

Socio-Legal Foundations For Human Capital Development In New Uzbekistan

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ABSTRACT. This article analyzes the socio-legal foundations of human capital development within the framework of the Development Strategy of New Uzbekistan. It examines the legal and institutional aspects of such factors influencing the formation and development of human capital as education, healthcare, employment, social protection, science, innovation, and civic engagement. The study also highlights the role of reforms aimed at ensuring human rights and interests, expanding access to quality education and healthcare services, creating decent working conditions, and enabling young people to realize their intellectual and professional potential. From a socio-legal perspective, the research analyzes the relationship between the strategic development priorities of New Uzbekistan and human capital, and substantiates that improving effective legal institutions and social policy mechanisms is an important condition for bringing human capital development to a qualitatively new level.

Keywords: New Uzbekistan, Development Strategy, human capital, socio-legal foundations, human rights, social policy, education, healthcare, employment, social protection, youth, science, innovation, civic engagement, human development.

INTRODUCTION

In the context of contemporary global transformations, human capital has become one of the key determinants of sustainable socio-economic development and the competitiveness of states. The rapid development of science and technology, digitalization, globalization, and changes in the structure of the labor market are increasing the importance of education, professional competencies, health, creativity, social activity, and civic responsibility. Under these conditions, the development of human capital is increasingly viewed not only as an economic priority but also as an important social and legal objective aimed at ensuring human dignity, rights, freedoms, and equal opportunities.

For Uzbekistan, the development of human capital occupies a central position in the process of building a modern and socially oriented state. The transformation processes associated with the concept of the "New Uzbekistan" are aimed at creating conditions for the comprehensive development of individuals and ensuring their active participation in social, economic, political, and cultural life. In this regard, education, healthcare, employment, social protection, science, innovation, and youth policy constitute important areas of public policy directly related to the formation and effective utilization of human capital.

The development of human capital has a particularly important legal dimension. The effectiveness of social reforms depends not only on the availability of economic resources but also on the existence of a stable legal framework that guarantees human rights and creates institutional conditions for individual development. The right to education, access to healthcare, the right to work, social protection, equality of opportunities, and participation in public life form an important legal foundation for the development of human capital. Therefore, the study of human capital from a socio-legal perspective makes it possible to identify the relationship between legal guarantees, social institutions, and individual capabilities.

The strategic reforms implemented in Uzbekistan have strengthened the institutional and legal foundations for human-centered development. The priorities established within the framework of the development strategy emphasize improving the quality of education, strengthening the healthcare system, creating decent employment opportunities, supporting vulnerable groups, developing science and innovation, and increasing the social activity and professional potential of young people. These directions demonstrate that human capital is increasingly recognized as a strategic resource for the country's long-term development.

At the same time, contemporary challenges require a broader understanding of the social and legal factors influencing human capital. Digital transformation, technological modernization, demographic changes, labor market restructuring, and the growing importance of knowledge and innovation are creating new requirements

for individuals and social institutions. The legal system must therefore continuously adapt to these changes by ensuring equal access to educational and professional opportunities, protecting labor rights, supporting lifelong learning, and creating favorable conditions for the realization of individual potential.

From this perspective, the development of human capital should be considered as a multidimensional process involving the interaction of the individual, family, educational institutions, healthcare organizations, labor market, civil society, and the state. The effectiveness of this process depends on the coherence of social policy and legal regulation, as well as on the ability of institutions to create an enabling environment for human development.

The relevance of this study is determined by the growing importance of human capital in achieving the strategic goals of the New Uzbekistan. A comprehensive analysis of its social and legal foundations makes it possible to identify the institutional mechanisms that contribute to the formation, development, reproduction, and effective utilization of human potential. It also provides an opportunity to assess the extent to which legal guarantees and social policies correspond to contemporary requirements of human-centered development.

Accordingly, the purpose of this article is to analyze the social and legal foundations of human capital development within the framework of the development strategy of the New Uzbekistan. The study focuses on the legal guarantees of human development, the role of social institutions, and the strategic priorities of education, healthcare, employment, social protection, science, innovation, and youth policy in the formation and effective realization of human capital.

RESEARCH METHODOLOGY

The research is based on an interdisciplinary methodological approach that combines socio-philosophical, legal, sociological, and institutional perspectives to examine the social and legal foundations of human capital development within the framework of the development strategy of the New Uzbekistan. Such an approach makes it possible to analyze human capital not only as an economic resource but also as a social phenomenon directly connected with human rights, social policy, institutional development, and the realization of individual potential.

