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**EDUCATION POLICY AND HUMAN CAPITAL DEVELOPMENT:
EVALUATING THE EFFECTIVENESS OF DIFFERENT EDUCATION
POLICIES IN UZBEKISTAN**

**TA'LIM SIYOSATI VA INSON KAPITALINI RIVOJLANTIRISH:
O'ZBEKISTONDA TURLI TA'LIM SIYOSATLARINING
SAMARADORLIGINI BAHOLASH**

**ПОЛИТИКА В ОБЛАСТИ ОБРАЗОВАНИЯ И РАЗВИТИЕ
ЧЕЛОВЕЧЕСКОГО КАПИТАЛА: ОЦЕНКА ЭФФЕКТИВНОСТИ
РАЗЛИЧНЫХ ПОЛИТИК В ОБЛАСТИ ОБРАЗОВАНИЯ В
УЗБЕКИСТАНЕ**

Kuziyeva Gulnoza Rashidovna

Assistant teacher at Tashkent state university of economics,

Fundamental economics department

e-mail: g.kuziyeva@tsue.uz

Abstract: This research article explores the critical relationship between education and human capital, highlighting their profound impact on individual and societal development. Drawing upon extensive literature review and empirical evidence, the article delves into the multifaceted dimensions of education as a driver of human capital formation and its consequent implications for sustainable growth. The study emphasizes the need for effective policies and investments in education to foster human capital accumulation, leading to enhanced productivity, innovation, and inclusive socio-economic progress. Furthermore, it underscores the role of education in addressing contemporary challenges and achieving the United Nations' Sustainable Development Goals (SDGs). The findings of this research emphasize the urgency of prioritizing education and human capital development as integral components of a comprehensive development agenda.

Key words: Human capital, sustainable development, empirical evidence, SDGs, GDP, inclusive, economic growth.

Annotatsiya: Ushbu tadqiqot maqolasi ta'lim va inson kapitali o'rtasidagi muhim munosabatlarni o'rganib, ularning shaxsiy va jamiyat rivojlanishiga chuqur ta'sirini ta'kidlaydi. Keng qamrovli adabiyotlarni ko'rib chiqish va empirik dalillarga asoslanib, maqola inson kapitalini shakllantirishning harakatlantiruvchi omili sifatida ta'limning ko'p qirrali o'lchovlarini va uning barqaror o'sish uchun oqibatlarini o'rganadi. Tadqiqot samaradorlikni oshirish, innovatsiyalar va inklyuziv

ijtimoiy-iqtisodiy taraqqiyotga olib keladigan inson kapitali to'planishini rag'batlantirish uchun ta'limga samarali siyosat va investitsiyalar zarurligini ta'kidlaydi. Bundan tashqari, u zamonaviy muammolarni hal qilish va Birlashgan Millatlar Tashkilotining Barqaror Rivojlanish Maqsadlariga (SDGs) erishishda ta'limning rolini ta'kidlaydi. Ushbu tadqiqot natijalari har tomonlama rivojlanish kun tartibining ajralmas tarkibiy qismi sifatida ta'lim va inson kapitalini rivojlantirishga ustuvor ahamiyat berish dolzarbligini ta'kidlaydi.

Kalit so'zlar: Inson kapitali, barqaror Rivojlanish, empirik dalil, SDGs, YaIM, inklyuziv, iqtisodiy o'sish.

Аннотация: В этой исследовательской статье исследуется важнейшая взаимосвязь между образованием и человеческим капиталом, подчеркивая их глубокое влияние на индивидуальное и общественное развитие. Опираясь на обширный обзор литературы и эмпирические данные, в статье рассматриваются многогранные аспекты образования как движущей силы формирования человеческого капитала и его последующие последствия для устойчивого роста. В исследовании подчеркивается необходимость эффективной политики и инвестиций в образование для содействия накоплению человеческого капитала, что приведет к повышению производительности, инновациям и инклюзивному социально-экономическому прогрессу. Кроме того, он подчеркивает роль образования в решении современных проблем и достижении Целей устойчивого развития (ЦУР) Организации Объединенных Наций. Результаты этого исследования подчеркивают безотлагательность определения приоритетов образования и развития человеческого капитала как неотъемлемых компонентов комплексной программы развития.

