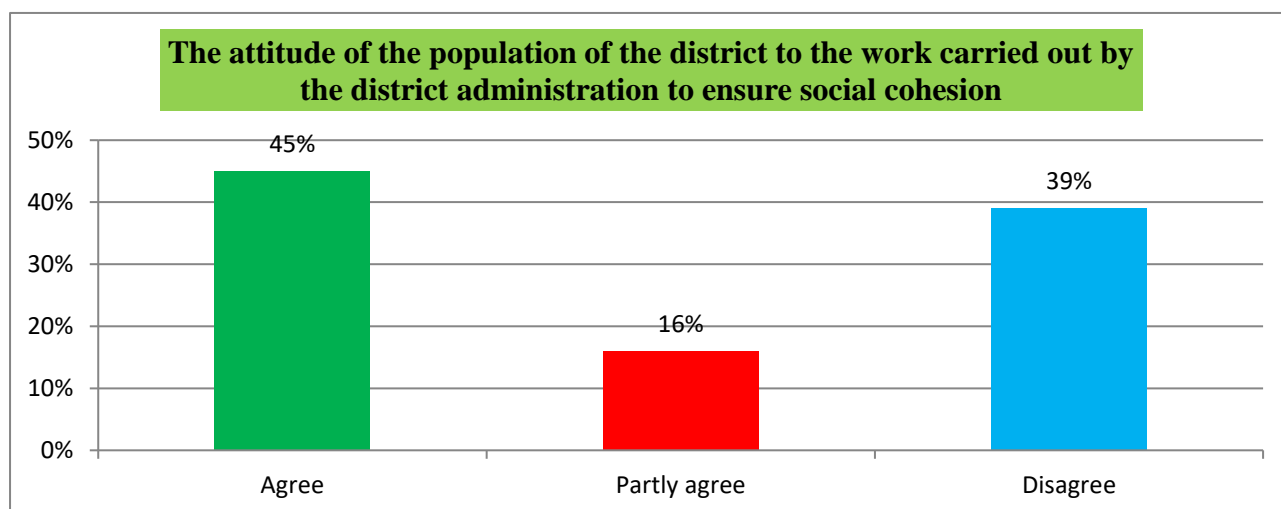
In communicating with the public, the social cohesion of local government employees is important in current governance practices. In our sociological study, the subjective attitude of local government employees to the main problems related to social cohesion, as well as its role in improving the efficiency of the local self-government system were studied in detail. The study found that local governments are directly linked to the use of social solidarity mechanisms to increase the efficiency of the service system, and that these mechanisms cannot work effectively if those in the local government system do not actively participate in the process and approach it with a sense of social interest.

The empirical basis of the analysis is the survey conducted in April 2018 among leading specialists of the People's Reception in the regions of the Republic of Uzbekistan.¹ According to the survey, the

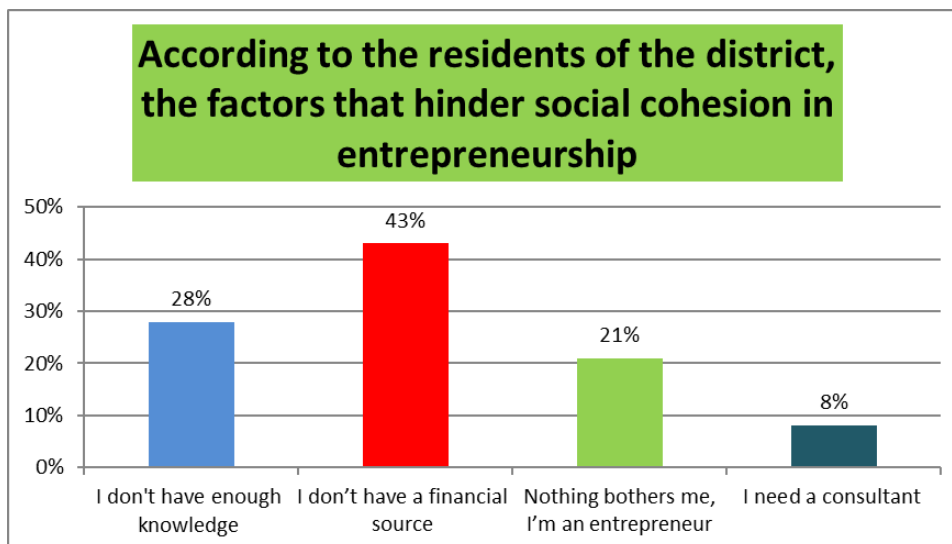
most popular areas and areas of social cohesion are:



From survey, 63% of respondents were positive, 28% were satisfied, and 9% were negative. When we analyzed the “satisfactory” and “negative” responses, we found that they did not address local authorities and local self-government bodies in a timely manner, and that local leaders were also irresponsible in addressing these issues.



