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Social and Legal Foundations for the Development of Human Capital

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Abstract: This article reveals the growing importance of national and universal values in human life and society, their role in the development of youth. Education comes to the fore in determining the essence of every person's life. Education plays a very important role in shaping a person's worldview, in learning the secrets of life, in finding one's place in life, in a word, in the formation of an individual as a part of the society in which he lives - as a person. For this reason, the value of knowledge and education is called "human capital." Until this time, the concept of human capital in the literature was predominantly one-sided, that is, human capital was understood as the direct benefit of a person or the possibility of social protection of a person. Human capital can benefit not only one person, but also others. The article reveals the need for their implementation on the basis of national and universal values.

Key words: person, spirituality, education, morality, tradition, tradition, nation, development, perspective, value, national values, universal values, human capital, perfect generation.

Our national values, the unique achievements of our people, their high moral qualities form the basis of our spirituality. As we all know, the restoration and improvement of national values, knowledge of one's identity, and the creation of a system of spiritual values is one of the urgent national tasks. Because national value is to carefully preserve the spiritual wealth and unique historical monuments created by the nation over the centuries, pass them on to future generations, develop them, treat them with respect, and resolve issues of freedom of fanaticism and conscience. and religion, as well as to protect spiritual heritage as a national value.

The success of any country in innovative development largely depends on how effectively it implements public policy in the field of innovation and the quality of human capital formation. Human capital has become the main criterion determining the fate of humanity and each country. Human capital is the totality of knowledge, skills and abilities used to meet the diverse needs of an individual and society as a whole.

Now the value of knowledge and education is called "human capital". Until this time, the concept of human capital in the literature was predominantly one-sided, that is, human capital was understood as the direct benefit of a person or the possibility of social protection of a person. Human capital can benefit not only one person, but also others. This must be done on the basis of national and universal values. It should be noted that today the priority is the growth of the human capital of society, primarily the creation of high technologies that develop the human potential of science, education and healthcare.

Today, the dynamics of the development of the modern world are largely determined by the innovative, creative activity of man, the development of science, technology and technology. At the same time, national and spiritual values occupy a special place in the reforms being implemented. It should be said that national value is, first of all, ideas that have withstood historical tests, fully embody the national interests of our people, are capable of fully meeting the requirements of modern development and the value of which increases over the centuries.

Indeed, as life progresses, value also improves and improves. Therefore, the form and types of values can, in a certain sense, change in a number of periods. But there are values that do not change their form, content, essence and meaning. These may include education, knowledge and science. Of course, knowledge is a great treasure that cannot be bought with any amount of wealth, but can only be obtained

as a result of study and endeavor. Now the value of knowledge and education is called “human capital”. Until this time, the concept of human capital in the literature was predominantly one-sided, that is, human capital was understood as the direct benefit of a person or the possibility of social protection of a person. Human capital can benefit not only one person, but also others. This must be done on the basis of national and universal values.

So why is human capital development necessary? What is the significance of national values in it (in the development of human capital)?

Today, a person and his abilities, knowledge and skills have become the main factor in the development of any society and the economic development of the state. Therefore, the essence of “human capital”, which is an important factor in the development of society, is interpreted by some economists as “the stock of knowledge, skills and motivation acquired by everyone”[1, 31]. In fact, it looks like capital because it is a source of future income. This is human capital because it is unique to a person and is an integral part of him.

Initially, human capital was understood only as the amount of investments that increase a person’s ability to work – education and professional skills. Human capital in a broad sense is an intensive production factor of economic development, development of society and family, knowledge, intellectual and managerial labor tools, public health and the environment, and the high potential of modern qualified personnel[2, 19]. Including, as an effective development factor, human capital ensures the efficiency and effectiveness of the educated part of the labor force, knowledge, intellectual and management tools of labor, living environment and tools of labor activity. According to G. Becker, “Human capital is the stock of knowledge, skills and motivation that every person possesses. It is formed through human investments (long-term capital investments) in the form of expenditures on education, industrial training, health care, migration, and collection of data on prices and incomes[3]. In essence, education, gaining work experience, healthcare, and obtaining information are investments in human capital. For this reason, today a person and his abilities, knowledge and skills have become the main factor in the development of any society and the economic development of the state.