The methodological framework of the study is based on the principles of human-centered development, social justice, equality of opportunities, legality, and institutional responsibility. These principles provide a conceptual basis for assessing the extent to which legal norms and social institutions create favorable conditions for the formation, development, reproduction, and effective utilization of human capital.

The study employs several complementary research methods. The systematic approach is used to examine human capital as an interconnected system consisting of education, healthcare, employment, professional qualifications, social protection, scientific and innovative potential, cultural development, and civic activity. This approach allows the relationship between individual capabilities and the institutional environment to be identified.

The comparative method is applied to examine different theoretical approaches to human capital development and to compare the roles of social and legal mechanisms in shaping human potential. It also makes it possible to identify the specific characteristics of Uzbekistan's approach to human capital development in the context of contemporary global transformations.

The institutional analysis method is used to investigate the role of the state, educational institutions, healthcare organizations, labor market institutions, civil society organizations, and other social institutions in the development of human capital. Particular attention is given to the interaction between legal regulation and institutional practices in ensuring human rights and expanding opportunities for individual development.

The legal analysis method is applied to examine the normative and legal foundations related to education, healthcare, employment, social protection, youth policy, science, innovation, and human rights. Through this method, the study evaluates the role of legal guarantees in creating conditions for the development and realization of human potential.

The content analysis method is used to examine strategic and policy documents, legal acts, academic publications, and analytical materials concerning human capital and social development. The analysis focuses on key concepts such as human rights, social protection, equal opportunities, quality education, decent employment, innovation, and human development.

The socio-philosophical method enables the study to examine the deeper relationship between human capital and such categories as human dignity, freedom, justice, social responsibility, social progress, and sustainable

development. Within this framework, human capital is interpreted as a multidimensional phenomenon that reflects not only an individual's economic productivity but also their intellectual, cultural, social, and civic potential.

The combination of these methods provides an integrated analytical framework for identifying the social and legal factors influencing human capital development in the New Uzbekistan. It also makes it possible to determine the institutional conditions and policy mechanisms that can contribute to the sustainable development of human potential and the achievement of strategic national development objectives.

ANALYSIS AND RESULTS

The realities associated with the transformation of Uzbek society are creating a growing need to reform society and improve the scientific foundations of its governance alongside state institutions in the process of determining the country's development trajectory. Indeed, "...the human being, his or her rights and well-being should be the highest priority of state policy and the activities of all state bodies. The construction of society and state policy should be based on this idea and organized according to the principles of 'The state for the human being' and 'human being–society–state.' History demonstrates that all civilizations, cultures, and religions of the world emerged under the influence of noble ideas that laid the foundations for the formation of fundamental concepts of human rights" [2, p. 59].

For many years, Uzbekistan adhered to the principle of **"state–society–human being."** State-building and governance, all political institutions, as well as their working methods and activities, were structured on the basis of this principle.

At the new stage of Uzbekistan's development, there is a growing need for new socio-cultural approaches to the transformation of society. This need is reflected in the **Development Strategy of New Uzbekistan for 2022–2026**, which was developed in accordance with the principle of **"From the Action Strategy to the Development Strategy"** and consists of seven priority areas. The Strategy was formulated on the basis of a profound analysis of complex global processes and the results of the country's previous development, with the aim of further increasing the well-being of the people based on the principle of **"For human dignity,"** transforming economic sectors, rapidly developing entrepreneurship, unconditionally ensuring human rights and interests, and forming an active civil society [1].

In particular, the **fourth priority area of the Development Strategy is entitled "Pursuing a Fair Social Policy and Developing Human Capital."** It identifies important strategic objectives related to new socio-cultural approaches to societal transformation, including the development of lifelong education, advancing healthcare reforms to a new stage, and intensifying state policy toward youth.

The section entitled **"Strong Social Policy: Essence and Opportunities"** in the work *The Strategy of New Uzbekistan* states: "The main objective of our reforms in this direction is to transform New Uzbekistan into a country of people who are satisfied with their lives and happy, and into a comprehensively developed social environment" [2]. Today, broad-ranging reforms and innovations are being implemented to realize this goal put forward by the President.

The **Development Strategy of New Uzbekistan** contributes to the country's economic and social development through the social and legal factors associated with human capital development. Quality education, social protection, and a strong legal framework create favorable conditions for the development of human capital. This, in turn, contributes to the sustainable and long-term development of the country.