The main focus of the study was to determine how local government staff assess the level of social cohesion in the process of communicating with the population. The attitude of the respondents to this issue allowed to get a full picture of the state of the object - the service of the governing bodies and its staff. In particular, 45% of respondents agreed with the district administration in communication with the population, their problems are being solved, 39% said that their problems remain unresolved, the principles of social cohesion are not fully ensured, and 16% partially agree.



According to the residents of the district, when asked about the factors that hinder the social cohesion of entrepreneurship, 8% need a consultant, 21% do not interfere, 28% are entrepreneurs, 28% do not have enough knowledge and 43% do not have financial resources. It should be noted that it is necessary to work to increase the effectiveness of work on financial support of the population.



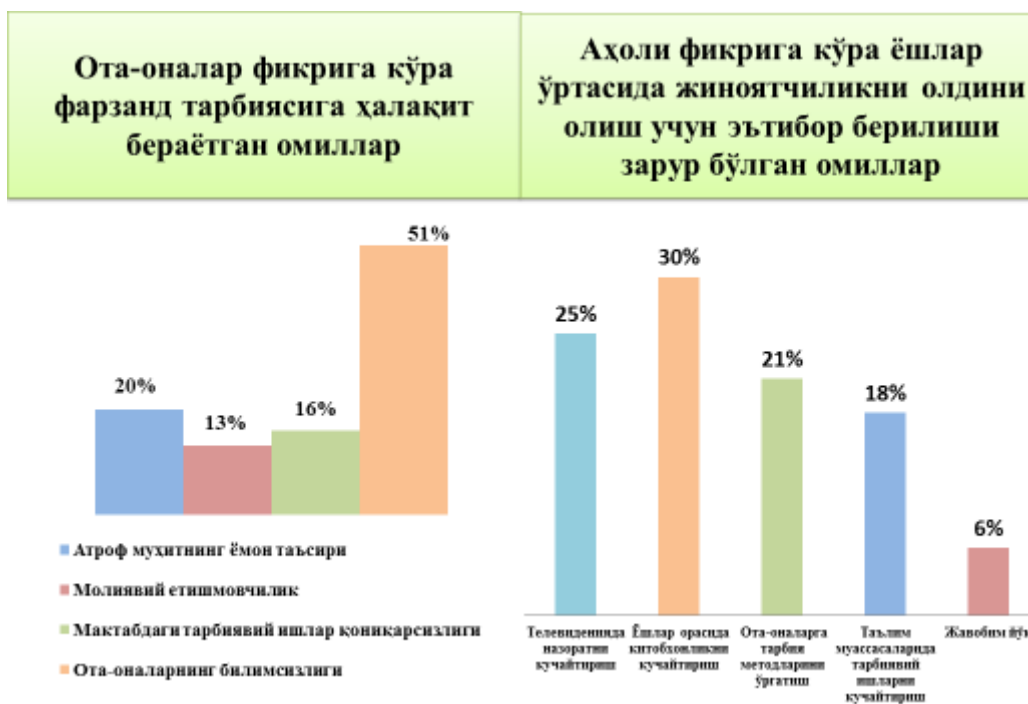
Respondents gave an objective assessment of the questions asked to study the factors of concern to the population of the district and the impact of recent social changes in society on the mood of the population. It is obvious that there is still a need to work in these areas at the district level.



Respondents received objective answers to questions about the level of reading of the population of the district and the clubs in which the youth of the district participate after school. It should be noted that the further development of our work on 5 initiatives in our country, its enrichment, protection of the interests of the population, and the interest of the population in this.



When asked about the demand for jobs in the district's households and the country's long-term share of the population abroad, 45% of respondents said that all families are employed, and 30% of the district's population has been working in Russia for a long time.



