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MANAGEMENT OF HUMAN CAPITAL DEVELOPMENT IN UZBEKISTAN

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Annotation

The article discusses human capital, which is a topical issue in the theory and practice of economics, and its role in the socio-economic development of our country. Suggestions for human capital employment management systems are outlined.

Keywords: human capital, capital, employment, crafts, investment, entrepreneurship, education, management.

Introduction

The book "New Uzbekistan strategy" of the President of the Republic of Uzbekistan Sh. Mirziyoyev says "As we set ourselves the goal of turning Uzbekistan into a developed country, ... we need to nurture a new generation of reformed, strategic-minded, educated and qualified personnel" [1]. In particular, the opportunities and practices of shaping and developing human capital and its abilities in a creative spirit are among the most pressing issues of today.

The state youth policy in the renewed Uzbekistan has gone through two stages in its gradual development:

1. Bringing up and employing a physically and spiritually healthy, intellectually harmoniously developed generation.
2. Providing with work, employment through the upbringing of a physically and spiritually healthy, intellectually mature generation and the formation of entrepreneurial skills in them.

In the renewed Uzbekistan, special attention is paid to human capital and its employment. [2] Proposing to name 2021 the "Year of Supporting the Youth and Consolidation of Public Health", the President of the Republic of Uzbekistan Sh. Mirziyoyev emphasized in his Address to the Oliy Majlis "We rely on our young people who are mature, well-versed in modern knowledge and skills, courageous and enterprising in further enhancing the scale and effectiveness of our reforms...we prioritize the training of our boys and girls in modern professions that are in high demand in the labor market, the formation of entrepreneurial skills and diligence, as well as the implementation of their initiatives, employment and housing." [3]. In accordance with the tasks of further deepening economic reforms in the country, priority is given to the further development of small business, private entrepreneurship. This is explained by:



- Entrepreneurship is a characteristic feature of our people, our nation, our ancestors, who have been earning a living at the expense of this industry, ensuring the interests of their families and the country;
- In a multi-sectoral economy in the country, state property, equality of corporate private property, the priority of private property is enshrined in law, its reliable constitutional guarantees are provided;
- Small business and private entrepreneurship today can not replace any other sector and direction with its very important and significant contribution, role and influence in the economy, it plays a special role in the development of the state and society.[4]

Market principles of the formation of new mechanisms for regulating employment are creating new trends in the field of labor. In particular, in the field of material production: 1) reduction of employment; 2) significant changes in the structure of employment in sectors of the economy; 3) is reflected in the expansion of informal employment.

“Currently, there are 34 million people in our country, 19 million of whom are of working age. That is, 16-60 year old people. However, 14 million of them work officially and 5 million work informally”[5]. Under such conditions, it is possible to reduce unemployment by formalizing informal employment with new laws. At present, in order to increase employment, it is necessary to pay attention to a number of issues:

- 1) It is necessary to take into account the requirements of the real economy in creating new jobs;
- 2) It should be taken into account that the system of training qualified personnel for small business and private entrepreneurship lags behind today's requirements;
- 3) There is a need to increase the internal and external competitiveness of the labor force in our country;
- 4) Training of qualified personnel in educational institutions, primarily in professional colleges, based on the needs of the national economy;
- 5) It is advisable for employment assistance centers in the regions of the country to have reliable information about the balance of labor resources in their districts and cities.

The legal framework for family business, handicrafts, home-based work, small business and home economics has been created in our country as a new organizational and legal form of business. As a result of the development of this sector, along with employment, the family budget will create conditions for increasing family income.[6] In the context of macroeconomic stabilization of the economy, employment needs to be resolved within the framework of market relations, that is, real demand and supply of labor in practice, the formation of new mechanisms for regulating employment requires the creation of conditions for free movement of labor. The role of the state in this matter will be crucial.

- 1) At present, a number of issues need to be addressed in order to increase employment.
- 2) Creating new jobs is a key strategic task at all levels of government. It is necessary to take into account the requirements of life when creating new jobs.
- 3) It should also be taken into account that the system of training qualified personnel for small business and private entrepreneurship lags behind today's requirements. Local authorities, in cooperation with higher education institutions, are required to take practical measures to train



and upgrade the skills of technical and economic specialists in the regions, small business leaders and private entrepreneurs, employees.

4) It is necessary to pay special attention to increasing the competitiveness of the labor force in our country.

5) In our country, first of all, it is necessary to establish appropriate measures in educational institutions for the training of qualified personnel for the secondary level, their number and areas of specialization.

6) It is very important that employment assistance centers in the regions of the country have reliable information about the balance of labor resources in their districts and cities.

Given that the ultimate goal of economic reforms in the country in 2021 is to reduce poverty and increase the welfare of the population, priority is given to the further development of small business and private entrepreneurship.

In Uzbekistan, rural families have at their disposal plots of land adjacent to their forts and courtyards. This piece of land is called a garden. Families earn extra income by growing vegetables and fruit crops on their farms, raising livestock, poultry, and so on. There are 445,000 hectares of land in our country that can be used efficiently. Today, more than 4.5 million households in the country own 8-10 hundred square meters of land. In order to help the population from 2018, the activities of "Garden service" enterprises have been established in all districts, through which a system for the supply of seedlings, mineral fertilizers, chemicals, mechanization and other services has been created.[7] As a result, additional income from the efficient use of these lands will help to ensure employment and welfare of the population.

In short, at the current stage of development of the economy of New Uzbekistan, the development of private entrepreneurship, small business, family business, home-based work, handicrafts in the regions, especially in the mahallas, remains one of the most pressing issues today. In the new Uzbekistan, the formation of human capital in accordance with modern technologies, the training of qualified specialists who can compete in the world market have been identified as priorities. Special attention to the process of educating the new generation and the formation of their constantly growing needs is becoming a necessity of social life [8]. That is why large investments are being made in our country and a high level of attention is being paid to human capital and its formation. IN THIS WAY THE MANAGEMENT OF THE EMPLOYMENT OF THE YOUNG GENERATION AND THE DEVELOPMENT OF LABOR POWER WILL RISE TO A NEW STAGE.

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