

WAYS TO DEVELOP COMPETITIVE HUMAN CAPITAL IN THE  
CONTEXT OF UZBEKISTAN

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**Annotation:** The development of human capital in Uzbekistan envisions innovative progress, sustainable growth of our country, socio – economic advancement and high- level training of resources. Investing in human capital means investing in the future. The article highlights the relevance of human capital development in the Republic of Uzbekistan and its role in economic and social progress. The article analyzes the reforms being implemented in the main components of human capital – education and upbringing, healthcare, skills and qualifications, as well as the development of professional competencies. It also justifies the need to strengthen the education system based on modern knowledge and technologies, and to enhance innovative potential as priority directions. Therefore, one of the main ideas in the implementation of the “Uzbekistan-2030” strategy is the development of human capital, which envisions the creation of education, healthcare, and social protection systems that fully meet the needs of the population and international standards.

**Keywords:** Human capital, human resources, innovative development, socio-economic development, education and skills, professional skills, strategic directions, qualified personnel, labor market, democratic potential, intellectual potential, human factor, state policy, reforms.

**Introduction.** The concept of **human capital** in economics encompasses a person’s knowledge, skills, capabilities, health, and experience — all of which represent the **economic value of human resources**. Investing in human capital means investing in the **future**. The primary goal of human capital is to ensure **economic growth**, improve **quality of life**, achieve **social progress**, and enhance **adaptability to market demands**.

Human capital is not only about **individual development** but also serves as one of the key pillars of **social and national advancement**. Its foremost aim is to **stimulate growth**. A knowledgeable and skilled workforce increases **production efficiency**, which in turn leads to **economic development**.

Secondly, it plays a role in **reducing unemployment**. Qualified, experienced, and educated individuals are more likely to find their place in the labor market, thereby **lowering the unemployment rate**.

Thirdly, human capital contributes to **strengthening social stability**. Through accessible education and healthcare services, **social justice** can be ensured, which in turn reduces **social stratification**.

Fourth, it serves as the **driving force behind innovative development**. Human capital plays a crucial role in the generation and implementation of **new ideas, technologies, and methods of work**.

Fifth, it helps enhance **quality of life and well-being**. Educated and healthy individuals are more satisfied with life and actively participate in **social life**.

The subject of human capital is the study of how individuals, through **knowledge, skills, health, qualifications, and intellectual potential**, impact society and the economy. More precisely, it involves **developing an individual's potential** through education, social upbringing, and healthcare.

The **effectiveness of investments** in human capital is a major priority. In the labor market, the role of human capital is of vital importance. There is a strong correlation between **human capital and economic growth**, which also contributes significantly to social justice, equality of opportunity, and the development of human resources.

This discipline views the individual not only as a **consumer**, but also as an **active participant in production, innovation, and social development**. The **tasks of human capital** are aimed at achieving the key goals facing society and the economy through the development of human resources.

The **primary task** is to improve the **level of education and knowledge**. This involves enhancing the skills and qualifications of each person through the education system, increasing their value in the labor market.

The **second task** is to **promote a healthy lifestyle**, primarily by ensuring access to healthcare services. Maintaining and developing human capital is impossible without good health, and healthy individuals are more productive and lead active lives.

The **third task** is to **develop professional skills and competencies**. This is achieved through **continuous learning, retraining, and upskilling programs** to prepare individuals for the modern labor market.

The **fourth task** is to **encourage innovative and creative thinking**. Human capital stimulates a mindset of innovation, thereby accelerating technological progress and enhancing economic competitiveness.

The **fifth task** is to ensure **social equity and equal opportunities**. Equal access to education and healthcare fosters **justice, stability, and prosperity** in society.

The **sixth and one of the most important tasks** is to **increase labor productivity**. A healthy and skilled workforce enhances production efficiency, which is a **key factor for overall economic growth**.

The **object of human capital** is the **individual** — including intellectual capacity, physical health, knowledge, skills, experience, and innovative thinking abilities. Human capital is one of the most important **resources in the economy**, and the object is a **changeable and evolving human being**.

To be more precise, the concept of human capital encompasses the **individuals and processes** that directly influence it. A strong human capital base leads to rapid **cultural, scientific, and spiritual development** in society.

The **subject of human capital** refers to individuals who are **actively involved in creating, developing, and utilizing** human capital. In short, the **object is the human being**, and the **subject refers to the actors who influence and develop** that capital.