The concept of human capital has a much broader meaning - it is the main force that intensively develops the economy, society and its original cellular family, the educated part of the workforce, the ability to manage wisely throughout life and work. In this regard, “human capital is a set of accumulated abilities, skills and goals that ensure the competitiveness of the economy of any country and state in the world market, and is a factor that has a strong influence on the activities of government bodies, legislative and executive authorities”[4, 6].

In economic literature, human capital is a certain reserve of health, knowledge, skills, abilities, motivation, formed as a result of investments, which a person expediently uses in a certain area of social production. The most common concepts in the definition of the term “human capital” are knowledge, skills, and abilities.

It should be noted that education and training increase a person’s level of knowledge, that is, they increase the amount of human capital. Healthcare reduces morbidity and mortality and increases life expectancy. Migration and information seeking lead to the movement of labor to places and industries with higher wages, that is, to places with a higher value of human capital.

Indeed, it is impossible to achieve innovative progress without developing human capital. According to well-known economists, neglecting investments in human capital can sharply reduce the country’s competitiveness. In order for a country to develop economically, it is necessary to educate talented people[5].

Of course, the concept of human capital is based on a person and his set of abilities. Ideas about human capital show that increasing the productivity of useful labor is associated, first of all, with increasing the

efficiency and qualifications of a person, and improving machinery and equipment. Russian scientist S.A. Kurgansky defines human capital in his works as: “a set of knowledge, skills and other qualities formed through investment and accumulation by individuals, which, when used correctly, generate new streams of value and income”[6].

Currently, all reforms carried out within the framework of the “New Uzbekistan development strategy” are aimed at developing human capital. In accordance with the development strategy, digitalization processes are being carried out on a large scale in our country. Also, digitalization processes occur in all spheres of society. In particular, the most important areas for humans are economics, education and medicine.

It must be said that today a new generation of youth is growing up - a digital generation with technical thinking, from which the humanistic element has been removed. Science creates a new environment for human life. “Like art, science is not only a cultural human activity. Science is a way to solve everything we see. Therefore, it must be said: the reality in which modern man moves and strives to remain is increasingly determined by what is called science”[7, 239].

It is known that earlier the head of our state put forward five important initiatives to organize social, spiritual and educational work based on the new system. Within the framework of five initiatives, he pays attention to the issues of increasing attention to youth, involving them in culture, art and sports, developing skills in using information technology, popularizing reading among the younger generation, and ensuring employment for women. At the same time, meaningful organization of young people’s free time is a pressing issue. The higher the spirituality of young people, the stronger their immunity to other people's events and ideas. Of course, such work contributes to the further development of human capital.

It should be noted that human capital, including health, knowledge and skills, is one of the main factors of economic growth and poverty reduction in many countries of the world, especially in Asia, in the twentieth century. That is why our country was one of the first in Central Asia to support the human capital development project[8].

National values play an important role in the implementation of the “Development Strategy – New Uzbekistan”. This is a very difficult process. The difficulty is that national and universal values cover a rich arsenal of complex systems of knowledge, worldviews, customs, traditions, rituals, emotions, etc. in the context of the fact that the real world is unique, as well as thoughts and ideas about them.

On the other hand, national and universal values have different directions: philosophical, social, political, economic, psychological, pedagogical, medical, literary, architectural, art history, rules of religious teachings, including traditions, rituals, customs, customs, proverbs, sayings, views and other national and universal masterpieces. And in every historical period they act as slogans, appeals, charters, instructions and serve as a legal order, the observance of which is mandatory for everyone. They bring order, beauty and good qualities to the life of a person and society as a whole. Thus, national and universal values include everything that makes a person knowledgeable, purifying, guiding to the path of truth, calling for wisdom, valuable, significant, useful for everyone, unique, exemplary and holy. The need to learn and acquire knowledge in order to create the same wonderful masterpieces in the future constitutes their pedagogical value.

