



# **ANALYSIS OF REGULATORY AND LEGAL DOCUMENTS GOVERNING PERSONNEL TRAINING IN THE FIELD OF PHYSICAL EDUCATION AND SPORTS IN THE REPUBLIC OF UZBEKISTAN**

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## **Abstract**

This article is intended for instructors of higher education institutions of the Republic of Uzbekistan, sports coaches, students, team coaches, and athletes. The paper systematizes the sequence of physical education classes conducted for students. It also explains the content of the theoretical component of physical education courses — the lecture topics that reveal the role of physical education and sports training in maintaining a healthy lifestyle, the sequence of theoretical issues covered [4], and provides an analysis of the regulatory and legal documents that govern personnel training in the field of sports [1,3].

**Keywords:** Mathematical-statistical, physiological, economic, intellectual, patriotism, competence, integrative, infrastructure, modernization.

## **Introduction**

It is well known that engaging in physical education and sports leads to comprehensive physical development and strengthening of the human body, improvement of physiological functions, and overall health enhancement [4]. In our country, large-scale reforms are being consistently implemented to determine the prospects of socio-economic and cultural development and to secure a достойный (worthy) place among the countries of the world community. Studying the experience of developed countries and carrying out deep reforms in all spheres of society while taking into account local conditions and economic and intellectual resources ensures the achievement of new successes [7]. Although international cooperation established in various fields has been yielding positive results, strengthening national independence in every aspect, enriching

achieved progress, and promptly eliminating existing shortcomings require special dedication, initiative, enthusiasm, and determination from members of society.

### **Literature Review and Methodology**

The analysis of regulatory and legal documents governing personnel training in the field of physical education and sports shows that the issue of preparing qualified specialists for this sphere has passed through several historical stages. During the former Soviet period, a centralized and standardized personnel training system existed [4]. After independence, the national sports policy, education system, and personnel policy were fundamentally revised. Today, one of the urgent tasks is to train specialists in the sports sector in accordance with international standards, improve the qualifications of coaches and teachers, and introduce new directions of professional development [3]. In recent years, the decrees and resolutions of the President of the Republic of Uzbekistan aimed at developing physical education and sports have become a key factor in systemic reforms in this field [2,3]. The sports sector is recognized not only as a means of promoting a healthy lifestyle, but also as an important factor in educating youth in the spirit of patriotism, determination, and teamwork. At the same time, the availability of highly qualified personnel remains a decisive factor in ensuring the effectiveness of the system.

P. Bourdieu links sport with the social structure of society and forms of capital. According to him, the training of a sports specialist is determined not only by technical skills but also by social capital and cultural competencies [7]. This approach serves as an important methodological foundation for improving personnel policy in the sports sector of Uzbekistan.

V. Platonov presents the sports training system as an integrative model in which long-term pedagogical, psychological, and physical preparation occupies a central place. He emphasizes that continuous scientific research in sports education is a key factor determining the quality of personnel training [4].

L. Matveev scientifically substantiated the formation of sport as a pedagogical system and stressed the necessity of the organic unity of theory and practice in preparing qualified specialists. In his view, an education system detached from practice cannot produce high-quality professionals [4].



Based on scholars' views, it can be stated that personnel training in the field of physical education and sports in Uzbekistan has deep historical roots, and current reforms are aimed at bringing this system to a qualitatively new stage. The combined application of scientific approaches, modernization, digital technologies, international standards, and new management principles plays an important role in increasing the competitiveness of the national sports system. In recent years, the expansion of sports infrastructure and reforms in the physical education system have made the shortage of highly qualified personnel in this field more apparent.

The Resolution of the President of the Republic of Uzbekistan dated June 3, 2017, "On Measures for Further Development of Physical Education and Mass Sports," as well as the meeting held on October 31, 2017, on improving the management system in the field of physical education and sports, developing mass sports, selecting and training talented athletes, strengthening the sector with qualified personnel, and constructing modern sports facilities, defined important tasks — including the meaningful organization of students' free time and the wider development of volleyball among youth.

