



IQTISODIYOT & TARAQQIYOT

Ijtimoiy, iqtisodiy, texnologik, ilmiy, ommabop jurnal

No7



ISSN: 2992-8982

<https://yashil-iqtisodiyot-taraqqiyot.uz/>

2025



IQTISODIYOT & TARAQQIYOT

Ijtimoiy, iqtisodiy, texnologik, ilmiy, ommabop jurnal

Bosh muharrir:

Sharipov Kongiratbay Avezimbetovich

Bosh muharrir o'rinbosari:

Karimov Norboy G'aniyevich

Muharrir:

Qurbonov Sherzod Ismatillayevich

Elektron nashr. 831 sahifa.

E'lon qilishga 2025-yil 1-iyulda ruxsat etildi.

Tahrir hay'ati:

Salimov Oqil Umrzoqovich, O'zbekiston Fanlar akademiyasi akademigi
Abduraxmanov Kalandar Xodjayevich, O'zbekiston Fanlar akademiyasi akademigi
Sharipov Kongiratbay Avezimbetovich, texnika fanlari doktori (DSc), professor
Rae Kvon Chung, Janubiy Koreya, TDIU faxriy professori, "Nobel" mukofoti laureati
Osman Mesten, Turkiya parlamenti a'zosi, Turkiya – O'zbekiston do'stlik jamiyati rahbari
Axmedov Durbek Kudratillayevich, iqtisodiyot fanlari doktori (DSc), professor
Axmedov Sayfullo Normatovich, iqtisodiyot fanlari doktori (DSc), professor
Abduraxmanova Gulnora Kalandarovna, iqtisodiyot fanlari doktori (DSc), professor
Kalonov Muxiddin Baxritdinovich, iqtisodiyot fanlari doktori (DSc), professor
Siddiqova Sadoqat G'afforovna, pedagogika fanlari bo'yicha falsafa doktori (PhD)
Xudoyqulov Sadirdin Karimovich, iqtisodiyot fanlari doktori (DSc), professor
Maxmudov Nosir, iqtisodiyot fanlari doktori (DSc), professor
Yuldashev Mutallib Ibragimovich, iqtisodiyot fanlari doktori (DSc), professor
Samadov Asqarjon Nishonovich, iqtisodiyot fanlari nomzodi, professor
Slizovskiy Dimitriy Yegorovich, texnika fanlari doktori (DSc), professor
Mustafakulov Sherzod Igamberdiyevich, iqtisodiyot fanlari doktori (DSc), professor
Axmedov Ikrom Akramovich, iqtisodiyot fanlari doktori (DSc), professor
Eshtayev Alisher Abdug'aniyevich, iqtisodiyot fanlari doktori (DSc), professor
Xajiyev Baxtiyor Dushaboyevich, iqtisodiyot fanlari doktori (DSc), professor
Hakimov Nazar Hakimovich, falsafa fanlari doktori (DSc), professor
Musayeva Shoirazimovna, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), professor
Ali Konak (Ali Ko'nak), iqtisodiyot fanlari doktori (DSc), professor (Turkiya)
Cham Tat Huei, falsafa fanlari doktori (PhD), professor (Malayziya)
Foziljonov Ibrohimjon Sotvoldix'o'ja o'g'li, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), dots.
Utayev Uktam Choriyevich, O'z.Respub. Bosh prokuraturasi boshqarma boshlig'i o'rinbosari
Ochilov Farkhod, O'zbekiston Respublikasi Bosh prokuraturasi IJQKD boshlig'i
Buzrukxonov Sarvarxon Munavvarxonovich, iqtisodiyot fanlari nomzodi, dotsent
Axmedov Javohir Jamolovich, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD)
Toxirov Jaloliddin Ochil o'g'li, texnika fanlari bo'yicha falsafa doktori (PhD), katta o'qituvchi
Bobobekov Ergash Abdumalikovich, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), v.b. dots.
Djudi Smetana, pedagogika fanlari nomzodi, dotsent (AQSH)
Krissi Lyuis, pedagogika fanlari nomzodi, dotsent (AQSH)
Glazova Marina Viktorovna, Iqtisodiyot fanlari doktori (Moskva)
Nosirova Nargiza Jamoliddin qizi, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), dotsent
Sevil Piriyeva Karaman, falsafa fanlari doktori (PhD) (Turkiya)
Mirzaliyev Sanjar Makhamatjon o'g'li, TDIU ITI departamenti rahbari
Ochilov Bobur Baxtiyor o'g'li, TDIU katta o'qituvchisi
Golisheva Yelena Vyacheslavovna, Iqtisodiyot fanlari nomzodi, dotsent.



IQTISODIYOT & TARAQQIYOT

Ijtimoiy, iqtisodiy, texnologik, ilmiy, ommabop jurnal

Editorial board:

- Salimov Okil Umrzokovich**, Academician of the Academy of Sciences of Uzbekistan
Abdurakhmanov Kalandar Khodjavevich, Academician of the Academy of Sciences of Uzbekistan
Sharipov Kongiratbay Avezimbetovich, Doctor of Technical Sciences (DSc), Professor
Rae Kwon Chung, South Korea, Honorary Professor at TSUE, Nobel Prize Laureate
Osman Mesten, Member of the Turkish Parliament, Head of the Turkey–Uzbekistan Friendship Society
Akhmedov Durbek Kudratillayevich, Doctor of Economic Sciences (DSc), Professor
Akhmedov Sayfullo Normatovich, Doctor of Economic Sciences (DSc), Professor
Abdurakhmanova Gulnora Kalandarovna, Doctor of Economic Sciences (DSc), Professor
Kalonov Mukhiddin Bakhridinovich, Doctor of Economic Sciences (DSc), Professor
Siddikova Sadokat Gafforovna, Doctor of Philosophy (PhD) in Pedagogical Sciences
Khudoykulov Sadirdin Karimovich, Doctor of Economic Sciences (DSc), Professor
Makhmudov Nosir, Doctor of Economic Sciences (DSc), Professor
Yuldashev Mutallib Ibragimovich, Doctor of Economic Sciences (DSc), Professor
Samadov Askarjon Nishonovich, Candidate of Economic Sciences, Professor
Slizovskiy Dmitriy Yegorovich, Doctor of Technical Sciences (DSc), Professor
Mustafakulov Sherzod Igamberdiyevich, Doctor of Economic Sciences (DSc), Professor
Akhmedov Ikrom Akramovich, Doctor of Economic Sciences (DSc), Professor
Eshtayev Alisher Abduganiyevich, Doctor of Economic Sciences (DSc), Professor
Khajiyev Bakhtiyor Dushaboyevich, Doctor of Economic Sciences (DSc), Professor
Khakimov Nazar Khakimovich, Doctor of Philosophy (DSc), Professor
Musayeva Shoira Azimovna, Doctor of Philosophy (PhD) in Economic Sciences, Professor
Ali Konak, Doctor of Economic Sciences (DSc), Professor (Turkey)
Cham Tat Huei, Doctor of Philosophy (PhD), Professor (Malaysia)
Foziljonov Ibrokhimjon Sotvoldikhoja ugli, Doctor of Philosophy (PhD) in Economic Sciences, Associate Professor
Utayev Uktam Choriyevich, Deputy Head of Department, Prosecutor General's Office of Uzbekistan
Ochilov Farkhod, Head of DCEC, Prosecutor General's Office of Uzbekistan
Buzrukkhonov Sarvarkhon Munavvarkhonovich, Candidate of Economic Sciences, Associate Professor
Akhmedov Javokhir Jamolovich, Doctor of Philosophy (PhD) in Economic Sciences
Tokhirov Jaloliddin Ochil ugli, Doctor of Philosophy (PhD) in Technical Sciences, Senior Lecturer
Bobobekov Ergash Abdumalikovich, Doctor of Philosophy (PhD) in Economic Sciences, Acting Associate Professor
Judi Smetana, Candidate of Pedagogical Sciences, Associate Professor (USA)
Chrissy Lewis, Candidate of Pedagogical Sciences, Associate Professor (USA)
Glazova Marina Victorovna, Doctor of Sciences in Economics (Moscow)
Nosirova Nargiza Jamoliddin kizi, Doctor of Philosophy (PhD) in Economic Sciences, Associate Professor
Sevil Piriyeva Karaman, Doctor of Philosophy (PhD) (Turkey)
Mirzaliyev Sanjar Makhmatjon ugli, Head of the Department of Scientific Research and Innovations, TSUE
Ochilov Bobur Bakhtiyor ugli, Senior lecturer at TSUI
Golisheva Yelena Vyacheslavovna, Candidate of Economic Sciences, Associate Professor.

