

# DEMOGRAFIYA VA MEHNAT BOZORI



I  
SON

2024

Elektron ilmiy-ommabop jurnal

123-456-7890  
@reallygreatsite  
[www.reallygreatsite.com](http://www.reallygreatsite.com)



**DEMOGRAFIYA  
VA MEHNAT  
BOZORI**

**2024-yil  
1-SON**

Elektron ilmiy-ommabop jurnal  
Электронный научно-популярный журнал  
Electronic popular science journal

**BOSH MUHARRIR:**

Umurzoqov Bahodir Xamidovich

**MUHARRIR:**

Bahriddinova Muazzam Azam qizi

**TAHRIR HAY'ATI:**

**Abduraxmonov Qalandar Xodjaevich, i.f.d., akademik.**  
**Sharipov Kongiratbay Avezimbetovich, t.f.d., prof.,**  
**Xudoyqulov Sadirdin Karimovich, i.f.d., prof.,**  
**Maxkamov Baxtiyor Shuxratovich, i.f.d., prof.,**  
**Nasimov Dilmurod Abdulloyevich, i.f.d., prof.,**  
**Arabov Nurali Uralovich, i.f.d., prof.,**  
**Bobonazarova Jamila Xolmurodovna, i.f.d., prof.,**  
**Irmatova Aziza Baxromovna, i.f.d., prof.,**  
**Abduraxmonova Gulnora Qalandarovna, i.f.d., prof.,**  
**Bekmurodov Adxam Sharipovich, i.f.d., professor**  
**Axmedov Durbek Quدراتillaevich, i.f.d., professor**  
**Mustafakulov Sherzod Igamberdiyevich, i.f.d., prof.**  
**Usmanov Anvar Saidmaxmudovich, i.f.d., professor**  
**Qodirov Abdurashid Madjidovich, i.f.d., professor**  
**Hermann Sterzinger, i.f.d., professor (Germaniya)**  
**Ergashxodjaeva Shaxnoza Djasurovna, i.f.d., professor**  
**Tomash Kuchera, i.f.d., professor (Chexiya)**  
**Abrorov Sirojiddin Zuxriddin o'g'li, PhD**  
**Xodjayeva Nodiraxon Abdurashidovna, i.f.n., dotsent**  
**Qurbonov Samandar Pulatovich, PhD, dotsent**  
**Ashurzoda Luiza Muxtarovna, PhD, dotsent**  
**Ismailova Nilufar Sobitdjanovna, i.f.n.**  
**Maxmudov Asliddin Sirojiddin o'g'li, PhD**  
**Asqarova Muhabbat Ibraximovna,**  
**Gulmurodov Kamoliddin Abduqodir o'g'li,**  
**Xolmatov Muhridin Mo'min o'g'li,**

## MUNDARIJA

<b>Абдурахманов Каландар Ходжаевич,</b> <i>«Человеческий капитала в условиях цифровизации экономики».....</i>	4
<b>Umurzakov Bahodir Xamidovich,</b> <i>O'zbekistonda demografik rivojlanishning ta'lim tizimiga ta'sir etish jihatlari.....</i>	20
<b>Usmanov Anvar Saidmahmudovich, Bahriddinova Muazzam Azam qizi,</b> <i>Dunyodagi demografik vaziyat va uning rivojlanish istiqbollari.....</i>	34
<b>Зокирова Нодира Каландаровна, Шакаров Зафар Гаффорович,</b> <i>Человеческий капитал в условиях внедрения искусственного интеллекта: вызовы и перспективы.....</i>	46
<b>Мамадалиева Хафиза Холдаровна,</b> <i>Авлодлараро трансферлар ўзбекистон иқтисодиётини ўзгартириш шароитида камбағалликни бартараф этиш воситаси сифатида.....</i>	62
<b>Юлдашев Нурбек Нормуродович,</b> <i>Аҳолининг яқка тартибдаги тадбиркорлик (ЯТТ)ни ташкил этиши ва ўзини ўзи банд қилишининг яширин иқтисодиётни қисқаришига таъсири.....</i>	79
<b>Ташбаева Рано Гайбуллаевна,</b> <i>Многомерная бедность как индикатор социального благополучия населения Республики Узбекистан.....</i>	89
<b>Камилова Наргиза Абдукахоровна,</b> <i>Конкурентоспособность стран в мировом хозяйстве в условиях цифровизации экономики.....</i>	98
<b>Rozmatova Umida Yuldashevna,</b> <i>Nomoddiy aktivlar hisobini shakllantirish.....</i>	105
<b>Mirzayeva Matluba G'aybulla qizi,</b> <i>Banklar faoliyatida raqamli texnologiyalarni qo'llash orqali aholini bandligini ta'minlash.....</i>	112
<b>Yunusova Ug'iloy Bolqiboy kizi,</b> <i>The impact of increasing the competitiveness of tourist areas on the level of employment.....</i>	121
<b>Chinorova Shahodat Mansur qizi,</b> <i>The role of higher education institutions in enhancing the attractiveness of human capital.....</i>	130
<b>Gulmurodov Kamoliddin Abduqodir ugli,</b> <i>The use of digital tools in the management of migration processes.....</i>	136
<b>Asqarova Muhabbat Ibraximovna,</b> <i>O'zbekistonda demografik jarayonlarning hududiy tahlili.....</i>	143

