

Human Capital in Society's Sustainability Significance

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ABSTRACT

This article reveals the importance of human capital, which is considered the main indicator of stability in modern societies. This serves to increase general processes such as economic development, information society, innovative culture, and political pluralism. The socio-philosophical factors that the stability of society depends on the stable development of human capital have been scientifically analyzed.

ARTICLE INFO

Received: 17th October 2023

Revised: 14th November 2023

Accepted: 22nd December 2023

KEYWORD: Society, human, capital, human capital, personality, education, knowledge, stability, sustainable society.

Introduction. The sustainable development of society depends on the current state of the educational environment. It is important to form the priority of education as intellectual capital in the new Uzbekistan. Because society will progress with the work of intellectuals.

As the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, noted, "The prestige and influence of the teaching profession has decreased. As a result, male teachers left the school. We did not think about the material condition of the teachers and the working conditions. We lowered their prestige by attracting them to cotton, street sweeping, and other jobs that are not typical for them..."

...We have hardly thought about the training of new era teachers, development of pedagogy, innovative educational technologies, creative approaches...

Because without changing the school, you cannot change a person, society" [1.143]. This shows that the stability of the society is related to the rise of the education system.

Literature Analysis And Methods. In the philosophical encyclopedia, stability was defined as follows. "Stability (social) - existence of conditions for peace in society and its strengthening, a situation of harmony between social strata, forces and political parties; is the continuous continuation of the state of social agreement between the state, public organizations, and citizens" [2.45.]. In our opinion, the reason for this is that the educational system is a factor that ensures the movement of the state, society and individuals in mutual solidarity.

In the opinion of young research scientists, "Social stability is a solid state that provides ample opportunities for the effective functioning and development of the social system, the existence of stable conditions for the

provision of peaceful, productive work and well-being of the population, the formation of a healthy lifestyle, the development of all aspects of social and political life, is the maintenance of social balance. Social stability is the first condition for the development of society, it prepares the ground for positive and innovative change and ensures rapid development of society" [3.18]. In this case, it is easy to understand the level of sustainability only if it has a social value. In our opinion, the positive impact of human capital on sustainability in society is enormous.

It should be noted that "...to be a human being indicates a different or reciprocal relationship to something or someone"[4.77.], which means the responsibility of people to ensure the stability of society. Philosopher and scientist T. Parsons puts forward a functional approach that "any actions in the stability of society are systematic. These actions are manifested as processes that affect the stability of society. These are the functions of repetition, integration, goal achievement and adaptation" [5.28.]. In our opinion, it is appropriate to evaluate the educational system in terms of social influence as a factor that unites these actions. It is necessary to repeat that this is important for the members of the society. At the same time, the ability to quickly adapt to the times is also important in order to achieve the strategic goals of the state and society.

According to the World Bank, 64% of growth in transition countries depends on the quality of human capital, that is, the knowledge and skills accumulated by the population to find effective solutions in the production process and everyday life. In countries like Japan and Germany, the share of human capital is 80% of the national wealth. And economic well-being depends on acquiring new knowledge and applying it to life.

The fact that education has such an important place ensures the state's constant attention to this field and its participation in it. At the same time, it is becoming increasingly clear that no country, even the most developed and advanced country, can take on all the tasks in this field.

In the Order of the President of the Republic of Uzbekistan dated November 22, 2021 "On organizational measures for the development of the program of administrative reforms of New Uzbekistan for 2022-2023", increasing the efficiency of the public administration system, focusing its activities on efficiency and creating a "mobile management apparatus", analysis of foreign experience issues such as the need to do, studying and identifying the specific characteristics of foreign countries are set as a priority task. This motivates the search for the most effective model of management of the educational system.

In turn, the development of the continuous education system creates the necessary conditions for the formation of the attitude of the educational system to the rapidly changing needs of the individual, society and the economy. In addition, according to the opinion of many international experts, the training of in-demand specialists is important for the innovative development of the country. It should be noted that education does not end with a person's studies in a school, vocational college or university, but is continuous, connected with the life of society. Examples of continuing education include opportunities for a computer professional to attend a course in computer design or modern computer languages at a vocational college or university, and receive a certificate or diploma upon completion.

In order to implement this program and widely cover the population, in 2021, a special department (Bureau of Continuing Education) was established within the structure of the Ministry of Education of South Korea, which deals with the expansion of continuing education opportunities for adults and the development of the continuing education system.

