THE OPEN DIALOGUE

THE FUTURE OF THE WORLD: A NEW PLATFORM FOR GLOBAL GROWTH

INVESTMENTS IN HUMAN CAPITAL

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Investment in Human Capital Building a Skilled and Resilient Workforce

Foreword: The Need for Strategic Investments in Human Capital

Human capital "encompassing the knowledge, skills, and health of individuals" is a cornerstone of economic growth and societal well-being. The World Bank states that countries prioritizing human capital development can increase their GDP growth rates by up to 1.25% annually. However, significant global disparities remain in education, healthcare, and skill development, with over 260 million children out of school and 2 billion people lacking essential health services. The COVID-19 pandemic further deepened these gaps, resulting in an estimated $17 trillion in lifetime earnings lost for the current generation due to school closures.

Strategic investments in education, healthcare, and workforce training are crucial to bridging these gaps, fostering innovation, and ensuring inclusive economic growth. By 2030, such investments could lift 500 million people out of poverty and generate

$6.4 trillion in global economic benefits, as projected by the Global Partnership for Education. For instance, every additional year of schooling can increase an individual's earnings by 10% and raise a country's GDP by 0.37%, according to UNESCO.

In healthcare, the World Health Organization (WHO) estimates that every $1 invested yields a $12 return through improved productivity and reduced absenteeism. Workforce training programs, such as apprenticeships, can increase employability by 30% and productivity by 10%, as highlighted by the International Labor Organization (ILO). Countries like South Korea and Germany demonstrate the transformative power of human capital investments, with youth unemployment rates as low as 5.6% due to strong vocational training systems.

Moreover, addressing gender disparities in education could add $112 billion to low- and middle-income economies, according to the World Bank. Prioritizing human capital development is not only a moral imperative but also a strategic necessity for building resilient, prosperous societies. These efforts align with the United Nations Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education) and SDG 3 (Good Health and Well-being), ensuring a sustainable and equitable future for all. By investing in human capital, nations can unlock their full potential, drive innovation, reduce inequality, and foster long-term prosperity.

Core Hypothesis: Investments in Human Capital as a Driver of Growth

The central hypothesis of this discussion is that targeted investments in education, healthcare, and skill development will enhance productivity, reduce inequality, and drive sustainable economic growth.

Table 1: Economic and Social Benefits of Human Capital Investments

Investment Area	Economic Benefit	Social Benefit
Education	$6.4 trillion by 2030 (Global Partnership for Education)	50% reduction in poverty rates (UNESCO)
Healthcare	$12 return for every $1 invested (WHO)	20% increase in life expectancy (World Bank)
Workforce Training	10% higher productivity (ILO)	30% increase in employability (OECD)

Education: The Foundation of Human Capital

Investments in education are critical for equipping individuals with the skills needed to thrive in a rapidly evolving global economy. According to UNESCO, every additional year of schooling can increase an individual's earnings by 10% and boost a country's GDP by 0.37%. Universal access to quality education could lift 170 million people out of poverty, while closing the gender gap in education could add

$112 billion to low- and middle-income economies. Digital learning platforms and vocational training programs can further enhance access to education, particularly in underserved regions. For instance, the World Bank reports that digital

learning initiatives in Sub-Saharan Africa have increased secondary school enrollment by

15% in rural areas. Additionally, vocational training programs in countries like South Korea have reduced youth unemployment by 20%, showcasing the transformative power of skill development. By 2030, achieving universal secondary education could prevent 420,000 deaths annually by improving health outcomes, as educated individuals are more likely to adopt healthier lifestyles. Furthermore, investments in early childhood education yield a 13% return on investment through improved academic performance and future earnings. By prioritizing education, governments can foster innovation, reduce inequality, and build a skilled workforce capable of driving sustainable development. These efforts are essential for achieving the United Nations Sustainable Development Goal 4 (SDG 4), which aims to ensure inclusive and equitable quality education for all by 2030.

Table 2: Benefits of Education Investments

Benefit	**Impact**
Poverty Reduction	50% reduction in poverty rates (UNESCO)
Economic Growth	$6.4 trillion by 2030 (Global Partnership for Education)
Gender Equality	$112 billion added to GDP (World Bank)

Healthcare: Ensuring a Healthy and Productive Workforce

Access to quality healthcare is essential for building a productive and resilient workforce. The World Health Organization (WHO) estimates that every $1 invested in healthcare yields a $12 return in economic benefits, primarily through improved productivity and reduced absenteeism. Universal health coverage could prevent 97 million premature deaths and add 8.4 years to life expectancy in low- and middle-income countries by 2030. Investments in preventive care, mental health services, and digital health technologies can further enhance healthcare outcomes while reducing costs. For example, the Global Burden of Disease Study found that scaling up preventive care could reduce the global burden of chronic diseases by 40%, saving $2 trillion annually in healthcare costs. Mental health interventions, such as counseling and therapy, have been shown to increase workplace productivity by 20%, according to the World Economic Forum. Digital health technologies, including telemedicine and AI-driven diagnostics, can improve access to care in

remote areas, potentially reaching 1.5 billion people currently lacking healthcare services. Immunization programs alone save 2–3 million lives annually and

generate a 16:1 return on investment by preventing costly treatments and lost productivity. Additionally, addressing non-communicable diseases (NCDs) could save $350 billion in healthcare expenditures by 2030, as reported by the World Bank. Maternal and child health interventions have reduced under-five mortality by 59% since 1990, contributing to healthier and more productive future generations. By prioritizing healthcare, societies can ensure that individuals are healthy, productive, and capable of contributing to economic growth. These efforts align with the United Nations Sustainable Development Goal 3 (SDG 3), which aims to ensure healthy lives and promote well-being for all at all ages. A robust healthcare system not only saves lives but also drives economic stability and resilience, making it a cornerstone of sustainable development.

Table 3: Benefits of Healthcare Investments

Benefit	**Impact**
Economic Return	$12 for every $1 invested (WHO)
Life Expectancy	8.4 years added (World Bank)
Productivity Gain	20% increase (ILO)

Workforce Training: Bridging the Skills Gap

As automation and digital transformation reshape industries, workforce training is essential for ensuring that individuals remain competitive in the labor market. The International Labor Organization (ILO) estimates that 1.1 billion workers globally require reskilling by 2030 to meet the demands of the future economy. Investments in vocational training, apprenticeships, and lifelong learning programs can increase employability by 30% and boost productivity by 10%. For example, Germany's dual education system has reduced youth unemployment to 5.6%, one of the lowest rates in the world. According to the World Economic Forum, businesses that invest in upskilling their workforce can see a 10–20% increase in employee performance and a 30% reduction in turnover rates. In the United States, apprenticeship programs have been shown to increase participants' lifetime earnings by $300,000, as reported by the U.S. Department of Labor. Similarly, in India, the Skill India Mission has

trained over 40 million people since 2015, leading to a 15% increase in job placements. The OECD highlights that countries with robust vocational training systems, such as Switzerland and Austria, have youth unemployment rates below 8%, compared to the global average of 13.6%. By prioritizing workforce training,

governments and businesses can bridge the skills gap, reduce unemployment, and drive economic growth. These efforts are critical for achieving the United Nations Sustainable Development Goal 8 (SDG 8), which promotes inclusive and sustainable economic growth, employment, and decent work for all. A skilled workforce is not only essential for individual prosperity but also for fostering innovation and competitiveness in the global economy.

Table 4: Benefits of Workforce Training

Benefit	**Impact**
Employability	30% increase (OECD)
Productivity	10% higher (ILO)
Youth Unemployment	5.6% in Germany (OECD)

Conclusions and Expected Results

Investing in human capital is a strategic imperative for building resilient, inclusive, and prosperous societies. By prioritizing education, healthcare, and workforce training, governments can unlock significant economic and social benefits. By 2030, these investments could lift 500 million people out of poverty, generate $6.4 trillion in economic returns, and create millions of skilled jobs. A healthy, educated, and skilled workforce is essential for driving innovation, reducing inequality, and ensuring sustainable development. By placing human capital at the center of growth strategies, we can build a future where every individual has the opportunity to thrive and contribute to global progress.

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MALAYSIA

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House Of Mathematics: A Nation Built on the Algorithm of Resilience and Shared Prosperity

As Malaysia aims to become Asia's hub for technology and innovation, it is essential to understand the current talent supply and Science, Technology, Engineering and Mathematics (STEM) career landscape in the country. This will determine our capability to sustainably cope with the increasing demand for high-skilled workers, engineers, scientists and related professions.

During my tenure as a Senator in The Senate of Parliament Malaysia, my focus was to significantly improve our STEM education ecosystem. Maintaining sustainable growth in Malaysia, or any developing nation for that matter, requires nurturing local talents through comprehensive STEM education programs.

True, we have heard this numerous times, but have we succeeded in identifying how and where best to intervene to effectively change the status quo?

My answer is Mathematics. The bedrock of all STEM fields. We hit hard where it matters most. The fundamental. Mathematics is the cornerstone of science and core component in STEM.

In a rapidly evolving landscape of global innovation, mathematics stands at the core of every technological and scientific advancement. The development of mathematical education is one of the most important objectives of our time and

the key to creating scientific and technological solutions that meet the demands of modern society.

For Malaysia, mathematics should not just be an educational pursuit but a strategic imperative to secure our prosperous future.

