

Human Rights in Territories Development Ways of Improvement

Tojiyeva Muhayyo Valiyevna

Independent Researcher of Bukhara, Engineering Technology Institute

Abstract: This article describes human potential, the systemic nature of human potential, the capitalization of the human factor, and the theoretical foundations of innovative development of personnel potential. Human potential is considered as a comprehensive indicator of the level of economic efficiency improvement in industrial enterprises. Also, proposals and recommendations on the development of human potential in industrial enterprises were developed based on the studied foreign experiences.

Keywords: "Human factor", "Human capital", intellectual, spiritual and cultural components.

INTRODUCTION. Human potential is a phenomenon arising from aspects and qualities such as professionalism, desire for knowledge, information supply, health, optimism, initiative and hard work¹.

Development of high technologies in the modern world and more development, introduction of innovative products and technologies in all areas, economic life requires new human resources. In the conditions of intensive scientific and technical transformations, the training of personnel who are able to make decisions quickly and have a creative approach to their work and think creatively has become a need of the hour.

The concept of human capital has been used in science since the second half of the XX century. It began to be widely used in the field of science. Human capital science and technology It is the most valuable resource in the developed modern world.

Human potential is the knowledge, skills and health that people have acquired throughout their lives, which enable them to realize their potential as useful members of society. Investing in people through improved nutrition, health, quality education, job creation and skills development contributes to the development of human capital, which is critical to ending extreme poverty and building socially cohesive societies. is important.

LITERATURE ANALYSIS AND METHODOLOGY

The necessary conditions for the development of the concept of human potential are reflected in the works of classical economists who studied socio-economic sciences.

In particular, scientists such as F. Keene, K. Marx, V. Pareto, V. Petty, D. Ricardo, A. Smith, J. Schumpeter, in their works, use the methodology of analyzing human interaction through rational-utilitarian categories. made a great contribution to its formation. M. Weber, Ye. In the works of Durkheim and G. Simmel, human and anthropological factors determining the nature of economic processes are deeply and comprehensively analyzed theoretically and

¹ Abdurakhmonova Nigora Kalandarovna

Chief specialist of the Institute of Pedagogical Innovations and Management of Vocational Education and Retraining of Pedagogical Personnel and their Qualification Improvement

methodologically. Theoretical and methodological analysis of human potential has been studied by Russian economists. Among them V.M. Petrov, N.M. Rimashevskaya, B.G. Yudin, A. Barysheva, B. Korneychuk, Ye.M. Andreyev, A.G. Vishnevsky, S. Gradirovsky, J.A. Zayonchkovskaya, N.V. Zubarevich, I.S. Maslova, V.S. Tikunov, A.V. Kashepova, S.N. Smirnova, M. Dmitriyeva, O. Sinyavskaya and many other scientists can be mentioned.

A number of theoretical and practical researches focused on the problems of human potential have also been studied by the scientists of our republic. K.H.Abdurahmonov, Sh.R.Kholmuminov, B.Ch.Murtazayev, N.R.Narzikulov, A.Abdug'aniyev, Z.To'lametova, D.K.Balakhanova, O.H.Mukhamedova, I.A.Bakiyeva and a number of other economists researched and summarized the comparative analysis induction and deduction methods were used.

RESULTS. According to the opinion of many economists, the term "human potential" was introduced to economic sciences by the American economist Theodore Schulz's work "Investment in Human Capital" [3].

He proved that human capital has the necessary characteristics of the nature of production and is capable of accumulating and increasing it. According to T. Schulz's estimates, not 1/4 of the total product produced in the society, based on the theories of reproduction of the 20th century, but 3/4 of its total value is used to accumulate human capital².

At present, to what extent human resources are evaluated at different stages of economic development:

Category	period	Concept of the economic subject	Reasons for implementation
Labor force	XIX century - the present period	A person is a possessor of abilities and qualities that can be effectively used in the work process	The need to consider the individual factor in production
Labor resources	The XXs of the XXth century - the current period	A person is an inactive object of external management, as a plan-calculation unit	The process of reproduction of labor force in the conditions of centralized management of the economy
Labor potential	The 70-80s of the 20th century - the current period	Man as a subject with his own needs and interests in the field of work	The need to activate the capabilities of the individual factor and use them effectively
The human factor	The end of the 80s - the beginning of the 90s of the XXth century - the present period	Man is the main driving force of social production, a means of increasing its efficiency	Social and political conditions, the need to increase the effectiveness of the personal factor
Human capital	The beginning of the 90s of the XXth century - the current period	A person is the object of the most effective investment of capital, which serves the purpose of increasing knowledge and skills, and aiming to achieve the highest efficiency in the future.	Recognition of human potential and the economic nature of human investments