The Development Strategy of New Uzbekistan identifies specific indicators and priority areas aimed at developing human capital, including **education, healthcare, social protection and justice, economic opportunities, sports, and culture**. These indicators, implemented through programs aimed at human capital development, contribute to securing the nation's future and strengthening social stability. Another important aspect is that these indicators are interconnected and mutually reinforcing.

The Development Strategy of New Uzbekistan is of particular importance as a social and legal factor in the development of human capital. The measures aimed at ensuring fair social policy and the rule of law established in the Strategy contribute to improving people's knowledge, health, and social participation. This process contributes not only to national development but also to strengthening Uzbekistan's reputation within the international community. Successful implementation of the Strategy depends on the joint efforts of the state and society, while scientific research and practical approaches play an important role in this process.

In the contemporary world, human capital is becoming a key factor in ensuring a state's sustainable development and competitiveness. Uzbekistan's Development Strategy places particular emphasis on developing this concept within the national context. The Strategy establishes that human capital development should be pursued through socio-legal mechanisms such as implementing a fair social policy and ensuring the rule of law.

“The role of the labor factor in human capital development is unparalleled. In our country, the population's spiritual and intellectual level and the degree of professional competence are developing rapidly. The phenomenon of labor represents a factor consciously directed toward achieving the ultimate result. One of the most important social achievements attained through independence has been the fundamental transformation of the nature and content of labor” [6].

The social factor plays an important role in improving the quality of human capital within the Development Strategy. For example, the Strategy envisages fully covering the population in need with social benefits and material assistance by 2026. This measure is intended not only to reduce poverty but also to expand the population's access to education and healthcare services.

The **Development Strategy of New Uzbekistan for 2022–2026** places particular emphasis, in Chapter IV, on “**Pursuing a Fair Social Policy and Developing Human Capital.**” The following objectives of the Strategy can be regarded as legal mechanisms aimed at developing social capital within a social state:

Goal 46: Increasing the coverage of higher education to 50 percent and improving the quality of education;

Goal 53: Ensuring mandatory social guarantees for the population and strengthening social protection for vulnerable groups;

Goal 54: Improving the pension system;

Goal 55: Establishing medical clusters in the regions of the Republic in order to bring medical services closer to the population and improve their accessibility;

Goal 66: Establishing an effective system of support for persons with disabilities and improving their quality and standard of living;

Goal 69: Supporting women and ensuring their active participation in the life of society.

The Development Strategy of New Uzbekistan for 2022–2026 is an important document aimed at ensuring the country's social, economic, and spiritual development. From a philosophical and theoretical perspective, this analysis examines Goals 53, 69, and 70 of the Strategy.

Goal 53 is aimed at ensuring social justice and general well-being. From a philosophical perspective, it raises questions concerning basic human needs, the moral obligations of the state, and the purpose of society. From the perspective of utilitarianism, John Stuart Mill's principle of “**the greatest happiness**” supports this goal: social guarantees improve the quality of life of the most vulnerable groups and thereby increase overall social welfare. At the same time, this process raises ethical dilemmas concerning the distribution of resources: which groups should receive greater assistance, and how should such assistance be distributed?

From the perspective of **social contract theory**, particularly the ideas of John Locke and Jean-Jacques Rousseau, social guarantees constitute part of the “contract” between the state and its citizens. In exchange for protecting citizens' fundamental rights – life, liberty, and property – the state expects loyalty and compliance with the law. In the Uzbek context, this social contract contributes to strengthening the legitimacy of the state through the protection of vulnerable groups.

In Eastern philosophy, for example, Al-Farabi's concept of the “**Virtuous City**” emphasizes that the purpose of society is to help every citizen realize their potential. The social protection system serves this objective by reducing social disparities and contributing to general well-being.

Social guarantees contribute to increasing overall social welfare; however, limited resources require a balance between benefits and costs. For example, poverty reduction programs in Uzbekistan correspond to utilitarian objectives, although their effectiveness depends on the fiscal capacity of the state.

The state's social protection system represents a means of fulfilling its moral obligations toward citizens. This process increases the state's responsibility to its citizens.

From **Jean-Paul Sartre's existentialist perspective**, social protection should provide individuals with the opportunity to shape their lives freely. If social assistance merely satisfies material needs but does not help individuals achieve self-realization, it remains limited in a philosophical sense.

Social protection reforms in Uzbekistan, including the introduction of a new methodology for determining the poverty level in 2022 and special programs for persons with disabilities, are based on principles associated with utilitarianism and social contract theory. From a philosophical perspective, however, this system should serve not only to provide material assistance but also to enable individuals to give meaning to their lives and realize their potential.