Ключевые слова: человеческий капитал, устойчивое развитие, эмпирические данные, ЦУР, ВВП, инклюзивный, экономический рост.

INTRODUCTION

Uzbekistan has demonstrated its commitment to the World Bank's Human Capital Project, an initiative that includes the Human Capital Index (HCI) as a measure of the impact of education and health on future workforce productivity. The HCI score for Uzbekistan currently stands at 0.62, indicating that by the age of 18, students have only realized 62 percent of their full potential. Despite the expectation of completing 12 years of schooling by this age, students in Uzbekistan are, on average, completing only 9.1 years of education, leading to a significant learning

gap of 2.9 years. This highlights the pressing need for improved education quality within the country.

Furthermore, a notable disparity exists between low and high-performing students, emphasizing the importance of prioritizing educational equity and inclusive policies. The estimated learning losses resulting from the COVID-19 pandemic are projected to diminish expected earnings by approximately 3.5 percent, equivalent to a purchasing power parity loss of US\$465 million per year. However, the Uzbekistani government has taken measures to safeguard education spending, particularly in terms of teacher salaries, enabling the implementation of distance learning to mitigate the adverse effects of the pandemic.

Moving forward, it is crucial for education policy to focus on accurately assessing and recovering the incurred learning losses, with the next two years being of utmost importance. At the provincial level, variations in per-student expenditures warrant further investigation to understand potential regional cost disparities. Public spending on education experienced a notable increase from 2018 to 2019, both as a proportion of the total budget and GDP, primarily driven by the expansion of preschool education and reforms to enhance general secondary education (GSE). However, infrastructure investment, which had seen significant growth before the pandemic, was impacted by budget cuts during the crisis. Notably, preschool education has absorbed a considerable portion of public expenditure, surpassing per capita spending on general and specialized secondary education. Considering ongoing reforms, expenditure on GSE is expected to continue rising, accompanied by salary increases for teachers.

LITERATURE REVIEW

Goldin and Katz (2008) assert that higher levels of education directly contribute to increased labor productivity and facilitate faster national economic growth. They explain that educated individuals, including workers, managers, entrepreneurs, and citizens, are crucial for economic progress, as they drive the invention, innovation, implementation, and maintenance of modern technologies (pp. 1-2). Recent cross-country analysis further supports this notion. Hanushek and Woessmann (2012) demonstrate a strong association between measures of cognitive skills and economic growth. Previous research yielded mixed findings regarding the role of education in influencing growth, primarily due to the use of inadequate measures of educational attainment such as completed years of schooling or national enrollment rates that fail to capture skills accurately. Instead, Hanushek and Woessmann utilize direct measures of cognitive skills obtained from international assessments of mathematics and science proficiency among students in 50 countries.

The impact of cognitive skills on economic growth is significant, as even small improvements in long-term growth rates hold considerable value. A 0.3 to 0.5 percentage point increase in growth rates can be attributed to a quarter of a standard deviation rise in cognitive skill scores. To provide context, the authors note that the difference between the performance of the United States in the Programme for International Student Assessment (PISA) and that of the top-performing countries amounts to 40% of a standard deviation.

To establish a causal relationship, Hanushek and Woessmann (2012) employ an instrumental variables strategy and utilize school institutional features (such as the presence of external exit exams, the proportion of privately operated schools, and the level of centralization in decision-making) as instrumental variables. This approach suggests that these policy factors effectively drive economic growth. The authors have further expanded on this argument in Hanushek and Woessmann (2015), providing a more comprehensive analysis, and quantified the substantial economic cost associated with low levels of skills in Hanushek and Woessmann (2010).