The Ministry of Education reported that in the current academic year, over 120,000

Standard One students lack the essential skills of Reading, Writing, and Counting (3M) and only 40% of primary school students achieve proficiency in mathematics. In the 2022 Program for International Student Assessment (PISA), Malaysia's 15- year olds scored 409 points in mathematics compared to 440 points in 2018. Malaysia scored below the OECD average of 472 points and performed lower than Singapore, Hong Kong, Korea, and Vietnam.

In The Senate, I have on many occasions stressed that formal subjects taught in schools is disproportionate to the path that the country intends to head. There is a considerable lack of STEM-based learning. Imagine how this will affect us as a nation in the next 10 to 20 years?

Mathematics must be emphasised from the earliest stages of education with a robust support system throughout the whole education ecosystem.

Enhancing numeracy among students will build a solid foundation for future mathematicians, engineers and scientists, ensuring they are well-prepared to tackle the challenges of advanced scientific and technological disciplines.

Although STEM enrolment in Malaysia has been increasing and was projected to reach 50.83% in 2024, the fundamental approach must evolve to reach a benchmark enrolment of at least 65%.

Malaysia can aspire to become a leader in STEM fields and industries by aiming for excellence and increasing talent capacity through mathematics.

Malaysia is rapidly adopting artificial intelligence (AI) and is becoming a regional leader in the field. To future-ready our AI agenda, substantial investments in mathematics education and research and development (R&D) is essential. Allocating serious budgets and resources to support R&D in mathematical sciences can pave the way for groundbreaking discoveries and innovations.

Engineers are essential to economic development and vibrancy. The engineer-to- population ratio in Malaysia is 1:170, lower than developed nations like Germany and France at 1:100. There were approximately 187,900 registered engineers in 2022 and we ranked 33 out of 133 countries in the 2024 Global Innovation Index (GII), highlighting the need for more engineers to boost innovation and development.

In securing Malaysia's STEM talent pool and the strong supply of mathematicians, it is imperative and high time that we establish the Malaysian Institute for Mathematics (MIM) or Institut Matematik Malaysia.

MIM will act as the national agency that provides a dedicated platform for research and development in mathematical sciences with the purpose of pro-

ducing mathematicians for the next 50 years. It can serve as a hub for aspiring mathematicians, physicians and scientists, offering specialized programs and fostering a culture of excellence resulting in the contribution towards the nation's growth and development. There are over 93 dedicated mathematical institutes worldwide.

A collaborative approach must be adopted between Malaysia and Russia to ensure that both nations could stand to benefit. It could well stand to be benefited by the world at large. Malaysia can significantly enhance its mathematics education system by collaborating with esteemed Russian institutions such as Moscow State University, St. Petersburg State University, and the Steklov Institute of Mathematics. These institutions are renowned for their strong mathematics programs and research, and by leveraging on their expertise we can develop a robust and dynamic platform for aspiring mathematicians, physicians, and scientists in Malaysia.

Last November I had the opportunity to participate in the IV Young Scientists in Congress (IV YSC) in Sochi, Russia. A major platform for dialogue between basic and frontier science, government bodies and industry, and showcases Russia's scientific and technological development. The IV YSC is an important part of the Decade of Science and Technology announced by Decree of the Russian President to cement the role played by science and technology.

There were over 50 sessions offered during the forum and the topics that caught my interest were: Engineering and Technical Education: A Key Aspect of Ensuring Technological Sovereignty, Russian Mathematical Centres: The Foundation of National Technological Leadership, Mathematical Education 2030: Essential Components and Social Physics: From Game Theory to a Smart City Model.

The one country that has long been recognized for its strong emphasis on mathematics is Russia. At IV YSC, I witnessed firsthand the incredible advancements in mathematical research and education and its impact to the people. For example, one of the topics discussed was crop production and utilisation of mathematical models to produce the most desirable output and optimal return. The emphasis on mathematics has also fostered a culture of innovation and excellence, enabling Russia to excel in areas like aerospace, artificial intelligence and theoretical physics.

A calculated move to coordinate and collaborate on a global scale with countries like Malaysia in developing fun and inspiring mathematical programs catered for all levels and layers of society, from kindergarten to high level R&D scientist by creating programs and initiatives that actively feed towards national development strategies at its core.

Russia has a unique outfit in many countries including Malaysia; the Russian Centre for Science and Culture (Russian House). Russian House could be an effective vehicle in Malaysia and even globally in helping countries achieve their development goals now and into the future.

Leveraging the expertise and resources of our Russian counterparts, we can create a solid and dynamic mathematics education system in Malaysia, ensuring that our nation remains at the forefront of scientific and technological innovation, not only championing AI and the semiconductor sector but in aerospace, EV, energy, medicine and even modern agriculture.

Through the prioritization of mathematics education and research, Malaysia can build a resilient workforce capable of driving innovation and sustaining growth in key sectors such as aerospace, energy, healthcare, and agriculture. Mathematics not only fuels progress but also ensures that the nation is resilient to withstand and thrive amid global uncertainties, making it an indispensable pillar of Malaysia's development strategy.

What is the engine for growth? Mathematics. This is something we can count on.

GUINEA

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Contribution of Global Powers to the Sustainable Development Goals (SDGs) in Developing Countries in Africa: a Case Study of Russia

Introduction

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

Countries have committed to prioritize progress for those who're furthest behind. The SDGs are designed to end poverty, hunger, AIDS, and discrimination against women and girls. The creativity, knowhow, technology and financial resources from all of society are necessary to achieve the SDGs in every context.

To this end, many world powers and members of the United Nations like Russia join efforts through educational projects, business and technology partnerships

to achieve these sustainable development goals in a number of developing countries, particularly in Africa.

In fact, the African continent is by far the most exposed to the dangers and uncertainties of the future.

The condition of schools and school infrastructure, their equipment, teacher hiring, pre-service and in-service teacher education, teachers' living and working conditions, the content of school curricula, definition of education objectives, the size of the education budget, alignment of the education system with local and labor market needs, etc. are some of the fundamental parameters that determine the quality of education in any country.

In line with the Education 2030 agenda which is part of the 17 SDGs, Russia provides scholarships in engineering, medicine and technology to more than 3,000 students annually under its program run by Rossotrudnichestvo, Russia's federal humanitarian cooperation agency. African students study in Moscow at the Patrice Lumumba Peoples' Friendship University of Russia, known as RUDN, which cooperates with universities across Africa, like the University of Nairobi, which is an excellent illustration.

As for SDG 3, Good Health and Well-being, Russia is well aware of the dire lack of healthcare infrastructure and medications as well as of more than 100 severe public health events hitting Africa every year according to the World Health Organization (WHO), and it never hesitates to respond effectively, helping with disease surveillance, first-line responder training, emergency medical kits and other essential equipment, and monitoring epidemiological trends.

During the Covid-19 pandemic, Russia provided its Sputnik V vaccines to Guinea, Algeria, Tunisia and Egypt. Russia has also sent its experts to reinforce the efforts to combat Ebola in the Democratic Republic of Congo (DRC).

Apart from this key SDG, climate change is nowadays the central issue and the major concern for the entire world. Tipping the natural equilibriums of temperature, water cycle, sea and air currents, climate change is responsible for profound environmental shifts. Its immediate consequences include the increased frequency, duration and intensity of extreme weather conditions (floods, storms, cyclones, heatwaves, droughts and wildfires).

Some longer-term effects are also visible, such as melting ice and rising sea levels, progressing coastal erosion, desertification, dwindling resources, disruption of ecosystems and extinction of some species.

Whereas these effects can vary widely from one region to another, Africa appears to be one of the worst affected. It is important to remember, though, that climate change impacts the entire planet and these processes will intensify in the coming decades.

To address this alarming situation, Russia has promoted projects to protect water resources and forests in keeping with SDG 6, Clean Water and Sanitation. In 2022, Russia signed an agreement with the Republic of Congo to implement

a sustainable rainforest management project in the Congo Basin (often referred to as the Earth's second lung) that includes satellite monitoring. Besides, Russia encourages its companies that have international presence to create climate partnerships with developing countries, similar to the Climate Partnership of Russia, an association of Russian leading companies dedicated to mitigating the environmental impact of human activity and combating climate change. Since its inception in November 2015, over 30 Russian companies have joined the initiative. Its members participate regularly in UN climate conferences, while also contributing substantially to the climate agenda at home as the Partnership is the only business organization in Russia with a climate focus.

In terms of economic and energy cooperation, Russia is promoting nuclear energy as a low-carbon solution for Africa. For example, Russia's Rosatom State Corporation has signed agreements with Egypt and Rwanda for the following projects:

- Egypt: construction of the El Dabaa nuclear power plant consisting of 4 reactors with a combined capacity of 4.8 GW scheduled to be completed by 2030.
- Rwanda: the 2023 agreement to create a Nuclear R&D and Training Center.

All these projects aim to meet the countries' energy needs (SDG 7) and reduce carbon emissions.

Contributing to SDG 8, Decent Work and Economic Growth, are Russian mining majors like Alrosa (diamonds) and Rusal (aluminum) that operate in Angola, Guinea and the DRC. Revenues generated by their operations provide economic, environmental and social benefits, substantially reducing poverty in those countries. Some companies, like Alrosa in Angola, adopt corporate social responsibility (CSR) programs to fund local schools and hospitals.