From an **existentialist perspective**, the active participation of women in society provides them with greater opportunities to shape their lives freely and achieve self-realization. In Simone de Beauvoir's *The Second Sex*, the subordinate position of women in society is associated with patriarchal structures. In the Uzbek context, increasing women's participation requires a reconsideration of such structures.

In Eastern philosophy, particularly in Ibn Sina's teachings concerning human potential, every individual should have the opportunity to realize their intellectual and spiritual capacities. Creating equal opportunities for women corresponds to this philosophical ideal because every member of society should be able to contribute to the common good.

Women's active participation in economic and political life increases the overall welfare of society. For example, programs supporting women's entrepreneurship contribute to economic growth. By ensuring equal rights and opportunities for women, the state fulfills its moral obligations and strengthens the foundations of a just social order.

In Uzbekistan, microcredit programs for women, legislation addressing gender-based violence, and measures aimed at increasing political participation have been introduced. From a philosophical perspective, these reforms should serve not only to ensure material equality but also to provide women with opportunities to freely shape their lives and realize their potential. In rural areas, traditional values continue to constitute barriers to women's participation, which remains an important subject for philosophical discussion.

Goal 70 views young people as the future of society and is aimed at increasing their access to education and employment and strengthening their social participation. From a philosophical perspective, this goal raises questions concerning human self-realization, the future of society, and the moral obligations of the state. From a utilitarian perspective, investment in young people contributes to the long-term welfare of society, as youth constitute one of the principal driving forces of economic and social development.

In Uzbekistan, the **Youth Affairs Agency** and the “**Youth Register**” initiative contribute to increasing young people's social participation. Between 2022 and 2024, more than 100,000 jobs were created for young people. From a philosophical perspective, such programs should generate not only economic benefits but also provide young people with opportunities to give meaning to their lives and realize their potential. Unemployment among young people and problems related to the quality of education remain important issues for philosophical discussion.

The relationship between education and human capital is clearly and substantially reflected in this perspective. Indeed, investment in human capital is not merely an investment in individuals; it is a fundamental factor contributing to the economic, social, and cultural development of society as a whole.

In today's global competitive environment, advanced technologies, innovation, and the knowledge-based economy have become important indicators of national development. This requires a strategic approach to science, education, and lifelong learning systems. The greater a country's scientific potential, the more competitive it becomes internationally, the greater its capacity to achieve economic stability, and, most importantly, the greater its ability to provide citizens with a high quality of life.

If we look at world history, we can see that other peoples have also achieved progress in the processes of gaining freedom and independence, achieving national revival, strengthening their statehood, and building effective civil societies by relying on similar qualities and mobilizing their exceptional internal capabilities and potential. This has been evident across all spheres, including the economy, social life, culture, education, upbringing, and science.

The state is the principal social investor in the development and growth of human capital. From the perspective of human development and innovative development, and taking into account contemporary trends, Uzbekistan is currently placing particular emphasis on education and, above all, on improving its quality.

The path of innovative development not only creates opportunities for the development of a country's human capital but also requires changes in people's ways of thinking and their social, spiritual, and moral perspectives. Ultimately, this leads to the modernization of society as a whole and its transformation into a new qualitative

state. T. Schreyer emphasized that in contemporary society, individuals should be guided not by economic or social coercion but by **“rationality”** [7].

The more a person works, the more confidently they live. Even when hungry, a person can derive satisfaction from labor and feel as prosperous as wealthy people because they do not consider themselves inferior to others. Through labor, the spiritual health and psychological vitality of society are also manifested. Peace in the country is strengthened, and peace itself is a great happiness and blessing. Therefore, it is important for every citizen to work for the destiny of the homeland and to recognize their responsibility for contributing through labor to the construction of a great state.

Development and progress take place through labor. Heavy and light industries improve, new production capacities emerge, cultural and social facilities are constructed, urban improvement and landscaping are carried out, and gardens and green spaces are created. In due course, all these achievements serve individuals, communities, and society. As a result, individuals attain honor through their labor and gain opportunities to live freely and prosperously. The traditional saying **“Labor brings prosperity”** contains profound philosophical meaning.

Society and the family are intrinsically interconnected. The fundamental nature of society is reflected within the family, and in this sense, the family can be regarded as a small-scale society. Every member of society grows up within a family, acquires social relationships, and develops human qualities. Forming a well-rounded individual and preparing them for life and work is one of the family's fundamental responsibilities. Strengthening the family is an important condition for the stability and strength of society. Therefore, the state places the family under its protection [8, p. 150].

