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RESEARCH ARTICLE

DEVELOPMENT OF HUMAN CAPITAL AND ENTREPRENEURIAL NEEDS OF THE POPULATION IN UZBEKISTAN

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Abstract

The article emphasizes the need for the state to pay more attention to the development of human capital in Uzbekistan, to reduce unemployment among the population, as well as to abandon poverty and livelihoods. Reflections and suggestions were made on the role and importance of entrepreneurship, home-based work and the correct use of land in solving these problems by shaping the entrepreneurial needs of the population. In particular, special attention is paid to the education of young people.

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Introduction:-

Over the past five years, a new Uzbekistan has been formed in our country, which is celebrating the 30th anniversary of its independence, as a result of "large-scale measures to modernize society politically, socially and economically" [1]. Recognizing that over the years our people have entered a completely new stage of development and that our society is making revolutionary changes in domestic and foreign policy, the world community is talking about the "New Uzbekistan". In the new Uzbekistan, special attention is paid to human capital, especially the education of young people. It is no coincidence that 2021 in our country is called the "Year of Supporting Youth and Strengthening the Health of the Population." In our country, it is planned to carry out large-scale work to radically reform and further develop the areas identified as 2021. The development of human capital and the development of entrepreneurship have risen to the level of key tasks. Among the Uzbek scientists are A. Ulmasov, M. Sharifkhujayev, S. Gulomov, V. Chen, K. Muftaydinov, K. Abdurahmonov, R. Ubaidullayeva, S. Zainutdinov, M. Saidov, M. Mirzakarimova, D. Rustamova, Sh. Akramova, N. Sodiqov have published scientific works and articles on these topics.

Main Part

Man and nature, as well as the time in which he lives, are inseparable. Since the creation of man, he was dissatisfied with all his actions, and even without them, he gained interest, wealth, income and pleasure. It is a fact that human needs are constantly growing in quantity and quality. A person who has become a key factor in social development is recognized by scientists as one of the most pressing and complex problems of economic theory. The human factor is considered in various and controversial ways at all stages of social development. Man has become a personal factor of production as the owner of the labor force. It is advisable to explain the content and significance of the concept of the human factor through the study of the stages of social development of a person and the conditions under which he becomes a leading and decisive factor in development. As the first President I.A. Karimov: "The human factor is the creator of all material and cultural wealth in the history of mankind, including the history of our Motherland, a conscientious person who is the driving force of development, the selfless labor of our people." people, his incomparable creativity. "From these words we can conclude that in the broadest sense the human factor

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is knowledge, experience, intellect, strength and experience of man, society, which is the creative force of material and spiritual wealth in the process of its historical development.

Man is, first of all, a biological being and, secondly, a living being with a social nature. Humans, like all living things, have a need to live. Human needs are their ability to consume and they are social in nature. In order to satisfy these needs, man must have wealth and services, and therefore produce and create them with his own labor. The distinguishing feature of human beings from other living beings is their ability to work. The mental and physical abilities of a person to work are called manpower. While human needs begin to take shape at birth, a person's ability to work gradually develops as he or she grows older. Due to the ability to work - the labor force, it also becomes a factor in the production of human labor. Man is a miraculous being who has the ability to satisfy his needs with his own labor.

As Uzbekistan develops a democratic state based on the rule of law and a civil society based on a market economy, the role and importance of human capital is changing. In a market economy, the human factor has opportunities that are radically different from those of the administrative command system. In the process of transition to a market economy, our country has created ample opportunities for people to be self-interested, entrepreneurial, entrepreneurial, independent decision-making, have in-depth knowledge and skills, professions. For this reason, today in our country the study of scientific and practical aspects of human capital is becoming an urgent issue.

It is known from scientific literature that in the first half of the 19th century, the concept of factors of production began to be widely used in economic theory. In particular, the emphasis on the human factor has become more prevalent in recent centuries. In developed societies based on a market economy, the term human capital is widely used along with the concept of the human factor. Today, when a market economy is being formed in our country, the term human capital is used in practice and in scientific literature.

In the 50-60s of the twentieth century, with the intensification of the scientific and technological revolution in the West, the theory of "human capital" appeared, and many scientists began to apply this theory in practice. This theory was developed in the works of the American economists G. Becker, B. Weisbrod, J. Mintzer, L. Hansen, T. Schultz. Proponents of the new theory began to emphasize the role of vocational training, science and education in shaping the modern workforce and began to argue that investments in these areas will bring great benefits in the future. The growth of labor productivity began with the study of working conditions, attitudes towards labor, forms and methods of management, effective use of free time, leisure and the characteristics of such things. Until now, these concepts have not been considered in the framework of economic research. J. Becker's book *Human Capital*, published in New York in 1964, broadly substantiated this theory. Labor resources and entrepreneurship are abilities, skills, knowledge that are embodied in a person. The cost of knowledge, skills building and growth, and capacity building are capital that is embodied in people and constitutes human capital. According to the theory of human capital, education, vocational training, health care, migration, information on prices and incomes, the birth and raising of children are investment-intensive forms and spheres. [3.] Education, training and coaching. And they enhance their skills, health care extends their ability to work by restoring health and extending their lives, and information and migration allow the workforce to move to more visible and more profitable places, giving birth to children and capital. Since these processes are associated with economic activity, they require government intervention, investment and investment in human development [4].