National values are a set of moral ideals that reflect the historical identity of representatives of certain ethnic communities. They act as social and normative-cultural axioms of behavior of people of the same nationality[9, 287]. So, values that have a socio-historical nature, which are a means of introducing a person to the family and thereby allowing one to overcome the temporary nature of individual existence, play an important role in the upbringing of the younger generation. Value-semantic content is the most important moment in the formation of the “choice of the starting point,” that is, the installation of a worldview.

Indeed, as life progresses, value also improves and improves. Therefore, the form and types of values can, in a certain sense, change in a number of periods. But there are values that do not change their form, content, essence and meaning. These may include education, knowledge and science. Of course, knowledge is a great treasure that cannot be bought with any amount of wealth, but can only be obtained as a result of study and endeavor.

For this reason, the value of knowledge and education is called “human capital.” Until this time, the concept of human capital in the literature was predominantly one-sided, that is, human capital was understood as the direct benefit of a person or the possibility of social protection of a person. Human capital can benefit not only one person, but also others. This must be done on the basis of national and universal values. After all, a person who understands his position in society and has mastered a new way of behavior attaches special importance to the accumulation of his personal human capital. According to researchers, the accumulation of personal human capital depends on the personal characteristics of each person and existing social institutions, and this accumulation is a complex, lengthy and expensive process. In the accumulation of human capital, a distinction is made between human potential and corresponding capital; human potential exists as a reserve and functions only as a type of opportunity to become human capital, manifested in the process of economic activity.

Thus, the future development of Renewing Uzbekistan will be based on science, scientific, social and humanitarian technologies. In the last two or three years, more and more attention has been paid to the development of human capital, which is an integral part of national wealth. These include social protection, human health, improvement of family relationships, improvement of district institutions and fundamental changes in the education system. Therefore, human capital currently takes the form of intellectual capital, which is due to the heuristic nature of new knowledge. And the younger generation becomes the bearer of modern intellectual capital, in which unique values, a new type of motivation, new types of communication and new skills (including digital ones) are actively being formed.

The accumulation of human capital begins with investment in education, that is, in a family, parents need to invest in their child at birth. Raising children takes a lot of money, but at the same time, children are a source of satisfaction for parents. That is, in the process of life, a person moves on his own, as if he were engaged in some kind of “useful” work, and “separates” free energy from the components of his human capital - education, health care, free time, education, which mutually reinforce each other.

In a word, all reforms carried out within the framework of the “Development Strategy - New Uzbekistan” are aimed at developing human capital. Not only in our country, but also in the world, in the last two or three years, attention has been paid to the development of human capital, which is considered an integral part of national wealth. As a result, the concept of human capital in a much broader sense, that is, the economy, society and its original unit, has become the main force that intensively develops the family, represents the educated part of the labor force and has the ability to intelligently manage life and work. For this reason, today the dynamics of modern world development are largely determined by the innovative, creative activity of man, the development of science, technology and technology.

Despite the various definitions and interpretations of human capital, it is a well-known fact that the basis of human capital is education, which ultimately forms a person’s knowledge, skills and abilities. Without education, it is impossible to form, use or benefit from human capital. It follows that education is one of the main components of human capital and is closely related to such concepts as the education system, educational service, quality of education and social cooperation. Also today, education has become so popular in the world among all continents, countries and social classes that it has become one of the tangible and intangible capitals of any country and society.

The acquisition by a person of the necessary knowledge and skills in the education system creates the basis for his professional activity and the realization of his potential and labor potential in life. It is for this reason that in the theory of human capital, the level of education of the population is an important

component that constitutes its main value, and learning and improving one's knowledge and skills is recognized as a component of human labor activity.

So, as life progresses, value also improves and becomes ideal. Therefore, the form and types of values can, in a certain sense, change in a number of periods. But there are values that do not change their form, content, essence and meaning. These may include education, knowledge and science. Of course, knowledge is a great treasure that cannot be bought with any amount of wealth, but can only be obtained as a result of study and endeavor.

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