“The main objective of our large-scale reforms is to transform New Uzbekistan into a country where people live happily through their labor and into a comprehensively developed social environment” [2, p. 202]. This concept can be understood not only as a socio-economic objective but also as a philosophical ideal directed toward human self-awareness, freedom, and spiritual development.

In his work *Muqaddimah*, Ibn Khaldun sought to identify the fundamental essence and problems of history and social development. He argued that the essence of history consists of information about human society, which represents the “sociality” of the world. Among the forces influencing the nature of sociality, he identified savagery and humanity, the domination of some people over others, the emergence and role of kingdoms and states, and related processes. According to Ibn Khaldun, everything people produce through their labor and everything they seek in order to obtain the means of life – including science, crafts, and other forms of activity – arises from the nature of sociality [9]. He further emphasized that an individual alone does not possess the capacity to produce all the means necessary for life. Such capacities emerge through cooperation among people, enabling them to satisfy not only their own needs but also those of others. According to Ibn Khaldun, labor is an essential factor of development and constitutes the foundation of social life.

CONCLUSION

The analysis demonstrates that human capital has become one of the most important strategic resources for the sustainable social, economic, and cultural development of New Uzbekistan. The Development Strategy for 2022–2026 reflects a transition from the traditional **“state–society–human”** model toward a human-centered approach based on the principles of **“The state for the human being”** and **“human dignity.”** This transformation places the individual, their rights, freedoms, well-being, and opportunities for self-realization at the center of public policy.

The study shows that the development of human capital cannot be limited to education and professional qualifications alone. It is a multidimensional process involving education, healthcare, social protection, employment, cultural development, scientific and innovative activity, civic participation, and family institutions. The goals established in the Development Strategy concerning higher education, social guarantees, pension provision, healthcare, support for persons with disabilities, women's participation, and youth development demonstrate the interconnected nature of these components.

From a socio-philosophical perspective, the development of human capital is closely connected with the principles of social justice, human dignity, freedom, equality of opportunity, and social responsibility. Social protection should therefore not be understood merely as material assistance. Its broader purpose is to create conditions in which individuals can develop their abilities, participate actively in society, and realize their

intellectual, professional, and spiritual potential. This approach corresponds to the philosophical ideas of social justice, social contract theory, utilitarianism, existentialism, and Eastern philosophical traditions discussed in the study.

The analysis also confirms the particular importance of education and youth policy in the reproduction of human capital. Investment in education, science, professional development, and young people's social participation creates long-term economic and social returns. In this regard, the strategic emphasis on increasing higher-education coverage, improving educational quality, and supporting young people's employment and social activity represents an important institutional foundation for strengthening the country's human capital.

Healthcare and social protection are equally important components of human capital development. Improving access to medical services, strengthening social guarantees, supporting vulnerable groups, and increasing the quality of life of persons with disabilities contribute to the formation of a healthier and more socially integrated population.

Women's participation and family development also have a direct relationship with the reproduction and expansion of human capital. Ensuring equal opportunities for women and strengthening their participation in economic, political, and social life contribute to both individual self-realization and broader social development. At the same time, the family remains a fundamental institution through which individuals acquire social experience, values, skills, and patterns of social interaction.

The study further establishes that labor remains a fundamental mechanism for the realization of human capital. Work is not merely a source of income; it also contributes to personal dignity, social participation, self-confidence, and the development of society. In this respect, the development of human capital requires the creation of conditions for decent employment, professional growth, and the productive realization of individual capabilities.

Thus, the social and legal development of human capital in New Uzbekistan should be understood as an integrated process in which the state, society, family, educational institutions, healthcare organizations, civil society, and individuals share responsibility. The effectiveness of the Development Strategy depends not only on the adoption of legal norms and strategic objectives but also on their consistent implementation and institutional realization.

Ultimately, human capital should be regarded not simply as an economic resource but as a **strategic social, cultural, and intellectual potential of the nation**. Its effective development strengthens social stability, expands opportunities for human self-realization, increases innovation capacity, and contributes to the country's competitiveness. Therefore, continued investment in education, healthcare, social protection, science, culture, youth, and decent employment represents one of the essential conditions for achieving the long-term objectives of New Uzbekistan's development. The successful realization of these objectives requires continuous improvement of legal mechanisms, evidence-based social policies, and coordinated efforts between the state and society.

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