When asked about the factors that hinder the upbringing of children and the factors that are considered necessary to prevent crime among young people, 30% of respondents answered that reading among young people increases, and 51% of parents' ignorance has a negative impact on child rearing. The study focused on how local government employees assess the level of social cohesion in their interactions with the population formed in their socio-professional environment. The attitude of experts to this issue shows that the object - the systemic activity of local government services and the responsibility of its subjects - local government employees are the driving forces of social cohesion. As can be seen in Table 3.1, the level of social cohesion is not so high even in the imagination of local government officials, which can be assessed as a shortcoming in the process of its formation in the local government service and the contingent of the population. However, this is reflected in the functional status of local authorities and their ability to manage social facilities under their responsibility responsibly. As a result, local government officials today underestimate the level of social partnership in various areas of their work. This leads to contradictions of two different characteristics, on the one hand, the population is dissatisfied with the quality of social services provided to them, and as a result, the reputation of local authorities is significantly reduced. On the other hand, the state authorities and administration (republican and regional) note that the pace of implementation of social programs has slowed down, the living standards of the population are not growing enough, and for this reason, the burden falls on local government officials. We will consider the attitude of local government officials to this issue in the application of the level of social solidarity in some areas of activity:

Table 3.1 Expert opinion on the activities of local authorities to improve social cohesion

1	Education and culture	25,3%
2	Construction, manufacturing, trade	5,2%
3	Social protection of the population	43 %
4	Economics and Finance	3,2%

5	Housing and communal services, provision of household services to the population	6,3%
6	Maintaining public order	11,4%
7	Local property management	2,3%
8	Health	1,6%
9	Use of natural resources and protection of the environment	1,7%

Two main factors are important in the work of local self-government bodies, in other words, crucial: 1. The effectiveness of the interaction of state bodies and local authorities to increase the social cooperation of local civil servants (organizational aspect of the problem); 2. Social activity (socio-professional aspect) of local government employees. The impact of the first factor was assessed by experts as low (45.2%) or moderate (50.2%), while only 2.4% of them rated it as high. The second factor, in terms of its structure, consists of three elements related to the position of local government officials in local self-government bodies, the impact of which on the growth of social cohesion was assessed by experts on a 5-point scale as before:

Expert assessment of the degree to which the level of social cohesion of local government officials in communication with the public depends on its representatives - the subjects

Table 2.2

	Local government officials Activities on social solidarity	Level of dependence
1	Education Leaders	24,36
2	Heads of structural subdivisions of the local self-government body	52,66
3	Local government officials	22,98

As can be seen from Table 2.2, the state of social cohesion in a particular local self-government body is largely determined by the social and professional perspective of the leader. This leader is an elected official who exercises his / her powers based on the public's trust in him / her, ie more social control procedures are used to control his / her activities. This imposes on him not only the professional and career responsibilities to increase the level of social cohesion in the local government body under his leadership, but also the public and moral solidarity for the overall results of the work of this body. Therefore, if the obligation of the local government to apply these types of solidarity to the main governing body was strengthened by law, it would to some extent help to increase the social cohesion of local civil servants.

A more effective form of social solidarity between an official (mainly an elected official) and the subject of communication by the population, based on mutual validity, is more effective. At the same time, all the results of the manager's activity are evaluated, and the appropriateness of its use in the position is determined. According to the current legislation, such a consensus occurs when an elected official loses the trust of voters (population).

It should be noted that the republican and regional state authorities and administrations are not sufficiently active in regulating the issues of cooperation of local self-government officials with the population, but this is mainly due to their external control functions over local authorities.

In general, the problem of the effectiveness of control over the activities of all levels of government and communication with the people is of great importance in our country today.

The peculiarity of the local service is that the actions of local government officials determine the number of participants in the control over communication with the population. The participants' assessments of their control capabilities were distributed as follows:

Table 2.3

Expert assessment of the control capabilities of the subjects of this process at the local level

1.	State (republican and regional) authorities and administration, their control services	66,7 %
2.	Some citizens and their associations	47,6 %
3.	The media	38,1 %
4.	Independent expert organizations	33,3 %
5.	Political organizations and associations	19,0 %
6.	Local self-government self-monitoring services	14,3 %
7.	Business associations	11,9%
8.	Religious organizations	7,1 %

As can be seen from the table, today state control measures remain the most effective control measures in communication with the public. This is natural and understandable in terms of the nature and content of the transition processes taking place in society. After all, the greatest solidarity in the eyes of the people rests with the highest politicians and officials of the state. The same can be said about leaders at the regional level.