In Singapore, it was decided to implement this initiative through the SkillsFuture Singapore program (Singapore's adaptation to the future). The program is designed to introduce new skills, to form people who will create the future.

The SkillsFuture initiative was launched in 2015 to support the next phase of Singapore's economic development by enabling Singaporeans to continue learning and upskill. SkillsFuture is designed to showcase the full potential of Singaporeans, regardless of background or age. The program includes several key initiatives such as SkillsFuture Credit and SkillsFuture Earn and Learn.

To coordinate the implementation of SkillsFuture, a Future Economy Council (FEC) has been established in Singapore, chaired by the Deputy Prime Minister and the Minister of Finance, comprising representatives from government, industry, trade unions and academia.

Rapid socio-economic changes taking place in the society define new parameters of the activity of educational systems and at the same time set new tasks for them. Direct optimization of the management process, rationalization by introducing new management mechanisms is desirable.

Summarizing the research results, the following conclusions can be drawn:

- the practice of France, Italy and Russia in terms of state management in the field of education, integration and coordination of education, science and innovation is the most optimal in the conditions of Uzbekistan, because the share of universities in the training of scientific personnel is 77 percent, while research institutes train only 23 percent of specialists ;

- according to modern educational programs, the introduction of continuous education program will bring additional investments to Uzbekistan by increasing the level of human capital and forming professional skills required in the labor market[6.]. In our opinion, the systematic implementation of such processes means that human capital is of great importance for the sustainable development of society.

According to Erich Fromm, "I am convinced that the purpose of education is to teach the younger generation the best products of the spiritual heritage of mankind. But since most of the spiritual heritage of humanity is concentrated in written literature, the truths instilled in them can become important only if they are realized in the teacher's personality or in practical life and society building. Only a realized idea affects a person; Ideological goals that remain an empty promise, a collection of words, cannot have any influence" [7]. This means that the changes in the society come from the need for innovation. In turn, it causes stability and formation of social relations.

Results And Discussion. As the President of the Republic of Uzbekistan Shavkat Mirziyoyev noted, "Today, when the negative impact of complex geopolitical and ideological processes is increasing, and the struggle for people's minds and hearts is intensifying, the ideological protection of our country's borders and all spheres of our country's life lags behind the demands of the times, the pace of reforms and renewals" [8.129.]. After all, the development of society and the efficiency of human capital is the development of a process closely related to the future of the young generation and the fate of the country.

"Formation and development of an innovative economy based on the latest technologies, creation and distribution of information, environmental protection implies the implementation of the concept of sustainable development. Sustainable or more precisely, sustainable development (sustainable development - SD) is understood as development that meets needs. Currently, but does not endanger the ability of future generations to meet their needs" [9.]. The main goal of this type of economy is to serve the development of society through the sustainable development of all elements of the socio-economic structure of society, including human resources.

Caring for people, ensuring their rights to live a healthy and productive life in harmony with nature is declared to be the most important principle in the world. This is due to the need to achieve sustainable development of the society. Sustainable development of the country In accordance with UN General Assembly Resolution No. 70, the Republic of Uzbekistan has undertaken "implementation of national goals and objectives in the field of Sustainable Development Goals (SDGs) until 2030". For this purpose, the decision of the Cabinet of Ministers "On measures to implement national goals and objectives in the field of sustainable development until 2030" was adopted [10.]. In the current era of globalization, physical military force is not considered the main tool for solving all problems. Because in modern times, that is, according to the cultural level of the society, no one has confused about the idea or spiritual potential,[11.174.] sustainable development is a process that is directly affected by social problems, if it is considered in the context of solving economic problems. Accordingly, the sustainable development of the state is the sustainable social development of all areas of society, and the basis is economic development.

Conclusion. Achieving sustainable development implies the formation of a stable capital consisting of a sum of capitals. Sustainability experts have researched different types of capital. If the views of foreign research scientists are summarized, five types of capital that ensure sustainable development can be distinguished: financial, natural, production, social and human. While financial capital drives production, natural capital includes natural resources and the global ecosystem. Production capital ensures the production of goods and

services. Social, the most difficult type of capital to measure, includes elements of trust and mutual understanding, shared values and socially relevant knowledge.

Human capital in the modern sense is a concept called human potential or human resources. It can also be interpreted as the human resources inherent in an individual, including individual abilities, knowledge, skills, time and energy. The theory of human capital derives primarily from private economic benefits by individuals from its use.

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