As for reducing poverty and providing food security (SDG 1 and 2), Russia supplies 30% of wheat imported by Africa, namely to Egypt, Soudan and Nigeria, contributing to stable food prices.

However, reinforcement of SDG implementation requires an integrated approach involving governments, the private sector, civil society and citizens. Therefore, Russia, like other global powers, needs to establish its own organization for managing SDG initiatives and volunteers with capability to coordinate its activities for SDG delivery. To do so, this organization should engage with African states on the central and local government levels to promote integration of the SDGs into national and local strategies, then proceed to ensure efficient coordination between ministries and stakeholders, and, finally, follow up with establishing transparent monitoring and evaluation mechanisms.

In terms of financing and partnerships, its role will be to help mobilize innovative financing, encourage private investment and public-private partnerships, strengthen international cooperation for the transfer of technologies and resources, provide assistance with innovation and technologies, promote the development of sustainable technological solutions (renewables, smart farming, etc.), accelerate

the digital transition for inclusive development, and support research and development to meet environmental and social challenges.

With regard to education, building on what Russia is already contributing with its thousands of scholarships, this organization will advocate the integration of SDGs into school and university curricula, arrange public awareness sessions on the importance of sustainable development, and run pilot programs to promote civic and youth engagement.

As for the economic and local development, the key actions should be to promote sustainable business models (circular economy, sustainable agriculture, etc.), strengthen the empowerment of local communities, and encourage responsible consumption and waste reduction.

Regarding the climate and environmental action, this organization will work with governments promoting ambitious policies to reduce CO2 emissions, protect biodiversity and restore ecosystems by adopting sustainable good practices in urban planning and natural resource management.

With respect to justice and social inclusion, it will champion further efforts to reduce inequalities by guaranteeing access to basic services (education, health and drinking water), by promoting gender equality and the inclusion of vulnerable groups, and advocating and encouraging the strengthening of workers' rights, and the development of social and solidarity economy.

Thus, by adopting and implementing these proposals for solutions, Russia will continue to maintain its prime position and demonstrate its commitment to achieving the Sustainable Development Goals.

Conclusion

To conclude, it must be noted that with catastrophic situations facing today's world, Russia not only contributes to SDGs within the UN framework, but also develops and implements its own projects, helping to address global issues within the African continent and developing specific energy, education and security solutions that can be used to achieve SDGs beyond Africa as well.

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Enhancing Well-Being through Mindfulness-Based Stress Reduction (MBSR) in Refugee Communities

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1. Introduction

1.1 Contextual Background of the Refugee Situation

In recent years, the international community has witnessed an unprecedented increase in the number of people displaced due to conflict, economic uncertainty, and natural disasters. As of 2024, statistics from the United Nations show that over 100 million people worldwide have been forcibly displaced, with many seeking refuge in neighboring countries. Among this population of displaced people, refugees often face numerous issues, such as trauma, mental illness, and social and economic insecurity. Considering these factors, there has been a growing focus on using alternative frameworks for measuring national well-being beyond traditional economic indicators like GDP.

1.2 Significance of the Happiness Index

The Happiness Index, a metric utilized to measure multiple facets of life satisfaction—including aspects of social support, life expectancy, freedom, and income—has received significant interest as a mechanism for measuring the wealth of various nations. Though it is often associated with wealthy nations, there is a growing recognition of the relevance of the index to refugee contexts in which displacement and trauma can erode overall well-being. Mindfulness-based interventions like Mindfulness-Based Stress Reduction (MBSR) have been recognized as efficacious interventions for well-being enhancement and building resilience, even in vulnerable groups like refugees. This essay argues that such interventions have the potential to not only enhance individual and collective resilience among refugee groups but also social cohesion and economic productivity while providing a model for sustainable development amidst the intricacies of global migration.

1.3 Role of Mindfulness-Based Stress Reduction in Fostering Well-being

Mindfulness-Based Stress Reduction programs have been effective in addressing mental health challenges, emotional management, and building resil-

ience. The primary purpose of this paper is to show that mindfulness practices can significantly increase well-being, which leads to economic and social stability for displaced people. By looking at the nexus of the Happiness Index, economic progress, and Mindfulness-Based Stress Reduction, this paper establishes the potential benefits of mindfulness in refugee settings.

2. Research Hypothesis and Methodological Approach

2.1 Hypothesis Overview

The central hypothesis of this essay is that strategies for enhancing well-being, as reflected by the Happiness Index, are key to fostering long-term economic development, particularly in refugee populations. Well-being interventions—such as MBSR—play a critical role in addressing the mental health challenges faced by refugees, improving their psychological resilience, and empowering them with self-care tools. This, in turn, enhances their capacity to contribute positively to economic growth in the short and long term.

2.2 Well-being and Economic Development

The growth of the world economy is progressively dependent on the well-being of people in society. As countries seek to promote economic well-being for their citizens, individual well-being remains a key concern, given its impact on productivity, innovation, and social cohesion. The World Happiness Report (Helliwell et al., 2020) notes that factors promoting outstanding social support, better mental health, and community engagement are important for national well-being. Improved well-being, supported through mindfulness interventions among refugee communities, can promote increased engagement with host communities and support local economic resilience.

2.3 Theoretical Framework: Happiness Index and MBSR

The Happiness Index emphasizes key determinants of well-being, including mental health and social support. In refugee settings, these factors are often lacking due to trauma and social displacement. MBSR provides a framework for addressing these issues, improving emotional regulation, and empowering individuals. Integrating MBSR into refugee support programs can enhance individual well-being and contribute to broader economic and social stability.

3. Mindfulness and Well-being: A Path towards Building Resilience

3.1 Understanding Mindfulness-Based Stress Reduction (MBS

Mindfulness-Based Stress Reduction (MBSR) was established by Jon Kabat-Zinn in the 1970s and has since been applied in broad clinical settings for the management of various mental illness disorders. It involves the use of mindful-

ness practices such as meditation, body scans, and increased awareness that have proven effective in improving mental health outcomes for issues related to anxiety, depression, and emotional management (Kabat-Zinn, 2003).

3.2 MBSR's Impact on Psychological Health

Empirical research has shown that Mindfulness-Based Stress Reduction programs are effective in improving emotional well-being through the alleviation of symptoms related to depression, anxiety, and stress (Zeidan et al., 2010). Displaced individuals such as refugees often experience severe emotional distress and hence require interventions like MBSR to promote their emotional health. Literature has shown that mindfulness training is practical for refugees because it facilitates stress and emotional management and builds resilience against traumatic events.

3.3 Global Economic Development and Human Well-being

The importance of being in good health is increasingly recognized as being vital in promoting economic growth. Those with better mental health are more likely to participate actively in the economy through employment, learning, and social engagement. This principle is particularly relevant to refugees since improving mental health through mindfulness programs can promote better social integration and enhance economic activity.

4. Case Study: MBSR in Zaatari Refugee Camp

4.1 Historical Context of Zaatari Refugee Camp

Zaatari refugee camp, located in Jordan, is one of the largest refugee camps in the world. Since its establishment in 2012, it has hosted over 80,000 Syrian refugees. Refugees in the camp face numerous challenges, including trauma, poverty, limited access to healthcare and education, and uncertainty about their future. Given these hardships, the camp has become a focus of various psychosocial support programs, including MBSR.

4.2 Implementation of MBSR Programs

Mindfulness-Based Stress Reduction (MBSR) was introduced in the Zaatari setting as an intervention to cater to the emotional needs of the refugee population. The goal of the program was to provide individuals with anxiety coping skills, emotional regulation, and stress reduction using mindfulness techniques. Refugees participated in MBSR sessions comprising guided meditation, body scan exercises, and mindfulness exercises designed to help them deal with the complexities of displacement.

4.3 Effect of MBSR on Resilience Among Refugees

Reich's (2024) research illustrates that the introduction of Mindfulness-Based

Stress Reduction (MBSR) in the Zaatari setting led to significant improvements in the participants' mental health status. Participants who took part in MBSR manifested reduced anxiety and depression levels, as well as improvements in emotional regulation. In addition, the program fostered a sense of community and social support, which are essential elements for the resilience of displaced communities.

4.4 Psychological and Social Benefits of MBSR

The benefits of Mindfulness-Based Stress Reduction reach beyond individual health outcomes. Program participants, especially refugee participants, showed stronger social cohesion and peer support. These interpersonal relationships promoted greater resilience within the group and alleviated widespread feelings of isolation often felt within displaced groups.

5. Broader Consequences for Economic Development and Social Stability

5.1 Economic Benefits Accessible through Enhanced Well-being of Refugees

The improvement of the mental health of the refugee population through mindfulness programs has tremendous economic implications. When they have better mental health, they are more likely to engage in economic activity through work and studies. Improved mental health also leads to better labor market assimilation and less reliance on outside help, thus supporting the economic growth of host countries.

5.2 Social Cohesion and Integration through Mindfulness

Mindfulness interventions foster greater social integration by encouraging mutual support and cooperation within refugee communities. By building emotional resilience and reducing stress, MBSR programs help refugees form stronger social networks essential for their successful integration into host societies.