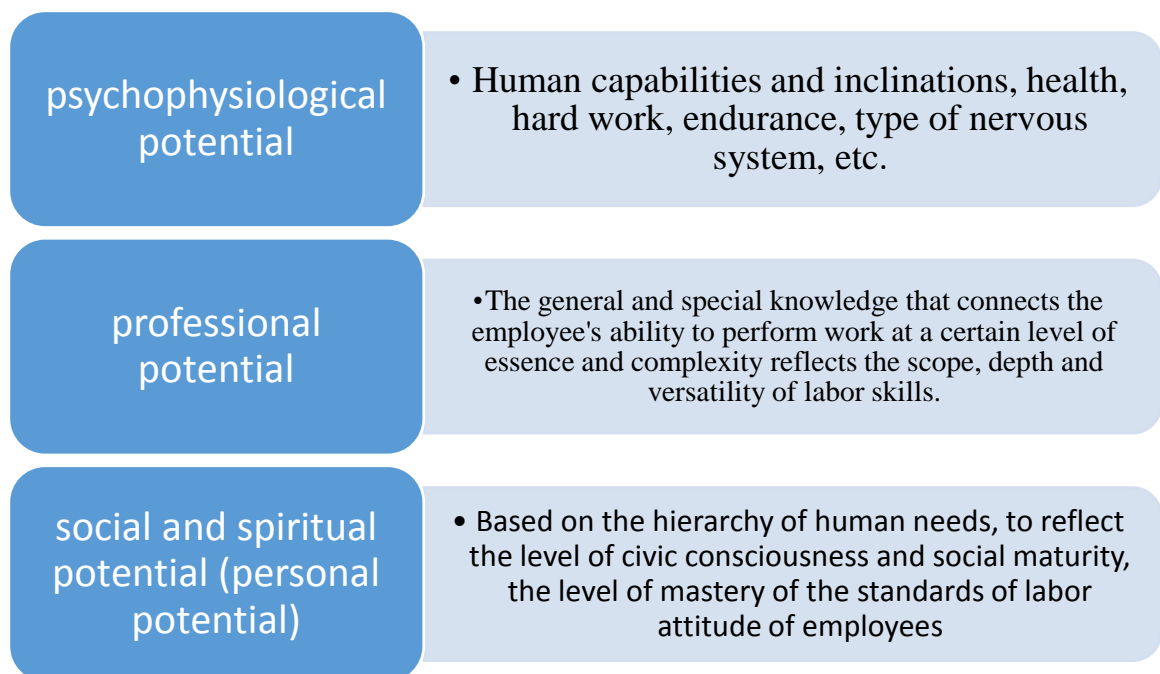
² Mirzohid Latifovich Sharipov The essence of intellectual human capital, sources and characteristics.

The view of human capital has been radically expanded, and it is seen as a valuable asset and a stream of income. Because human capital is closely related to economic development. Amartya Sen, a world-famous Indian scientist and winner of the Nobel Prize in Economics (1998), scientifically substantiated this. In his opinion, the development process is not only an increase in material or economic well-being, but also an expansion of the individual's capabilities, which implies a higher freedom of choice for each member of society. The labor potential of an employee is, on the one hand, a set of physical and mental capabilities aimed at achieving certain results in production activities under certain conditions, and on the other hand, new tasks arising as a result of improvements in the work process, changes in production, are problem solving options.

Descriptions of the labor potential of the company's employees are conditionally divided into two groups:

- Quantitative descriptions of each (individual) employee and the labor team of the enterprise as a whole, allowing them to participate in labor and production processes in terms of quantity;
- Qualitative descriptions reflecting the capabilities and abilities of each (individual) employee in the enterprise.

Quantitative description can be expressed by the number of employees at the company's disposal in a certain period. In order to ensure the full employment of the company's workplaces with employees, long-term dependence of employees on the company, and the continuous and economically efficient operation of production activities in the conditions of the changing market, the correct placement of personnel within the departments of the company provision is very important. The rational composition and structure of the company's employees provides an opportunity to solve production issues with their own strength and operatively. Qualitative descriptions of labor potential are more complex in terms of content. It is possible to distinguish three groups of quality descriptions that describe the three structural elements of labor potential (Chart 1).



Drawing 1. Structural elements of labor potential

In the context of the transition to market relations, the importance of individual qualitative characteristics of labor potential changes over time, for example, the importance of the level of education among the characteristics of labor potential.

The education system determines technological development, because the expenditure on education increases the stock of human capital, ensures human development and, as a result, the ability to achieve certain advantages in the field of new intensive technologies by increasing the ability of the economy to develop new ideas. will give.

DISCUSSION

President of our country Shavkat Miromonovich Mirziyoyev in his speech at the 78th session of the UN General Assembly: -"The policy of building a new Uzbekistan is strictly continued. Our country is carrying out fundamental reforms aimed at strengthening the principles of democracy and justice based on the noble idea of "for the value and interests of man," he said.

Modernization of the national economy in the Republic of Uzbekistan depends first of all on the efficient use of human resources. The study of the human factor reveals its content and essence as a resource, both qualitatively and quantitatively.