## THE ROLE OF HIGHER EDUCATION INSTITUTIONS IN ENHANCING THE ATTRACTIVENESS OF HUMAN CAPITAL

**Chinorova Shahodat Mansur qizi**

*Student of National University of Uzbekistan*

*after named Mirzo Ulugbek*

*Email:shchinorova@gmail.com*

**Abstract.** The article highlights the pivotal role of human capital in driving the development of our national economy. It emphasizes the significance of enhancing the appeal and effectiveness of human capital through the advancement of higher education institutions in our country. The article also presents thoughtful recommendations and conclusions aligned with its central theme.

**Keywords:** Labor market, human capital, intellectual knowledge, investment, intellectual capital.

## INSON KAPITALINING JOZIBADORLIGINI OSHIRISHDA OLIY TA'LIM MUASSASALARINING ROLI

**Chinorova Shahodat Mansur qizi**

*Mirzo Ulug'bek nomidagi*

*O'zbekiston Milliy universiteti, talaba*

*Email:shchinorova@gmail.com*

**Annotatsiya.** Maqolada milliy iqtisodiyotimiz rivojlanishida inson kapitalining muhim roli ta'kidlangan. Unda mamlakatimizda oliy ta'lim muassasalarini rivojlantirish orqali inson kapitalining jozibasi va samaradorligini oshirish muhimligi ta'kidlangan. Maqolada shuningdek, uning asosiy mavzusiga mos keladigan puxta o'ylangan tavsiyalar va xulosalar keltirilgan.

**Kalit so'zlar:** Mehnat bozori, inson kapitali, intellektual bilimlar, investitsiyalar, intellektual kapital

## РОЛЬ ВЫСШИХ УЧЕБНЫХ ЗАВЕДЕНИЙ В ПОВЫШЕНИИ ПРИВЛЕКАТЕЛЬНОСТИ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА

**Чинорова Шаходат Мансуровна**

*Студент, Национальный университет*

*Узбекистана имени Мирзо Улугбека*

*Email:shchinorova@gmail.com*

**Аннотация.** В статье подчеркивается ключевая роль человеческого капитала в развитии нашей национальной экономики. В нем подчеркивается важность повышения привлекательности и

эффективности человеческого капитала через развитие высших учебных заведений в нашей стране. В статье также представлены продуманные рекомендации и выводы, соответствующие ее центральной теме.

**Ключевые слова:** Рынок труда, человеческий капитал, интеллектуальные знания, инвестиции, интеллектуальный капитал

**Introduction.** In today's era of a digitized economy and modern technologies, the utilization of human capital is steadily increasing. Moreover, in nearly all countries, the role of human capital in economic development is particularly emphasized. This is because intellectual capital—those who can not only develop but also implement and effectively use newly created technologies—is of paramount importance.

To achieve this, it is essential to improve the quality of life across all social sectors, enhance the population's well-being, and provide access to a higher standard of living. Alongside these efforts, it is crucial to reduce poverty in our country by further refining the education system, improving its quality and efficiency.

From this, we can conclude that quality education plays a key role in further developing human capital within the nation and unlocking greater opportunities for its purposeful utilization. The initiatives and decisions being made by the leadership of our country today place special emphasis on the development of human capital and lifelong education.

The *Development Strategy of New Uzbekistan for 2022–2026* also prioritizes expanding access to higher education institutions and enhancing the quality of education, setting a clear agenda for the future [1].