Ekspertlar kengashi:

Berkinov Bazarbay, iqtisodiyot fanlari doktori (DSc), professor
Po'latov Baxtiyor Alimovich, texnika fanlari doktori (DSc), professor
Aliyev Bekdavlal Aliyevich, falsafa fanlari doktori (DSc), professor
Isakov Janabay Yakubbayevich, iqtisodiyot fanlari doktori (DSc), professor
Xalikov Suyun Ravshanovich, iqtisodiyot fanlari nomzodi, dotsent
Rustamov Ilhomiddin, iqtisodiyot fanlari nomzodi, dotsent
Hakimov Ziyodulla Ahmadovich, iqtisodiyot fanlari doktori, dotsent
Kamilova Iroda Xusniddinovna, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD)
G'afurov Doniyor Orifovich, pedagogika fanlari bo'yicha falsafa doktori (PhD)
Fayziyev Oybek Raximovich, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), dotsent
Tuxtabayev Jamshid Sharafetdinovich, iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), dotsent
Xamidova Faridaxon Abdulkarim qizi, iqtisodiyot fanlari doktori, dotsent
Yaxshiboyeva Laylo Abdisattorovna, katta o'qituvchi
Babayeva Zuhra Yuldashevna, mustaqil tadqiqotchi

Board of Experts:

Berkinov Bazarbay, Doctor of Economic Sciences (DSc), Professor
Pulatov Bakhtiyor Alimovich, Doctor of Technical Sciences (DSc), Professor
Aliyev Bekdavlal Aliyevich, Doctor of Philosophy (DSc), Professor
Isakov Janabay Yakubbayevich, Doctor of Economic Sciences (DSc), Professor
Khalikov Suyun Ravshanovich, Candidate of Economic Sciences, Associate Professor
Rustamov Ilkhomiddin, Candidate of Economic Sciences, Associate Professor
Khakimov Ziyodulla Akhmadovich, Doctor of Economic Sciences, Associate Professor
Kamilova Iroda Khusniddinovna, Doctor of Philosophy (PhD) in Economics
Gafurov Doniyor Orifovich, Doctor of Philosophy (PhD) in Pedagogy
Fayziyev Oybek Rakhimovich, Doctor of Philosophy (PhD) in Economics, Associate Professor
Tukhtabayev Jamshid Sharafetdinovich, Doctor of Philosophy (PhD) in Economics, Associate Professor
Khamidova Faridakhon Abdulkarimovna, Doctor of Economic Sciences, Associate Professor
Yakhshiboyeva Laylo Abdisattorovna, Senior Lecturer
Babayeva Zuhra Yuldashevna, Independent Researcher

- 08.00.01 Iqtisodiyot nazariyasi
- 08.00.02 Makroiqtisodiyot
- 08.00.03 Sanoat iqtisodiyoti
- 08.00.04 Qishloq xo'jaligi iqtisodiyoti
- 08.00.05 Xizmat ko'rsatish tarmoqlari iqtisodiyoti
- 08.00.06 Ekonometrika va statistika
- 08.00.07 Moliya, pul muomalasi va kredit
- 08.00.08 Buxgalteriya hisobi, iqtisodiy tahlil va audit
- 08.00.09 Jahon iqtisodiyoti
- 08.00.10 Demografiya. Mehnat iqtisodiyoti
- 08.00.11 Marketing
- 08.00.12 Mintaqaviy iqtisodiyot
- 08.00.13 Menejment
- 08.00.14 Iqtisodiyotda axborot tizimlari va texnologiyalari
- 08.00.15 Tadbirkorlik va kichik biznes iqtisodiyoti
- 08.00.16 Raqamli iqtisodiyot va xalqaro raqamli integratsiya
- 08.00.17 Turizm va mehmonxona faoliyati

Muassis: "Ma'rifat-print-media" MChJ

Hamkorlarimiz: Toshkent davlat iqtisodiyot universiteti, O'zR Tabiat resurslari vazirligi, O'zR Bosh prokuraturasi huzuridagi IJQK departamenti.

Jurnalning ilmiyligi:

“Yashil” iqtisodiyot va taraqqiyot” jurnali

O'zbekiston Respublikasi Oliy ta'lim, fan va innovatsiyalar vazirligi huzuridagi Oliy attestatsiya komissiyasi rayosatining 2023-yil 1-apreldagi 336/3-sonli qarori bilan ro'yxatdan o'tkazilgan.



