

## YOUTH AND HUMAN CAPITAL AS A CRITERIA FOR SUSTAINABLE DEVELOPMENT

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**Abstract:** This article analyzes the role of human capital, especially the potential of the young generation, as one of the main criteria for sustainable development. It is argued that in the context of global and national socio-economic changes, the knowledge, professional skills, innovative thinking, and spiritual and moral qualities of young people are the main factors of social stability. The article highlights the role of the education system, social institutions, and state policy in the formation of human capital. Also, based on the results of sociological surveys, the role of youth as human capital in society and the impact of this process on stability are analyzed through practical examples. In conclusion, ways and proposals for achieving sustainable development through the development of youth capital are put forward.

**Keywords:** human capital, youth, sustainable development, spiritual and moral potential, education system, sociological analysis, social stability, modern society, intellectual development, state policy

Ensuring and developing stability requires effective management of social and economic resources, combating global threats, and maintaining climate balance.

The main conditions for ensuring socio-political and spiritual stability of society include the following aspects:

- social stability is achieved by ensuring legal and social guarantees among all segments of the population. This principle is based on such important areas as lifting society out of poverty and deprivation, expanding employment, improving healthcare and education systems;
- political stability is directly related to the continuity of state governance and the level of trust of citizens in the state. Democratic governance, the rule of law, and the fight against corruption strengthen political stability. Political stability is important for preventing various conflicts that may arise in society and ensuring the comprehensive development of the state;
- spiritual stability is based on the priority of moral values, traditions, principles of religious and national tolerance and norms of morality of society. The health of the spiritual environment creates the basis for spiritual and intellectual development in society.

Factors that serve to ensure stability:

peace and security: ensuring peace in society and strengthening stability are important foundations, which are implemented through effective fight against internal and external threats;

education and science: the high quality of the education system and the development of science play an important role in ensuring the stability of society;

social solidarity: mutual solidarity between different nations, ethnic groups, religions and social strata serves to strengthen the stability of society;

ecological stability: protecting the ecosystem and rational and effective use of natural resources are of great importance in ensuring the long-term stability of society. In addition, there are factors such as human capital development, social justice and equality, economic opportunity and income, rule of law and governance, spiritual and cultural values, and political culture and trust.

Human capital - (author's definition) is a set of abilities, skills and qualifications that represent human potential, in which a person's knowledge, intellect, intelligence, mentality, thinking and the ability to effectively and successfully perform certain tasks differently from others are understood, which subsequently creates capital and brings added value and prosperity to society through innovations. At the same time, it is a set of knowledge, skills, qualifications and services that serve to ensure the intellectual thinking of members of society, high medical culture (human health is an invaluable capital in our society) and a quality lifestyle.

The levels of human capital mean how a person's contribution to socio-economic activity in society is assessed based on such aspects as knowledge, skills, health, experience and professional qualifications. In ensuring the stability of society, various levels of human capital (in terms of scale and scope - individual, collective, national, in terms of quality and efficiency - basic, medium, high), the functions it performs (economic, social, spiritual-educational, innovative, political, strategic) and the resources serving its development (education and knowledge, health, socio-cultural, technological and information, economic, legal and institutional) play an important role.

In terms of scale and scope, human capital at the individual level is assessed on the basis of the specific knowledge, skills, health, experience and spiritual and moral qualities of each person.

The functions of human capital are the directions in which it affects the development of society and the individual. Human capital is a resource embodied in the form of knowledge, health, skills, abilities and social values, and its activity is manifested through several main functions.

Human capital resources are the main sources that serve the economic, social, cultural and spiritual development of a person, with the help of which human capital is formed, developed and works effectively. "According to him, education and knowledge (these resources occupy the most important place in the formation of human capital and through education knowledge, thinking and professional potential are formed in a person), health (a healthy person is fully capable of work, socially active and productive, a high level of health determines the quality of human capital), socio-cultural environment (these resources develop a person's upbringing, values, moral qualities and sociability, form spiritual qualities such as patriotism, responsibility, honesty in a person), technological and informational (modern human capital relies on technological knowledge and information media, and these resources

are an important tool for obtaining knowledge and applying them in life), economic (the need for a material base for the development of human capital is that in the absence of financial support, the effective use of other resources becomes difficult), legal and institutional framework (a stable and stable environment for the development of human capital The importance of legislation and systematic management is that the legal environment provides a guarantee for human development) forms, develops and serves as a basis for effective functioning of human capital. The levels, functions and resources of this human capital together ensure the full realization of human potential and the sustainable continuation of economic, social and spiritual development.