As is accepted in economic theory, the cost of labor and reproduction consists mainly of:

First, in the process of labor, a person expends his physical, mental and vital energy, and therefore it is necessary to restore the ability to work;

secondly, there is a need to carry out the processes of reproduction of the labor force, which are associated with the natural growth of the population, the birth of a new generation, that is, the development of families;

thirdly, it is necessary to prepare the new generation for work, production, vocational training, education and training, skills development, retraining.

"Capital" means wealth or money invested for profit. In this sense, human capital is an investment in human health, education and training, skills and employment, and the development of skills and competencies in order to achieve

great results and benefits in the future. In a market economy, human capital serves as a source of income, and investments in it usually benefit investors. In the Explanatory Dictionary of the Uzbek Language, the word capital is interpreted in three senses: 1. Wealth (securities, money, material possessions, etc.) used for self-reproduction, for the benefit of its owner. 2. Big money, a lot of money, wealth. 3. (In a figurative sense) something that is considered to be someone's great wealth, value, significance, significance [5]. Thus, human capital is a force and factor that possesses modern knowledge, skills and professions, with the help of which creates personal and national wealth, enriches itself and its people.

Today, social action around the world proves that states are becoming stronger and more powerful in countries that increase their spending, with a strong emphasis on human capital, especially education, including technical and vocational skills. [6] From the moment a child is born until the age of 30, Uzbekistan is creating a system of unity and continuity that supports him in every way and helps him to find a suitable place in life. From 2021, children and pregnant women under the age of 15 will be provided with 7 types of vitamins and medicines against parasitic diseases free of charge for maternal and child health. It is planned to increase the coverage of preschool education to 65% by 2021 and 75% by the end of 2023. In 2021, 2 trillion soums will be allocated from the state budget for the construction of 30 new schools, repair of schools and improvement of material and technical base. From 2021, the number of state grants for higher education will increase by 25%.

In economic theory, traditional approaches to the distribution of income between three factors, such as labor, land ownership, and capital, began to talk about the fourth factor, using the concept of entrepreneurship. According to the proponents of this theory, entrepreneurship is the transformation of man into a manpower that is in keeping with the scientific and technological revolution, with its knowledge, skills and abilities. A group of owners with the same entrepreneurial ability as the owners of the means of production emerges and begins to develop. Today, most of the literature on market economics speaks of the four factors of production - labor, capital, land, water, and entrepreneurial ability. According to the textbooks of economists of developed countries, the concepts of "labor" and "entrepreneurship" are very close. Entrepreneurship means management and organizational skills. Entrepreneur combines, combines and combines factors of production, such as labor, capital, land and water. If an entrepreneur succeeds as a result of his activity, he will benefit, otherwise he will go bankrupt and suffer.

According to statistics, today more than 60% of the population of Uzbekistan is under 30 years old. That is why all the economic and social reforms being carried out in our country are based on all-round development - physical health, mental maturity, not only education, but also the professions that are in great demand today, at the same time, independent, creative and creative thinking. It is natural that there is such a strong goal as caring for. So, the future is in the hands of young people. That is why the volume of employment and involvement of young people in our country, especially today's graduates of educational institutions, in the field of entrepreneurship is growing from year to year. It is also necessary to intensify family business in remote areas of the country, to expand the effective use of created conditions, privileges and preferences, to strengthen the material base of families in rural areas, to provide them with preferential loans, to provide them with preferential loans. The event "Owner Family" was held in order to bring industry to the village and create new jobs by developing cooperation between families and agricultural entities - farmers and ranchers. Today, we are witnessing a number of problems with business ideas and projects implemented by young people. This is due to the fact that young people do not fully understand the laws of the market and do not have sufficient knowledge and skills in organizing, planning, financing, taxing and managing a business. In this regard, the practical training forum "Our projects for young people, entrepreneurs and every family" in our country, the project "Diploma in Business", the scholarship "Student Entrepreneur", the project "Owner Family", the project "Family Project", "Family Project" The "Farming Movement - the main force in the village" is gaining importance and helps to involve young people in small business and private entrepreneurship, as well as their entrepreneurial activities. These measures will help to strengthen the economic thinking, business knowledge and skills of young people, increase their participation in small business and entrepreneurship, create new jobs in the country, and create new jobs in the economy. .

