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АКАДЕМИЯСИ МИНТАҚАВИЙ БЎЛИМИ
ХОРАЗМ МАЪМУН АКАДЕМИЯСИ**

**ХОРАЗМ МАЪМУН
АКАДЕМИЯСИ
АХБОРОТНОМАСИ**

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soums were implemented, and the service sector grew by 20%. However, the level of public service remains low.

Republic of Uzbekistan By 2030, 50 leading countries of the world can enter the Global Innovation Index. At the same time, the level of quality of innovative services affects the position of Uzbekistan in this international index.

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UDC 33

INNOVATIVE WAYS TO INVEST IN HUMAN CAPITAL INVESTMENTS

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Annotasiya. *Mazkur maqolada mamlakatimizda inson resurslari, ularga kiritilgan investitsiyalarning yangi yo'nalishlari, monomarkazlar va kovorking markazlari faoliyatining mamlakat iqtisodiyotida tutgan o'rni hamda o'ziga xos xususiyatlari haqidagi tahlillar yoritilgan.*

Kalit so'zlar: *Inson resurslari, monomarkazlar, kovorking markazlari, ijtimoiy-iqtisodiy rivojlanish ko'rsatkichlari, autorsoring, autsaффing*

Аннотация. *В данной статье анализируются роль и особенности человеческих ресурсов в стране, новые направления инвестирования в них, роль моноцентров и коворкинг-центров в экономике страны.*

Ключевые слова: *Человеческие ресурсы, моноцентры, коворкинг-центры, показатели социально-экономического развития, аутсорсинг, аутсаффинг.*

Abstract. *This article analyzes the role and characteristics of human resources in the country, new areas of investment in them, the role of monocenters and coworking centers in the country's economy.*

Key words: Human resources, monocenters, coworking centers, indicators of socio-economic development, outsourcing, outstaffing.

Many labor supply options require some investment on the part of the worker. If we call it an investment, then the worker pays the initial cost in the hope of recovering it later. Therefore, for many workers, wages and working conditions are not the only factors that are important in making decisions.

When modeling such decisions, the nature of the investment and the employee's future prospects must also be considered. Workers identify three main types of investment in the labor market: education and training, migration and job search. All three investments have an upfront cost, and in all three cases, employees hope to recoup the investment in exchange for future income.

To emphasize the simplicity of these three investments, as well as other types of investments, economists refer to them as human capital investments, which means that workers acquire skills that will benefit them in the future [1].

In order to ensure employment in the country, the President signed a decree dated August 11, 2020 "On additional measures aimed at attracting low-income and unemployed citizens to entrepreneurial activities, increasing their labor activity and professional training, as well as employment." By decision of the President of the Republic of Uzbekistan, "Welcome to Work" monocenters were created in each region.

The Decree of the President of the Republic of Uzbekistan dated August 11, 2020 "On additional measures aimed at attracting the poor and unemployed to entrepreneurial activities, increasing their labor activity and professional training, as well as employment" became the normative basis for increasing the number of monocenters. At present, the Welcome to Work monocenters are gradually serving the population in 15 regions of the country [2].

In particular, the "Welcome to Work" Monocenter in Bukhara trains specialists in a number of modern professions that can withstand the demands of the market and competitiveness. Courses such as women's hairdressing, men's hairdressing, tailoring, cooking, confectionery, plumbing, electrics, 1c Accounting and budget organization in vocational training services for the unemployed are in high demand.

Graduates will be able to obtain a World Skills Passport in 87 countries on a competitive basis. Along with monocenters, co-working centers have been created in the country. Coworking is a free-form workspace where a completely different group of people work in different areas, in different companies and projects [3].

In the process of sustainable economic development, a new stream of new concepts and ideas is entering our economy. In this process, one of the main tasks facing countries is human capital, the rational use of human capital, investment in human capital. In this regard, each country, each country implements new innovative ideas. What center is convenient to develop in our country? To answer this question, we conducted the following study.

Table-1

Features of employment centers [4]

"Welcome to Work" Monocenter (features)	Coworking centers (features)
High quality education	Focus on economic trends
Activities of highly qualified specialists in the field of advanced training	Availability of activities in the remote employment system
Certificate of Completion	Opportunities for various trainings, creative evenings, exhibitions, creativity based on the coworking center
Availability of World skills passports in 87 countries on a competitive basis	Ideal mode of operation in the center - the presence of day and night activities
Availability of modern professions and specialties	Growing demand, low operating costs, ease of starting and running a business, possibility of part-time work

The table above shows that monocenters and more than 20 coworking centers are currently operating in 15 regions of the country. As a result of the creation of such innovation centers in our country, the indicators of the socio-economic development of our country over the past five years have reached high percentages.