The **main subjects** of human capital are:

1. **The State** – develops human capital through policies in education, healthcare, and labor;
2. **The Family Environment** – shapes a child's early education, upbringing, and values;
3. **Educational Institutions** – provide knowledge and skills;

4. **Enterprises and Employers** – develop and refine workforce skills;
5. **The Individual** – is a key actor with a personal desire for growth and self-improvement.

**Relevance of the Topic.** Today, the development of human capital plays a crucial role in the **economic, social, and cultural advancement** of any country. In particular, in the context of **globalization and digital transformation**, the effective use and development of human resources has become one of the main factors that determine **national competitiveness**. Human capital is the **combination of knowledge, health, professional skills, and innovative capacity**.

In Uzbekistan, significant reforms have been implemented in this area in recent years. The aim of this study is to analyze the **role of human capital in the economic and social development** of Uzbekistan, to examine the **ongoing reforms and measures**, identify **existing challenges**, and explore **priority directions** for the future.

**Research methodology.** The new model for using and developing human resources views the individual as both a **primary productive force** and **consumer of material goods**. The future of any nation is directly linked to the **qualitative transformation** of human creativity, which is increasingly becoming the **main factor of economic growth**. Human potential constitutes a part of the nation's wealth, and the multidimensionality of human capital reflects the **complexity of human nature** itself.

As social and economic development progresses, **new elements** of human capital may emerge that were not considered in earlier stages. The complex nature of labor capacity and the difficulty of defining its boundaries stem from the impossibility of fully measuring human capabilities. **High-potential human resources** play a key role in generating innovations, increasing labor productivity, and modernizing production — all of which serve economic growth and **sustainable development**.

**Investment in human capital** is one of the most critical factors for achieving **future economic success**, ensuring a **high-income workforce**, and creating a **stable social environment**.

**Key Reforms in Uzbekistan.** In Uzbekistan, the education system is being reformed to meet the **demand for modern and competitive professionals**. Curricula in **schools, colleges, technical schools, and higher education institutions** are being updated. Particular attention is given to **digital education** and **professional development programs**.

With the introduction of **digital technologies**, online learning platforms are expanding, and efforts are being made to **enhance the digital literacy** of the population.

**Healthcare** is another vital component of human capital. The health of the population serves as the **foundation for labor capacity** and sustainable development. Measures are being taken to **improve the quality and accessibility of medical services**.

The issue of the **labor market** has also been addressed. There is a growing demand for **skilled labor** in Uzbekistan. This highlights the urgent need to **develop professional competencies** and ensure **youth employment**.

**Vision of the President on Human Capital.** “Our understanding of human dignity is not some vague or lofty ideal. When we say human dignity, we mean above all ensuring that **every citizen lives a peaceful and secure life**, enjoys **fundamental rights and freedom**, and has access to **decent living conditions, modern infrastructure, quality healthcare and education, social protection, and a healthy ecological environment**,” stated the President of Uzbekistan.

At the **videoconference held on January 26, 2025**, the President emphasized the need to create **innovative human capital**, and to guide **every family and child** in the country toward knowledge from a young age, nurturing a **love for science and labor**, and educating them with the **latest technologies and textbooks that meet international standards**.

**Strategic Importance of Education and Skills.** **Poverty is not only about lack of money**, but also about the lack of access to **knowledge** and the **skills** needed to utilize the opportunities available in society. Education and professional qualifications drive **social development** and **economic growth**, which necessitates **continuous investment** in education.

**Training youth to become highly qualified professionals** has become a **top priority** in the New Uzbekistan’s state policy. Notably, the **higher education enrollment rate** has exceeded **25%**, and the number of higher education institutions has rapidly increased from **78 to 157**<sup>1</sup>.

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<sup>1</sup> The State Committee of the Republic of Uzbekistan on Statistics – Statistical data on human capital, education, labor market, and healthcare in Uzbekistan.

Source: [www.stat.uz](http://www.stat.uz)

External and distance learning formats have been introduced, and a **60% salary bonus** system has been established for professors with academic degrees. In a society based on **science and education**, the **dignity of the individual** is held in the highest regard.

**The Role of Human Capital in a Digital Society.** As the saying goes, “Whoever controls information controls the world.” At the end of 2019, President Shavkat Mirziyoyev, in his address to the Oliy Majlis, declared **2020 as the Year of the Development of Science, Enlightenment, and the Digital Economy**, marking a significant shift toward a digital economy — a transformation that is **directly linked to human capital**.