As for the representatives of local authorities, today they are more than ever ready for the control of citizens, the media and independent expert organizations. This indicates that civil society structures have gone through certain stages of their formation process and are able to participate more actively in local self-government processes.

It is noteworthy that experts underestimated the activities of state law enforcement agencies in the field of control over the activities of local government officials, although the fight against corruption is within the competence of officials

Table 2.4

Expert assessment of the adequacy of law enforcement control over public relations by local government officials

1.	Yes, absolutely enough	2,4 %
2.	Enough to a certain extent	40,5 %
3.	No, not enough at all	45,2 %
4.	I have a hard time answering	11,9%

Mechanisms for monitoring the activities of local government officials and determining their level of social cohesion should be strengthened by the influence of other social mechanisms, including the imposition of certain measures and penalties on the irresponsibility or criminal conduct of officials. These mechanisms should be aimed at implementing the principle of the inevitability of solidarity in accordance with the social harm inflicted by a particular official.

Measures of administrative, legal, economic and ethical influence may be applied. Their effectiveness was assessed by experts as follows:

Table 2.5 The degree of effectiveness of the penalties applied to the irresponsibility of local government employees in communication with the public

1.	Dismissal from office	54,8 %
2.	Transfer to a lower position	52,4 %
3.	Deprivation of additional bonuses to the salary	42,9 %
4.	In some cases, criminal prosecution	40,5 %
5.	Prohibition of holding leadership positions	30,9 %
6.	Public reprimand	11,9%

According to experts, administrative measures will be more effective. Economic penalties are second only to efficiency in that they often do not match the amount of social damage inflicted, but can be used as a precautionary measure. Of course, some cases require that officials be held fully accountable or criminally liable, in which case the experts' assessments are consistent with the assessments of the extent of abuse of office. However, ethical impact measures do not seem to be effective to experts today, indicating that local government officials are less likely to perceive solidarity as a social phenomenon and social process. However, all measures of control over local self-government bodies and influence on local government officials should be aimed at increasing their social cohesion, which should become their goal and task. It is therefore advisable to consider the views of experts on what can contribute to this in practice in local government practice. Indeed, the effectiveness of the

mechanisms for enhancing the solidarity of local government officials formed in the local service system also depends in many respects on this. As a result of the analysis of the survey results, the following groups were distinguished according to the nature of the measures that will increase the social cohesion of local government employees and their assessment of the level of effectiveness.

1. The comprehensive application of these measures can give effective results for the development of the basics of socio-territorial self-government in the Republic of Uzbekistan.

However, it is necessary to take into account that all measures to increase social cohesion are aimed at solving local problems, which are inextricably linked with the processes taking place not only in public administration, but also in civil society. Therefore, the main opportunities for its development are associated with the formation of a full-fledged civil society, thereby defining the necessary directions and mechanisms for improving local self-government.

Accordingly, not only the state but also civil society institutions should have a direct impact on the formation of social cohesion of local government employees. Their efforts should be directed, first of all, to the development of civic consciousness of local government employees, as they are at the center of social and spiritual processes taking place in Uzbekistan due to their social and professional status. Today, many scholars and politicians note a lack of social qualities such as citizenship and patriotism in the minds of a certain segment of the population. Therefore, efforts should be made to develop the national unity of citizens on the ground, and local government employees should be provided with well-organized, professional and civic personnel.

General description of the system of social solidarity in Uzbekistan. The system of social solidarity of citizens in Uzbekistan is based on the principle of intergenerational solidarity and is the main system of social protection.

In the context of modernization of society, the system of solidarity has created 20 million people capable of socialization of our country. population or 66%.

In 2015-2017, the number of unemployed will be about 9.5%, including 5.7% of retirees, 2.4% of the disabled and 1.4% of the bereaved. The number of working people is rapidly increasing with the number of old-age retirees¹.

One of the main indicators that characterizes the stability of the solidarity system is the value of dependence (the ratio of the number of retirees to the number of employees), and it is important to study the value of compensation (the value of the average pension relative to the average wage).

These figures in Uzbekistan are much better than in other transition economies in the CIS. In Uzbekistan, 1 retiree has 3 employed people, the average pension is 52% of the average salary (including small business and agriculture). Compared to the CIS and Baltic countries, 2 employed people account for 1 retiree and the average salary is 33% 2.