The table above shows that as a result of socio-economic reforms in our country, the well-being of our people has increased and our economy has achieved economic growth.

It should be noted that in order to increase employment in our country, to improve the efficiency of investment in human capital, it is advisable to use foreign experience.

In conclusion, in order to strengthen the self-employment of the population in our country and the effective use of investments in human capital, I would like to make the following proposals:

1. Based on foreign experience, the direct use of outstaffing services in some areas of services, as well as the provision by the state of certain benefits to organizations that have introduced this type of service at

their enterprise, is shown. Outstaffing (from the English words "out" and "staff" - "staff") is a freelance worker - on the basis of an employment contract with the employer of an enterprise or organization outside the workplace. assigned task. Businesses use this form of employment to streamline production processes and establish flexible working relationships with employees.

Table-2

Indicators of the socio-economic development of the country [5]

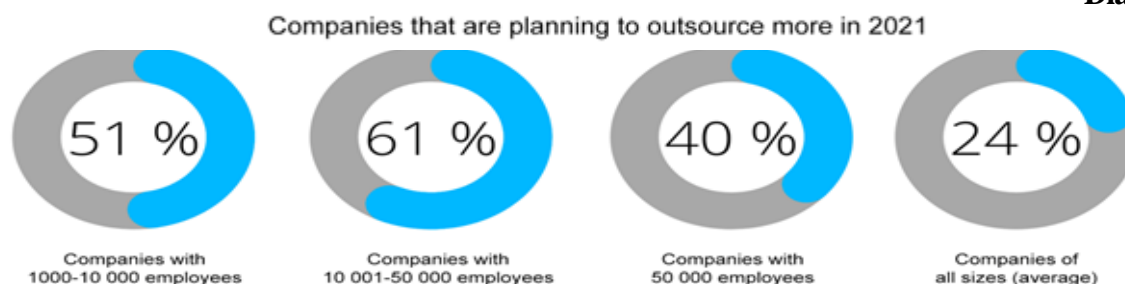
Indicators of the socio-economic development	From 1991 to 2016	From 2016 to 2020
Average monthly wages doubled	in 2010 - 504,8 thousand uzbek soums In 2016 - 1,293.8 thousand uzbek soums.	In 2020 – 2673,3 thousand uzbek soums
Food requirements are adequately met	In 1990, 82% of grain, 50% of meat and meat products, about 60% of dairy products, 50% of potatoes, 100% of sugar, powdered milk and baby food were imported from abroad	100% demand of the population for all basic consumer products (except sugar and vegetable oil) is fully covered.
Consumption of non-food products has increased	for every 100 households, there were on average 90-150 television sets, 80-102 refrigerators, 67-80 washing machines, 246 mobile phones	162 TV sets, 107 refrigerators, 90 washing machines, 287 mobile phones for every 100 households
Number of private cars per 100 households	Grew from 11.9 to 43 between 1990 and 2016	increased from 43 to 49
GDP per capita employed in the economy	in 2016 – 15,054 US dollars	in 2019 – 16,875 US dollars
Investment per capita	in 2016 – 572 US dollars	in 2019 – 615 US dollars
Exports of goods and services per capita	in 2016 – 12095 US dollars	in 2020 – 15128 US dollars
Total per capita income	in 2016 – 5810 soums	in 2020 – 11729 soums

2. Outsourcing is another precarious form of employment. To this end, it is advisable to establish the use of "outsourcing" services at enterprises operating in the tourism sector. Since tourism is one of the oldest and most profitable industries in the world, which directly increases the inflow of foreign exchange, the use of outsourcing services for businesses is a low-cost sector, since it is a seasonal sector in some regions.

Outsourcing (from the English word "outsourcing") - individual production functions (accounting, legal services, marketing research, information processing) that are not considered by the company on a contractual basis for its direction, etc.) to another partner specializing in this area.

Outsourcing services, especially accounting services, are now more widely used than recruiting personnel abroad. For example, in Belarus - 30%, in Europe - 86%, in the USA - 92%, and the highest rate is in Israel - 96%. In Europe, in the context of the same pandemic, the need for outsourcing services has increased. In particular, large companies have begun to use outsourcing services more efficiently based on the total number of employees. An example of this can be seen in the diagram below.

Diagram-1



Large-scale transition of large enterprises to the use of outsourced accounting services is not very effective, since in this case there is a possibility of a decrease in the efficiency of accounting due to remote work. To prevent this, accounting may not be outsourced entirely, but partially, for example, for monthly payroll reports, reports, and so on. For micro and small businesses, outsourcing of accounting services is the most optimal way of maintaining documentation. In this case, the company will be able to get highly qualified, responsible not only in the field of accounting, but also in personnel, legal and tax issues.