MUNDARIJA

Suv tarkibining wireless waterlight qurilmasi ishlashiga ta'siri va iqtisodiy samaradorligini matematik model asosida tahlil qilish.....	14
Kungiratbay Sharipov, Ma'ruf Nurmanov	
O'zbekistonda aholi ish bilan bandligini oshirishda davlatning roli	20
Juraqulov Baxrimurod Ilxomovich	
BIM texnologiyasi: zamonaviy qurilish sohasida samaradorlik va shaffoflik omili	26
Usmonov F.B., Rajabova A.Sh.	
Nodavlat oliy ta'lim muassasalarida marketing faoliyati samaradorligini oshirish metodologiyasini takomillashtirish	31
Yuldashov Isomiddin Sidiqov	
Korxonada iqtisodiy barqarorligini ta'minlashda diversifikatsiya strategiyasining roli.....	35
Alimatova Shoxsanam Abdumalik qizi	
Модели совместного развития человеческого капитала и искусственного интеллекта в цифровую эпоху	40
Явкачев Шохзод Зайниддин углы	
Navigating sustainable development: management challenges and solutions in the oil and gas sector	49
Kudratkhodjaeva Ziyoda Kamol kizi	
Banklarda moliyaviy barqarorlikning nazariy asoslari.....	56
Djalilov G'ayrat Qaxramanovich	
Mamlakat iqtisodiyotini rivojlantirishda turizm industriyasidan foydalanishda xorijiy mamlakatlar tajribalari	66
Abdulxakimov Zuxrali Tursunaliyevich	
O'zbekistonda barqaror davlat qarzi siyosatini shakllantirishning ustuvor yo'nalishlari	71
Sayfutdinov Xasanboy Dilshodovich	
Международный опыт сельскохозяйственного налогообложения и возможности его применения в узбекистане.....	76
Salimov Sherzod Baxtiyorovich	
Economic analysis and development strategy of the composites market in the regions of Uzbekistan	81
S.S.Sidiqov, A.A.G'ulomov, B.R.Tillayeva	
Oliy ta'lim muassasalarida moliyaviy mustaqillikning kutilayotgan istiqbollari va hozirgi natijalari.....	88
Muxamedov Ravshan Zafarovich	
Elektron tijoratni soliqqa tortish mexanizmini takomillashtirish yo'llari.....	93
Homidov Baxtiyor Rahimberdievich	
Investitsion jozibadorlik konsepsiyasi va uning strategik ahamiyati.....	99
Otaboyev Axmed Maxsudbek o'g'li	
Beomeditsina signallarini xaar veyvletlari va bo'lak veyvletlari yordamida raqamli ishlash	105
Uraqov Shokir Ulashovich	
Oliy ta'lim muassasalarini moliyalashtirishning ahamiyati, tartibi va takomillashtirish yo'llari.....	112
Istamova Sojida Kaxarovna	
The role of all kinds of transports (road, rail, air, and water) in the modern enhancement of tourism logistics in Uzbekistan	117
Egamberdiyeva Yulduz, Turdiyeva Maftuna	
Sanoat korxonalarida kapitalarini samaradorligini oshirishning baholashning zamonaviy usullarining xususiyatlarida nazariy va amaliy farovonlik sari	126
Muradov Botir Xayat	
Инструменты планирования урбанизации: методика анализа планового распределения средств в программе «обод махалля» на основе балльной оценки	136
Салимова Юлдуз Исаковна	
Socio-economic aspects and contemporary theories of higher education finance	141
Karlibaeva Gulshat	



Transformatsiya jarayonida innovatsion bank xizmatlarini rivojlantirish yo'llari.....	147
Absamatov Anvar Ergashovich	
Перспективы цифрового развития сектора материального производства.....	153
С. И. Протасеня, Г. Ж. Аллаева	
«Sustainable logistics practices. Minimizing carbon emissions in global supply chains»	161
Suleymonova Ezoza, Alimova Bonu	
Analyzing the need for Tourism logistics development in Uzbekistan	169
Nigmatova Malika	
Management strategies for sustainable tourism development in emerging destinations (a case study of Samarkand, Issyk-kul, and Khiva).....	177
Sabina Uroкова	
Qashqadaryo viloyatida turizm sohasini strategik rivojlantirishning tashkiliy-iqtisodiy asoslari va ularning qo'llanilishi.....	184
Daminova Barno Esanovna	
Опыт турции в управлении миграционными кризисами	189
Бегматов Хусанбек	
Bulutli texnologiyalar orqali korxonalar buxgalteriya tizimini raqamlashtirish va samaradorlikka erishish.....	193
Soibov Nozimbek Faxriddin o'g'li	
Barqaror rivojlanish doirasida jismoniy shaxslarni kreditlash tizimini isloh qilishning institutSIONal asoslari.....	197
Xalekeyeva Zoya Pirniyazovna, Akmal Abdurahmonov Nurmamatovich	
Moliyaviy outsorsing xizmatlari bozori rivojlanishini takomillashtirishning swot tahliliga asoslangan innovatsion mexanizmlari	202
San'atbek Komilovich Salayev, Umidbek Komiljanovich Babajanov	
Transformatsiya jarayonlari sharoitida iqtisodiyot tizimi faoliyati va prognozlashning nazariy asoslari	214
Alimov Fazliddin Xalimovich	
Пути совершенствования подхода к финансированию проектов, реализуемых на принципах промышленной кооперации.....	220
Котов В.А., Шадиева Д.Х.	
Yuksalish salohiyatini yuksaltirishda boshqaruv xodimlari qobiliyatidan foydalanish masalalar	225
Ayubxon Qutbiddinov Bosit o'g'li	
Bank xizmatlari ommabopligini oshirish yo'llari.....	228
Kasimova Muxlisa Anvar qizi	
Chemical industry in Uzbekistan: challenges and development	235
Kudaynazarova Dilnaz Koshkarbaevna	
Samarqand viloyatida tabiiy turistik resurslardan samarali foydalanish usullarini takomillashtirish orqali bandligini oshirish imkoniyatlari.....	240
Rabbimov Muhriddin Musoqul o'g'li	
Globalashuv sharoitida ekologik xavflarni kamaytirishda yashil iqtisodiyotning ahamiyati.....	246
Xolbekova Feruzaxon Rasulovna	
Qibray tumanining 2021–2023-yillarda ijtimoiy-iqtisodiy rivojlanish holati.....	249
Siddikov Alisher Ismoilovich	
Davlat xaridlari tizimida sun'iy intellekt texnologiyalaridan foydalanish: xalqaro tajribalar tahlili	253
Majidov Nizom Baxramovich	
Oilaviy tadbirkorlikni rivojlantirishning xorij tajribasi.....	259
Ermatov Nosir Tohirovich	
Aholi farovonligi darajasiga ta'sir etuvchi ko'rsatkichlarni ekonometrik baholash	265
Toshaliyeva Saodat Toxirovna, Allamurodova Zuxra Alibekovna	
Сектор услуг как стратегический фактор структурной трансформации экономики Узбекистана.....	272
Кадыров Абдурашид Маджидович, Ахмедиева Алия Тохтаровна	
O'zbekistonda valyuta kursini shakllanish holati prognozlari.....	280
Samandarov Zuxriddin Raup o'g'li	