5.3 Ongoing Contributions towards Global Economic Development

Eventually, investing in the mental health of the refugee population leads to the creation of more substantial and better-functioning societies. Refugees with strong mental health and successful societal adaptation are more likely to participate in the workforce, start businesses, and promote cultural and economic diversity in their host countries.

6. Conclusions

6.1 Summary of significant findings

This essay has explored the relationship between well-being, as measured by the Happiness Index, and global economic development. It has shown that mind-

fulness-based interventions like MBSR can enhance the psychological well-being of refugees, promoting greater resilience and social integration. These improvements have significant economic and social implications, benefiting refugees and their host countries.

6.2 Significance for Global Economic Development: Refugees' mental health can be improved by introducing mindfulness programs that can help create more effective and stable societies. Better mental health allows refugees to integrate better into economic growth and promote social cohesion in the host nations.

6.3 Significance of Mindfulness in Facilitating Sustainable Development Mindfulness is a promising approach to improving the well-being of displaced persons. Global migration is an ongoing process that occurred and is still occurring now and in the future, causing a refugee crisis. Therefore, integrating mindfulness approaches into programmers dedicated to refugees is certainly crucial for many reasons, such as building resilience, promoting social cohesion, and ensuring sustainable economic growth.

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Human Capital for the Future: Driving Innovation and Global Growth

Introduction

In our increasingly interconnected and ever-changing world, human capital has emerged as a crucial foundation for attaining sustainable global growth. As technological advancements accelerate and social and environmental challenges intensify, it is imperative that nations and organisations globally prioritise investing in and enhancing the training and development of their human resources.

This forum provides an opportunity for us to reflect on the vital importance of investing in human capital to foster equitable, innovative, and resilient development worldwide. By promoting education, lifelong learning, and creating inclusive and collaborative environments, we can lay the groundwork for a prosperous future for everyone. Learning is an ongoing and indispensable part of life, enabling us to acquire knowledge and skills that help us navigate challenges and position ourselves for success. While many associate learning with traditional classroom settings, it extends far beyond, encompassing various aspects of life and lifelong learning. In today's digital era, numerous online resources are available to meet diverse learning needs. Through learning, we can achieve significant accomplishments and unlock a brighter future.

1. Investing in Quality Education for Global Growth

Learning is an ongoing and indispensable part of life, allowing us to acquire knowledge and competencies that help us navigate challenges and position ourselves for success. While many associate learning with traditional classroom settings, it extends far beyond, encompassing various aspects of life and lifelong learning. In the digital age, numerous online resources are available to meet diverse learning needs, emphasising the importance of staying updated within one's industry. Investing time and effort in education is crucial, and this includes training programmes designed to enhance both soft and hard skills. Equitable access to digital tools is, therefore, essential to maximise the benefits of technology in education, yet disparities in Internet and physical technology access persist, hindering effective learning for millions.

1.1 Lifelong learning: A necessity in a dynamic world

The advancements in technology, globalisation, and automation have transformed the nature of work, compelling people to continually acquire new skills and refresh existing ones. As a result, ongoing education is crucial for maintaining competitiveness in the job market and adapting to industry shifts. It's important to note that not everyone requires a university education; rather, learning is a lifelong pursuit. Small and medium-sized enterprises play a vital role in fostering this process by encouraging employee upskilling and reskilling.

"Upskilling" involves enhancing an employee's existing skills independently, thereby boosting their efficiency in their current role through targeted training and development opportunities that support their growth. On the other hand, "reskilling" focuses on acquiring new competencies to perform different tasks either within or outside an organisation. If companies were to integrate these strategies into their policies, they would align more effectively with emerging trends.

1.2 Impact on productivity: Healthy and motivated employees perform better

Numerous studies have shown that employee well-being directly influences productivity and performance. Employees who feel well are more motivated, committed, and efficient in their work. A healthy workforce also reduces absenteeism, leading to more continuous and efficient operations, which in turn helps mitigate the costs associated with medical leave and subsequent treatments. Emotional well-being is another crucial factor in performance, as issues like stress, anxiety, insomnia, and burnout can significantly impact employees' engagement and decision-making abilities. While technology has transformed employment, it has also contributed to improving the quality of life for millions of people across different regions of the world.

2. Leading Countries in Human Capital Investment

Investing in human capital has proven to be a key factor in the economic and social development of all nations and companies that prioritise it. I will provide brief examples of two leading countries in this area.

Finland: Finland is globally renowned for its excellent education system, built on principles of equity, substantial public investment, and rigorous teacher training. The country places a strong emphasis on education quality and student well-being, fostering a high level of innovation, productivity, and economic competitiveness.

Singapore: Singapore has adopted a comprehensive education strategy to empower its citizens, exemplified by the SkillsFuture initiative. This programme provides grants and other incentives to encourage lifelong learning, enabling individuals to continuously enhance their skills and competencies throughout their lives.

Conclusions

In a world that is constantly evolving, investing in human capital serves as the cornerstone of global growth. As the economy transforms with automation and artificial intelligence, the key factor for success will be the development, retention, and empowerment of human talent. Technology should also be viewed as a strategic partner. By leveraging artificial intelligence effectively, big data, and adaptive learning platforms can make skills and decision-making more impactful and personalised. Inclusion and diversity remain essential, as they foster unity and enhance an organisation's creativity and competitiveness. However, achieving this vision requires a collaborative effort from governments, businesses, and society at large.

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Facing Civilizational Crisis: Values, Traditions and Fatherland

Civilization is a special part of human development. Consequently, it must meet key human needs, that is, human intellectual needs, which serve as the foundation for everything else. This component has been completely lost in western "civilization," which means that it cannot be called anything other than barbaric.

Let us describe, in broad strokes, the concept of civilization, the crisis of Western civilization (as it manifests itself in modernity and postmodernity) and the key concepts on which a civilizational idea must be based and that allow a person to live a full life and serve his nation.

The Concept of Civilization

- A civilization is any human organization built around certain fundamental principles that define what constitutes genuine or natural life.
- We live a genuine or natural life when we have dignity, when we have values founded on tradition, which gives a feeling of verticality and thus meaning to our existence. Consequently, civilization is created by introducing into the world-

view an order that is transcendent (external) to this world, an order that is related to its origins.

- A person who is aware of verticality accepts this fundamental principle as a given – the principle of singularity as an explicit expression of the limitless, the endless, i.e. something that cannot be defined by the category of quantity.
- Without these fundamental principles life becomes artificial. A life "the wrong way around," as it were. And an artificial life can only bring forth an inauthentic human – a slave.

Crisis of Western Civilization

- The ontological cause of the crisis of Western civilization lies in the absence of true intellectuality. True intellectuality enables us to see the causes of events. Without it, the causes of the crisis cannot be diagnosed, i.e. reality cannot be described the way it actually is.
- The West has implemented principles of positivism – a philosophy that, if accepted, leads to an increasing gap between the subject and the object. As this gap closes, the difference between the subject and the object disappears, and the human (subject) becomes a thing (object).
- This leads to a collapse of civilization, when unrealistic results of analysis are compounded by layers of sentimentality, and the complex of these factors ultimately makes one unable to find answers.
- There is only one way out of this situation: to create realistic, attractive, but fundamentally false narratives. The entropic nature of the system only exacerbates the situation. Ultimately, everything depends on an irrational belief in the force of technology.

Modernity as a Foundation of the Real West

- Modernity escapes from its origin, lacks its own identity and has no connection to tradition. For this reason, in the context of the original sense of civilization, it is an anomaly.

This "something," which is called the West, defines itself not as one of many civilizations, but as Civilization in general, the only one worthy of the name, and therefore the only acceptable one. Because of this totalitarian "vision," it appears degenerate, usurping the concept of civilization itself.

- Within it, people build reasoning on invocations of sentimentalism and ambiguity, without any coordinate axes that one could use for orientation. Modernity is propaganda, a conversion of the collective to individual dreams of a life grounded in irresponsibility.
- Its "values" are nothing more than groundless delusions, big words of ambiguous meaning that cannot be implemented in practice, because they are not

aligned with human realities. But propaganda does not attempt to clarify things; it simply tries to cloud judgement and impose control over the crowd by manufacturing the necessary discourse. This is what modernity is – a discourse.

• This is how we came to the condition of complete collapse of modernity, because propaganda can no longer sell "the dream," but must destroy it in order to survive. As a result, today we can observe how the West ruthlessly censures its own past by banning books and works of art, destroying its own culture and identity.

The Rise of Nihilism

• If asked to choose a visual expression for the modern nihilism-ridden West, one could not find a better image than Pieter Bruegel's The Blind Leading the Blind. In this painting, Bruegel famously reproduces the gospel parable (Matthew 15:14) of one blind man leading another: "... they be blind leaders of the blind. And if the blind lead the blind, both shall fall into the ditch."

• The senseless, thoughtless and completely myopic crossing of limits that accompanies the false myth of progress is leading us into the abyss.

• The loss of values, the oblivion of Being, the desacralization of the world, the frenzied will to power make up the modern constellation of darkness in which the decadence of the West, blindly staggering towards the deadly abyss, finds its final form.

• The perception of the West as a "land of decline" represents a truthful image that took root in our civilization a while ago. The East is perceived as the land of dawn, as opposed to the West as the land of dusk. Still relevant is the fact that in German, the West is denoted by the word Abendland, literally "the land of evening."