Improving the economy of our country, as well as solving a number of socio-economic tasks before us, requires effective use of human resources.

The most important function of human potential is the initiation of long-term needs that determine the direction and motivation of economic development. Areas of realization of human potential simultaneously work as areas of production of labor potential.

If we analyze the composition of labor resources of the Republic of Uzbekistan by Bukhara region, the results can be seen as follows.

Analysis of the composition of labor resources (thousands of people)

Indicators	2020 year	2021 year	2022 year	In 2021 compared to 2020, +, -	In 2022 compared to 2020, +, -
Labor resources	1067,1	1072,3	1073,4	5,2	6,3
relative to the permanent population, in percent	54,4	54,2	53,4	-0,2	-1
including:					
able-bodied population of working age	1064,4	1068,6	1070,2	4,2	5,8
relative to the permanent population, in percent	55,3	54,1	53,1	-1,2	-2,2
in relation to labor resources, in percent	99,7	99,7	99,7	-	-

As can be seen from the data of Table 1, the composition of labor resources and the working-age population of the region in 2021 have changed in a positive direction compared to previous years.

The average monthly nominal value was calculated for the Bukhara region salary analysis

(except agriculture and small business entities)

(thousand soums)

Cities and districts	2020 year	2021 year	In relation to the average monthly salary in the region, percentage	
			2020 year	2021 year
Bukhara region	2 439,0	2 849,5	x	x

Bukhara	2 578,6	3 136,0	105,7	110,1
Kogon	3 209,6	4 289,6	131,6	150,5
Bukhara	2 105,5	2 516,5	86,3	88,3
Wobkent	1 736,6	1 895,7	71,2	66,5
Jondor	1 947,1	2 291,1	79,8	80,4
Kogon	2 506,4	2 520,2	102,8	88,4
Olot	1 941,7	2 339,1	79,6	82,1
Peshko	1 836,7	1 899,2	75,3	66,7
Romitan	2 372,3	2 547,6	97,3	89,4
Shofirkon	1 984,3	2 127,8	81,4	74,7
Karakol	2 232,4	2 122,0	91,5	74,5
Qorovulbozor	3 675,6	4 260,8	150,7	149,5
Gijduvan	1 959,8	2 267,6	80,4	79,6

As can be seen from the data of Table 2, if we look at the average monthly salary by region, the highest amount 4,289.6 thousand soums compared to the average monthly salary in the region (150.5 percent) in Kogon city, 4,260.7 thousand soums (149.5 percent) in Qarovulbazar district, Bukhara city reached 3,136.0 thousand soums (110.1 percent), in Vobkent district it was 1895.7 thousand soums (66.5 percent), in Peshko district it was 1899.2 thousand soums (66.6 percent), In Karakol district, it is 2122.0 thousand soums (74.5 percent) and has a small amount compared to other regions.

The lowest average monthly wages were observed in Vobkent (1895.7 thousand soums) and Peshko (1899.2 thousand soums) districts. Average monthly nominal wages in these districts were correspondingly lower than the average monthly wages in the region.

In today's globalization process, innovation is one of the most important strategic resources of any country. Successful solution of socio-economic problems, introduction of new industrial and financial technologies, development of innovation-investment infrastructure, improvement of intellectual potential, production of exportable products, substitution of imports, accumulation of foreign exchange reserves are to a certain extent connected with innovative activities.

In the opinion of well-known economists, neglecting investment in human capital can drastically reduce the country's competitiveness. In order for the country to develop economically, it is necessary to educate talented people. Over the years, material and natural resources, economy, industry and agrarian sectors, gold, currency reserves, etc. of national wealth becomes a constant decreasing part.

According to some experts, by 2030, they will be 10% of the national wealth of developed countries cannot even be equal to percent. In other words, the intellectual-spiritual factor is a decisive condition of national wealth, the most important indicator of state power and determines the level of development of society [5.3].

CONCLUSION

Based on the above considerations, we recommend the following proposals for raising the Republic of Uzbekistan to the ranks of developed countries and developing human potential:

1. Having studied the essence of the concept of human potential in the enterprise, it is necessary to take into account the currently unrealized opportunities of the enterprise's employees and draw up a plan to use them in the future;
2. In order for the enterprise to be successfully staffed, it is necessary to have talented employees who have organizational skills, are professionally ready to perform all operations of the enterprise, have high morals and morals, and meet modern requirements.
3. In order to develop human potential in the enterprise, it is necessary to regularly improve the professional skills of personnel, to ensure their professional (qualification and position) development, to establish the effective use of experience and skills of human resources;

4. It is necessary to pay attention to the planning and implementation of promotion of personnel in the enterprise;
5. It is necessary to regularly encourage (motivation) the work of the company's employees according to their quality and results;
6. The management of the enterprise should pay serious attention to issues related to social, economic and legal protection of personnel.

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