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RAQAMLI HUKUMATNING O'ZBEKISTON RIVOJLANISHIDAGI O'RNI

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Annotatsiya. *Ushbu maqolada O'zbekistonda elektron hukumatni rivojlantirishning xorij tajribalari tahlil qilinib, mamlakatimizni iqtisodiy rivojlanishidagi ahamiyati va shuningdek sohani rivojlantirishga qaratilgan taklif va tavsiyalar keltirilgan.*

Kalit so'zlar: *raqamli iqtisodiyot, elektron hukumat, axborot va kommunikatsiya texnologiyalari (AKT), elektron hukumat indeksi.*

Аннотация. *В данной статье анализируется зарубежный опыт развития электронного правительства в Узбекистане, его роль в экономическом развитии страны, а также предложения и рекомендации по развитию отрасли.*

Ключевые слова: *Цифровая экономика, электронное правительство, информационно-коммуникационные технологии (ИКТ), индекс электронного правительства.*

Abstract. *This article analyzes foreign experience in the development of e-government in Uzbekistan, its role in the economic development of the country, as well as offers and recommendations for the development of the industry.*

Keywords: *digital economy, e-government, information and communication technologies (ICT), e-government index.*

Kirish. Hozirgi jadal rivojlanib borayotgan bir davrda har bir mamlakat elektron hukumatga doir elementlarni tadbiq etib qolmasdan, balki raqamli iqtisodiyotni ham rivojlantirishga katta e'tibor qaratmoqda. Bu barchamizga ayonki, ko'plab rivojlangan va rivojlanayotgan mamlakatlarda davlat tizimining elektronlashtirish bu davlatning nafaqat iqtisodiy jihatdan rivojlanishiga balki davlat xizmatlarini aholi ushuni osonlashtirish imkonini yaratdi. Elektron hukumatning asosiy negizi texnologiyalar hisoblanadi. Elektron hukumat tizimining doimiy rivojlanishi natijasida iqtisodiyot sohasidagi ijobiy o'zgarishlar bilan birga ishlab chiqarish, sog'liqni saqlash ta'lim, transport va boshqa ko'plab yo'nalishlarda ham o'zining ijobiy ta'sirini topmoqda. Bu raqamli hukumatni tashkil etishning asosiy negizi texnologiyalar ya'ni raqamli aloqa tarmoqlari (Internet, VAN), kompyuterlar, dasturiy ta'minot va boshqa tegishli axborot texnologiyalarini va shularga asoslangan holda faoliyat ko'rsatadigan davlat va nodavlat korxonalar faoliyatidir.

Raqamli hukumat tizimini shakllantirish O'zbekiston uchun ham muhim maqsadlardan biridir. O'zbekiston Respublikasining «Axborotlashtirish to'g'risida» va «Elektron hukumat to'g'risida»gi qonunlar, O'zbekiston Respublikasi Prezidentining 2013-yil 27-iyunda qabul qilingan PQ-1989 "O'zbekiston Respublikasining Milliy axborot-kommunikatsiya tizimini yanada rivojlantirish chora-tadbirlari to'g'risida"gi qarori elektron hokimiyat tizimlarini yaratib[2], O'zbekiston Respublikasi Prezidentining 2020-yil 5-oktabrda qabul qilingan PF-6079-sonli farmoni asosida hududlarda raqamlashtirish ishlarini keng qamrovda olib borilishiga zamin yaratdi. "Raqamli O'zbekiston – 2030" strategiyasiga muvofiq, raqamli davlat tizimi asosida O'zbekistonni rivojlanishning yangi pog'onasiga chiqish imkonini berdi[1].

Adabiyotlar tahlili. Elektron hukumat elementlari ko'plab rivojlangan va rivojlanayotgan davlatlar boshqaruv tizimlarida uchraydi. Hozirgi kunga kelib, bir qancha mamlakatlar boshqaruv tizimini yengillashtirish bilan bir qatorda fuqarolariga davlat xizmatlaridan foydalanishga yengillik yaratish maqsadida keng miqyosda foydalanishadi. Bu esa o'z navbatida hayotimizning har bir jabhasiga o'z ta'sirini ko'rsatibgina qolmasdan, ko'plab soha va yo'nalishlarning yanada rivojlanishiga imkoniyat yaratmoqda.

**ЎЗБЕКИСТОН РЕСПУБЛИКАСИ ФАНЛАР АКАДЕМИЯСИ
МИНТАҚАВИЙ БЎЛИМИ
ХОРАЗМ МАЪМУН АКАДЕМИЯСИ**

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