The Presidential Decree No. PF-5368 dated March 5, 2018, "On Measures to Radically Improve the State Management System in Physical Education and Sports" [3], and the Resolution of the Cabinet of Ministers dated April 6, 2018, on establishing sports clubs under state educational institutions, as well as related ministerial orders, serve to support the development of mass sports. A number of resolutions and directives — including PQ-3031 [3], Cabinet Resolution No. 864 (October 25, 2018), and related ministerial orders — ensured the organization and active implementation of multi-stage student competitions such as "Universiade-2019."

Presidential decrees and resolutions concerning the preparation of athletes for the Tokyo Olympic and Paralympic Games, the development of football [PQ-3610], the national Development Strategy [PF-4947], and higher education reform measures also created a broad legal framework for large-scale reforms in the sports sector. As a result, hosting prestigious international competitions has become a regular practice, and Uzbek athletes have been achieving high results in Asian, World, and Olympic competitions.

Physical culture is an integral part of general human culture and represents the accumulated achievements of society in creating and using special means for

health improvement and physical development. As the highest stage of physical education, it is a specialized pedagogical system contributing to the formation of a well-rounded individual. Today, as a specialized branch of pedagogy, physical culture integrates knowledge from many sciences and performs important socio-pedagogical functions in shaping a harmoniously developed personality. Through physical education and sports activities, it is possible to effectively implement intellectual, moral, patriotic, labor, economic, medical, ideological, political, and aesthetic education.

The positive influence of physical culture and sports on personality formation is unique and cannot be replaced by other means. It contributes to forming socially responsible, hardworking, and well-developed individuals. In the process of sports and physical training, young people develop civic responsibility, patriotism, intercultural tolerance, scientific worldview, discipline, responsibility toward study and work, respect for the community and family, and other essential human qualities.

## **Results and Discussion**

Today, more than 15 higher education institutions in Uzbekistan offer bachelor's and master's degree programs in physical education and sports. However, in some regions there is still a shortage of qualified teachers and coaches in the sports sector. According to expert analysis, the main reasons for this situation include the following: insufficient integration of theory and practice in sports education; the professional development system for coaches does not fully meet modern requirements; an insufficient number of specialists are being trained in sports management, marketing, and innovative technologies; and there are existing problems related to the employment and social protection of young professionals [3].

The Law "On Physical Education and Sports" (new edition, 2020), Presidential Decree No. PF-6013, and Resolution No. PQ-60 adopted in recent years are aimed at improving sports governance, personnel training, and incentive mechanisms. To improve the quality of personnel training in higher education, curricula are being updated based on international experience; joint programs with foreign universities have been launched; certification systems for coaches and referees are being introduced; and distance professional development courses based on digital technologies are being organized. At present, it is necessary to



strengthen systematic work in the following areas: integration of education and practice — expanding joint programs between higher education institutions and sports schools; professional development of personnel — organizing internships for coaches in cooperation with international sports organizations [2,3]; expansion of research activities — intensifying scientific research in sports physiology, psychology, and medical supervision.

At a time when the sports sector in Uzbekistan is rapidly developing, the personnel training system must also meet modern requirements. Qualified, competitive, and innovative-thinking sports specialists are a guarantee of sustainable sectoral development and increased international prestige of the country [5,6]. Therefore, improving personnel policy in physical education and sports, and strengthening the integration of education, science, and practice, is one of the most important strategic objectives of Uzbekistan's sports development. In recent years, comprehensive reforms aimed at modernizing sports infrastructure, training coaches, referees, sports managers, and pedagogical staff, and improving their qualifications have created the basis for a qualitatively new stage in this field. Nevertheless, certain imbalances still exist between labor market needs and the education system, which requires further improvement of personnel policy and stronger preparation of specialists with modern competencies.

## **Conclusion**

The analysis shows that the following factors are decisive in training competitive personnel for the sports sector: integration of the educational process with practice; introduction of curricula aligned with international standards and experience; systematic development of professional competencies of coaches and teachers; and expansion of new fields such as sports management and sports psychology. Increasing research activity in sports and integrating innovative technologies into the educational process are also important conditions for improving the quality of personnel training. In the future, modernization of the personnel training system, alignment with international standards, and wider implementation of innovative approaches will serve as key factors in increasing the competitiveness of Uzbekistan's sports system.

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