Shifting focus to the issue of inequality, Goldin and Katz (2008) propose a conceptual framework in which earnings inequality and economic growth can be seen as the outcomes of a "race" between education and technology. According to their analysis, when the education system successfully produces skilled individuals at a pace that keeps up with the increasing demand for skills resulting from technological advancements, average income rises and inequality diminishes. They illustrate this phenomenon with the example of the United States during the first three quarters of the twentieth century. However, when the supply of skills lags behind technological progress, inequality surges, marking the period since the 1980s. The authors contend that "the skill bias of technology" remained relatively consistent throughout the century, and the notable increase in inequality was largely attributed to a slowdown in educational attainment.

RESULTS AND DISCUSSIONS

Uzbekistan's education system requires comprehensive reforms to enhance education quality and ensure learning equity, necessitating significant revisions to the Education Sector Plan (ESP) for 2021-2023. One critical deficiency is the lack of information on learning outcomes, which hinders the evaluation of educational effectiveness. To improve access, the government aims to expand the number of preschools and involve private providers to increase coverage and reduce capital expenditures. It is crucial to elevate the status and expertise of preschool teachers, establishing career paths that involve training and improved salaries. The ESP also emphasizes the need for innovative curricula, assessments, and the strengthening of

school quality and relevance. While parent engagement is a priority, the mechanisms for effective involvement are still being developed.

Inclusion should be a central focus in the education agenda, as current policies for general secondary education (GSE) inadequately address the needs of vulnerable children beyond physical disabilities. Although statistical data exists on children with disabilities, there is a lack of information regarding the size and characteristics of other vulnerable groups, along with specific plans to address inequality. Expanding the understanding of vulnerability among children is crucial, as it carries significant budgetary and programmatic implications. Estimates of out-of-school children (OOSC) are underestimated, and without an analytical context explaining the reasons behind children being out of school (e.g., early marriage, poverty, discrimination, transportation), there are no indicators or targets for reducing OOSC. The government should continuously review policy outcomes to refine the work plan and enhance cost-effectiveness.

Important policies are currently overlooked, demanding better planning and analytical capacity in the relevant ministries. Strengthening managerial and analytical capabilities, planning, financial management, and assessment and monitoring capacity within the Ministry of Public Education (MoPE) and Ministry of Preschool Education (MPSE) is crucial. Education expenditures must address issues affecting learning equity, focusing efforts and funding on the aforementioned challenges. How funds are utilized in education is equally important as the amount spent. Preschool policies should prioritize learning equity and be driven by equity considerations. Therefore, funding should be allocated for identifying and serving underserved populations, such as children in remote areas, extreme poverty, and those with a different language than the classroom. Redistribution of funds, rather than additional funding, is necessary to enhance educational equity in preschool.

Learning equity and system accountability should guide policies in general secondary education (GSE). Allocating resources for identifying and serving out-of-school children and those from disadvantaged backgrounds should be included in the MoPE's operational budget. Regular measurement and reporting of student learning quality are essential, and funding should be allocated for designing and implementing standardized testing, along with post-test analysis using socioeconomic data of participating students. While testing can be costly, efforts can be made to obtain external financing. What these plans lack is the capacity for self-evaluation and the recognition of the need for collecting high-quality data that can inform decision-making at the school level. It is crucial to use existing funds to improve system management.

Regarding women in higher education, the government should shift its approach from investing solely in gender equality to investing in human capital to boost productivity and economic growth.

To ensure education quality and learning equity, Uzbekistan's education system must undertake further reforms. Building upon the Education Sector Plan (ESP) of 2013-2017, the ESP 2021-2023 outlines additional reforms aimed at expanding access to preschool education, restructuring secondary and specialized education, and increasing access to higher education. The education sector is committed to continuous improvement and remains regulated as it progresses in implementing appropriate reforms³.

The ESP 2019-2023 takes into account the development strategy, presidential decrees, and government resolutions focused on improving the education sector and addressing developmental priorities aligned with international education commitments. The current ESP emphasizes two key objectives: (1) the implementation of a competency-based curriculum, and (2) the introduction of learning assessments to enhance system accountability and student performance. These objectives align with the national development policy and the Sustainable Development Goals (SDGs), particularly SDG 4, which aims to ensure inclusive, equitable, and quality education and promote lifelong learning opportunities for all⁴.

