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### The Human Factor In Civil Society

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**Annotation.** *The article pays special attention to the disclosure of the issue of the human factor, as the most important aspect of the period of renewal of our society in New Uzbekistan. Along with theoretical questions, it outlines some practical aspects of this problem.*

**Keywords.** *Society, civil society, New Uzbekistan, personality, individual activity, reforms, renewal of society.*

#### Introduction

In social development, the main subject of development is man, and in this process, he is the most important structural element of society, the creator of history, as a social being who manifests his existence as an individual, has consciousness, intelligence and thinking. Therefore, the progress and development of society is always directly related to the growth of the human factor. In this case, activating the human factor means that, first of all, it is necessary to embody the possibility of freely choosing the direction of activity by increasing the well-being of the individual.

Such as a person's creativity, working ability, knowledge and professional skills, advanced outlook, political-social, economic activity, knowledge of the legal criteria in society, rules of etiquette, humane ideas, and his desire to work honestly for the benefit of society. characteristics are aspects that determine the level of activity of the human factor. Increasing the human factor is very important for the development of society. For this, it is necessary to open a wide way for his freedom, to find a social structure that can fulfill this demand. After all, without it, it is impossible to create material and spiritual wealth, develop new techniques and technologies. Therefore, extensive study and research of the human factor, searching for ways to increase its influence in ensuring the development of society is one of the urgent tasks of social development.

In our opinion, the human factor consists not only of the physical labor power that is manifested in it, but also of the self of the creature, that is, "ME", which reflects the unlimited abilities, the experience of the ancestors, knowledge and potential. it is appropriate to understand the concept. The human factor is a common manifestation of high qualities, great goals, potential, opportunities and abilities in a person.

In the new Uzbekistan, everything is for man, the realization of the principles of putting his value and value in place, ensuring his interests and freedoms is put on the agenda as one of the most important priority tasks for all sectors, to a certain extent in the full understanding of the human factor category. acquires methodological importance. Although there are those who admit that it is possible to create a universal concept of a person in this regard, taking into account the fact that the opinions on the problems of the human factor are widely analyzed in the sciences that study the life of society, but this concept is based on the following reasons It should be noted that it cannot claim to provide complete information about a person. This is because, first of all, no approach can claim to create a "universal concept" of a person. After all, as a social being, a person constantly experiences highly variable processes, that is, he lives in a state of constant change and development. This, in turn, shows that it is practically impossible to create a perfect concept of it. Although humanity has been striving for goodness throughout its existence, the fact that perfect goodness remains its dream even today is a clear confirmation of our opinion. In addition, one should not forget that all concepts of development, which claim to be able to provide a scientific basis for the laws of man and his development, have a relative nature. Also, the generalization of all the accumulated knowledge about a person by a particular science undermines the status of independence and perfection of this science is another proof of our opinion. After all, the formation and development of alternative views in this regard are consistent with the general laws of the development of science, and any views that contradict this alternative, even scientific conclusions, ultimately have no right to exist.

And finally, in our opinion, it cannot be ignored that there cannot be a single recognized method in the process of social cognition, as in all areas of cognition. The recognition of the existence of such a method - falsifies the process of knowing and, in the end, it clarifies the content and essence of our knowledge.

One of the absolute truths formed during historical development is that man and human society have the highest wealth, eternal value and powerful potential. It serves as a very powerful factor for the development and advancement of society, bringing out this potential. Human potential is the most active, most creative factor, and it is the strong ground for the continuous progress of the entire society through reforms and fundamental changes. Its strength and influence is determined, first of all, by high spirituality, the level of economic and social development of the society.

The formation and maturation of a person is a process directly related to the social development, economic and spiritual development of society, and the ability to effectively use labor resources and the human factor is a process directly related to a person's knowledge. It has the meaning of universal value and has been one of the important factors of social development for all times and peoples.

In this regard, as the head of our country Sh.M. Mirziyoyev emphasized: "...as long as there is life, it has had and will continue to have acute demands and problems. But in order to rationally solve any problem, first of all, knowledge and enlightenment are necessary" [1; 289].

For the same reason, up to the current period of the development of New Uzbekistan, President Sh. Mirziyoyev is promoting the concept that reform should serve not for the sake of reform, but first of all for people, for their comfortable life, and the implementation of a consistent state policy based on it. increasing serves as the methodological basis of our step-by-step transition to market relations in our country.

In this, in particular, effective use of human resources, ensuring employment of the population, radical improvement of the management system, absolute avoidance of all forms of corrupt actions, innovative thinking and areas that correspond to the historical traditions of creativity of our people and the requirements of modern development. serious attention is paid to such things as establishment. The emergence of new industries in Uzbekistan, such as automobile engineering, modern energy, electronics and microelectronics, aviation engineering, and agricultural machinery, serves to increase the prestige of our country in the world community on the basis of further strengthening the foundations of our national independence. Also, raising the intellectual potential of the population, using the opportunities of the "National Personnel Training Program" is an important factor for activating the human factor, the number of higher education institutions operating in our republic has exceeded 200, with the world's leading higher education institutions the growing number of international cooperation relations, the fact that many modern scientific research institutes, design and construction organizations, innovative scientific production associations, information and computing centers are working in our country, and, of course, the measures being taken to increase the role of the human factor in our country.

It is appropriate to emphasize that the human factor is not a spontaneous process in economic activity, but requires the implementation of social management and systematic education in accordance with its purpose. In this regard, it should be noted that the socio-economic activity of a person and his level of political awareness are of great importance.

