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PRIORITIES FOR THE DEVELOPMENT OF NATIONAL HUMAN CAPITAL IN THE ECONOMY

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Abstract. National Human Capital is one of the main factors in the economic well-being of the country. Investing in a number of socio-cultural factors in improving the quality of human capital is one of the pressing issues. The article analyzes the factors that influence the formation of national human capital by investing in the field of culture by the authors. Processes related to the Human Capital Index and the Knowledge Economy Index have been studied.

Key words. human capital, standard of living, culture, Human Capital Index, Human potential, investment.

Introduction:

Today, the reason for the exclusive role of culture in the transition from a resource-based economy to an innovative one is due to an increase in professional requirements for personnel, including the level of intellectual and cultural development, which is possible only in a cultural environment. It makes it possible to implement the goals and moral directions of the development of society.

Culture is actively involved in the processes of formation and accumulation of human capital. First, it collects the centuries-old experience of the people: most of the values in which the country lives were created in the past, sometimes far away, and they largely determine its further development. Secondly, it is culture that forms a person himself, creates internal motivation for his actions and, through it, directs changes in today's and prospects in the country, serves to form an open and Legal Society, harmony of citizens.

In the decree of the President of the Republic of Uzbekistan dated May 26, 2020 "On measures to further increase the role and influence of the field of Culture and art in the life of society", PF-6000", further development of national culture in the Republic of Uzbekistan, creation of a new history of New Uzbekistan, preservation and promotion of masterpieces of material and intangible cultural heritage, further popularization, directions for implementation of systematic measures aimed at the innovative development of the field of culture and art are established[1].

Culture is one of the most important components of national human capital accumulated by the people, ensuring the competitiveness of the economy of the country and the state in the world markets in the context of a new economy. What factors affect the well-being of the country and contribute to sustainable development?

National Human Capital – it is the national human capital of innovative labor resources, accumulated competitive and highly productive knowledge, an innovative system of intellectual capital and innovative technologies and part of the quality of life in all spheres of life and economy, as well as the competitiveness of society. [2] Raising the problems of humanization to the first place of social progress puts socio-cultural priorities at the center of economic change, this requires compliance with the necessary parameters of the interaction between economics and culture as the two most important components of human life.

Literature review:

Nobel Prize-winning humanist Albert Schweitzer wrote:

"... the main thing in culture is not material achievements, but the realization of the ideas of individuals to improve human maturity and socio-political conditions of peoples and the entire human life." [3].





► **Inson kapitali**

K.McConnell & C.Brue distinguishes the following types of investments in human capital:

- educational costs-include general and special, formal and informal, on-the-job training.
- health care costs, which consist of the costs of disease prevention, medical care, dietary nutrition and improving living conditions.
- moving costs, as a result of which workers migrate from places with relatively low productivity [4].

J.Kendrick divides these investments into material and intangible types. He considers the costs associated with the physical formation and development of a person to be material.

To non-residents-general education, special training costs, cost of medical services, labor movement.

J.Kendrick emphasizes the specificity of intangible investment. He argues that “ despite having an intangible character, these costs help to increase the efficiency of investments and capital embodied in people by increasing the knowledge and experience of people “[5]. Based on the above, it is possible to highlight the main types of investments in national human capital: costs for education and health care. But does the development of human capital only affect education and health?

Yu.A.Korchagin argues that National Human Capital is formed by investing in improving the standard and quality of living of the population, including education, training, health, knowledge, entrepreneurship, information support, population security and economic freedom. also in science, culture and art [6].

The most accurate description of the role of culture in the development of mankind belongs to Daniel Patrick Moynihan.

“From a conservative point of view, culture rather than politics determines the success of society. In turn, liberal politics believes it is capable of transforming culture and protecting it from itself” [7].

In human capital interpreted by G.Becker in 1964: special emphasis is placed on the level of human education. In 1964, G. Becker proved the effectiveness of human capital and formulated a microeconomic approach to its management.

He’s writing: “Spending on education, training, medical care and so on is an investment in human capital. They are called “human capital” because people cannot be separated from their knowledge, skills, health and value in the same way they can be separated from their financial and physical assets”[8].

A.A. Auзан examines the influence of socio-cultural codes of a person on the economy [9] and notes that a set of values and behavioral attitudes can be capital for a country.

Y.I. Kuzminov and I.D.Frumin include such entities as “entrepreneurial abilities” and “intellectual capital” in the concept of “human capital” [11].

Thus, it can be unequivocally stated that the addition of “classical human capital”, consisting mainly of the level of education and health, with new non-cognitive and value-cultural aspects is an established scientific trend.

But it should be noted that unity on the content of the concept of “expanded human capital” among scientists has not yet been achieved. Managing the “cultural component” of a person can have a positive impact on the following aspects of life:

- civil;
- philistine;
- consumer;
- labor;
- entrepreneurial;
- investment;
- research.

Additionally, it should be noted that, on the one hand, human capital needs high-quality institutions to “unlock” its potential [11], but on the other hand, the person himself can become a driver of the renewal of institutions.

Quality institutions are a prerequisite for the effective functioning of the state as a whole [12]. Thus, in order to launch a spiral of positive changes in the efficiency of the economy, it is necessary to form a critical mass of citizens with a sufficiently high level of the cultural component of human capital. To achieve this goal, a “social contract” can be used within the framework of which a citizen performs



actions useful for the formation of the cultural component of human capital and for this receives some predetermined benefits and incentives from the state.