Проблемы бухгалтерского учета в условиях цифровизации экономики.....	288
Абдуллаев Абдурауф	
Raqamli texnologiyalar sharoitida xizmat ko'rsatish korxonalarida iqtisodiy resurslardan samarali foydalanish strategiyalari.....	299
Kuldoshev Lazizjon Sharifovich	
Davlat boshqaruvi organlarining strategik rejalarini ishlab chiqish bo'yicha xorijiy mamlakatlar tajribasi.....	303
Dilshod Pulatov, Xamidaxon Akbarova, Dildora Mirzaeva	
Tijorat banklarining moliyaviy xavfsizligi ta'minlash	310
Mamatov Sardor Axmatjonovich, Mavlanov Nuriddin Boyqobilovich, Sattarov Nodirjon Absalomovich	
Ziyorat turizmini rivojlantirishda halol standartlarini qo'llashning nazariy, uslubiy va konseptual asoslari	315
Azizova Saodat Xabibulloyevna	
Oliy ta'lim muassasalarini moliyalashtirish bo'yicha yevropa tajribasi.....	320
Karlibaeva Gulshat	
Iqtisodiy konsentratsiyalarning sog'lom raqobat muhitiga ta'siri	325
Luqmanov Sharifxon A'zam o'g'li	
Logistika axborot tizimlarini texnologik jarayonlarga joriy etish.....	330
Uzaqov Ortik Shaymardanovich	
Принципы перехода к «Зелёной экономике» в Республике Узбекистан.....	336
Хамракулова Сусанна Тотуховна	
Kichik biznesni rivojlantirish iqtisodiy ko'rsatkichlarini prognozlash modellarini qo'llash	340
Ibragimova Gulchexra Toxirovna	
Raqamli ta'lim sharoitida liderlikning yangi qirralari	357
Oqmullaev Ravshan Raximjon o'g'li, Xodjievna Durdona Abdurasulovna	
Методология развития экологического менеджмента в промышленном хозяйстве выбросы в атмосферный воздух на горнодобывающих и металлургических предприятиях.....	361
Muradov Botir Xayat	
Strategik budjetlashtirish tizimining natijaga yo'naltirilgan budjetlashtirish tizimi bilan bog'liqligi, xalqaro tajriba va O'zbekiston uchun tavsiyalar	370
Xushmurotov Zoyir Bektemirovich	
Cultural branding and the entry of traditional products into the international market.....	374
Zebiniso Ganiyeva	
Farovonlikni baholash bo'yicha ilg'or xorijiy nazariy yondashuvlar	379
Norqobilov Nusratilla Norsaitovich	
O'zbekistonda hududlarini turizm salohiyatini innovatsion yondashuv asosida baholash	384
Umirova Dilnoza Safarovna	
Tourism education for sustainability: curriculum development in universities of Uzbekistan	393
Temirova Durdona, Yorqulov Muhammadmurod	
The contribution of small enterprises and private entrepreneurs to job creation in the labor market.....	399
Juraboev Haliljon	
Iqtisodiy o'sish sharoitida transport infratuzilmasi holati va uni rivojlantirish yo'llari.....	404
Haydarov Jahongir Aktamovich	
Oliy ta'lim muassasalarini moliyalashtirishni strategik boshqarishning nazariy asoslari va xorijiy tajribalar	410
Quvondiqov Farrux Ibragimovich	
Tijorat banklarida iqtisodiy samaradorlikni axborot texnologiyalar orqali rivojlantirish istiqbollari.....	418
Dadenova Gulxan Kenesbaevna	
Механизмы совершенствования процедур выявления и анализа недостоверной финансовой отчетности в условиях учетной практики Узбекистана	422
Намозов Жасурбек Кувадович	
Влияние цифровых инструментов управления финансами на эффективность использования финансовых ресурсов	428
Хазираткулов Собиржон	



На пути к промышленному росту: опыт развивающихся стран.....	435
Матлюбов Хуршид Жамшидович	
Yoshlarning moliyaviy mustaqilligiga erishishida aksiyalar bozorining o'рни va imkoniyatlari.....	443
O'raqov Bekzodbek Abdurayxon o'g'li	
Развитие транспортной инфраструктуры и влияние на качество предоставляемых транспортных услуг.....	448
Кайыбеков Парахат Конысбаевич	
Surxondaryo viloyatida 2015-2024 yillar mobaynida oziq-ovqat chakana savdo aylanmasining statistik tahlili.....	454
Toshpulatov Bobur Rasul o'g'li	
Qishloq xo'jaligi sohasi investitsiya loyihalarini xalqaro moliya institutlari orqali moliyalashtirish.....	458
Tolibov Shoxrux Muminovich	
Qishloq xo'jaligi korxonalarida buxgalteriya hisobining xususiyatlari va muammolari.....	463
Mamadiyarov Dilshad Uralovich, Normurodov Sarvar Norboy o'g'li	
Institutional innovation and regional governance for balanced interregional cooperation development: the case of Namangan, Uzbekistan.....	468
Sattarov R.A.	
Organizational and economic mechanisms and conceptual directions of tourism development in the region.....	476
Daminova Barno Esanovna	
Moddiy zaxiralarni boshqarish va uning bir tsikli modeli.....	480
Dedajanov Baxtiyor Nabijanovich	
Oliy ta'lim xizmatlari sifatini oshirishda inson kapitalini rivojlantirish va uni samarali boshqarish mexanizmlari.....	485
Salimov Akmal Alimjonovich	
Mintaqani ijtimoiy-iqtisodiy rivojlantirishning ilg'or xorij tajribalari.....	490
Shadiyev Alisher Xudoynazarovich	
Raqamli iqtisodiyotni shakllantirish sharoitida yoqilg'i-energetika kompleksi korxonalarini barqaror innovatsion rivojlantirish modellari.....	496
Bobobekov Ergash Abdumalikovich	
O'zbekistonda uzumchilikning oziq-ovqat xavfsizligiga ta'siri: muammolar va rivojlanish istiqbollari.....	502
Tursunov To'liqin Jo'raqulovich	
Tadbirkorlik faoliyatining resurs salohiyati va uni baholashning nazariy yondashuvlari.....	508
Salohiddinov Zuhridin Nuriddinjon o'g'li	
Yoshlar bandligini ta'minlashda mehnat migrasiyasining ahamiyati.....	514
Masharipov Farrux O'tkirovich	
O'zbekistonda ichki turizmni rivojlantirishning asosiy omillari va istiqbollari.....	521
Xasanova Mavjuda Ma'mirjonovna	
Korxonaning brend platformasini ishlab chiqishning o'ziga xos xususiyatlari.....	526
Sa'dulloev Habibullo Ibdullo o'g'li	
Sanoat korxonalarining biznes jarayonlarini raqamli transformatsiya qilishda ERP tizimlarining integratsiyalashuvi va boshqaruv samaradorligiga ta'siri.....	530
Islomjon Nurmukhammadov	
Namangan viloyatida ayollar tadbirkorligini rivojlanishini baholash.....	533
Ismoilova Savinoz Qahramon qizi	
Oliy ta'lim muassalari boshqaruviga ta'sir etuvchi omillarning ekonometrik tahlili.....	540
Karimov Muzaffar Abdumalik o'g'li	
Soliq yig'iluvchanligini oshirishda soliq ma'muriyatchiligini takomillashtirish istiqbollari.....	546
Tojibayev Farrux Baxtiyorovich	
Hisoblash mashinalari taraqqiyoti tarixi va uning raqamli iqtisodiyotda tutgan o'рни.....	552
Rajabov Sirojiddin Mansurovich	
Korxonalar moliyaviy barqarorligiga ta'sir ko'rsatuvchi omillar va ularning xususiyatlari.....	561
Choriyrov Behruz Ilhom o'g'li, Norqobilov Nusrat Norsaitovich	
Yashil texnologiyalar yordamida O'zbekiston hududlarida energiya tejamkorligi oshirish yo'llari.....	567
Norbekov Baxtiyor Suyunovich, Norqobilov Nusrat Norsaitovich	



