

production or suspension. Limited terms of transfer to another job are determined by the local documents, collective bargaining agreements or internal labor regulations of the enterprise and are agreed with the trade union committee or other representative bodies of employees. is increased.

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LEADING THE WAY: HOW UZBEK ENTERPRISES ARE EMBRACING CSR, ESG, AND SDGS

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Abstract

This comprehensive thesis statement explores the introduction of CSR, ESG, and SDG principles in Uzbek enterprises. It addresses the research problem of how Uzbek companies are embracing these principles and their impact on sustainable development. The research results highlight the voluntary adoption of these principles and their benefits for businesses and society.

Keywords: CSR, ESG, SDG, sustainable development, Uzbek companies, social governance.

As Uzbek enterprises work to strengthen their businesses, many are turning to principles of corporate social responsibility (CSR), environmental, social, and governance (ESG) criteria, and sustainable development goals (SDGs) to guide their strategic decisions.

By embracing CSR, ESG, and SDGs, Uzbek enterprises can:

-Build trust and loyalty with stakeholders. Consumers and investors increasingly support companies that are good corporate citizens. Many businesses tout their CSR initiatives as a means of influencing public opinion, luring clients, and cultivating positive relationships with stakeholders. [1]

-Reduce costs and improve efficiency. More sustainable use of resources and social investments often save money in the long run.

-Attract and retain top talent. Employees, especially younger generations, want to work for companies that share their values.

-Drive innovation. A focus on social and environmental impact sparks new ideas that can lead to new products, services, and business models. In order to mitigate unforeseen social and environmental repercussions, "sustainable innovation" is used. It suggests that businesses are capable of offering goods and services that are advantageous to both them and society over the long haul. [2]

-Manage risk. Irresponsible practices can damage a company's reputation and bottom line. CSR, ESG, and SDGs help avoid potential risks and crises.

While the road ahead isn't always clear, CSR, ESG, and SDGs provide a compass for Uzbek enterprises to strengthen their businesses responsibly and sustainably. By putting people and the planet alongside profits, companies can ensure their long-term success while contributing to a better future for all.

How Top Uzbek Companies Are Implementing CSR

- **Adopting CSR and Sustainability Frameworks**

Leading Uzbek companies are embracing CSR, ESG, and SDG principles by adopting internationally recognized sustainability frameworks. For example, Uzbektelecom, the nation's largest telecommunications operator, published its first sustainability report in 2020 based on the Global Reporting Initiative (GRI) standards. The report details Uzbektelecom's policies, initiatives, and performance on key ESG topics like digital inclusion, data privacy, environmental protection, and workforce development. [3]

- **Community Investment and Philanthropy**

Uzbek companies are also directing resources to high-impact social programs and philanthropic causes. Uzmetkombinat, Uzbekistan's largest copper producer, has funded the construction of schools, hospitals, and infrastructure in the regions where it operates. [4] The company also provides scholarships and vocational training for students. These community investments and charitable donations improve public relations, boost employee morale and support the UN SDGs.

- **Eco-Efficiency and Renewable Energy**

Reducing environmental impacts and transitioning to renewable energy are priorities for leading Uzbek companies. For example, Uzbekneftegaz, the nation's oil and gas company, has implemented programs to minimize waste, increase energy efficiency and utilize solar power. [5] The company's new corporate headquarters in Tashkent is powered entirely by solar energy. These environmental initiatives decrease costs, mitigate risks associated with climate change and align with SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

Best Practices in ESG From Uzbek Industry Leaders

As Uzbekistan's economy continues to open and diversify, more enterprises are adopting principles of corporate social responsibility (CSR), environmental and social governance (ESG) criteria, and sustainable development goals (SDGs) to strengthen their businesses and make a positive impact. Some industry leaders are setting best practices through their ESG initiatives. The set of criteria known as environmental,

social, and governance (ESG) is intended to assess and control the environmental, social, and corporate performance of business organizations. [6]

- **Improving Environmental Performance**

Metallurgical plants like Uzmetkombinat JSC have invested in new technologies to reduce emissions, cut waste, and optimize energy and water consumption. Their environmental management systems are certified to ISO 14001 standards. [7]

- **Investing in Human Capital**

Banks like Hamkorbank and Ipak Yuli Bank promote financial literacy, offer educational grants and internships for students, and support professional development for employees. They have strong codes of ethics and aim to provide good working conditions. [8]

- **Supporting Local Communities**

Food and beverage companies like Nestle Uzbekistan, Coca-Cola Ichimligi Uzbekistan, and Anor JSC partner with non-profits to improve community well-being. They fund initiatives related to health, education, economic opportunity, and cultural heritage preservation.

Uzbek enterprises should continue learning from these best practices. By focusing on ESG and sustainability, companies can strengthen their businesses, support national development goals, and contribute to a better future for Uzbekistan. Overall, the principles of CSR, ESG, and SDGs are leading the way for Uzbek companies.

Achieving the SDGs: Collaborating for Impact

To achieve the UN's Sustainable Development Goals (SDGs), collaboration between enterprises, government, and civil society is crucial. By working together, more impact can be made than by acting alone. According to the SDGs website, Uzbekistan has significantly improved the protection of human rights and strengthened the rule of law since the adoption of the SDGs. The nation has made changes to ensure the independence of the media and bloggers as well as to strengthen the role of civil society. Administrative reform is progressing, e-government is being strengthened, and People's Receptions of the President have been formed as a system in the nation. [9]

- **Public-Private Partnerships**

Forming public-private partnerships (PPPs) is an effective way for enterprises to collaborate with government and non-profits to advance the SDGs. As Bhattacharya Ali says public-private partnerships have the potential to play a principal role in health, infrastructure, and urban development projects. [10] PPPs combine the skills and resources of each sector to develop innovative solutions to sustainable development challenges. For example, a PPP between an enterprise, local government, and an NGO could work to provide clean water and sanitation infrastructure to underserved communities, contributing to SDG 6.