• The West is decaying, but for other reasons than those proposed by Spengler. The present decline of the West should be construed in connection with the logic of the development and deepening of present-day "technocapitalism".

• The decline of the West and a full-fledged rise of nihilism in the dual Nietzschean (devaluation of values) and Heideggerian (in which Being turns to nothingness) sense, should be viewed through the lens of modern technocapitalism.

• The West's drive towards death, its propensity for destruction manifest today in almost all areas: every being is exploited, manipulated, consumed and destroyed in the name of technocapitalism's nihilistic nature. As Heidegger remarked, this predetermines "the flight of the gods, the destruction of the earth, the reduction of man into a mass, the predominance of mediocrity," i.e. the desacralization of the world, its reduction to res extensa, which is calculated by the scientific method and governed by technical mechanisms; the destruction of the ecosystem; the dehumanization of the individual and their reduction, essentially, to a commodity among other commodities; and, finally, the predominance of conformism and mediocrity inherent to the epoch, when everybody calculates and

nobody thinks, everything has a price but no value.

- The abovementioned striving is also prominent in relations to other civilizations, in which it assumes the form of technical imperialism, which dovetails with the dynamics of capitalist globalization bringing an imposed model of technocapitalism to all corners of the world. This process is guided by American civilization.

The Weak Man

- The postmodernist, consumerist and mercantile society satisfies only base instincts, primary needs, while deliberately rejecting every natural aspiration towards the transcendent.
- It is not only spirituality that is prohibited, ideas are too – in order to free space for "pleasure."
- The weak man is someone who has renounced their values, the defiance of death, and the spirit of adventure, risk and danger. It is a low-hearted person who lives only to feed oneself and accumulate money, who only strives to live comfortably.
- The principal victims in societies of weak men are women who have to assume male roles and behavioural models in order to compensate for the deficiencies of their partners. Due to dual exploitation as workers and homemakers they must put off parenting, if they are not altogether stripped of the right to be a mother in order to boost the productivity of the technocapitalist machine.
- Weak men do not have enough power and authority to lead their families; they integrate into the system, which knows that solitary and isolated people are easier to control and turns them into slaves of artificial needs.
- Progress, individualism, capitalism, ultimate teleology... A heaven on earth that will never come. This fruitless search is the last phase of Western civilization.

Civilizational Solution: A Return to Tradition

- We observe that the modern civilization is built on opinions, on false narratives, rather than on foundations of a natural, cosmic order.
- Tradition can be understood as a memory of knowledge, of foundations, of origins. We have said before that it is impossible to live without principles – to live with dignity, at least.
- So, to return to tradition is to return to our origins and build one's identity on a foundation of genuine principles. In this solution lies the engine of civilization. However, modernity understood that it must create something "new," because tradition, from its standpoint, was a mistake. So, a break with tradition became the logical way of development.

The Sacred and the Question of Origin

- In their origins, civilizations seek a point for constructing verticality in order to then create an order (an image of the origin) around this vertical. Reconstruction of civilization therefore means advancing to that origin, which is considered Sacred.
- Hence the importance of symbols as a reference to the sacred, to the transcendental, to the only thing that must predetermine the individual. Everything else is superficial and immanent.
- The sacred and order are required to reconstruct civilization and lead human beings to goodness. Goodness, in turn, presumes a departure from the material and superficial. The superficial is not sacred, it is not transcendent.
- Indeed, if the life of man is determined by something superior to his material nature, by the sacred, it becomes obvious that in the environment of the West as it really exists, the human being is unconditioned, undetermined... non-transcendent.

Values: The Supreme Good

- One often hears in the West that the crisis in which it finds itself is a consequence of the absence of values (anomie) or, even worse, of their being inverted.
- One must answer the question: which good is greater, the personal or the collective? The answer is given by a situation that has occurred many times throughout history: at a moment when values are lost, the collective finds itself without a future, be it a family, a community or a nation.
- This happens because values (which are akin to tradition and the sacred) are "considered" as such only when they govern both individual and collective practical activity. Let us remember solidarity (with the collective), honour (acceptance of common values), duty (to oneself and to society), responsibility (to the community), authority (community leadership), patriotism (love for the community), and fortitude (character and pride)...
- However, the current system seems to be trying to preserve the collective, but without these uniting values, thus engendering anomic, non-transcendent, unsupportive, irresponsible, weak individuals. The only possible outcome of this is to force individuals to self-identify as a herd, imposing their will by force and getting rid of the common sense.
- All this must be unequivocally countered with a completely different set of values: collective identity versus individualism; patriotism versus cosmopolitanism; a healthy family versus the legalization of perversions; the Sacred versus nihilism and relativism; man versus post-humanist experiments; historic truth versus cancel culture.

Patriotism

- Each national community needs a just cause. A just cause is everything. An unjust cause always ends in failure.
- A nation is built on history, traditions, its own culture, on things that unite its people and, first and foremost, on its values and way of life.
- Those who defend their nation are called patriots. A patriot is someone who loves and respects the land of his forefathers, cares about his heritage and preserves it for his children.
- Patriotism, in simple words, is the highest degree of solidarity of a group of men and women who undertake work on a common project. A nation is a space of solidarity.
- A patriot must be ready not only to give his life for his fatherland, but also work to preserve its values, customs, traditions... Fatherland is like fire in a hearth, a shelter where he can be himself.
- The history of the fatherland is a collective memory. The murder of a nation begins with the dawning realization that part of common history does not belong to it. After this, nothing binds the people of a country to the fatherland... and each of them becomes an unconditioned person.

Responsibility

- A civilization worthy of the name must have an immunity against ambiguity, and its founding principles (tied to its origins and history) must be completely free from sentimentalism, ambiguity and interest-based consensus.
- Responsibility is defined as commitment to the acceptance of goodness; this means that the inverse can be defined as the rejection of goodness. This is called irresponsibility.
- Therefore, complete absence of responsibility is tantamount to pure evil. Consequently, complete irresponsibility necessarily leads to complete disaster.
- Accordingly, we must pay attention to the problem of good intentions, which must not be forgotten, as it is the only possible connecting link between authority and our individuality. In other words, a good intention is something that ensures alignment of my thoughts and actions with the essence of life, and it is impossible without responsibility.
- Attempts to act without a good intention, which eliminates the possibility of ambiguity, leads only to entanglement in evil, which over time inevitably result in treason.
- A mind clouded by misleading sentimentalism, loses itself in the heat of the struggle for power and cannot tell good from evil. Such a mind will think it is doing good, whereas in fact it is doing evil and does not only hurt itself and those

it betrays in its mindless delusion, but exacerbates the general disequilibrium by feeding indoctrination.

The Principal Contradiction of OUR TIME

- The principal contradiction lies in the fact that the two models of humankind's development have come into conflict with each other: the liberal, globalist and anti-traditional way of today's West, and its alternative, the multipolar and polycentric way based traditional values.
- This is a total war, since any mention of one's sovereignty, one's distinction is perceived by the West as a declaration of war against it. How to withstand blows and win in this existential struggle? Here are some recommendations.
- Create a strategic space, the security and integrity of which must be guaranteed by the state in the following aspects: the spiritual sphere, the informational sphere, education, the moral pillars of society, history and culture.
- Implement a strategy for countering threats and disorders created by the West's ideological and axiological framework. To this end, a mechanism for forecasting, tracking, identifying and preventing such threats should be developed, and measures must be taken to mitigate their consequences.
- Proactively work in the field of information and education, going on the offensive.
- Perform cognitive operations, systematically bringing the struggle to the mental realm, in the domain of symbols, meanings and values, where we are backed by truth.
- Assume the following basic premise: one cannot gain the upper hand in a civilizational struggle by living under a non-sovereign ideology, following alien economic models or ruling through agents of influence from hostile countries.

None of the above ideas will sound alien here, in Moscow, where President Vladimir Putin signed Decree No. 809 "On Approval of the Foundations of State Policy to Preserve and Strengthen Traditional Russian Spiritual and Moral Values" dated 9 November 2022, Article 3 of which reads:

"Traditional values include service to the Fatherland and responsibility for its destiny, historical memory and intergenerational continuity, priority of the spiritual over the material, productive labour, high moral ideals, collectivism, justice, a strong family, patriotism, civic consciousness, compassion and mutual help".

Let it be so.

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Transformation of Education: How New Technologies Will Change Learning

Imagine a world where learning is no longer confined to textbooks and classrooms. Instead, students explore the human body through virtual reality (VR), solve math problems with the help of artificial intelligence (AI) tutors, and collaborate with peers across the globe in real time. This is not science fiction— this is the future of education. Technology is transforming how we learn, making education more engaging, personalized, and accessible than ever before.

One of the most exciting innovations is AI-powered personalized learning. In traditional classrooms, teachers struggle to cater to different learning speeds. However, AI-driven platforms can analyze a student's progress and adjust lessons accordingly. If a student struggles with algebra, AI can provide extra practice and alternative explanations. If another excels in science, AI can introduce more challenging content. This individualized approach ensures that every learner progresses at their own pace, making education more efficient and effective.

Unlike traditional teaching methods that follow a fixed pace, AI adapts to each student's needs, making learning far more effective. AI doesn't just adjust content — it also tracks progress, identifies learning gaps, and suggests strategies to improve. With instant feedback and customized resources, students gainconfidence and

stay motivated. This intelligent system empowers teachers too, giving them valuable insights into each student's progress, allowing them to provide better support where it's needed most. By turning education into a personalized journey, AI is transforming classrooms from one-size-fits-all environments into dynamic spaces where every student can thrive.