Tijorat banklarida kredit majburiyatlarining bajarilishini monitoring qilish va uni takomillashtirish yo'llari.....	572
To'xtayeva Go'zal Ilhom qizi, Norqobilov Nusrat Norsaitovich	
Интеграция проектного менеджмента и обеспечения качества в цепочках поставок: кейс Узгидромета.....	577
Назарова Ирода Ибрагим кизи	
Kichik biznes subyektlarini raqamlashtirish orqali raqobatbardoshligini oshirish.....	583
Ermatov Akmaljon Adxamovich, Raximov Alisher Numanovich	
Концепция и методология экологического аудита в Узбекистане	587
Абидова Дилфуза Игамбердиевна	
Повышающаяся значимость коренного изменения деятельности традиционных СМИ в реалиях освещения процесса построения нового Узбекистана.....	593
Салим Дониёров	
O'zbekiston Respublikasida norasmiy sektor va aholini norasmiy mehnat bilan bandligining tarkibiy tuzulishi	598
Qoraboev Nuriddin Pardaboy o'g'li	
Shahar va qishloqlarda inson resurslari holatining analitikasi (tahlili)ning nazariy masalalari.....	607
Pardayev Mamayunus Qarshibayevich, Feruz Nematullayevich Abilov	
Strategic alliance networks as competitive advantage: evidence from mit-tum partnership model at new Uzbekistan university	613
Mamajonova Mukhlisakhon Muzaffar kizi	
Energetika tarmog'ida moliyaviy hisobotning xalqaro standartlarini (MHXS) joriy etishning nazariy asoslari.....	618
Uralov Temur Boxodir o'g'li	
O'zbekiston bank amaliyotiga ai va simulyatsiya modellarini joriy etish orqali muammoli kreditlarni qaytarish jarayonlarini optimallashtirish.....	618
Xodjayev Husniddin Mukammilovich	
O'zbekistonda hududlarning soliq salohiyatini aniqlash metodologiyasini takomillashtirish	624
Almardonov Muxamadi Ibragimovich, Jamshid Sharafetdinovich	
Xorazm viloyatida iqtisodiy o'sish sur'atlarini ta'minlashdagi muammolar va imkoniyatlar	628
Yaxshimuratov Maqsadbek Narimon o'g'li	
Ekologik joylashtirish vositalarida qo'llaniladigan innovatsiyalar	633
Abidova Dilfuza Igamberdievna	
Ziyorat turizmini rivojlantirishning metodologik va metodik asoslarini takomillashtirish yo'nalishlari	638
Uzaqov Jamshid Norboyevich	
Gaz sanoatining moliyaviy boshqaruvi va milliy iqtisodiyotdagi barqarorlik omili sifatida roli.....	650
Ergashev Muhubbek Aslam o'g'li	
Davlat budjeti mablag'laridan samarali foydalanishda moliyaviy nazoratning ahamiyati	655
Erkinova Maftuna Zafarovna	
Влияние дивидендной политики, СПО и капитализации на волатильность акций АО «УзРТСБ»: Эконометрический и поведенческий анализ.....	662
Пулатов Улугбек Хапизович	
Hududiy jihatdan ziyorat turizmi rivojlanishining holati: Qashqadaryo viloyati misolida.....	671
Uzaqov Norboy, Uzaqov Jamshid Norboyevich	
Integration of digital twin and BIM technologies in construction enterprises in Uzbekistan: prospects and challenges	676
Nigmatjonova Nozima Ulmasjonovna	
Yashil bank xizmatlari – tijorat banklari moliyaviy mahsulotlar misolida	682
Abdumutalova Gulrux Shuxratjon qizi	
Tijorat banklari faktoring xizmatlari orqali kichik biznes subyektlarining moliyaviy barqarorligini oshirish	688
Jalilov Azizbek Baxodir o'g'li	
Oliy ta'limda xizmat sifatini baholash va marketing integratsiyasi orqali rivojlantirish strategiyalari.....	694
Maxmudov Faxriddin Umarovich	



Quritilgan mevalarni xalqaro bozorda targ'ib qilish bo'yicha kontent-marketing strategiyasidan foydalanish yo'llari	699
Yunusov Baxodir Marisovich	
Онлайн трансграничные переводы и их влияние на валютное таргетирование со стороны центрального банка Республики Узбекистан.....	704
Садыков Азиз Миршарапович	
Aholi ish bilan bandligining ijtimoiy-iqtisodiy mohiyati	709
Azimova Xurshida	
Analysis of factors affecting the economic integration of the countries of Uzbekistan and Afghanistan.....	715
Toran Tajuddin	
Aniq fanlarni o'qitishda metakognitiv yondashuvlar	719
Farmonov Dilshod Po'latovich, Nigmatov Izzat Shovkat o'g'li	
Yevropa hamjamiyatining "Yashil" ziyorat loyihasi va uni ziyorat turizmini rivojlantirishdagi ahamiyati.....	727
O'rinova Durdona Botir qizi	
CEQ (Commitment to Equity) baholash metodologiyasi asosida fiskal taqsimot tahlilining nazariy asoslari.....	734
Zokirjonov Muhammadsodiq Ravshanbek o'g'li	
Xalqaro xususiy huquq tamoyillarini belgilash masalalari.....	741
Vaxabov Azizbek Abdurashidovich	
Moliyaviy mustaqil oliy ta'lim muassasalarini boshqarish strategiyalarini takomillashtirish	747
Alimardonov Asrorjon Alimardonovich	
Инновационные подходы к организации туристических услуг как методом противостояния кризису.....	754
Халлакова Барнохон Баходиржонова	
Islom moliyasi institutlarining ijtimoiy moliyaviy barqarorlikka ta'siri.....	760
Amonova Nafisa Baxtiyorovna	
Oliy ta'lim muassasalari investitsion jozibadorligini boshqarish mexanizmini takomillashtirish	764
Otaxanov Rasulbek Marks o'g'li	
Инновации в сфере оценки недвижимости	768
Мансурова Сайёра Бахтиёр кизи	
Qashqadaryo viloyatida xorijiy investitsiyalardan foydalanish samaradorligi tahlili.....	777
Bo'riyev Sardor Norovich	
O'zbekistonda soliq auditi tekshiruvini takomillashtirish.....	783
Yusupov Mansur Rasulovich	
Mamlakatimizda qo'shilgan qiymat solig'i ma'murchiligini va soliq organlari faoliyatini yanada takomillashtirish islohotlari.....	788
Normurzayev Umid Xolmurzayevich	
Barriers to women's career advancement	794
Sharifova Mokhinabonu	
Mehnat unumdorligini oshirishda resurs tejamkor va lean-digital yo'nalishlarning istiqbollari.....	798
Abdug'aniyev Ilyosbek Shavkatbek o'g'li	
Toshkent shahrida kichik biznes subyektlarini davlat tomonidan infratuzilmaviy qo'llab-quvvatlashni sotsiologik tadqiqotlar asosida baholash.....	803
Tolipov Alisher Qo'chqarovich	
Globalashuv davrida jahon geografiyasida siyosiy jarayonlar.....	815
Mamatkulova Mayaguzal Yalkapberdiyevna	
Mintaqalarda investitsiya faoliyatini faollashtirish mexanizmi.....	819
Inamov Farxodjon Ikrom o'g'li	
The role of human capital in ensuring employment at the regional level.....	824
Yang Ting	