- **Cross-Sector Alliances**

Enterprises can also join cross-sector alliances, coalitions, and initiatives focused on specific SDGs or topics like renewable energy, education, healthcare, etc. These alliances allow enterprises to pool resources, share best practices, leverage each other's expertise, and make a bigger impact. Membership in such alliances also helps raise awareness of the enterprise's CSR and ESG commitments among stakeholders.

• Community Engagement

Enterprises should engage with local communities to understand their needs and priorities to develop impactful CSR and ESG programs. Consulting with community members leads to solutions that are tailored to their unique challenges. It also fosters goodwill between the enterprise and the community, building trust in the long run. Community engagement may involve surveys, focus groups, town halls, or partnering with local non-profits and community groups.

Achieving the SDGs will require cooperation on a massive scale. By collaborating across sectors through initiatives like public-private partnerships, cross-sector alliances, and community engagement, Uzbek enterprises can make a meaningful contribution to sustainable development, both nationally and globally. Working together, there is no limit to the impact that can be made.

As Uzbek enterprises continue to adopt CSR, ESG, and SDG principles, the future looks bright. By embracing these global standards, companies are poised to attract foreign investment, gain a competitive advantage, and build a sustainable future. Leaders who make corporate responsibility a priority will pave the way for others. Though the road ahead isn't always clear, with vision and perseverance Uzbek businesses can achieve great things. By putting people and the planet over profits, companies will thrive while creating value for all stakeholders.

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O‘ZBEKISTONDAGI KORPORATIV TUZILMALARDA IJTIMOIIY DASTURLARNI AMALGA OSHIRISH TEXNOLOGIYALARI

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Annotatsiya

Korporativ ishlab chiqarish sohasida muvaffaqiyatga erishishda korporativ ijtimoiy mas’uliyatning (KIM) o‘rni tobora muhim ahamiyat kasb etib bormoqda. O‘zbekistonda faoliyat yuritayotgan ijtimoiy va ekologik siyosat hamda xalqaro standartlarni tatbiq etayotgan va ularning talablariga moslashtirishga urinayotgan, yillik KIM hisobotlarini chiqarayotgan korporativ tuzilmalar kundan kunga ko‘payib bormoqda. Shunday ekan, xorijiy investitsiyalar jozibadorligini oshirishda korporativ ijtimoiy mas’uliyat tamoyilining ahamiyati bugungi kunga kelib dolzarligini ta’kidlash mumkin.

Kalit so‘zlar: Brend, korporativ ijtimoiy mas'uliyat, investor, investitsiya, mintaqaviy bozorlar.

Boshqaruv tamoyillari to‘g‘risida fikr bildirilganda tamoyil tushunchasini aniqlashga harakat qilishimiz lozim. Shunday ekan, tamoyil qoida va harakatlarni anglatib, boshqaruv qonun va qonuniyatlar asosida shakllanganligini anglatadi. Korporativ boshqaruvning ilmiy tamoyillari, avvalambor xorijiy olimlarning adabiyotlarida keng o‘rganilgan va o‘z ifodasini topgan. Bularga Teylor, Emerson, Fayol, Sey, Maktregor, Meyo, Ford, Yakkoka, Mazur, Gerchikova, Masyutin, Kukura va boshqalarni kiritish mumkin. O‘zbekistonlik olimlardan bu muammoga S. G‘ulomov, B. Xodiev, B. Berkinov, Sh. Zaynutdinov, D. Raximova, Sh. Yuldashev, D. Suyunov, M. Xamidullin, Z. Ashurov va boshqalar o‘z hissalarini qo‘shganlar.

Bugungi kunga kelib korporativ boshqaruvning asosiy tamoyillari tarkibiga CSR (korporativ ijtimoiy mas'uliyat), ESG (ekologik, ijtimoiy va korporativ boshqaruv mezonlari) va SDG (barqaror rivojlanish maqsadlari) tamoyillarini ham joriy etish dolzorb bo‘lib bormoqda. Biz quyida CSR (korporativ ijtimoiy mas'uliyat) tamoyiliga to‘xtalib o‘tmoqchimiz.

Korporativ ijtimoiy mas’uliyat tamoyillarini o‘z amaliyotlarida tatbiq etuvchi, kuchli ijtimoiy himoya va xodimlar huquqlarini to‘laonli tarzda ta‘minlovchi mas’uliyatli biznes tuzilmalari nafaqat investorlarning e’tiboriga tushish, balki jamoat ishonchini qozonish va shu orqali o‘z kompaniyalarining obro’sini oshirib eski mijozlarning sodiqligini kafolatlabgina qolmay, yangi xaridorlar va malakali xodimlarni jalb etish imkonitiga ega bo‘ladilar. Albatta, bunday ajoyib imkoniyatga har bir kompaniya ega, lekin uni to‘g‘ri va to‘laonli amalga oshirib rivojlanishga erishgan va erishayotgan kompaniyalar soni biz kutganimizdek emas. Shuni aytishimiz mumkinki, muvaffaqiyatli korporativ ijtimoiy mas’uliyat tashabbuslarini amalga