**Literature review.** Numerous scholars worldwide have studied the challenges of developing human capital, including prominent Uzbek academics such as F. Joniyev [4], B. Sh. Usmonov, M. Q. Qodirov, M. Q. Pardayev, Sh. O. Amirqulov [2], B. Tagaev, and A. Umarov [7]. In their research, these authors have paid particular attention to the core essence of human capital, the role of the state in its development, its fundamental characteristics, and stages of advancement. However, the interrelated factors and formation mechanisms of human capital have not yet been thoroughly examined. Consequently, understanding the stages and determinants of human capital formation remains one of the most pressing issues today.

The development of human capital significantly contributes to reducing social inequality, lowering poverty rates, and fostering economic growth within a country. Additionally, the role of the state and higher education institutions in advancing this field is of utmost importance.

Currently, in many developed countries or nations leading the world in terms of GDP, more than 50% of their gross domestic product is derived from a

"knowledge-based economy" [7]. This highlights the recognition of knowledge as a key driver of these countries' economic growth.

**Research Methodology.** The following article examines how the development of the higher education system can enhance the indicators and quality of human capital. Additionally, within the scope of the article's topic, statistical and comparative analysis methods have been utilized

**Analysis and Discussion of Results.** The main strategic goal of the Concept for the Development of Higher Education in the Republic of Uzbekistan until 2030 is to ensure the sustainable development of the country's socio-economic sectors by training a sufficient number of highly qualified specialists, improving the quality of education, expanding access to higher education institutions, forming human capital that meets the demands of labor markets, enhancing the appeal of the continuous education system, and nurturing a morally mature generation that is creative, inquisitive, independent, and able to demonstrate their intellectual abilities [7].

Currently, relying on the country's natural resources as the main source of income—using those that are not competitive in terms of technology and innovation—is a concept mostly applicable to developing countries. However, in an era where many sectors are being modernized, effectively utilizing knowledge and human capital ensures more economic growth. Human capital, that is, its intellectual potential, is an unlimited resource that always supports sustainable economic development.

According to the World Bank, the key indicators of human capital level are based on six criteria:

- a) Duration of education;
- b) Education outcomes (level of knowledge);
- c) Duration of quality education;
- d) The likelihood of a newborn surviving to age five;
- e) Survival rate of children reaching adulthood;
- f) Healthy growth (percentage of children developing without defects)

[10].

Using the above indicators, we can assess the level and potential of human capital in the country. According to the World Bank's data, in 2020, Uzbekistan participated in the Human Capital Index assessment, achieving a score of 62% [8].

In order to further develop human capital and increase the competitiveness of human resources, one of the key directions of education policy should be vocational training, skill enhancement, and ensuring lifelong education for every individual. To achieve this, one of the priorities in the 2022-2026 Development Strategy of our country is to increase the coverage of higher education in the country to 50% by 2026 and improve the quality of

education. This includes the goal of getting 10 high-potential universities into the QS (Quacquarelli Symonds) and THE (Times Higher Education) international rankings [1].

Increasing the coverage of higher education, improving education quality, and developing the human capital in Uzbekistan are key factors in establishing a knowledge-based economy. Overall, the development of human capital plays a crucial role in improving the standard of living of the population, reducing the level of poverty in the country, and driving the country's economic development. The increasing number of students going abroad for education and the opening of branches of foreign universities in our country also reflect the government's focus on enhancing the role of human capital. As of 2023, there are 209 universities in our country, 30 of which are foreign universities or their branches [11].

**Table 1**

**Number of Higher Education Institutions and Students in Uzbekistan by Year [12]**

Year	Number of Higher Education Institutions (Units).	Number of Students Enrolled in Higher Education Institutions (People).
2019/2020	119,0	440991,0
2020/2021	127,0	571512,0
2021/2022	154,0	808439,0
2022/2023	191,0	1042100,0
2023/2024	219,0	1314542,0

In our country, in 2019-2020, there were 119 higher education institutions (HEIs) operating. By 2023-2024, this number nearly doubled, reaching 219. These figures show that the increase in the number of HEIs allows for the creation of a competitive environment among them. Furthermore, the greater the number of HEIs, the more it enables the increase in the student quota across the country. As a result, this leads to intensified competition among students for acquiring knowledge. Certainly, these developments enhance the quality of human capital and its demand in labor markets. In 2019-2020, the total number of students admitted to higher education institutions was 44,099. By 2023-2024, this figure more than tripled, reaching 1,314,542. To develop the country's knowledge-based economy, it is essential to increase the coverage of higher education and improve the quality of education in order to further develop human capital.