The introduction of modern technologies that serve to accelerate the development of the country, the wider involvement of innovative ideas in the life of society, the comprehensive support of intellectual forces who think in a new way, the effort to return our compatriots with high knowledge and thinking working abroad to our country to ease the work of citizens, to create new jobs for them, to achieve a sharp increase in the standard of living of the population, to eradicate poverty - it is necessary to consider the new Uzbekistan as a quick way to find its rightful place in the international community . The fact that the President of our Republic, Sh. Mirziyoyev, is carrying out state management with the aim of achieving a high level of development through the wider study and implementation of foreign experience, the effective use of foreign advanced technology and investment for the interests of our country, is also widely recognized by the circle of business forces in the world. is recognized and fully supported[2;]. This, in turn, means raising the economy of our country, further improving it in terms of quality, and further deepening reforms related to achieving economic efficiency, which will ensure the growth of the well-being of our population.

Of course, there are specific "objective" and "subjective" factors of increasing human social activity. In this case, the term "objective factor" refers to the existence of a socio-economic strategy aimed at forming a class of owners and developing small and medium-sized businesses in the transition to market relations in our country, which does not lead to the formation of an overflowing class of the rich and the social stratum of the poor and vulnerable. is caught. In this case, the concept of "subjective factor" includes the content of activities aimed at a person's interest in economic activity, ownership, entrepreneurship, and economic well-being. The problems of accelerating the development of our country require special attention to the issue of the role of entrepreneurship in the human factor. There are different approaches and opinions regarding the essence of the "entrepreneurship" category in modern views.

It should be noted that entrepreneurship as an independent factor, in the sense of the power that drives production, includes the movement of three main factors: human, technical and technological. In scientific research, entrepreneurship is an independent activity, which is understood as earning income as a result of using property, selling goods or providing services under certain risks [3;121].

In the development of society, the institutional system of rational organization, management and control of property relations is an important criterion for determining the level of its development. From this point of view, determining ownership relations and their alternative forms in connection with the intellectual potential of property owners is one of the urgent problems of important theoretical, methodological and practical importance. At the present time, the formation of the middle class of owners is very important in our country, and it is of particular importance in the system of criteria for determining the socio-economic activity of a person. Activating the human factor means creating all the conditions, in particular, the legal space, for providing employment to the population and turning them into owners. It should be remembered that it is based on the need to raise the level of regular employment with work, which is an important condition for activating the human factor.

The owner is, in fact, the person who owns and disposes of the means of production, and in the conditions of the modern economy, he is an entrepreneur who uses the means of production in a productive way and makes a profit, combining personal and social interests. A large-scale scientific and practical solution to this category of problems is the main criterion for ensuring the creation and development of a multi-system economy and economic reforms in New Uzbekistan, and is directly related to the main reforming role of the state.

It should also be noted that raising the standard of living of the population is possible with the proper organization of the professional and professional knowledge level of the human factor, collective consumer funds, wages, quality and productivity of labor, and the system of socio-economic incentives. inextricably linked. After all, the human factor, as the driving force of the production process, determines the socio-economic nature of all stages of the development of society, is the source of their development.

Therefore, during the period of liberalization of socio-economic relations, the transition of administrative management to the digital economy regulated by the market and the formation of a self-management system, the creation of theoretical and methodological foundations for the development of the intellectual and spiritual potential of a person - is a guarantee of effective use of the human factor.

The fact that serious attention is being paid to the issues of providing it with mature personnel, improving their qualifications and retraining in the improvement of business activities in our country is explained by the same social need. The President of our country, Sh. Mirziyoyev, during many meetings and gatherings, paying great attention to this issue, is setting new tasks before the employees of the relevant sector. For example, to fundamentally change the education system in our republic, to adopt a new approach to the organization of pedagogic personnel activities, to quickly eliminate excessive paperwork, to change the system of evaluating the knowledge of pupils and students, and to integrate it with the production needs of the training of specialist personnel. increasing attention to dependence, relying on advanced foreign experiences in this regard, flexibility to the requirements and needs of the times, formation of special funds for the unemployed and transition to the practice of monitoring their use, serious attention is being paid.

Training and professional retraining of modern personnel, increasing the mobility of the workforce, increasing efficiency and focusing on increasing the necessary jobs, ensuring the employment of the population, and developing measures for the exemplary organization of modern information systems services today. is considered an urgent task of the day. It is necessary to take into account the growth of the population, migration processes, education level, age and other such necessary factors.

At the moment, in the process of renewal of society and the development of market economy relations, social protection of the population has become one of the priorities of state policy, a number of decisions and decrees of the President of Uzbekistan in the spirit of humanitarianism are being announced, the Cabinet of Ministers of the Republic of Uzbekistan for families with many children, the elderly, the disabled, important decisions on financial support of pensioners and students have been made, the amount of wages, pensions and scholarships is constantly increasing, great attention is also paid to creating all conditions and opportunities for entrepreneurship, business, creative activities are important activities that are being carried out in order to increase the role of the human factor in the development of society. In this regard, in our opinion, it is natural that special attention is paid not to providing social assistance to the population, but to increasing the salary level in the civil society management policy of the state, which is very important in ensuring our national development. The fact is that low wages cannot fully satisfy a person's need for daily primary consumer goods, which in turn in many cases encourages people to earn illegal income and engage in corrupt activities. To prevent this, it is advisable to increase labor productivity in workplaces. From the point of view of social philosophy, there is a social aspect of any economic reform, which is taking measures to extend human life, providing medical services, subordinating public education to the policy of social protection, investing in the human factor, etc. is related to the issues of creating conditions for proper rest and recovery of health. As in the experience of developed countries, it is necessary to widely introduce consumption standards consisting of a "consumption basket" into the social life processes of our country, because the use of these experiences serves to a certain extent as an impetus for the rise of the population's economic, political, legal and creative activities. All this shows that the focus of our government is to pay attention to the human factor in building a civil society in our country.

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