**Analysis and Results.** In the process of social development, the human being is beginning to occupy a central position not only in the spiritual sphere but also in reproduction-related relations. A key indicator of human development is the Human Development Index (HDI), which reflects such fundamental criteria as life expectancy, literacy rate, and access to essential resources.

**Table 1: Human Capital Data by Regions of Uzbekistan (2020–2023)**

| Hudud                      | 2020     | 2021     | 2022     | 2023     |
|----------------------------|----------|----------|----------|----------|
| Republic of Uzbekistan     | 19,158.2 | 19,334.9 | 19,517.5 | 19,739.6 |
| Republic of Karakalpakstan | 1,074.7  | 1,066.1  | 1,067.6  | 1,072.6  |
| Andijan Region             | 1,754.8  | 1,745.3  | 1,780.8  | 1,799.6  |
| Bukhara Region             | 1,067.1  | 1,072.3  | 1,074.7  | 1,089.2  |
| Jizzakh Region             | 773.8    | 782.6    | 791.0    | 799.4    |
| Kashkadarya Region         | 1,809.8  | 1,811.0  | 1,813.4  | 1,826.7  |
| Navoi Region               | 555.2    | 564.5    | 570.6    | 584.5    |
| Namangan Region            | 1,580.4  | 1,586.1  | 1,588.3  | 1,603.9  |
| Samarkand Region           | 2,125.2  | 2,122.0  | 2,164.8  | 2,167.6  |
| Surkhandarya Region        | 1,452.2  | 1,464.6  | 1,465.4  | 1,486.0  |
| Syrdarya Region            | 485.0    | 489.4    | 487.4    | 492.2    |
| Tashkent Region            | 1,615.4  | 1,622.5  | 1,619.2  | 1,640.7  |
| Fergana Region             | 2,069.3  | 2,083.9  | 2,097.8  | 2,121.7  |
| Khorezm Region             | 1,044.8  | 1,047.1  | 1,050.9  | 1,064.3  |
| Tashkent City              | 1,750.5  | 1,877.5  | 1,945.6  | 1,991.2  |

**Progress in Human Development in Uzbekistan**

Uzbekistan’s **first Human Development Report** was prepared in **1995**. Since then, the country has demonstrated **notable and tangible progress** in the area of human development. In particular, **significant achievements** have been made in the **economic sphere**. Over the past **ten years**, the **growth of GDP per capita** in Uzbekistan has **exceeded the overall growth rate of the Human Development Index (HDI) by a factor of three**.

As seen in **Table 1**, during the years of independence:

- Uzbekistan’s **Gross Domestic Product (GDP)** increased by **3.5 times** overall;
- In terms of **GDP per capita**, it grew by **2.5 times**;
- The **average monthly wage** increased by more than **14 times**;
- **Public expenditures** on the **social sector and social protection** increased by over **5 times**.

Today, **approximately 50% of the state budget** is allocated annually to the **social sector**, demonstrating the country’s firm commitment to **improving the well-being of its population**.

**Table 2. Employment Rate in Uzbekistan by Year**

| <b>Region</b>              | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> |
|----------------------------|-------------|-------------|-------------|-------------|
| Republic of Uzbekistan     | 66.0        | 67.0        | 67.2        | 67.9        |
| Republic of Karakalpakstan | 62.0        | 61.1        | 61.6        | 62.9        |
| Andijan Region             | 66.5        | 68.2        | 69.5        | 70.6        |
| Bukhara Region             | 68.3        | 67.2        | 67.2        | 68.7        |
| Jizzakh Region             | 66.2        | 67.5        | 66.2        | 66.3        |
| Kashkadarya Region         | 60.9        | 62.2        | 61.9        | 61.9        |
| Navoi Region               | 66.8        | 68.3        | 67.7        | 69.8        |
| Namangan Region            | 65.0        | 65.5        | 64.8        | 65.9        |
| Samarkand Region           | 63.2        | 63.7        | 64.7        | 65.0        |
| Surkhandarya Region        | 63.9        | 64.5        | 64.2        | 63.8        |
| Syrdarya Region            | 64.8        | 64.5        | 64.0        | 63.8        |
| Tashkent Region            | 68.2        | 72.4        | 71.0        | 72.2        |
| Fergana Region             | 65.1        | 66.2        | 67.1        | 68.4        |
| Khorezm Region             | 63.7        | 64.0        | 64.7        | 66.9        |
| Tashkent City              | 81.7        | 81.3        | 82.5        | 82.3        |

Currently, women account for 48% of the employed population in Uzbekistan, highlighting their active participation in the labor market and the country's ongoing commitment to gender inclusion in economic development.