**Yang Ting**

PhD researcher

National University of Uzbekistan
named after Mirzo Ulugbeke-mail: Iris.yang@xagoal.com

ORCID: 0009-0006-7379-1722

THE ROLE OF HUMAN CAPITAL IN ENSURING EMPLOYMENT AT THE REGIONAL LEVEL

Abstract: The article is devoted to a comprehensive analysis of the role of human capital as a key factor in ensuring sustainable employment at the regional level in the context of digitalization and structural transformation of the economy. The theoretical and methodological foundations of the concept of human capital, its evolution in the works of leading researchers (T. Schulz, G. Becker, J. Sachs, etc.) and the importance of qualitative characteristics of the workforce for the modern labor market are considered. The work emphasizes that cognitive, digital and interpersonal skills come to the forefront in importance, ensuring the flexibility and adaptability of employed persons to the challenges of the knowledge economy, "green" and digital sectors. A classification of regions of Uzbekistan by the level of human capital development is proposed, disparities affecting the employment structure are identified. Particular attention is paid to the development of targeted measures depending on the industry, demographic and digital specifics of the territories.

Key words: human capital, regional employment, digitalization, professional training, institutional support, sustainable development, Uzbekistan.

Annotatsiya: Maqola iqtisodiyotni raqamlashtirish va tarkibiy o'zgartirishlar sharoitida mintaqaviy darajada barqaror bandlikni ta'minlashning asosiy omili sifatida inson kapitalining rolini har tomonlama tahlil qilishga bag'ishlangan. Inson kapitali kontseptsiyasining nazariy va uslubiy asoslari, uning yetakchi tadqiqotchilar (T.Shuls, G.Bekker, J. Saks va boshqalar) ishlarida evolyutsiyasi va zamonaviy mehnat bozori uchun ishchi kuchining sifat xususiyatlarining ahamiyati ko'rib chiqiladi. Ishda ta'kidlanishicha, kognitiv, raqamli va shaxslararo ko'nikmalar birinchi o'rinda turadi, bu ish bilan band shaxslarning bilim iqtisodiyoti, "yashil" va raqamli sektorlar muammolariga moslashuvchanligi va moslashishini ta'minlaydi. O'zbekiston hududlarini inson kapitali rivojlanish darajasi bo'yicha tasniflash taklif etilmoqda, bandlik tarkibiga ta'sir etuvchi nomutanosibliklar aniqlangan. Hududlarning tarmoq, demografik va raqamli o'ziga xos xususiyatlaridan kelib chiqib, maqsadli chora-tadbirlar ishlab chiqishga alohida e'tibor qaratilmoqda.

Kalit so'zlar: inson kapitali, mintaqaviy bandlik, raqamlashtirish, kasbiy tayyorgarlik, institutsional qo'llab-quvvatlash, barqaror rivojlanish, O'zbekiston.

Аннотация: Статья посвящена комплексному анализу роли человеческого капитала как ключевого фактора обеспечения устойчивой занятости на региональном уровне в условиях цифровизации и структурной трансформации экономики. Рассматриваются теоретико-методологические основы концепции человеческого капитала, её эволюция в трудах ведущих исследователей (Т. Шульц, Г. Беккер, Дж. Сакс и др.), а также значение качественных характеристик рабочей силы для современного рынка труда. В работе подчёркивается, что на первый план по значимости выходят когнитивные, цифровые и межличностные навыки, обеспечивающие гибкость и адаптивность занятых к вызовам экономики знаний, «зелёного» и цифрового секторов. Предложена



классификация регионов Узбекистана по уровню развития человеческого капитала, выявлены диспропорции, влияющие на структуру занятости. Особое внимание уделено разработке целевых мер в зависимости от отраслевой, демографической и цифровой специфики территорий.

Ключевые слова: человеческий капитал, региональная занятость, цифровизация, профессиональная подготовка кадров, институциональная поддержка, устойчивое развитие, Узбекистан.

INTRODUCTION

In the context of rapid digital, demographic and technological transformations, human capital is acquiring key importance as the foundation for sustainable socio-economic development of regions. It forms not only the qualitative characteristics of the workforce, but also determines the ability of the economy to adapt to changing conditions of the global and local labor markets. Modern challenges - automation of production, changes in the structure of demand for labor, deepening regional disparities - exacerbate the need to rethink the role of human capital in the formation of effective employment.

At the regional level, human capital is not only a social asset, but also a strategic resource that determines the economic competitiveness of a territory. Regions with developed education systems, professional training, and medical infrastructure demonstrate higher employment, resilience to economic shocks, and the ability to generate jobs in high-value-added industries.

In this context, the formation of a flexible and adaptive system of regional employment based on investments in human capital is particularly relevant. The development of such systems requires taking into account the characteristics of the regional economy, demographic structure, level of digitalization and availability of social services.

LITERATURE REVIEW ON THE TOPIC

Theoretical foundations of the concept of "human capital". In modern conditions, human capital is becoming a determining factor in the formation of sustainable and high-quality employment at the regional level. It is a set of knowledge, skills, professional competencies, health and social experience that determine the economic activity of an individual. The development of human capital helps to increase the adaptability of labor resources, their ability to master new technologies, work in the conditions of digitalization and environmental transformation of the economy. It is highly qualified personnel that become the basis of a flexible labor market capable of quickly responding to structural changes.