The concept of "culture" is not unambiguous and it can mean not only "value-psychological attitudes of a person", but also works of art and a set of cultural institutions. Previously, the following concepts can be attributed to the cultural component of human capital: conscientiousness, entrepreneurship, innovation, purposefulness, curiosity, etc.

The cultural component of human capital includes the features of the human personality itself, its configuration that determines decision-making and behavior.

At the same time, motivation, which plays an important role in the management of human capital and its development, is only a stimulus that affects a certain configuration of personality. Motivation itself is formed based on incentives that may depend on the same cultural component. Thus, the "cultural component" is a more fundamental object of management than motivation.

Research methodology:

The research is based on general scientific methods: induction, analysis and synthesis, normative approach deduction, method of scientific abstraction. Empirical and logical methods, comparative analysis formed the basis for the presentation of the research results. The information base of the study was made up of data from scientists, data from open budget, as well as data from the World Bank.

Analysis and results:

Experience of developed countries shows that the formation and development of human capital is directly related to investments aimed at improving the spiritual culture and quality of life of the population. [13] culture is the most important strategic resource of State Development. The presence of cultural values for a wide population is becoming one of the most important indicators of the quality of life in modern society. By encouraging the public to participate in cultural life, the state cares not only about elevating the culture of citizens, but also about raising the human potential of the whole society.

We can see in this table, the cost of Culture 2022 in total-1822 mlrd.so ' m. 100 to the Republican Center for spirituality and enlightenment and its territorial units mlrd.so 'm, 36 to libraries and branches for the blind mlrd.so ' m, 76 to museums and exhibitions billion soum, 251 crore to the palaces and houses of culture, theaters, Philharmonic, status art institutions, circus 322 billion soum, 91 to cultural heritage agencies and territorial units mlrd.so m, 132 to information and resource centers billion soum, 429 to the National Broadcasting Corporation of Uzbekistan and its territorial units billion soum, 386 to other organizations in the field of culture billion soum and 182 to the cinematographic agency and territorial divisions mlrd.soum separated.

Table 1

The number of cultural institutions in the Republic of Uzbekistan and expenses allocated from the state budget, indicators of 2022 [10]

Types of cultural institutions	Number	Costs, mil.soum
Cultural institutions	1682	1822
Republican Center for spirituality and enlightenment and its territorial units	15	100
Libraries and branches for the blind	82	36
Museums and exhibitions	45	76
Palaces and houses of culture	814	251
Theaters, Philharmonic, status art institutions, circus	68	322
Cultural heritage agencies and territorial divisions	15	91
Information and resource centers	201	132
National Broadcasting Corporation of Uzbekistan and its territorial divisions	23	429



► **Inson kapitali**

Other organization in the field of culture	419	386
Cinematography agency (content and drums order) and territorial divisions	16	182

Source: **Open budget formed by the author based on data from 2022**

According to Eurostat, Latvia is leading among European countries in terms of the share of government spending on culture. In 2018, they accounted for 2.8 percent of all budget expenditures. In Table 2, we will consider the ranking indicators of the countries of the world by the Human Development Index.

Table 2

Ranking of world countries by Human Development Index indicator 2021 [14]

Nº	Countries	ITI
1	Switzerland	0.962
2	Norway	0.961
3	Iceland	0.959
4	Hong Kong	0.952
5	Australia	0.951
6	Denmark	0.948
7	Sweden	0.947
8	Ireland	0.945
9	Germany	0.942
10	Netherlands	0.941
11	...	
12	Uzbekistan	0.727
13	...	
14	South Sudan	

Source: **formulated by the author based on the official data of the World Bank**

We can see in this table that in the Human Development Index of the Republic of Uzbekistan, the index value of 0.727 (from the maximum index value of 1,000) was ranked 101st among 191 states, improving its rating by +5 points and index value by +0.07 compared to the 2020 report. In Table 3, we will consider the indicators of the index of knowledge economy in countries of the world for 2022.

Table 3

Index of knowledge economy of countries of the World Index 2022 [14]

Nº	Country	Price
1	USA	68.37
2	Switzerland	68.28
3	Sweden	66.96
4	Finland	66.91
5	Luxembourg	66.11
6	Denmark	65.96
7	Norway	64.14
8	Great Britain	63.88
9	Austria	63.63
10	Germany	63.58
	...	
86	Uzbekistan	42.35
87	Kyrgyzstan	42.34
88	Dominican Republic	42.32
89	Bhutan	42.6
90	Cabo Verde	41.71
91	India	41.52
92	Azerbaijan	41.51
	...	
131	Nigeria	23.22

Source: **formulated by the author based on the official data of the World Bank**





Comparing the volume of state support for per capita culture, the Human Development Index and the Knowledge Economy Index, we see that the United States, Norway, Sweden, the Netherlands, Switzerland and other developed countries occupy the leading positions in these indicators. This shows that in these countries the population is related to the quality of life and well-being.

Conclusion and Suggestions:

How to increase the efficiency of investments in the national human capital of Uzbekistan? To create effective human capital on a national scale, it is necessary to pay more attention to cultural factors that shape the internal culture and worldview of a person. To change the type of thinking formed in society, the state must use the following types of tools: media, websites, advertising, various seminars and conferences. Only then a new type of thinking is formed in society and serves the economic well-being of the country. Analysis conducted shows that there is a relationship between human development index and EEZ values with investment in culture.

Thus, for the innovative development of the New Uzbekistan, it is necessary to focus not only on education and health, but also on investments in culture and art, which are considered one of the means of improving the efficiency of the country's human capital.

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