In terms of education financing, Uzbekistan allocates between 10.0% and 12.0% of its GDP to education, which is significantly higher than the global average of 3.0% to 5.0%. This reflects the country's strategic focus on human capital development and its recognition of education as a key driver of socio-economic progress.

**Table 3. Population per Physician in Uzbekistan**

| Region                 | 2020 | 2021 | 2022 | 2023 |
|------------------------|------|------|------|------|
| Republic of Uzbekistan | 370  | 369  | 358  | 348  |

As of today, **82.5% of the population** in Uzbekistan has access to **clean drinking water**, while **83.5%** is provided with **natural gas supply**.

**Table 4. Number of 11th Grade Graduates in Uzbekistan by Year and Region**

| Region                     | 2020    | 2021    | 2022    | 2023    |
|----------------------------|---------|---------|---------|---------|
| Republic of Uzbekistan     | 454,333 | 442,893 | 388,762 | 387,001 |
| Republic of Karakalpakstan | 25,189  | 24,446  | 21,160  | 20,834  |
| Andijan Region             | 40,390  | 36,801  | 30,197  | 32,345  |
| Bukhara Region             | 25,871  | 25,237  |         | 22,418  |
| Jizzakh Region             | 20,198  | 19,220  | 16,599  | 17,099  |
| Kashkadarya Region         | 47,754  | 47,966  | 42,536  | 42,793  |
| Navoi Region               | 13,301  | 13,105  | 11,320  | 10,970  |
| Namangan Region            | 38,118  | 36,978  | 29,908  | 28,461  |
| Samarkand Region           | 53,845  | 50,929  | 44,956  | 45,658  |
| Surkhandarya Region        | 38,521  | 37,528  | 32,406  | 32,782  |
| Syrdarya Region            | 11,609  | 11,312  | 8,955   | 8,925   |
| Tashkent Region            | 35,942  | 35,689  | 30,587  | 28,045  |
| Fergana Region             | 47,688  | 47,835  | 42,411  | 39,759  |

A national program for training highly specialized professionals is currently being implemented in the country. Since 2017, a system of 11 years of compulsory education has been introduced in Uzbekistan.

| Region                 | 2020    | 2021    | 2022    | 2023    |
|------------------------|---------|---------|---------|---------|
| Republic of Uzbekistan | 19397,2 | 23316,8 | 27288,3 | 31066,6 |

**Table 5. Government expenditures on the healthcare sector<sup>2</sup>**

The maternal mortality rate has decreased by more than twofold, while the child mortality rate has decreased threefold. During this period, which spans nearly 20 years, the average life expectancy of the population has increased from 67 to 73 years, and that of women has reached 75 years.

**Table 6. Number of Children Enrolled in Preschool Education Institutions<sup>3</sup>**

| Region                 | 2020  | 2021  | 2022  |
|------------------------|-------|-------|-------|
| Republic of Uzbekistan | 685,3 | 735,6 | 803,9 |