Our ancestor Amir Temur wrote in "Temur's rules" "In my experience, a man of determination, business acumen, vigilance, courage and bravery is better than a thousand careless and indifferent people. Because one experienced person can order thousands of people. " [7]. The power of these lines is growing in the upbringing of the younger generation in an independent country. Being an entrepreneur and a businessman is becoming a necessity of life in our country, where a market economy is being formed. Especially in unorganized and unemployed young people, it is important to form the need for them to pursue entrepreneurial activities through a sincere attitude to professions.

Students have the opportunity to work in their specialties, professions, as well as to engage in entrepreneurial activities in their field. After certain training, qualified personnel can be engaged in entrepreneurial activities in areas other than their specialties.

Entrepreneurship usually refers to the activity of people to produce goods or provide services at their own risk, using their own funds, property, knowledge and capabilities for profit. From this point of view, it is possible to achieve large incomes and profits as a result of deep mastery of one's profession, efficient use of labor and time resources. This means that in a market economy, only competitors can succeed. This is how great businessmen were discovered by the operation. For example, one of the richest men in the world, Bill Gates, became known to the world in this way. This is an early form of private entrepreneurship. In fact, entrepreneurship is an activity of inquisitive and enterprising people who are not afraid of various obstacles, risk-taking and profit-making. With this activity, an entrepreneur finds solutions to a number of problems in society. First, it begins to fill the domestic market with a variety of goods and services, then creates jobs and provides for itself and the unemployed. At the same time, entrepreneurship increases the economic potential of the country, creates conditions for the intellectual potential of young people, contributes to the growth of living standards. Entrepreneurship requires people to have in-depth knowledge and the ability to put that knowledge into practice. The need for entrepreneurship, like the need for labor, begins in the family from childhood. In the process of school education, it is expedient to develop students' interest in entrepreneurship, depending on the individual abilities of each of them. In vocational colleges and academic lyceums, the professions and trades chosen by young people are becoming more specific. Interests and needs in business and entrepreneurship, entrepreneurship rise from ambiguity to clarity. There is a growing interest in entrepreneurship among young people.

The legal framework for family business, handicrafts, home-based work, small business and gardening as a new organizational and legal form of business has been created in our country. As a result of the development of this sector, along with employment, family budget incomes and conditions for increasing family well-being will be created. The government has emphasized the need to make the area a hub for private entrepreneurship and family business development. According to the Law on Citizens' Self-Government Bodies, the citizens' assembly includes business entities, including barbershops, shoe repair and sewing workshops, handicraft workshops, and public services. According to the law, the citizens' assembly has the status of a legal entity, which allows it to engage in entrepreneurial activities. It is known that the citizens' assembly, being a non-commercial organization, can be supported by its founders and participants (entrance and membership fees), and can be self-financing at the expense of profits from its activities. In addition, the law does not prohibit him from benefiting from ancillary business activities, but this benefit is not allowed to be distributed among the participants [8]. Citizens of the mahalla a) as the owner of entrepreneurial property, b) as a hired worker for entrepreneurs, farmers, businessmen, c) as a small business owner in addition to their work in case of permanent employment, d) Entrepreneurship and self-employment for the purpose of transition from unemployment to employment may fall. Family business is a freely chosen legal activity based on family property, in which family members participate and to a certain extent provide income (benefit) and social benefits to the family. The advantages of family business are: - independent decision-making on the basis of business plan; - chooses the market and enters and exits freely; - property, goods are in the possession of its owner; - Carries out independent management and marketing; - Responsibility for risk is borne by the family entrepreneur [9].

Conclusion:-

There is a growing desire among our people to increase entrepreneurial initiatives through the formation of entrepreneurial and business skills, to get rid of the mood of dependency. The British magazine The Economist, one of the most influential publications in the world, recognized Uzbekistan as the country of the year - the country that has implemented the most rapid reforms in 2019. In the World Bank's 2019 Doing Business ranking, Uzbekistan is also among the most advanced reformist countries. In the developing New Uzbekistan, the way is open for the development of human capital. As a result, the development of small business, private entrepreneurship, family entrepreneurship, home-based work, handicrafts and horticulture is becoming increasingly important in ensuring employment and increasing the welfare of the population, reducing the number of low-income families. The Ministry of Employment and Labor Relations, together with local authorities and community activists, has today launched effective reforms to promote family entrepreneurship and home-based work. Because the employment of the population and increasing their prosperity is one of the urgent and sustainable tasks of our state today.

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