The concept of human capital was introduced by T. Schultz and developed in the works of G. Becker, who considered investments in education and health as a form of accumulation of capital that generates income [1]. In a broader sense, human capital covers the knowledge, skills, competencies, health and innovative behavior of an individual, which form his labor and economic potential.

According to T. Schultz, "education increases productivity, allows for more flexible adaptation to changes in technology and economic structure, and, consequently, reduces the risks of unemployment" [2]. J. Sachs emphasizes that high quality human capital is the key to overcoming poverty and creating jobs, especially in regions with limited resources [3].

According to the authors, the ability to learn and adapt is becoming more important than knowledge of a specific profession, making flexibility and lifelong learning skills central to employment [4]. The OECD argues that regions with higher levels of human capital development experience lower unemployment and are better able to adapt to economic change [5].

According to Bloom and Canning, population health and longevity form the basis for long-term employment, since workers in good health remain in economically active age longer and increase overall productivity [6]. Heckman emphasizes that early investments in human capital – especially in education and skills – yield the greatest socio-economic benefits and sustainable employment levels in the future [7].

Some authors note that it is not just the years of education, but the quality of education and the development of cognitive skills that determine employment success and productivity growth at the regional level [8]. According to the ILO, the development of human capital through training, occupational safety and health, and preparation for market changes contributes not only to reducing unemployment, but also to the creation of "sustainable" jobs [9].

According to a World Bank report, human capital is an asset that directly affects the competitiveness of countries and regions, and low levels of education and skills limit the population's participation in the economy [10].



The impact of human capital on employment is manifested in both quantitative and qualitative aspects, but its role in the modern economy goes far beyond the traditional idea of the connection between education and employment. Today, we are witnessing a systemic transformation of employment: new forms of labor are being formed, requirements for skills are changing, and the importance of flexibility and adaptability of workers is increasing. In these conditions, human capital is becoming not just a factor of competitiveness, but a condition for social sustainability.

In our opinion, it is the qualitative characteristics of human capital – cognitive abilities, level of digital literacy, ability to learn and interact interpersonally – that form the basis of the new employment structure. The employee ceases to be only a bearer of a specific profession – he becomes a participant in a dynamic system, in which not so much his static set of knowledge is valued, but rather the ability to quickly master new roles and tasks. This is especially relevant at the regional level, where the gap in the level of human capital causes employment asymmetry.

Statistical data and analytical reviews of the ILO, the World Bank and the OECD confirm that regions with a developed education and training system demonstrate higher employment rates, a smaller share of the informal sector and greater resilience to crises. We believe it is necessary to take these patterns into account in national and regional employment policies. In this case, the emphasis should be placed not on quantitative indicators (for example, the number of graduates), but on the formation of meaningful, multi-level human potential.

RESEARCH METHODOLOGY

Four key areas of influence of human capital on employment can be identified:

Increased employability – higher levels of education and qualifications increase the chances of employment, especially in a competitive market environment;

Increased productivity – quality skills enable you to perform more complex tasks and create greater added value;

Reducing structural unemployment – the ability to retrain and adapt reduces the time it takes to find a new job in the context of economic transformation;

Development of new segments of the labor market – human capital is the driver of the emergence of creative, digital and “green” professions.

Thus, investments in human capital development are not just a social obligation of the state, but an economically justified strategy aimed at forming a flexible and adaptive labor market. It is especially important to develop these processes at the regional level, based on the industry and demographic specifics of the territories.

ANALYSIS AND RESULTS

The role of human capital in regional employment policy is acquiring strategic importance in the context of global transformations and growing regional imbalances. Human capital is a key resource that contributes not only to the growth of labor productivity, but also to the formation of a new employment structure focused on innovative, digital and «green» industries. In the context of increasing competition for qualified personnel between regions, the ability of a territory to form and retain human capital is becoming an important condition for sustainable socio-economic development.

A special role in such a policy is played by mechanisms of continuous education, professional retraining and advanced training. In the context of technological shifts and automation of traditional industries, the ability of the population to adapt to new labor market requirements directly depends on the flexibility of the education system and its connection with the regional economy. Therefore, an effective regional policy should provide for interaction between educational institutions, businesses and government bodies to coordinate the needs of the labor market with the supply of qualified specialists.

Thus, human capital is not only a factor in ensuring the current level of employment, but also the basis for the long-term sustainability of regional development. However, the efficiency of using this resource varies significantly between regions, which requires a differentiated approach to the formation of regional policy.

In order to more accurately classify territories and determine priorities in resource distribution, the author’s classification of regions of Uzbekistan by the level of human capital development is proposed (Table 1). The classification is based on a generalized assessment of education coverage, digital accessibility, development of the vocational training system and the availability of basic social infrastructure.



Table 1. Classification of regions of Uzbekistan by level of human capital*

Category	Criteria	Regions
I. High level	High enrolment in higher education (>30%), developed ICT infrastructure, university facilities	Tashkent city, Tashkent region
II. Average level	Predominance of secondary vocational education, partial digitalization, presence of universities, average level of institutional access	Samarkand, Fergana, Andijan region
III. Low level	Limited access to higher education and ICT, high unemployment, weak educational and health infrastructure	Karakalpakstan, Surkhondarya, Kashkadarya region

* Compiled by the author

The proposed classification of regions of Uzbekistan by the level of human capital allows us to systematize territorial differences and determine the priorities of regional employment policy. It shows that universal measures are ineffective - a differentiated approach is needed that takes into account the educational, digital and infrastructural potential of each region.

In order to deepen the analysis of differences in the level of human capital development between the regions of Uzbekistan, it is advisable to consider statistical data on the employment structure and distribution of academic personnel. These data allow us to visualize the differences in the educational and professional potential of the regions, and also serve as a basis for substantiating the priorities of regional policy in the field of human capital formation (Table 2).

Table 2. Regional structure of employment and distribution of academic personnel in Uzbekistan*

	Regions	Total employed	in the formal sector of the economy	in the branches of the economy	academic staff at the university
	Total	14 262 859	7 472 531	5 159 144	45210
	regions				
1.	Republic of Karakalpakstan	752 473	366 020	253 244	2586
2.	Andijan region	1,347,026	625 072	370 176	3081
3.	Bukhara region	807 717	451 527	309 759	2920
4.	Jizzakh region	564 411	287 056	185 359	1539
5.	Kashkadarya region	1 296 373	631 119	360 042	2205
6.	Navoiy region	432 570	317 554	248 452	913
7.	Namangan region	1 160 138	486 544	319 791	2265
8.	Samarkand region	1 521 476	686 579	425 729	3812
9.	Surkhondarya region	1 018 606	427 235	266 922	1790
10.	Sirdarya region	351 125	183 967	128 030	848
11.	Tashkent region	1 251 179	701 725	494 702	2064
12.	Fergana region	1 565 392	691 958	478 420	2575
13.	Khorezm region	782 538	375 478	259 160	1903
14.	Tashkent city	1 411 835	1 240 697	1 059 358	16709

* Compiled by the author

The data in Table 2 show significant territorial differences in the employment structure and distribution of academic personnel across the regions of Uzbekistan. The highest level of employment in the formal sector and the highest concentration of academic staff are found in the city of Tashkent, which reflects the high level of urbanization, the development of educational and scientific infrastructure, and the availability of broad employment opportunities in high-tech and intellectually intensive industries. Thus, over 16.7 thousand academic staff are concentrated in the capital, which is several times higher than similar indicators in the regions.