Through the ESP 2021-2023, Uzbekistan seeks to create a favorable educational environment that fosters the acquisition of relevant skills and knowledge, preparing students for their future roles in society. By aligning with international commitments and focusing on curriculum and assessment improvements, the education system aims to provide equal opportunities for all learners, promoting inclusive education and lifelong learning.

Access to quality education is crucial for Uzbekistan to harness the potential of its young and growing population. Over the years, the country's population has doubled since 1980 and is nearing 32 million (31.96 million in 2018). This demographic advantage presents an opportunity for sustained and robust economic growth, leading to increased prosperity and a reduction in poverty and inequality.

However, as the working-age population gradually ages, projections indicate a decline in the workforce starting from 2048, as illustrated in Figure-1⁵. This shift in the age dependency ratio, with a higher percentage of elderly individuals and a

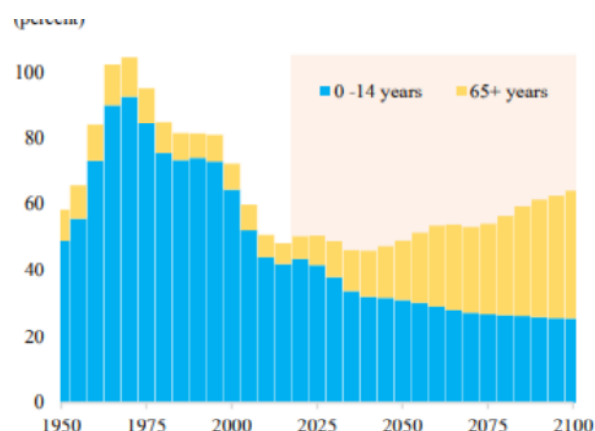
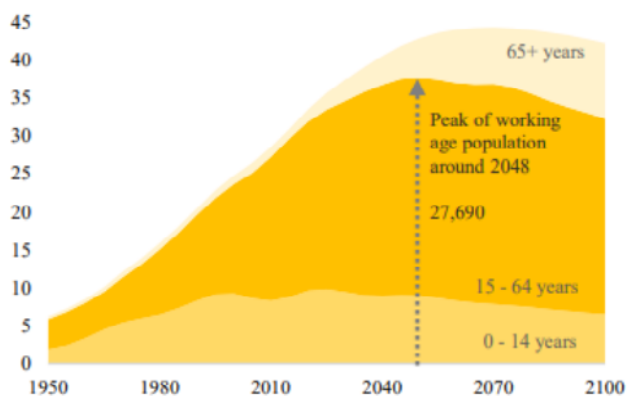
³ Government of Uzbekistan. 2018. Education Sector Plan of Uzbekistan 2019-2023. Tashkent. <https://www.globalpartnership.org/sites/default/files/2019-04-gpe-esp-uzbekistan.pdf>.

⁴ <https://sdgs.un.org/goals/goal4>.

⁵ The total dependency ratio is defined as the sum of ages 0–14 population and the elderly population (ages 65+) divided by the population of working age. A high ratio indicates that the working-age population and the overall economy face a greater burden to support the young and old dependents. <https://data.worldbank.org/indicator/SP.POP.DPND?locations=UZ&view=chart>.

lower percentage of young dependents, places a greater burden on the economically active population. To counteract this challenge, Uzbekistan must invest in education to enhance productivity. By doing so, the country can continue to drive economic growth and enhance its overall quality of life.

Investing in human capital through education serves as the foundation for a more productive, innovative, inclusive, and stable society. By prioritizing education and improving the skills and knowledge of its population, Uzbekistan can overcome the demographic shift and ensure sustainable development. A well-educated workforce will contribute to higher productivity, technological advancements, and the creation of a more equitable society. By recognizing the significance of human capital investment, Uzbekistan can pave the way for a prosperous future for its citizens and the nation as a whole⁶.



