

## THE ROLE OF TIME DISTRIBUTION IN ENHANCING THE QUALITY OF EDUCATION

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**Abstract.** This article is devoted to the study of certain issues related to working hours and resting time. In addition, based on the advanced international experience it contains several considerations of how working hours and resting time affect working performance. Relevant proposals and recommendations have been developed on the basis of the education system.

**Key words.** Working hours, resting time, educational institution, medical establishment.

**Introduction.** The Decree of the President of the Republic of Uzbekistan № 5847 “On approving the Concept for the Development of the higher education system of the Republic of Uzbekistan until 2030” as of October 8, 2019 has determined such urgent tasks as “raising the share of self-study of students in the overall academic loading, enhancing the interest of students for self-study, developing critical and creative thinking, as well as systematic analytical skills, developing entrepreneurship skills, introduction of the teaching technique aimed at enhancing professional competencies of students, targeting the educational process to the development of practical skills, and in this regard, introducing advanced teaching technique, academic curricula, educational aids and teaching and learning support kits based on the advanced foreign experience in the educational process”. With the aim of accomplishing these tasks and arranging qualitative education of students, in this article we investigate time distribution of educators and students, as well as their impact on the education efficiency with the account of academic classes of students and working hours of the faculty staff.

In different periods of the society development, the issues of working hours and resting time of employees, their accounting, setting appropriate standards for working hours have always been very topical and represented the core for discussions. It should be noted, that almost in all countries the challenges of creating favourable conditions for the

employees in terms of their working hours and resting time are considered to be of a high priority. Before studying the main concept of this article, we will learn about the situation with working hours and resting time in foreign countries. These data have been obtained from [uzjobs.uz](http://uzjobs.uz) web-site.

In the majority of countries throughout the world weekly working hours constitute 40 hours on average, and standard daily working hours account for 8 hours. Thus it is obvious that in the majority of countries people work 5 days a week. Saturday and Sunday are basically considered week-ends (days-off), however, this situation may be different in some countries. For example, in some Muslim countries, such as Algeria and Saudi Arabia a working week lasts from Saturday to Wednesday. However, Iran experiences 6-day working week which lasts from Saturday to Thursday. In the United Arab Emirates, Syria, Iraq and Egypt the working week lasts from Sunday to Thursday.

According to article 129 of the Labour Code of the republic of Uzbekistan, Sunday is determined as a common day-off. Under 5-day working week an employee has two days-off, and under 6-day working week an employee has just one day-off. The right to determine either 5-day working week or 6-day working week belongs to the power of the company (agency) (Code, 2019).

In general, each country has its own right to determine working days and days-off.

In France working week lasts from Monday to Saturday and the number of working hours constitutes 35 hours. In Denmark a number of working hours per week constitutes 37,5 hours, and public officials are granted a number of incentives in terms of working hours and daily 30-minute time-break is referred to the working hours. In Great Britain a number of working hours constitutes either 35 or 40 hours. In general, in the USA and majority of European countries companies and enterprises basically operate under 5-day working week ([uzjobs.uz](http://uzjobs.uz)).

Working hours in the Republic of Uzbekistan comply with the requirements of Convention C047 (Forty Hour Week Convention) of the International Labour Organization. Our republic joined this convention on May 6, 1995. According to article 115 of the Labour Code of the Republic of Uzbekistan, a number of working hours in a regular working week must not exceed 40 (Convention).

Currently, as a result of inadequate understanding of the labour legislation, there are many challenges in accounting working time of employees who work in two and more places.

**Research methodology.** Such research methods as observation, interview, questionnaire, have been widely used in the research. Educational institutions have been selected as the object of the research and further we provide proposals and recommendations within this framework.

**Analysis and results.** According to article 118 of the Labour Code of the Republic of Uzbekistan, a number of working hours per week should not exceed 36 hours for employees of medical establishments and teachers, and the government of the Republic of Uzbekistan determines the list of these establishments and exact terms of the (Code, 2019).