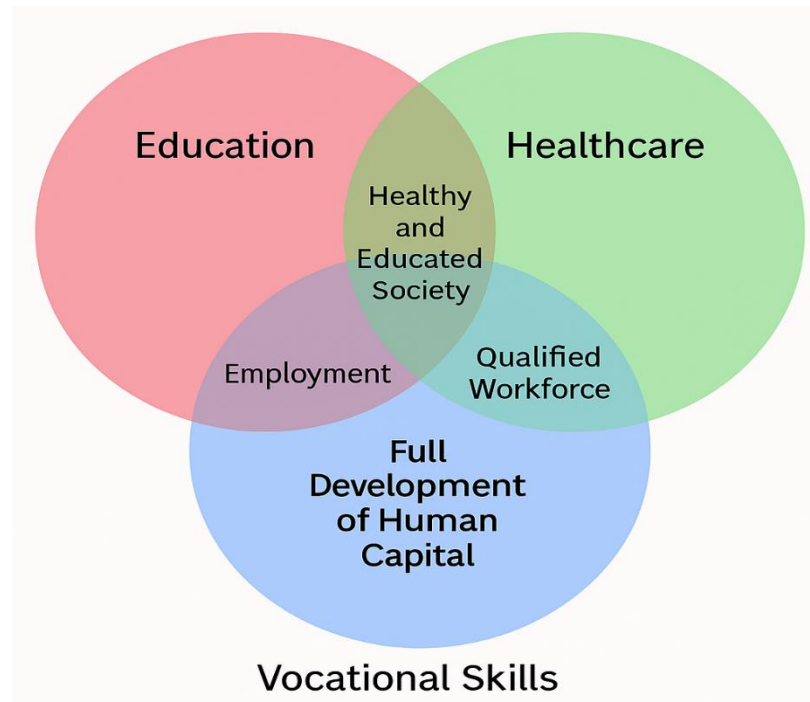
### Conclusions Based on the Data Above

- 1. The coverage and quality of education are improving.** The number of students is increasing across all educational levels, and their performance in **international rankings** is also showing **positive progress**.
- 2. Healthcare indicators are improving.** Mortality rates are decreasing, and **life expectancy** is steadily increasing.
- 3. Youth and women's participation is rising.** There is a notable increase in the **employment and engagement** of young people and women in **economic and social spheres**.
- 4. The workforce is becoming more aligned with labor market demands.** Through vocational education, a **qualified labor force** is being developed that meets the needs of modern production.
- 5. Technological literacy is on the rise.** Digital transformation is contributing to the **creation of new jobs** and the **development of innovative sectors** in the economy.

<sup>2</sup> Stat.uz – Official Website of the State Committee of the Republic of Uzbekistan on Statistics. Source: <https://stat.uz/uz/>

<sup>3</sup> Stat.uz – Official Website of the State Committee of the Republic of Uzbekistan on Statistics. Source: <https://stat.uz/uz/>

The achievements in the field of human development are clear evidence of the effectiveness and success of the "Strategy of Actions" being implemented for economic and social reform in Uzbekistan.



**Figure 1. Venn Diagram of the Core Components of Human Capital**

The Venn diagram illustrates the core components of human capital, which include:

Education – Acquisition of knowledge and professional qualifications.

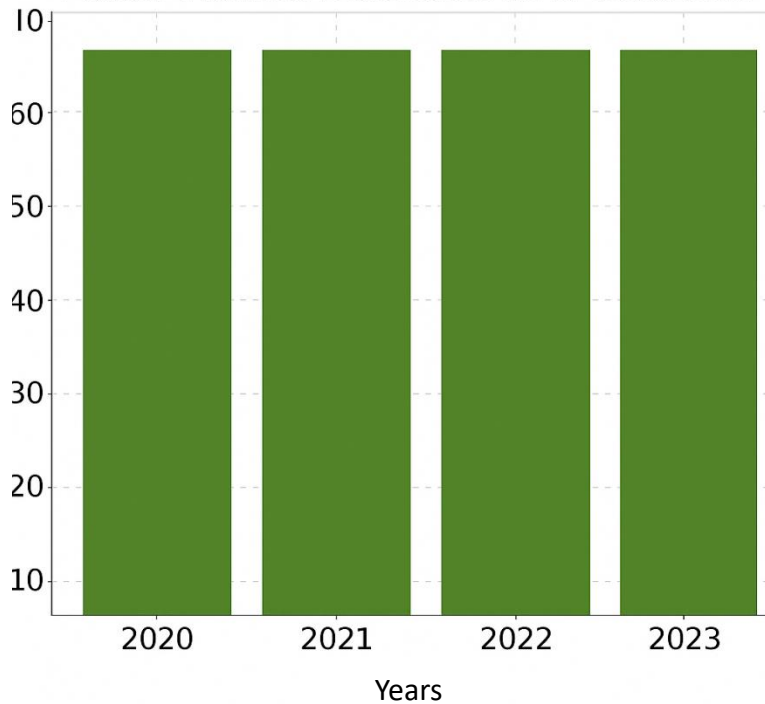
Healthcare – The health status and work capacity of individuals.

Vocational Skills – Competencies required to adapt to the modern labor market.

Their intersections result in the following key outcomes:

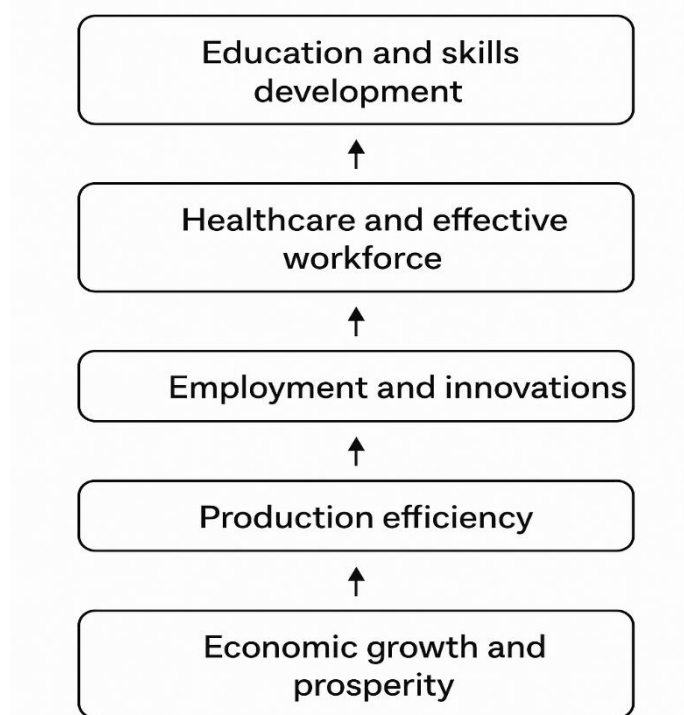
- ✓ A healthy and educated society – The synthesis of education and healthcare.
- ✓ Employment – The result of combining good health and vocational skills, leading to labor market participation.
- ✓ A qualified workforce – Achieved through the intersection of education and vocational training, producing market-oriented professionals.
- ✓ Full development of human capital – Formed through the integration of all three sectors, enabling sustainable growth and development.

### Labor Market Statistics in Uzbekistan



**Figure 2. Bar Chart of Labor Market Dynamics in Uzbekistan**

The above bar chart illustrates the labor market dynamics in Uzbekistan. In 2020, the employment rate stood at 66%, while by 2023, it had increased to 67.9%. The growth in the number of employed individuals can be seen as a result of both the increase in qualified labor force and the ongoing economic reforms in the country.



### Figure 3. Stages of Human Capital's Impact on Economic Growth

The above process diagram illustrates the stages of how human capital contributes to economic growth:

Education and skills development – Forms a knowledgeable and professionally competent workforce.

Healthcare and an effective workforce – Healthy individuals are capable of working more productively.

Employment and innovations – Skilled workers introduce innovations into the economy.

Production efficiency – New technologies and knowledge enhance the productivity of production processes.

Economic growth and prosperity – Increased labor efficiency leads to sustainable economic growth and stability.

**Conclusion and Recommendations.** Human capital development is not only essential for the present but also serves as a fundamental pillar for the **prosperity of future generations**. The ongoing reforms in Uzbekistan have shown **positive outcomes** in this area. However, it is important to **continue these reforms consistently**, support **young people with innovative thinking**, and **constantly improve the education and healthcare systems**. Therefore, developing human capital in Uzbekistan is one of the key factors in ensuring the country's **long-term sustainable development** and **global competitiveness**. In today's era of **globalization and the digital economy**, **modern knowledge and skills** have become the most important resource. Thus, **investing in human capital** is the main pathway to achieving **economic growth**, **reducing poverty**, and ensuring **social well-being**. Through such efforts, Uzbekistan is creating **opportunities for its citizens** and confidently moving toward becoming a **modern, innovative, and forward-looking society**.

Furthermore, creating a **highly skilled workforce**, ensuring **social equity**, and pursuing effective **economic policies** are fostering comprehensive human capital development. All these initiatives contribute to building a **healthy, educated, active, and innovation-driven generation**.

By investing in human capital, **Uzbekistan is building a competitive and innovation-oriented society focused on the future**. In general, the development of human capital not only strengthens the country economically, but also **provides every individual with the opportunity to fully realize their potential**.

**Based on the above findings, the following recommendations are proposed:**

1. **Improve the quality and content of education** by updating curricula based on modern standards and labor market needs.
2. **Enhance teacher qualification systems** through comprehensive training and support programs.
3. **Expand STEM education** (Science, Technology, Engineering, Arts, and Mathematics) with deeper integration into school and university programs.
4. **Strengthen the healthcare system** by improving the quality of primary healthcare, promoting preventive care, and expanding access to affordable and high-quality medical services.
5. **Support youth and women** by providing grants and incentives for small business initiatives.
6. **Promote women's participation** in education, employment, and entrepreneurship; establish **innovation centers** for young people.
7. **Increase IT training centers** and create new job opportunities by developing the **digital economy**.
8. **Regularly monitor human capital development** and adapt national strategies based on dynamic needs and data-driven insights.
9. **Expand internship and practical training programs** for youth to bridge education and employment.
10. **Support low-income citizens with affordable housing**, including reduced-interest loans and state-subsidized, high-quality housing projects. These efforts will reduce inequality and demonstrate greater attention to social well-being.

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