It should be emphasized that the development of the human capital index can primarily be achieved through further reforming the education system,

which can be seen as one solution. Like other sectors, investments in human capital and education have always maintained their attractiveness, not only within a single country but also among nations worldwide. Higher education institutions are considered one of the most prestigious institutions globally and are recognized as the main drivers of knowledge-based economic growth [7].

**Conclusion and Recommendations.** Investing in the development of human capital, primarily by improving the quality and quantity of higher education institutions, can be seen as a factor that not only ensures the well-being of citizens and reduces poverty but also contributes to the country's social and economic stability. In the development of human capital in Uzbekistan, further strengthening the role of higher education institutions and attracting more investments into human capital has led to the following conclusions and recommendations:

➤ Like other countries in the world, the role of human capital in Uzbekistan's economic development can be highly valued. Therefore, investments in education and human capital will lead to achieving higher efficiency in the country's social and economic sectors, fostering innovation, and creating a competitive environment among the workforce.

➤ The conditions created for women to receive education also contribute to ensuring gender equality in the country. Furthermore, it is important to note that 0% education loans are provided to women studying in higher education institutions, and the full contract sum is covered by the state for those studying in professional education institutions.

➤ Higher education institutions, which are the main institutions ensuring the country's prosperity and stability, must be equipped with the necessary, modern, and new equipment. Additionally, it is important to further develop their material and technical base and reduce the involvement of students in activities outside the scope of their duties.

➤ To further improve the knowledge of students in higher education institutions and ensure they receive quality education by learning from global experiences, it is necessary to expand knowledge and skills exchange programs with prestigious higher education institutions around the world.

### References

1. O'zbekiston Respublikasi Prezidentining 2022-2026-yillarga mo'ljallangan Yangi O'zbekistonning Taraqqiyot strategiyasi to'g'risidagi 28.01.2022 yildagi PF-60-son farmoni. <https://lex.uz/uz/docs/-5841063>
2. Амирқулов Ш.О.Инсон капитали: шаклланиши ва ривожланиши. *Инновацион технологиялар/Innovative technologies*. – 2020 йил 2-сон.

3. Қодиров М.Қ., Элтазаров Ж.Д. Инсон капиталининг шаклланишида таълим ва илм-фаннинг роли (илмий-оммабop рисола). –Самарқанд: СамДУ, 2015.
4. Жониев Ф. Инсон капитали ва миллий қадриятлар. <https://zamin.uz/hayot-tarzi/11291-inson-kapitali-va-milliy-adriyatlar.html>.
5. Пардаев М.Қ., Бабаназарова С.А., Кўзиев З.Б. Инсон капитали: моҳияти ва уни ўрганишга ёндашувлар. Иқтисод ва Молия / Экономика и Финансы № 10, 2011.
6. Очилова Х.Н. Таълим хизматлари ва уларнинг самарадорлигини ошириш масалалари. Монография. – Т.: Инновацион ривожланиш нашриёт-матбаа уйи, - 2020 – 260 бет.
7. Беҳзод Тагаев, Абдуваҳоб Умаров. Билимга асосланган иктисодиёт – Янги Ўзбекистон тараққиёт стратегиясининг асосларидан бири. Иктисодий шарх. – 2022 йил 8-сон.
8. Pardayev M.Q., Ochilova H.N., Mamayunusova M.O., “Inson kapitalini baholash va rivojlantirish muammolari”. “Inson kapitali va ijtimoiy rivojlanish” jurnali 2-son, 2021. Toshkent.
9. Усмонов Б.Ш., Қодиров М.Қ., Элтазаров Ж.Д. Инсон капиталининг шаклланишида таълим ва илм-фаннинг роли (илмий-оммабop рисола). – Самарқанд: СамДУ, 2015.
10. U Tashkenbayev. O'zbekistonda shaxs o'z salohiyatining necha foizidan foydalana olish hisoblab chiqildi. <https://kun.uz/news/2020/10/18/ozbekistonda-shaxs-oz-salohiyatining-necha-foizidan-foydalana-olishi-hisoblab-chiqildi>
11. <https://oliygoh.uz/post/nechta-oliy-talim-muassasasi>  
[bor?ysclid=m3gw7x944h53267914](https://oliygoh.uz/post/nechta-oliy-talim-muassasasi)
12. [www.Stat.uz](http://www.Stat.uz)

## DEMOGRAFIYA VA MEHNAT BOZORI

### **BOSH MUHARRIR:**

Umurzoqov Bahodir Xamidovich

### **MUHARRIR:**

Bahriddinova Muazzam Azam qizi