Another revolutionary change is the rise of immersive learning experiences. Subjects that once seemed dull or difficult can now be brought to life. Imagine history students taking a virtual trip to ancient Rome or biology students exploring the human brain in 3D. Augmented reality (AR) and VR allow students to interact with their subjects in ways that were previously impossible, making learning more engaging and memorable.

Immersive learning is turning education into an adventure. With technologies like virtual reality (VR) and augmented reality (AR), students can now step inside their lessons and experience subjects firsthand. Imagine dissecting a human heart in 3D—all without leaving the classroom. These interactive experiences make learning more engaging, helping students retain information better by seeing, touching, and interacting with their subjects. Science experiments, historical events, and even abstract mathematical concepts become tangible and exciting. Whether it's medical students performing virtual surgeries or history students reliving world-changing events, immersive learning transforms education from-something students read about into something they live through. This revolution in learning doesn't just make education more fun—it makes it unforgettable.

Furthermore, technology is making education borderless. Online courses and digital classrooms mean that a child in a remote village can access the same high-quality education as a student in a top-tier city school. Virtual collaboration tools enable students from different countries to work together on projects, fostering global connections and cultural exchange.

Education is no longer confined to classrooms, cities, or even countries— technology has made learning a truly global experience. With online courses, virtual classrooms, and collaborative platforms, students from different parts of the world can now learn together, breaking the barriers of distance and accessibility. A teenager in a remote village can take a coding class from any university, while a student in Japan can collaborate on a science project with a classmate in Brazil. Language translation tools remove communication obstacles, and cloud-based platforms enable real-time discussions and group work across time zones. Whether through video lectures, interactive apps, or AI tutors available 24/7, education is now accessible anytime, anywhere. This borderless learning revolution not only expands opportunities for students but also fosters cultural exchange, preparing learners for a world that is more connected than ever before.

Of course, challenges such as internet accessibility and teacher training must be addressed. However, the future of education is bright. Technology is not replacing teachers—it is empowering them. With the right innovations, learning will

become more interactive, inclusive, and limitless. The transformation is already happening, and the best part? We are just getting started!

As artificial intelligence, virtual reality, and other emerging technologies continue to evolve, learning will become more dynamic, inclusive, and efficient. The key to unlocking the full potential of technology in education lies in responsible implementation. Governments, educators, and technology developers must collaborate to ensure that every student, regardless of background, has access to these groundbreaking tools. If done right, the future of learning will be a thrilling, boundary-breaking experience—one where curiosity knows no limits, and every student has the opportunity to reach their fullest potential.

The education revolution is here. The only question is: Are we ready to embrace it?

SULTANATE OF OMAN

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The World System and its Values in the Face of Extremism and Terrorism

Extremism, violence and terrorism are the world's most troubling problem. Yet the world deliberately avoids tackling the roots of this problem; instead of eliminating its true causes, the world each time attempts to combat its consequences, and uses destructive weapons all the while remaining unaware (or maybe remaining unaware) that this tactic sows the seeds of new extremism and violence that inevitably result in bloody terror. This approach undermines the achievements of human civilization, the values of peace, security, and human rights, and leaves us spinning in a vicious circle without a chance of safely exiting it.

Many historical examples prove that extremism and terrorism have never been the seeds, but ever the evil fruit of a complex interaction between such factors as historical injustices, socioeconomic inequality, and political interference lacking in wisdom, honor, justice, and equality.

Today the world marks the International Day for the Prevention of Violent Extremism as and when Conducive to Terrorism, and if the world indeed intends to uproot these poisonous sprouts, it should channel all of its efforts into eliminating their roots. For that purpose, the world should start by identifying the true causes of extremism and violence and the roles of some countries in supporting those very

threats they seek to eliminate. Otherwise, spinning in the circle will continue, and the world will face new kinds of "sprouts and fruits" of terrorism that are even more extremist and capable of destroying humanity's civilizational achievements.

The most destructive extremism stems from the despair of a human being alienated from their own life. Extremism feeds off injustice done to marginalized and oppressed people stripped of all sustenance, stripped of their human dignity as the world system suffers from a shortage of true human values and principles. These people discover that they have fallen by the wayside of prosperity, security, and peace and they have no part of them.

The roots of despair and alienation that fan the flames of extremism and violence go deep; they vary in different societies. They spring from the colonial legacy, they are continued in today's economic exploitation, they flourish in the thick of today's geopolitical strategies that support certain states and political bodies that completely and utterly abandon the values of justice and equality.

In this context, we can turn to the causes that underlie the emergence of the terrorist organization known as DAESH (ISIS)[1] in Iraq; considering it will shed light on the appearance of violence, extremism, and terrorism. This organization was formed in response to Western interference conducted under the banner and illusion of spreading democracy. During the US-British invasion Iraq found itself in dire conditions; Iraqis lost all means of living a decent life, all doors into the future were shut in their faces, and consequently, extremism and fanaticism gained in strength. With time, these developments produced an utterly extremist form of terrorism that various countries later supported as they channeled terrorism into the path that everyone knows today. The events in Iraq left scars that cannot be erased from the collective memory of Iraqis, Arabs, and Muslims; such scars make people remember hostile acts for centuries. Such scars eventually transform into the cycle of violence and extremism.

Additionally, famine and the gap between the rich and the poor that was yawning ever wider both within these countries and between them create class divisions that, too, could breed extremist and violent leanings at the time when a person feels that their economic rights have been taken away and there is no hope of getting them back. The cause lies not in personal circumstances, but in values professed by the society that person belongs to. In moments of despair, such people see no other way out save for violence and extremism; hatred burns bright and hot within them, leading to terrorist attacks.

Ideological trends, certain values of globalization and of Western neoliberalism that result in state control yielding its place to private sector institutions foment extremism as people feel shortchanged on justice, equality, and human dignity, and also pave the way for the community of weapons manufacturers and sellers. The

1 Banned in the Russian Federation – translator's note.

latter often play a key role in instigating violence, extremism and terrorism as they flood unstable regions with weapons. Certain developed countries indirectly help prolong conflicts as they are guided by economic considerations and intend to create new geostrategic balances. It clearly shows that economic interests often trump the desire for peace that is loudly proclaimed in striking words which do not, however, translate into action.

At the current moment in history, when the world is going through a digital revolution, social media and AI apps play a sinister role in fomenting violence and extremism, and in calling for terrorism; yet they could have played an utterly different part shaping minds and spreading the values of enlightenment and education. The image of "us vs. them" strips the "other" person of their humanity and justifies aggression, as it is happening now, during the war that the Zionist entity wages against the Gaza Strip, while the West that supports this aggression strips Palestinians of their humanity and seeks justifications for the aggression even though it has gone beyond the notion of terrorism onto a level that exceeds genocide.

For many years, Western and Israeli narratives manipulated information and spread misinformation thereby creating an atmosphere of fear and hatred, and this atmosphere underlies western perceptions of the Palestinian people.

Eliminating the roots of extremism and violence in today's world requires a multifaceted approach which goes beyond military solutions that have proven to be incapable of eradicating terrorism or eliminating hatred; on the contrary, such solutions have been shown to merely entrench and solidify both terrorism and hate. Any serious solution requires revising those foreign policies that prioritize military intervention over diplomacy. The world should proceed toward bolstering mutual understanding and dialog between cultures, toward eliminating social and economic inequality that breeds despair, toward restoring human rights including people's rights to their land, homeland, history, and dignity – these are steps leading to peace.

The world we live in has many international examples that need to be studied in depth as they show the way of building a society that's free of all forms of extremism, fanaticism, and, consequently, terrorism. For instance, we can cite Oman that has built a society free of any manifestations of extremism and terrorism. This experience is not the fruit of the last few decades; this experience was accumulated for many centuries as Oman sought to establish the principles of justice, the values of equality, and to bolster the feeling of a real partnership in the country and in its future prospects.

Therefore, you won't find any books on history referring to any ideological or sectarian conflicts in Oman. This fact has been so deeply entrenched in Omani society that the world has recognized Oman to be a state fully free of terrorism even though it is located in the region full of changes and conflicts with their share of extremism, violence and terrorism in many historical periods.

Despite the values inherent in Omani society, this matter was also legally reg-

ulated, and Omani legislation criminalized all extremist and violent ideas since the very first years of the country's current revival; previously, they had been prohibited in public customs and religious texts where society draws its values and principles from. Several years ago, Oman adopted a special law on combating terrorism and established a national counter-terrorism committee and a national anti-money laundering and counter-terrorism financing committee. Since Omanis feel that the state protects their dignity and that they live in a society ruled by the values of justice and equality, there are no causes for extremism and violence, and Oman, therefore, has been and remains a country with "zero terrorism" on the Global Terrorism Index since the Index's inception and until today. This experience needs to be studied in detail and lessons and conclusions should be drawn. Certain countries that call for combating violence, extremism and terrorism while simultaneously cultivating and nurturing their seeds know how to finally eradicate them, the Omani lesson is clear to them, yet they do not wish to put it into practice for reasons related to their own interests and fleeting profits.