The Resolution of the Cabinet of Ministers №133 “A list of employees with a special nature of labour who are assigned a shorter working hours” as of March 11, 1997, which annex 4 directly specifies the issues of the faculty staff, the professors and lecturers of higher educational institutions are assigned 36-hour working week (Resolution, 1997).

To continue scientific investigation of the problem specified above, we research some issues related to the accounting of working hours of educational institutions. It should be noted that the main problem in the education institutions and medical establishments is ambiguous interpretation of the current labour legislation.

The study we have conducted illustrates, that in some establishments a working week lasts for 6 days with 6 working hours per day. However, in other establishments a working week lasts for 5 days with 8 working hours per day. Some establishments with 6-day working week organize their performance in the following way: 5 days by 7 working hours a day and 5 working hours on Saturday. The total number of working hours accounts for 40 working hours per week.

In addition, when accounting working hours in educational institutions and medical establishments, we can challenge some errors in terms of normative and legal aspects. According to the research results, having studied several cases we try to understand the main essence.

For example, a physician working in the medical establishment, who is a Doctor of Medical Sciences and Professor, in addition to his full-time job place, on the part-time basis works at the medical educational institution. At his full-time job-place a working week for this employee is fixed as 6-day working week with 6 working hours per day. As his part-time job place is also an educational institution, in compliance with article 118 of the Labour Code of the Republic of Uzbekistan, his working hours according to 0,25 part-time work constitute 9 hours (36/4). In this regard, in the timesheet of the medical educational institution he is recorded 1,5 hours a day. However, 6 hours are recorded in his

worksheet at his full-time job place. In general, total working hours of this employee are not accurately recorded according to this procedure. On the other hand, this fact illustrates incorrect organization of recording working time.

In addition, if this professor delivers 6 academic hours of classes (lectures) on Saturday, he has to fill in the group attendance journal and deal with other internal documents. However, 6 academic hours of classes (lectures) of this professor are recorded as 1,5 working hours in the worksheet.

The same situation is observed in the majority of educational institutions, where the working hours of employees, working on 0,5 part-time basis, are recorded as 3 hours every day.

In reliance upon the data provided above, there is arisen the question, how can a physician working on 2,5 part-time basis go to the educational institution and deliver a lecture or which professor can go to the medical establishment (medical centre to work for 1,5 hours a day to execute his academic loading)?

Therefore, with the aim of preventing such cases, creating favourable conditions for the employees, efficient use of their potential, ensuring accurate accounting of employees, article 123 of the Labour Code of the Republic of Uzbekistan states that a summarized accounting of working hours may be introduced at an enterprise, provided that the working hours for the accounting period do not exceed the normal number of working hours. This rule is applicable to the educational institutions and medical establishments as well. In this case, the accounting period should not be more than one year, and the duration of daily work (shift) over twelve hours. However, in practice this standard is not implemented at all. If a professor of a medical institution, besides his main work place, works for educational institutions (a higher educational institution, a college, an academic lyceum and etc.) on 0,25 part-time basis, it is considered that he attends each of them on a daily basis. Moreover, 6 working hours are recorded in the worksheet by the full-time job-place, and 1,5 working hours are recorded in the worksheet of two part-time jobs.

As all literary sources which we have studied, present similar views and approaches, we don't find appropriate to make references to the scientific papers of other scholars. To be more precise, the working hours of the faculty staff must not exceed 36 hours per week, and besides delivering classes according to the approved time-table, established by the academic schedule and curricula. The rest of the academic working load can be executed outside an educational institution as well. This should be indicated in internal documents of educational institutions.

Another challenge of the educational institutions, which is also related to the problems, specified above, is the hours spent on classes (lesson hours). As we have mentioned above, the working hours of the majority of employees in our republic constitutes 40 hours per week, and the number of working hours of the teaching staff of the educational establishments and employees of the medical institutions accounts for 36 hours. These weekly hours have been determined on the basis of numerous researches and studies and are used in the majority of countries throughout the world.

