

The Role of Education in the Development of Human Capital in Uzbekistan

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Abstract

The article considers the leading role of education in the formation of human capital. The article is devoted to the features of the process of formation of human capital, which, according to the author, is one of the key factors in the development of education. The article defines the concept of human capital, reveals its features, identifies the reasons for the emergence of interest in it in the field of economics and education. The ongoing work on the development of the education system of the Republic of Uzbekistan is analyzed.

Keywords: *human capital, human potential, education, educational capital, investment, education.*

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Modern Uzbek society has embarked on an innovative path of socio-economic development based on knowledge and needs a high level of human productive forces. Investments in science, education, social sphere in modern economic conditions are of great socio-economic importance. In many ways, this contributes to the expanded reproduction and accumulation of human abilities, professional competencies and economic opportunities of the population.

Along with the physical capital possessed by the state during this period, human capital is being formed, which "in the second half of the 20th century becomes a decisive force in the development of society." The tasks and problems put forward by society at this stage of human development are solved primarily by human capital, which significantly affects the development of modern society and the state. Currently, human capital is turning into a form of intellectual capital associated with the heuristic nature of new knowledge. And the younger generation is increasingly becoming the bearer of modern intellectual capital, in which unique values, a new type of motivation, new forms of communication and new skills (including digital ones) are being actively formed.

As you know, today the dynamics of the development of the modern world is largely determined by the innovative, creative activity of man, the development of science, engineering and technology. Thus, public and private investments are aimed at qualitatively improving the structure, content and nature of human capital, professional knowledge, acquiring skills, disseminating experience, developing intellectual and creative abilities, and strengthening high skills. moral qualities of the working man.

In modern literature, there is no single generally accepted definition of human capital. Human capital in the broad sense of the word is a specific form of capital embodied in a person himself, it is a person's stock of health, knowledge, skills, abilities, motivations that contribute to the growth of his labor productivity and bring him income in the form of wages or rent. Its structure usually includes:

- natural abilities;
- general culture; general and special knowledge;
- acquired abilities, skills, experience;
- the ability to apply them at the right time and in the right place.

Wikipedia dictionaries emphasize that "human capital is a set of knowledge, skills and abilities that are used to meet the diverse needs of an individual and society as a whole" [13]. The term "human capital" did not arise spontaneously, but is a natural result of the development of world philosophical, and then economic thought. The problem of human capital development has deep roots in the history of socio-philosophical thought. It can be stated that certain elements of the theory of human capital were developed by the beginning of the 21st century, but the researchers took different positions on the content of the concept of "human capital".

Human capital (in the broadest sense) is a factor of intensive production in the development of society and the family, socio-economic development, including a qualified, knowledgeable part of the labor force, knowledge - intellectual and managerial means of labor, the environment and labor activity.

Human capital (in a short sense) is intelligence, health, knowledge, quality and productive work, longevity and a good quality of life.

In general, human capital is the basis for the formation of a knowledge society in the 21st century. In such a society, not only scientific, but also philosophical, religious, art criticism and other types of human knowledge are of decisive importance. Thus, human capital includes not only specialists with education, but also knowledge, education, science, means of intellectual labor and the environment for the functioning of human capital in terms of performing its productive functions. After all, a specialist without software for his work, without the necessary sources of information, databases, methods and technologies, cannot perform his work, his functions in modern conditions. A specialist in this country does not work, but leaves for a country where he is provided with comfortable conditions for labor intellectual activity.

In the process of development, mankind has always used knowledge, skills, and skills in determining the role of certain productive forces. Knowledge is becoming a highly profitable commodity that changes the quality of human life. A society based in its development on the concept of " knowledge economy " creates conditions for the accelerated development of both material and non-material spheres of activity.

Education and culture shape the quality of human capital, determine its values and competence.

At present, "society is increasingly based on knowledge, so that higher education and scientific research now act as the most important components of the cultural, socio-economic and environmental sustainable development of man, society and nations" [1]. The knowledge acquired in the process of learning is realized in the spectrum of certain moral, moral, ethical values. This raises the problem of the relationship between the acquisition of knowledge and the formation of moral, moral, ethical qualities of a person.

The countries of the Central Asian region provide fairly good quality basic education and health services to their citizens. The inhabitants of this region are in a much better position than their peers in other regions of the world. Today's labor markets require a higher level of human capital development than in the past, and therefore basic education alone is no longer sufficient. Higher educational institutions, in our opinion, should prepare students for solving problems that may be related to their future work [7].