The path toward eradicating extremism and violence is fraught with challenges and requires a qualitative shift in states' interactions between themselves and with their citizens. This path requires affirming the principles of respect, justice, impartiality, and equality that would be accepted as values guiding the actions of the international community and the world system.

This path requires a deeper understanding of historical, economic, and social factors that become fertile soil for violence, extremism, and terrorism, since it is this understanding alone that can help destroy the complex webs of extremism and truly embark on the path toward a more just and stable world.

ESTONIA

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The Consciousness Economy: Cognitive Capital and Psychological Well-Being — A Paradigm Shift in Global Growth

Introduction: An Economy That Measures Consciousness, Not Currency

This essay was prepared for the international competition "World of the Future: A New Platform for Global Growth," organized by the Russian National Center.

The global economy is entering a new phase. Traditional drivers of development—natural resources, labor markets, and financial systems—are losing their dominant role. A critical question now arises: What is the core economic resource of the 21st century?

Some may say artificial intelligence or breakthrough technologies. Yet something more fundamental underlies them: the cognitive capabilities of the human being—consciousness, thought, emotional intelligence.

The essential question:

If the economy of the future is no longer dependent on human labor, does that mean the human mind becomes the central economic asset?

The answer is yes. And that changes the very foundation of economic science.

I. Why the Consciousness Economy Is Not Futurism, But an Inevitable Reality

We have long assumed that value is created through the production of goods, technological investment, and capital management. But in the 21st century, true economic growth is determined by the cognitive development of society.

Three fundamental arguments for the Consciousness Economy:

1. Production shifts to AI, but thinking remains a human domain

- AI replaces physical and intellectual labor, but it cannot replicate emotional intelligence, creativity, intuition, or conscious self-reflection.
- Therefore, the future value of a person will be defined not by skill sets, but by the depth of consciousness.

2. Cognitive capital is the new oil

- In the past, national wealth was measured by access to physical resources. Today, a society's cognitive potential is the prime engine of innovation and progress.
- The question becomes: Can we measure and capitalize cognitive capabilities?

3. Emotional well-being is the new foundation of global growth

- Governments still measure development via GDP. But if society is plagued by anxiety, stress, and psychological fragmentation, can it truly be called successful?
- The economy of the future must include a national cognitive health index. Thus, the core economic questions shift:
- How do we elevate societal awareness and cognitive capital?
- What should the "Mental Well-Being Index" look like as a new standard of success?

II. Cognitive Capital: A New Basis for Strategic Advantage

What happens when nations begin to compete not for resources, but for the consciousness levels of their citizens?

The new economy requires new metrics:

- Knowledge Development Index (KDI): A composite measure of societal cognitive potential.

- Neuroplasticity Index: The brain's capacity for adaptation, learning, and regeneration.
- Emotional Rating of the Population: A metric of national happiness, resilience, and awareness.
- How does this work in practice?
- National Cognitive Development Programs: Investments in neuroscience, psycho-technologies, and mental health optimization.
- Cognitive Markets: Platforms to assess, develop, and monetize cognitive abilities.
- Neurointerfaces: Tools that enhance thinking, manage stress, and increase focus.

Key question: If we can increase a computer's processing speed, why aren't we investing in accelerating the brain's cognitive processes?

Answer: The economy of the future will.

III. Psychological Well-Being: A New Measure of National Power

If the future economy is oriented toward human development, then its success must be measured not just by production and consumption, but by the internal state of the people.

Strategic consequences for nations:

- Individual mental development = Economic advantage
- Countries that launch cognitive investment programs will gain a new form of global competitiveness.
- States will begin to compete not for oil, but for awareness.
- The question of the future: Which nation will be the first to build a cognitive economy?
- Societies with higher mental well-being will lead in innovation.
- Chronic stress destroys creative potential. The consciousness economy will treat societal awareness as a measure of national viability.

IV. Russia and Neuroeconomics: A Strategic Opportunity for Leadership

While many countries chase AI and automation, Russia could pursue a radically different strategy:

Russia has the potential to position itself as a leader in neuroeconomics.

- Cognitive Sovereignty: Developing national neurotechnologies to elevate awareness and intelligence.
- Investment in the Consciousness Industry: Research and application of cognitive capital as a strategic asset.

- National Consciousness Growth Strategy: Programs to enhance neuroplasticity and psychological resilience across the population.

If Russia recognizes this emerging paradigm first, it could create the world's first cognitive economy—an economy based on levels of consciousness, not levels of consumption.

This would be a true civilizational breakthrough.

Conclusion: The Economy of the Future is the Economy of Consciousness

The current economic paradigm fails to account for the most crucial factor of all: the awareness level of society. Yet in the 21st century, this will become the defining variable of global development.

The economic strategy of the future must rest on three principles:

1. Cognitive capital outweighs financial capital.
2. Psychological well-being is the foundation of national competitiveness.
3. The collective level of consciousness is the new metric of success.

Key question for the forum:

Which country will be the first to understand that the future of its economy depends not on oil, but on the consciousness of its people?

Topics for Discussion at the Moscow Forum:

- How can we accurately measure a society's cognitive capital?
- Can Russia develop a "National Cognitive Platform"?
- How should states invest in neuroeconomic growth?
- Could cognitive capital become the basis for a new value system?

SULTANATE OF OMAN

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Youth Unemployment: A Global Concern

1. Introduction

Youth unemployment remains one of the most urgent socioeconomic challenges of our time. Globally, millions of young people are struggling to find gainful employment, with rates often more than twice as high as adult unemployment (International Labour Organization [ILO], 2021). In the Middle East and North Africa (MENA), youth unemployment exceeds 25%, making it the highest regional rate worldwide (World Bank, 2023). Oman, despite recent economic diversification efforts, mirrors these global trends. Many young Omanis face uncertain job prospects due to structural and economic constraints. High youth unemployment not only hinders individual aspirations but also stifles national development by underutilizing a demographic dividend that should otherwise drive productivity and innovation. This paper investigates the primary causes of youth unemployment and explores viable strategies and global best practices to create meaningful employment opportunities for young people, p arti cu larly in the MEN A regio n contex t.

2. Understanding the Causes of Youth Unemployment

The map below highlights stark regional differences in youth unemployment, with some of the highest rates clustered in the Middle East, North Africa, and parts of Europe. Countries such as Palestine (40%), Tunisia (35–40%), and Namibia (30–40%) face critical challenges, while others like Qatar (5–10%) maintain relatively low rates.

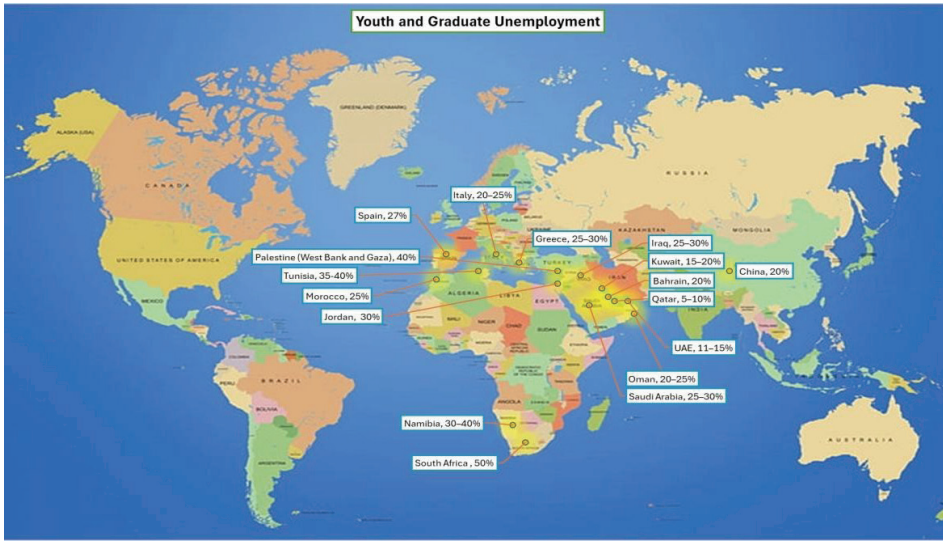


Figure 1. Youth and graduate unemployment rates in selected countries.

Lack of Relevant Skills and Education Mismatch

In many MENA countries, including Oman (20–25%) and Jordan (30%), youth unemployment is exacerbated by a mismatch between educational qualifications and labor market demands.

Although universities are producing increasing numbers of graduates, many lack the technical and digital skills needed in private sector jobs (Oxford Business Group, 2020). This is mainly due to fast-changing industry as the results of technological advancement. This fast-changing industry also causing changes in demand and skill set requirements that academia is not able keep the pace.

On the other hand, a 2023 study in Jordan found that nearly 50% of unemployed graduates held degrees in oversaturated fields like humanities and social sciences, with few openings available (World Bank, 2023).

Similarly, in China (20%), the rapid expansion of higher education has

outpaced labor absorption, leading to underemployment among graduates despite the country's industrial growth. Employers increasingly seek STEM and technical skills, leaving many graduates unable to secure jobs in emerging industries (ILO, 2021).