Moreover, we propose to introduce reduced working hours to the faculty staff in the education system and some categories of employees of medical establishments. As we all know, the employees of these spheres do not perform their main job all day long. Due to the mental tension, they should do some additional work or relax while doing some basic work. Otherwise, it will make a negative impact on the quality of work and work efficiency performance the next day.

With the aim of getting a clear overview, we compare the working hours of the bank employees and employees of the medical establishments. A bank employee who works 8 hours a day may make transactions, do accounts, work with customers nonstop all day long. However, if the faculty staff at the educational institutions deliver lectures nonstop within 6 hours, this will reduce the quality of the lesson, efficiency of the teacher's performance and make a negative impact on the process of acquiring knowledge by students. The reason for this is that working hours of the faculty staff involves not only just delivering classes, but also preparation for classes, checking home assignments, working this the dissertation, dealing with scientific developments and moral education activities. In addition, the faculty staff deals with research, scientific-methodological, organizational and moral education activities and it is impossible to account all these activities.

We have already given our opinion on the wrong distribution of teachers' working hours and their impact on the educational process. However, the situation with the students deserves proper consideration as well.

The study illustrates that frequent weekly classes at educational institutions also make negative impact on students' knowledge quality. For example, weekly working hours for students under 16-18 years (students of colleges, academic lyceums, etc.) have been reduced. However, students of colleges have 36-40 academic classes on average per week.

In accordance with labour legislation, employees work 40 hours per week that is 1/3 of a day. Herewith the question arises, if students spend half of their working hours on doing home assignments, self-study and follow-up activities (however, in reality the

situation should be reverse, and 1,5-2 hours of self study should correspond to 1 class at the educational institution), in this case “working hours” of a student of a college or a higher educational institution constitutes 60 hours. Definitely, these calculations do not prove themselves. However, when at educational institutions we transform 40 hours (consisting of 40-45 minutes) into hours of 60 minutes, this indicator will account for 30 hours ( $40 \cdot 45 / 60$ ). This means that a student spends about 45-50 hours per week on learning, reading and repeating the study material. This means that a student who has 6 to 8 hours of classes per day gets tired enough. During the day, they have no wish for work at home and self-study, and this makes a negative impact on the quality education.

Studies have shown that students are encouraged to study theoretical knowledge for not more than 27 academic hours and do the same amount of self-study, which implies total 54 academic hours. If we transform 54 academic classes to regular clock hours, this indicator will account for 36 hours ( $54 \cdot 40 / 60$ ). Once again, we are convinced that our labour laws have been formulated according to the standards, and that they are based on international experience. In addition, according to the current labour legislation, employees who do mental work, are assigned in the amount not exceeding 36 working hours per week. In our opinion, the same standard should be applied to pupils and students.

#### **Conclusion and proposals:**

In reliance upon the statements provided above, we can make the following conclusions:

first, when accounting working hours at the educational institutions it is recommended to take into consideration the peculiarities of the educational institution. In this regard, when calculating working hours of the faculty staff, it is advisable to take into account not just the time spent at the educational institution, but a total volume of the actions done.

Second, with the aim of enhancing self-study at the academic lyceums, colleges and higher educational institutions, creating favourable conditions for students and pupils, the time distribution by the self-study and extra-curriculum activities should be properly arranged. Herewith, weekly active (classroom) loading should not exceed 27 academic hours.

Third, in reliance upon the peculiarities of delivering classes in the educational establishments and activities associated thereto, employees should be granted with a freedom of selecting the actions based on the class activities and extra-curriculum

activities, preparation for self-study, checking written works, providing conclusions to the various developments.

Fourth, in order to arrange efficient use of free time by pupils and students, it is advisable to accept five-day working week in the educational system. Getting one additional day-off will enhance efficiency of the self-study, as well as provide students with the opportunity to visit libraries, go sightseeing, or contribute to the development of the national culture in any form.

#### **Reference:**

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