If you look at the analysis of the innovative development strategy of the Republic of Uzbekistan for 2017-2021, legislation, decisions and decrees in the field of education adopted by the President in recent years, you can see that specific measures are being taken to expand access to quality education:

The development of preschool education, both in traditional and new forms, has become one of the main tasks of the state. In particular, in order to radically reform this area in the Republic of Uzbekistan in 2017-2021, 96 regulatory legal acts were adopted, of which 3 Decrees and 19 resolutions of the President, 44 resolutions and 8 orders of the Cabinet of Ministers, 13 departmental and 7 other regulatory legal acts.

At the same time, in order to expand the network and strengthen the material and technical base of preschool educational organizations and build new kindergartens, the Program for Further Improvement of the Preschool Education System for 2017-2021[4] and the Concept for the Development of the Preschool Education System[5] were approved, which provides for increasing the coverage level preschool education to 80.8% by 2030.

As a result of reforms in this area, an increase in the coverage of children with preschool education from 27.7% to 62.4%, the number of pre-school educational institutions from 5211 to

19316 units, funds allocated from the state budget by 3.7 times and the wages of teachers of state preschool educational organizations from 668.4 thousand soums to 1324.0 thousand soums.

Along with other branches of the social sphere, large-scale reforms have also been carried out in secondary education. In particular, 17 Decrees and resolutions of the President, 44 resolutions of the Cabinet of Ministers were adopted, aimed at developing the system of public education.

In particular, Presidential Decree No. UP-5712 dated April 29, 2019 approved the Concept for the Development of the Public Education System until 2030

The activities of Presidential schools, specialized schools for gifted children (named after Mirzo Ulugbek and Muhammad Khorezmiy), creative schools (named after Kh. Olimjon, Zulfiya, E. Vohidov, A. Oripov, I. Yusupov, I. Ibrat, M. Yusuf, X. Khudoyberdiyeva) and Temurbeklar Maktabi schools.

The public education reform was accompanied by a 3-fold increase in the salaries of secondary school teachers and an increase in the level of provision of the public education system with qualified specialists from 81.8% in the 2016/2017 academic year to 87.8% in the 2020/2021 academic year. Based on the study of the opinions of parents and the general public, 11-year compulsory school education has been restored in the country.

The workload has been optimized and the practice of involving teachers in forced labor has been eradicated. Specific criteria have been established for stimulating the work of teaching staff working in remote areas, with the payment of additional monthly allowances of 50%.

The country is also carrying out consistent work to provide young people with high-quality higher education, training specialists who keep pace with progress. The first reforms in the field of higher education were aimed primarily at increasing enrollment, improving the financial condition of institutions and universities, and material support for professors and teachers.

In order to improve the system of higher education, over the past 5 years, 313 regulatory legal acts have been adopted, of which 12 Decrees and 65 resolutions of the President, 169 resolutions of the Cabinet of Ministers, 66 departmental documents, 1 Law of the Republic of Uzbekistan.

The Concept for the Development of the Higher Education System of the Republic of Uzbekistan until 2030 has been approved and is being implemented [6].

As a result of the implemented comprehensive measures, over the past 3 years the number of universities has increased to 132 units (for comparison, in 2016 there were 77 universities), of which 99 are local and 33 foreign universities and their branches. The admission quota is from 66,000 to 181,000. the Strategy for Innovative Development of the Republic of Uzbekistan for 2019-2021 was adopted, with the aim of ensuring that the country enters the 50 leading countries of the world according to the Global Innovation Index by 2030 [9];

The Law “On Innovation Activity” was adopted, which defines the legal framework for regulating relations in the field of innovation activity in the country [10];

The Concept for the Development of Science until 2030 was approved.

In conclusion, it should be noted that the current stage of development of the Republic of Uzbekistan is associated with the implementation of the processes of deep reform of political, economic life, the social sphere of society, and science and education are an integral resource for the economic and social development of the country, guaranteeing citizens a decent standard of

living, democratic organization of society, high cultural standards.

As the head of state noted in his Address to the Oliy Majlis and the people of Uzbekistan , “*We have set ourselves a great goal - to form the foundation of a new Renaissance in our country, and for this purpose we must create an environment and conditions for the education of new Khorezmi, Beruni, Ibn Sino, Ulugbekov, Navoi and Baburov. The most important factors in this historical process, an integral part of our national idea, are the development of education and upbringing, science and innovation, and the promotion of a healthy lifestyle.*

In general, human capital is the basis for the formation of a knowledge society in the 21st century. About teaching helps a person to reveal his potential, learn new things, be educated and moral. If every day you achieve new heights, improve yourself, and look for answers to your questions, then this implies a comfortable, bright, eventful life. This is an invaluable role and value in the formation and development of the most complex phenomenon of human capital, which in many ways contributes to the effective development of society.

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