Despite the fact that the system of solidarity in our country is properly distributed, there are factors that negatively affect the social status of the population. These factors will remain the main subject of our sociological research in assessing the impact on the living standards of the population.

Directions for improving the system of social solidarity. In order to further improve the state policy in the system of social cohesion in strengthening the social protection of the population, respondents recommend strengthening social cohesion between different strata in the joint solution of population problems.

The comprehensive application of these measures can give effective results for the development of the basics of socio-territorial self-government in the Republic of Uzbekistan. However, it is necessary to take into account that all measures to increase social cohesion are aimed at solving local problems, which are inextricably linked with the processes taking place not only in public administration, but also in civil society. Therefore, the main opportunities for its development are associated with the formation of a full-fledged civil society, thereby defining the necessary directions and mechanisms for improving local self-government. Accordingly, not only the state but also civil society institutions should have a direct impact on the formation of social cohesion of local government employees. Their efforts should be directed, first of all, to the development of civic consciousness of local government employees, as they are at the center of social and spiritual processes taking place in Uzbekistan due to their social and professional status. Today, many scholars and politicians note a lack of social qualities such as citizenship and patriotism in the minds of a certain segment of the population. Therefore, efforts should be made to develop the national unity of citizens on the ground, and local government employees should be provided with well-organized, professional and civic personnel. General description of the system of social solidarity in Uzbekistan. The system of social solidarity of citizens in Uzbekistan is based on the principle of intergenerational solidarity and is the main system of social protection. In the context of modernization of society, the system of solidarity has created 20 million people capable of socialization of our country. population or 66%. In 2015-2017, the number of unemployed will be about 9.5%, including 5.7% of retirees, 2.4% of the disabled and 1.4% of the bereaved. The number of working people is rapidly increasing with the number of old-age retirees¹. One of the main indicators that characterizes the stability of the solidarity system is the value of dependence (the ratio of the number of retirees to the number of employees), and it is important to study the value of compensation (the value of the average pension relative to the average

wage). These figures in Uzbekistan are much better than in other transition economies in the CIS. In Uzbekistan, 1 retiree has 3 employed people, the average pension is 52% of the average salary (including small business and agriculture). Compared to the CIS and Baltic countries, 2 employed people account for 1 retiree and the average salary is 33% 2. Despite the fact that the system of solidarity in our country is properly distributed, there are factors that negatively affect the social status of the population. These factors will remain the main subject of our sociological research in assessing the impact on the living standards of the population. Directions for improving the system of social solidarity. In order to further improve the state policy in the system of social cohesion in strengthening the social protection of the population, respondents recommend strengthening social cohesion between different strata in the joint solution of population problems.

Respondents' opinion on improving the priorities of the principles of social cohesion of social protection,% *

1.16-table

	Population (elderly, young, women)	People with disabilities	All respondents
Increase in monthly salary	58,8	71,4	69,8
Improving drug supply	25,2	32,5	27,7
Improving health care	25,1	33,1	27,7
Raising the status of retirees in society	12,2	25,5	18,8
Increasing pensions	16,1	12,5	14,0
Increasing benefits	31,1	48,5	39,2
Improving the environment	8,6	20,1	14,9
Strengthening social assistance to low-income families	18,0	10,5	14,2
Others	8,2	5,5	7,2

* 100% selected multiple answers.

The study shows that strengthening the mechanism of providing benefits to different segments of the population, providing medical services, providing medicines, as well as improving the status of the elderly in society are the priorities of the social protection system. In identifying these priorities and further improving them, there was no significant difference between the age groups of pensioners, the disabled, and various strata. The study found that the optimal retirement age for citizens to retire in

our country. 9% of respondents thought that the retirement age of men and women should be equalized, and 6% thought that the retirement age should be further lowered.

The results of the research led to the following main conclusions:

1. Although Uzbekistan has positive indicators (in terms of dependence and replacement coefficients) compared to the CIS countries, the system of social services of the Republic needs to be improved.

For example, when there is a clear correlation between the amount of pension awarded and the length of service, the difference in the amount of pension (distribution) between retirees with more (1.5 times more than the total) and 1.5-2 times less than the total) is 1.52, while in developed countries this figure is 2.5-3 times higher.

