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РАЗВИТИЕ ТЕХНОЛОГИЧЕСКОЙ И ИНДУСТРИАЛЬНОЙ
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- 05.01.01 – Muhandislik geometriyasi va kompyuter grafikasi. Audio va video texnologiyalari
- 05.01.02 – Tizimli tahlil, boshqaruv va axborotni qayta ishlash
- 05.01.03 – Informatikaning nazariy asoslari
- 05.01.04 – Hisoblash mashinalari, majmualari va kompyuter tarmoqlarining matematik va dasturiy ta'minoti
- 05.01.05 – Axborotlarni himoyalash usullari va tizimlari. Axborot xavfsizligi
- 05.01.06 – Hisoblash texnikasi va boshqaruv tizimlarining elementlari va qurilmalari
- 05.01.07 – Matematik modellash
- 05.01.11 – Raqamli texnologiyalar va sun'iy intellekt
- 05.02.00 – Mashinasozlik va mashinashunoslik
- 05.02.08 – Yer usti majmualari va uchish apparatlari
- 05.03.02 – Metrologiya va metrologiya ta'minoti
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- 05.06.01 – To'qimachilik va yengil sanoat ishlab chiqarishlari materialshunosligi
- 05.08.03 – Temir yo'l transportini ishlatish
- 05.09.01 – Qurilish konstruksiyalari, bino va inshootlar
- 05.09.04 – Suv ta'minoti. Kanalizatsiya. Suv havzalarini muhofazalovchi qurilish tizimlari
- 10.00.06 – Qiyosiy adabiyotshunoslik, chog'ishtirma tilshunoslik va tarjimashunoslik
- 10.00.04 – Yevropa, Amerika va Avstraliya xalqlari tili va adabiyoti
- 08.00.01 – Iqtisodiyot nazariyasi
- 08.00.02 – Makroiqtisodiyot
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- 08.00.15 – Tadbirkorlik va kichik biznes iqtisodiyoti
- 08.00.16 – Raqamli iqtisodiyot va xalqaro raqamli integratsiya
- 08.00.17 – Turizm va mehmonxona faoliyati

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HUMAN CAPITAL AND DIGITAL TRANSFORMATION: DRIVERS OF SUSTAINABLE ECONOMIC DEVELOPMENT

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Abstract. This thesis analyzes the interrelation between human capital development and digital transformation as key drivers of sustainable economic growth. It emphasizes the importance of digital skills, lifelong learning, and innovation in adapting to technological change. The study highlights Uzbekistan's experience under the "Digital Uzbekistan–2030" strategy, outlining challenges and policy directions for building a competitive, inclusive, and knowledge-based economy.

Keywords: human capital, digital transformation, digital skills, lifelong learning, innovation, Uzbekistan, sustainable development.

Annotatsiya. Ushbu tezis inson kapitali rivojlanishi va raqamli transformatsiya o'rtasidagi o'zaro bog'liqlikni barqaror iqtisodiy o'sishning asosiy omillari sifatida tahlil qiladi. Tadqiqotda raqamli ko'nikmalar, uzluksiz ta'lim va innovatsiyalar texnologik o'zgarishlarga moslashishdagi ahamiyati yoritilgan. "Raqamli O'zbekiston–2030" strategiyasi doirasidagi tajriba asosida raqobatbardosh va inklyuziv iqtisodiyotni shakllantirish bo'yicha yo'nalishlar ko'rsatib o'tilgan.

Kalit so'zlar: inson kapitali, raqamli transformatsiya, raqamli ko'nikmalar, uzluksiz ta'lim, innovatsiya, O'zbekiston, barqaror rivojlanish.

Аннотация. В тезисе рассматривается взаимосвязь между развитием человеческого капитала и цифровой трансформацией как основными факторами устойчивого экономического роста. Подчёркивается значение цифровых навыков, непрерывного обучения и инноваций в условиях технологических изменений. На примере стратегии «Цифровой Узбекистан–2030» выделены проблемы и направления политики по формированию конкурентоспособной и инклюзивной экономики.

Ключевые слова: человеческий капитал, цифровая трансформация, цифровые навыки, непрерывное обучение, инновации, Узбекистан, устойчивое развитие.

