

DEVELOPMENT AND PROSPECTS OF THE HR SYSTEM IN THE GREEN ECONOMY

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ABSTRACT

Green economy is one of the most urgent issues of today. The United Nations defines the green economy as "an economic model based on protecting the environment, reducing carbon emissions, and improving human health." In this model, human capital, that is, employees and their management system, has a special place. This opens up new aspects of the field of HR (Human Resources). This article analyzes the role of the HR system in the green economy and the international and Uzbek experience of its improvement.

Interaction of green economy and HR system

One of the main goals of the green economy is to achieve environmental sustainability. In this process, the HR system plays an important role in the following directions:

- Education and training of employees with environmental awareness;
- Creation of stable working conditions;
- Encouraging innovations that have a positive impact on the environment.

For example, as part of the European Union's strategy to reduce carbon emissions by 55% by 2030, businesses have allocated €70 million to retraining programs to introduce green practices.¹

Foreign Experience

1. Germany: Creating jobs in the green economy

Germany is one of the advanced countries in introducing the principles of green economy into the HR strategy. For example, Germany's Green Jobs program has created more than 1 million new jobs, with 60% of these jobs in renewable energy and waste management.²

2. Japan: Combination of technologies and green environment

Japan's Mitsubishi company implemented the Eco-Employee project to adapt to the green economy. Within the framework of this project, company employees will be given special training on the use of renewable resources and reducing the carbon footprint.

3. USA: Corporate social responsibility and green HR

US company Tesla spends 1.5 billion dollars annually to train employees on green technologies. HR departments serve to ensure sustainable development by applying new approaches.

Green economy and HR system in Uzbekistan

The importance of HR departments is increasing within the framework of the "Green Space" project and reforms aimed at reducing carbon emissions by the President of the Republic of

¹ European Green Deal, 2020

² Green Jobs Initiative, International Labour Organization. (2021). *

Uzbekistan. In 2023, 500 billion soums were allocated to create new jobs based on the green economy in the Republic. Encouraging environmental innovation in state-owned enterprises has become an important part of HR policy.

According to statistics, the number of environmentally friendly jobs in Uzbekistan increased by 15% in 2022, which helped to improve employment among young people. The amount of investment in new energy sources within the framework of the green economy in the country has reached 1.2 trillion soums.

At the same time, Uzbekistan is developing new programs to adapt to the green economy through cooperation with international organizations. For example, in cooperation with the UN Development Program, training on energy efficiency and environmental sustainability is being organized in Uzbekistan.

International cooperation of Uzbekistan

Uzbekistan has joined the UN initiative "Global Cooperation for Green Economy" and is sharing international experience to introduce ecological innovations in the country and reduce carbon emissions. Also, within the framework of the "Green Economy in Central Asia" project, personnel training programs have been launched with the European Union.

Conclusions and recommendations

In the green economy, the HR system plays a major role not only in the development of human capital, but also in ensuring environmental stability. In the conditions of Uzbekistan, it is appropriate to implement the following measures:

- organization of special courses on green economy for HR managers;
- Implementation of promotional and training programs for employees that increase environmental responsibility;
- Expansion of international cooperation and introduction of best practices.

Sustainable development goals based on a green economy can be achieved through these measures.

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