The relatively high level of dependency in Uzbekistan is explained by the specificity of accounting for employment (taking into account the balance in the formal and informal sectors, employment). When calculating this figure in relation to the number of employees who pay monthly contributions to the Pension Fund, this ratio is reduced by 2 times and is close to 0.66, which indicates that the pension system in developed countries is unstable and highly strained. Also, the replacement rate, which is more than 0.52 times the average wage in the economy, is very high. A further increase in this indicator as a result of a progressive increase in pensions relative to wages could lead to an imbalance in the pension system.

2. According to the general opinion of the respondents, three out of four representatives of the population describe the living conditions as sufficiently comfortable or good.

The main factors determining this well-being are:

- Measures taken by the state for social protection of the population, including the financing of pensions of pensioners who have made a very small contribution to the formation of the Pension Fund;
- A typical situation among the majority of the population is living in multi-generational families, where living conditions are a priority;
- The average age of the population (66 years) is relatively small, which allows most of them to be self-sufficient in solving household problems. At the same time, surveys show that the population's need for medical services, including inpatient and sanatorium treatment, as well as the provision of medicines due to the high cost of medicines, is not fully met.

3. In general, the diet and volume of the population is adequate. However, there are sometimes cases of malnutrition among the elderly (especially single pensioners) who live separately from their children.

4. The problem of untimely payment of salaries in rural areas also has a negative impact on mutual understanding, creating a state of social tension.

There are also many cases of late payment of salaries, as well as deductions from the monthly salary for housing and communal services.

5. Respondents estimate that cases of inattention and neglect of pensioners by social security officials are common, especially when dealing with issues that require additional time, attention and effort (recalculation of pensions, distribution of vouchers, etc.).

6. Corruption is widespread in the activities of some social security bodies. Providing people with disabilities with the necessary technical equipment for life and calculating the amount of pensions is one of the main social services where corruption is rampant.

7. The main part of the population is satisfied with the mechanisms and conditions of the monthly salary and pension established by the current legislation.

Measures aimed at further improving the pension system are considered to be supported by them in terms of strengthening the dependence of the amount of monthly salary on previous contributions to the formation of wages and pension funds.

Based on the results of the study, the following is suggested:

- aimed at improving the system of joint solution of various problems of the population, including employment, purchase of affordable housing, increase in pensions, optimization of issues related to length of service, as well as statutory benefits for calculating retirement age and length of service development of legislative measures to reduce;
- Development of a system of measures to gradually reduce the field of informal employment by strengthening the mechanisms of labor standardization in enterprises (legal entities) in some sectors of the economy with the highest level of informal employment and the establishment of a normative limited number of employees;
- Consideration of the issue of budget financing of services provided to the population on the basis of per capita norms, which will allow to slightly equalize the volume of services provided at the regional level;
- Consideration of the issue of optimizing the standards of social services for single pensioners, taking into account the needs of each single pensioner (elderly, disabled), as well as his financial situation.

Strengthen control over the provision of social services in the following ways:

- Strict regulation of the conditions for the provision of such services;
- introduction of modern technologies for operational monitoring of social security bodies;
- Strengthening the activities of regulatory bodies in the system of the Ministry of Finance.
- Strengthen awareness-raising among the population and retirees, in particular, on the relationship between the mechanism and conditions of pension appointment, pensions and personal contributions to the formation of pension funds;
- Organize regular (annual) monitoring of the social welfare of the population through public opinion polls in the country and regions in order to identify the results achieved, identify systemic problems and prepare recommendations for improving solidarity.

The announcement of 2017 as the Year of Dialogue with the People and Human Interests in our country, first of all, is aimed at strengthening the care and attention to various segments of the population, material and moral support of the elderly and vulnerable groups by the state and society. was established and carried out. This work should be actively continued this year as well.

References

1. A.Shodmonqulov. Individual and society. Sharq, Tashkent. 2010 y. -240 p.
2. Kozlovski P. Society and state: neizbejnny dualism. M., 1998. p.266.
3. Rowles Dj. Theory of justice. Novosibirsk, 1995. p. 455.
4. Axmedov A. Sotsialnaya doctrine of Islam. M., 1982. 182 p.
5. Guseynov A.A. Great moralisty. M., 1995. 96 p.
6. Leontev K.N. Byzantium and Slavism. M., 2010. p. 280.