INTRODUCTION

The digital transformation of economies is redefining the role of human capital as a central force of innovation and productivity. This paper explores how digitalization impacts the structure and quality of human capital, emphasizing the importance of digital skills, lifelong learning, and institutional adaptation. Focusing on developing economies—particularly Uzbekistan—the study highlights both the opportunities and challenges of aligning human capital policies with the pace of technological change. The paper concludes that sustainable economic growth in the digital era requires an integrated strategy that combines education reform, digital infrastructure, and an inclusive approach to workforce reskilling.

In the twenty-first century, digital transformation has become one of the defining forces shaping global economic and social progress. The integration of digital technologies such as artificial intelligence, big data, and automation is revolutionizing production, employment, and governance. In this context, human capital—the sum of individuals' knowledge, skills, and competencies—plays a decisive role in determining how effectively societies can adapt to technological change.

For Uzbekistan, which is pursuing an ambitious digitalization agenda under the "Digital Uzbekistan–2030" strategy, the success of digital transformation depends largely on the quality and adaptability of its human capital. As new industries emerge and traditional sectors modernize, the demand for digitally skilled labor is rising. However, this shift also exposes structural gaps in education systems, workforce training, and institutional capacity.



According to Becker's (1993) human capital theory, investment in education and skills leads to higher productivity and innovation. In the digital economy, this concept extends beyond formal education to include digital literacy, technological adaptability, and continuous learning.

Contemporary research (World Bank, 2024; OECD, 2023) identifies digital transformation as both a driver and a test of human capital systems. Economies that successfully merge human capital development with digital innovation experience faster productivity growth and greater social inclusion.

However, scholars also warn of a widening digital divide between economies and social groups with unequal access to digital infrastructure and skills. This makes the alignment between human capital policy and digital transformation crucial, particularly for developing countries in transition such as Uzbekistan.

Uzbekistan's digital transformation agenda has accelerated in recent years. The government's "Digital Uzbekistan–2030" program aims to integrate digital technologies into public administration, industry, and education. However, several human capital challenges remain:

- Digital skills gap. Although ICT education is expanding, there is a shortage of specialists in areas such as data analytics, programming, and AI. According to the Ministry of Digital Technologies (2024), fewer than 30% of university graduates possess intermediate-level digital competencies.
- Workforce readiness. Many employees, especially in state-owned enterprises and traditional industries, lack the skills to effectively utilize digital tools.
- Urban–rural disparity. Access to digital education and high-speed internet is concentrated in urban areas, limiting rural participation in the digital economy.
- Education system inertia. Curricula remain focused on theoretical knowledge rather than practical, technology-oriented skills that match labor market demands.

Despite these challenges, Uzbekistan also has notable advantages: a young population, rapidly expanding internet coverage, and strong government support for ICT development. If properly leveraged, these factors can turn digital transformation into a key source of inclusive growth.

Digital transformation requires not only technological infrastructure but also a human-centered strategy. Uzbekistan's future competitiveness will depend on how effectively it mobilizes and modernizes its human capital. Key policy directions include:

- Integrating digital competencies into education: From early schooling to higher education, curricula must prioritize ICT literacy, critical thinking, and problem-solving.
- Expanding vocational and lifelong learning programs: Adult reskilling initiatives are essential to adapt workers to automation and new digital tools.
- Developing public–private partnerships: Collaboration between universities, tech companies, and the state can accelerate digital talent development and innovation ecosystems.
- Reducing the digital divide: Expanding broadband infrastructure and supporting rural digital inclusion programs can ensure equal participation across regions.
- Fostering digital entrepreneurship: Encouraging start-ups, innovation hubs, and incubators helps retain young digital talent and attract investment.

By investing in these areas, Uzbekistan can ensure that its digital transition enhances human development rather than exacerbating inequality.

CONCLUSION AND RECOMMENDATIONS

The intersection of human capital and digital transformation forms the cornerstone of Uzbekistan's long-term economic modernization. Developing a digitally skilled, adaptable, and innovative workforce is essential to harness new technologies and enhance productivity. Without strategic investment in human capital—particularly in digital competencies and lifelong learning—the benefits of digital transformation risk being unevenly distributed. Therefore, a comprehensive approach that aligns education reform, labor market policies, and technological infrastructure is crucial to achieving sustainable, inclusive, and resilient development in the digital era.

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