The priority areas, criteria and features of human capital development are as follows.

1. The direction of education and personnel training in ensuring the stability of society. Improving the quality of education, creating equal opportunities and conditions for everyone in education, training qualified personnel and improving their skills play an important role in ensuring the socio-political and spiritual stability of society. Education in the development of human capital is the main means of instilling knowledge and moral values.
2. The direction of health care. Updating the health care system, providing high-quality medical services to every citizen, health is a solid foundation for the stability of society. Because this helps to increase the efficiency of the workforce and social well-being.
3. The direction of social security and social protection, which is important for the stability of society. Improving the system of social protection, assistance to the needy, and ensuring social equality in society creates the social balance necessary for a stable society.
4. Youth support direction. Strengthening the socio-political activity of young people, creating opportunities for education, sports, culture and other personal development will help to properly educate the new generation.
5. Economic stability and well-being of society direction. Eliminating unemployment, protecting against economic crises and ensuring sustainable economic growth. The development of human capital increases economic stability and helps maintain social equality in society.
6. Cultural and moral values direction. Preservation of cultural values, focusing on social norms and moral principles in society, serves to ensure stability, unity and cohesion in society.

Investing in human capital is a strategic direction that determines not only education and health, but also the country's global competitiveness. In this regard, it is worth paying special attention to the results of the sociological survey on the topic "The role of human capital in ensuring social stability" conducted during the study. This sociological survey was organized in order to study social stability, human capital development and their interrelationships in our country. The survey was conducted online, based on the principles of anonymity and voluntariness. A total of 1,079 respondents, who varied in age, profession, social status, and level of education, participated in it. The results show that there is a common understanding of the essence and importance of human capital among broad segments of the population. At the same time, it remains an urgent task to deepen it, translate it into practical actions, and promote it as the basis of sustainable development. Based on the results of the

study, the need for a systematic, comprehensive approach to human capital in ensuring social stability was once again confirmed.

Youth is one of the main subjects of human capital. The larger the number of young people, the more human capital of the country can be developed by directing them to science and professions. The large number of young people should not be seen as a problem, but as a key factor in the future intellectual human capital. It is of urgent importance to create the necessary conditions for their active contribution to the process of formation and development of human capital.

Human capital is a set of knowledge, skills and abilities necessary for people, especially young people, to find their place in society and participate in the socio-political activities of the state and society.

Today, a number of measures are being implemented in our country to stimulate the development of human capital. Training personnel based on the demands of the real sector and reforms in the education system are of great importance. Creating an education system that meets modern requirements, updating and reforming the national education system through the introduction of advanced technologies, and eliminating objective problems in this regard have become an integral part of the state policy implemented in recent years.

In the process of financing education, along with state funds, measures are being taken to expand the participation of the private sector. Systematic work is being carried out to modernize preschool educational organizations and general secondary educational institutions. In order to cover a wide range of the population with higher education, the number of educational institutions is being consistently increased in cooperation with the state and private sectors, which creates new opportunities for scientific potential and intellectual development.

Identifying and supporting young leaders with high intellectual potential and managerial qualities, forming a human resource pool is one of the important tasks of the state. Discovering and comprehensively supporting young talents as the main force for the development of human capital in the country is a requirement of the time. Based on the requirements of the times, the creation and further enrichment of a young human resource pool indicates how necessary it is for our country to develop human capital. They themselves must also feel responsible and act selflessly. Therefore, the state and society must create conditions for young people to develop culturally, scientifically and spiritually, and young people, using these opportunities effectively, must fully demonstrate their intelligence and spiritual potential.

From a philosophical point of view, human capital is not only an economic resource, but also a phenomenon inextricably linked with social and spiritual values, human freedom and opportunities. This concept sometimes includes ontological, epistemological and ethical aspects in modern philosophy.

From an ontological point of view, human capital, while expressing human capabilities and potential, is one of the factors that make various human potentials exist in existence.

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