At the same time, rural and remote regions such as Karakalpakstan, Surkhandarya and Kashkadarya regions are characterized by a relatively low share of employment in the formal sector and limited human resources in higher education. This indicates a shortage of human capital, which exacerbates the problem of hidden unemployment and hinders the development of modern segments of the economy.

The gap between regions with high (Tashkent, Samarkand region) and low (Sirdarya, Navoiy regions) concentration of academic personnel is noteworthy. This imbalance indicates the need for targeted measures to develop educational infrastructure and stimulate training of personnel in regions with low levels of human capital. Thus, the data in the table confirm that the level of human capital development directly correlates with the sustainability of regional employment and economic diversification.

Thus, for regions with a high level of capital, measures to stimulate high-tech and creative employment are relevant, while for territories with a low level, basic education, digital literacy and access to retraining systems are of primary importance. Such a typology can become the basis for developing targeted programs aimed at the sustainable development of regions, taking into account their socio-economic specifics.

Thus, human capital is not only a factor in ensuring the current level of employment, but also the basis for long-term sustainability of regional development. By investing in human capital - education, health, innovative competencies – the region creates the prerequisites for attracting investment, developing small and medium-sized businesses, increasing export potential and improving the quality of life of the population. In this regard, the development of human capital should be included among the priorities of the regional employment strategy, as a necessary condition for increasing competitiveness and social stability.

Differences in human capital levels between regions generate inequality in employment. Thus, regions with a high level of education and developed infrastructure create more jobs in high-tech sectors, while agricultural regions often face low qualifications and high hidden unemployment. According to the World Bank, an increase in the level of education by 1 year increases the chances of employment by 7-10% in developing countries [11].

Institutional support for human capital development is a fundamental element of effective human capital formation at the regional level. In the context of the transition to a knowledge economy and growing instability of the labor market, institutions are becoming not just a backdrop for the implementation of educational and social programs, but active agents of employment transformation. Their task is to create a sustainable ecosystem of interaction between the state, educational institutions, business and civil society.

The formation and development of human capital is impossible without systemic institutional support. It is institutions – government agencies, educational organizations, research centers and business structures – that create conditions for people's knowledge, skills and competencies to become a resource for social and economic development.

Such support includes not only funding for education and healthcare, but also the development of a regulatory framework, strategic documents, professional training programs, certification mechanisms, and qualification assessment. The role of institutions is to establish the “rules of the game” in the labor market – from the content of educational programs to the conditions for access to retraining and advanced training.

Institutional support plays a key role in the formation and development of human capital, as it covers a wide range of areas, from strategic planning to the direct implementation of professional training programs. Below is a table reflecting the main areas of institutional influence and a brief description of each of them.

Table 3. Institutional support for human capital development*

Direction of support	Description
State strategies and programs	Development and implementation of national strategies in the field of education and employment
Reforms of the education and training system	Updating the content and structure of education in accordance with the requirements of the labor market
National qualification and certification systems	Creation of qualification frameworks, recognition and assessment of competencies
Support for R&D and digital competencies	Investments in the development of science, innovation and digital skills
Programs vocational training and retraining	Organization of courses, trainings, retraining centers

* Compiled by the author

Modern challenges of digitalization and the “green” economy caused by accelerated digitalization and the environmental shift in economic policy make qualitatively new demands on human capital. The change in



8. Hanushek, E. A., & Woessmann, L. (2008). The role of cognitive skills in economic development. *Journal of Economic Literature*, 46(3), p. 615
9. ILO (2013). *Global Employment Trends 2013: Recovering from a second jobs dip*, p. 72.
10. World Bank (2018). *World Development Report 2018: Learning to Realize Education's Promise*, p. 65.
11. World Bank, "World Development Report", 2018, p. 112
12. Levy, F., Murnane, R., "The New Division of Labor", 2004, p. 5
13. ILO, "Green Jobs: Towards Decent Work in a Sustainable World", 2013, p. 31



IQTISODIYOT & TARAQQIYOT

Ijtimoiy, iqtisodiy, texnologik, ilmiy, ommabop jurnal

Ingliz tili muharriri: Feruz Hakimov

Musahhih: Zokir ALIBEKOV

Sahifalovchi va dizayner: Oloviddin Sobir o'g'li

2025. № 7

© Materiallar ko'chirib bosilganda "Yashil" iqtisodiyot va taraqqiyot" jurnali manba sifatida ko'rsatilishi shart. Jurnalda bosilgan material va reklamalardagi dalillarning aniqligiga mualliflar ma'sul. Tahririyat fikri har vaqt ham mualliflar fikriga mos kelamasligi mumkin. Tahririyatga yuborilgan materiallar qaytarilmaydi.

Mazkur jurnalda maqolalar chop etish uchun quyidagi havolalarga maqola, reklama, hikoya va boshqa ijodiy materiallar yuborishingiz mumkin.
Materiallar va reklamalar pullik asosda chop etiladi.

El.Pochta: sq143235@gmail.com

Bot: @iqtisodiyot_77

Tel.: 93 718 40 07

Jurnalga istalgan payt quyidagi rekvizitlar orqali obuna bo'lishingiz mumkin. Obuna bo'lgach, @iqtisodiyot_77 telegram sahifamizga to'lov haqidagi ma'lumotni skrinshot yoki foto shaklida jo'natishingizni so'raymiz. Shu asosda har oygi jurnal yangi sonini manzilingizga jo'natamiz.

"Yashil" iqtisodiyot va taraqqiyot" jurnali 03.11.2022-yildan O'zbekiston Respublikasi Prezidenti Adminstratsiyasi huzuridagi Axborot va ommaviy kommunikatsiyalar agentligi tomonidan №566955 reyestr raqami tartibi bo'yicha ro'yxatdan o'tkazilgan.

Litsenziya raqami: №046523. PNFL: 30407832680027

Manzilimiz: Toshkent shahar, Mirzo Ulug'bek tumani
Kumushkon ko'chasi, 26-uy.



Jurnal sayti: <https://yashil-iqtisodiyot-taraqqiyot.uz>