1-figure. Population Growth, 1950–2100 (Population (in millions))

2-figure. Total Dependency ratio, 1950–2100 (Dependency Ratio (percent))

Source: United Nations, Department of Economic and Social Affairs, Population Division, World Population Prospects (UN WPP). 2017. <https://www.unicef.org/uzbekistan/media/686/file/Generation%202030%20Uzbekistan.pdf>.

In 2018, a nationally representative assessment of grade 4 students was conducted by UNICEF in collaboration with the State Inspectorate for the Supervision of Education Quality. The assessment used a combination of the Trends in International Mathematics and Science Study (TIMSS) for math and science, and the Progress in International Reading Literacy Study (PIRLS) for reading. To analyze the results, item response theory (IRT) methods were employed, which assign different weights to test items based on their level of difficulty and discriminating power.

⁶ Dankov, Artem. 2020. The Paradoxes of Social and Economic Development in Central Asia. Modern Diplomacy, February 2, 2020. <https://moderndiplomacy.eu/2020/02/02/the-paradoxes-of-social-and-economic-development-in-central-asia/>.

The IRT scale used ranged from 0 to 1,000, with a mean of 500 and a standard deviation of 100. After standardizing the test scores, the results revealed that the average achievement score for grade 4 students was 52 percent. Specifically, reading comprehension stood at 50 percent, math at 52 percent, and science at 59 percent. These findings provide an insight into the academic performance of Uzbekistan's grade 4 students in these subjects.

CONCLUSION

In conclusion, Uzbekistan recognizes the importance of education in unlocking the potential of its young and growing population. The country's commitment to the World Bank's Human Capital Project, as reflected in the Human Capital Index (HCI), demonstrates its dedication to improving education and health outcomes for future workforce productivity. However, there are challenges to overcome.

Currently, Uzbekistan's HCI score stands at 0.62, indicating that students have only realized 62 percent of their full potential by the age of 18. The average completion of only 9.1 years of education highlights a significant learning gap of 2.9 years, emphasizing the need for improved education quality. Furthermore, there exists a disparity between low and high-performing students, underscoring the importance of educational equity and inclusive policies.

The COVID-19 pandemic has further exacerbated the situation, leading to learning losses and potential long-term economic consequences. However, the Uzbekistani government has taken steps to protect education spending, particularly in terms of teacher salaries and the implementation of distance learning.

Looking ahead, Uzbekistan must focus on accurately assessing and recovering the learning losses incurred during the pandemic. Addressing variations in per-student expenditures at the provincial level is crucial to ensure regional equity. While public spending on education has increased, with a particular emphasis on preschool education and reforms in general secondary education (GSE), infrastructure investment has been impacted by budget cuts.

Comprehensive reforms are needed to enhance education quality and learning equity. This requires revisions to the Education Sector Plan (ESP) for 2021-2023, including addressing the lack of information on learning outcomes and prioritizing inclusive policies. Investments should be directed towards identifying and serving underserved populations, redistributing funds to improve educational equity in preschool, and strengthening the managerial and analytical capacity within the relevant ministries.

System accountability and regular measurement of student learning quality are essential. Designing and implementing standardized testing, along with the

analysis of socioeconomic data, should be supported. The focus should not only be on additional funding but also on using existing funds to improve system management and decision-making at the school level.

Uzbekistan's education system plays a pivotal role in shaping the country's future. By investing in human capital and providing quality education, Uzbekistan can navigate demographic shifts, drive economic growth, and enhance the overall well-being of its citizens. With a commitment to continuous improvement, alignment with international commitments, and a focus on inclusivity and lifelong learning, Uzbekistan can unlock the full potential of its young population and pave the way for a prosperous and sustainable future.

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ELEKTRON ILMIY JURNALI

Таҳририят манзили:

100003, Тошкент ш., Чилонзор тумани, И. Каримов кўчаси 49-уй

Телефонлар *****