Limited Job Opportunities and Market Saturation

In Iraq (25–30%) and Saudi Arabia (25–30%), job markets are heavily reliant on the public sector, leaving few openings as governments cut public employment to reduce spending (IMF, 2022). This saturation leads young people to queue for limited government roles while avoiding private sector jobs perceived as unstable or less prestigious (Hertog, 2014). Oman faces similar challenges, with young graduates preferring government employment over private-sector roles due to higher wages and job security.

Technological Advancements and Automation

The rise of automation threatens traditional roles across Asia and MENA. In Kuwait (15–20%) and Bahrain (20%), automation of administrative and retail sectors is reducing entry-level positions. Meanwhile, many young people are unprepared for tech-driven industries due to insufficient digital training (UNCTAD, 2022). Without urgent reforms, youth in these regions risk exclusion from future labor markets.

Economic Slowdowns and Recessions

Countries dependent on oil revenues, such as Oman, Saudi Arabia, and Iraq, experienced economic contraction during the COVID-19 pandemic and oil price shocks, compounding youth unemployment. The map shows rates between 20% and 30% across these economies, underscoring structural vulnerabilities (World Bank, 2023).

Barriers to Entrepreneurship and Business Development

Youth in Palestine (40%) and Tunisia (35–40%) face systemic obstacles to entrepreneurship, including political instability, poor access to credit, and restrictive regulations. Despite government support schemes, many young entrepreneurs struggle with bureaucratic barriers and lack of mentorship (UNCTAD, 2022). Similar challenges persist in Oman, despite the establishment of funds and incubators. Unfortunately, the lack of coordination among various stakeholders has hindered progress rather than accelerated it. Although numerous government agencies and non-governmental organizations (NGOs)

are actively working to promote entrepreneurship, the absence of effective collaboration and alignment between these entities has led to missed opportunities and fragmented efforts.

3. Effective Strategies for Reducing Youth Unemployment Education and Skill Development

A comprehensive approach to education reform is essential. Curricula should integrate technical, vocational, and digital competencies relevant to emerging sectors. Internship and apprenticeship programs must be embedded in tertiary education to bridge the gap between theoretical learning and industry practice (Organisation for Economic Co-operation and Development [OECD], 2021). Oman has introduced initiatives such as the National Training Fund to enhance employability through sector-specific training. Germany's dual education system, which blends classroom instruction with apprenticeships, has proven highly effective, maintaining a youth unemployment rate below 7% (Federal Ministry of Education and Research [BMBF], 2022).

Promoting Entrepreneurship and Startups

Encouraging entrepreneurship through policy and financial support can empower youth to generate their own employment. Oman's National Youth Program for Skills Development and the Public Authority for SMEs offer grants and training to young entrepreneurs. Similar efforts in Rwanda have led to the emergence of youth-led enterprises through government-supported incubation centers (World Economic Forum, 2019).

Government Policies and Interventions

Strategic national plans, such as Oman Vision 2040, emphasize the critical role of youth employment and economic diversification in achieving sustainable development. Policy measures such as tax exemptions for companies that hire young workers or wage subsidies for employing graduates can incentivize private sector participation. Notably, Saudi Arabia's Vision 2030 has demonstrated progress, with youth unemployment declining as a result of targeted labor market reforms (International Monetary Fund [IMF], 2022). However, a report by Muscat Daily, citing Oman's Ministry of Labor, revealed that over 245,000 firms in the country had not employed a single Omani national. It is likely that young graduates constitute a significant portion of those excluded from the workforce. This situation undermines national efforts to tackle unemployment, despite the policies and initiatives in place.

Leveraging Technology and the Gig Economy

Digital platforms offer new avenues for employment. Freelancing, remote work, and e- commerce enable youth to participate in global labor markets. Platforms like Upwork and Fiverr have become viable income sources for young Omanis. The Philippines has demonstrated success in leveraging the gig economy to become a global hub for remote work, especially in information technology and customer service (ILO, 2021).

Expanding Internship and Apprenticeship Programs

Structured internships help students gain practical exposure before entering the job market. Switzerland integrates apprenticeships into its education system, achieving a low youth unemployment rate. In Oman, initiatives such as university-industry partnerships are evolving to address this gap, with institutions like the National University of Science and Technology promoting experiential learning models.

Agriculture and Rural Employment Opportunities

Modernizing agriculture can unlock employment potential in rural areas. In Oman, youth are being encouraged to explore agribusiness through programs in aquaculture and hydroponic farming. Kenya's "Youth Agribusiness Strategy" offers a model, transforming agriculture into a profitable and tech-driven industry (Food and Agriculture Organization [FAO], 2020). Oman's universities, including the National University of Science and Technology, are increasingly engaging students in agricultural innovation projects.

4. Case Studies and Success Stories

- **Germany's Dual Education System:** A well-established model integrating vocational training with formal education, leading to consistent employment outcomes (BMBF, 2022).

- **Saudi Arabia's Vision 2030:** A transformative plan focusing on private sector development, entrepreneurship, and reducing public sector dependence (IMF, 2022).

- **Oman's National Youth Program:** A comprehensive initiative equipping youth with leadership, digital, and technical skills for the future workforce (Vision 2040, 2023).

5. Challenges in Implementing Job Creation Strategies

Despite the existence of viable strategies, several barriers persist:

- **Funding Limitations:** Resource constraints in both public and private sectors limit the scalability of employment programs.

- **Resistance to Policy Changes:** Bureaucratic inertia and institutional reluctance hinder timely educational and labor market reforms.

- **Mismatch Between Industry Needs and Education Systems:** Rapid technological shifts outpace curriculum updates, leading to persistent skills gaps.

- **Resistance to change in culture and attitudes toward certain jobs:** Academic institutions and their underlying cultures have often been slow to adapt to evolving labor market demands. Traditionally, a clear distinction has been maintained between academic education and vocational training, despite industry expectations for graduates who are job-ready with practical, hands-on skills. At the same time, many graduates themselves exhibit reluctance to accept available employment opportunities. Some insist on securing positions strictly aligned with their fields of study, while others prefer to wait for roles in specific industries or companies rather than embracing immediate opportunities. This mindset contributes to persistent unemployment among young and newly graduated individuals, as both institutional inertia and individual job preferences hinder smoother transitions into the workforce

6. Recommendations and Action Plan Short-term Strategies

- Strengthen internship and apprenticeship programs through strategic partnerships with industry. In Oman, the Eidad program, initially spearheaded by the oil and gas sector— particularly Petroleum Development Oman (PDO)— has successfully expanded its reach to other industries, offering valuable work-based learning opportunities. Additionally, the National University of Science and Technology in Oman has signed a Memorandum of Understanding (MoU) with the Canadian Education Council to provide international internship and apprenticeship placements for its students. Such initiatives not only address youth unemployment in the short term by enhancing employability but also contribute to sustainable, long-term workforce development by bridging the gap between education and industry.

- Provide micro-financing and startup grants tailored for youth-led ven-

tures. Establishing incubation centers within the academic institutions can be the starting point. This is practiced in many countries including GCC and India.

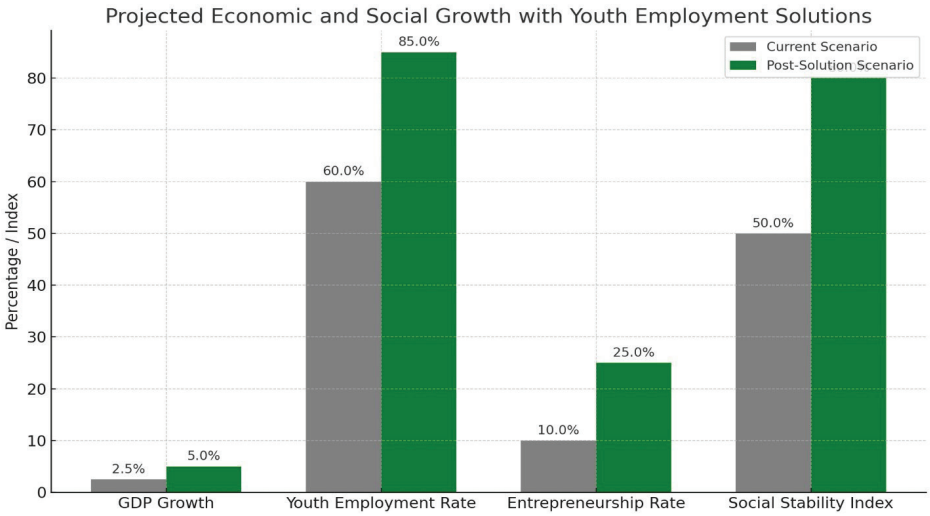
Long-term Strategies

- Align education curricula with future labor market demands in technology, green energy, and creative industries. This should include pridighm shift in academic culurre where voc
- Promote inclusive economic growth by investing in sectors with high youth employment potential.

Collaboration Between Stakeholders

A holistic response to youth unemployment requires cooperation among governments, industry leaders, academic institutions, and civil society. Policy coherence, joint task forces, and data- sharing platforms can foster sustainable progress.

The following graph shows the possible improvement if the above recommendations are taken into account and executed.



7. Conclusion

Youth unemployment is a complex, multifaceted issue requiring integrated solutions. Education reform, digital inclusion, entrepreneurial ecosystems, and targeted government interventions are essential. Oman, along with other developing nations, can benefit from international best practices while tailoring strategies to local realities. By empowering young people with the tools, skills, and opportunities to thrive, countries can ensure sustainable development and socio-economic resilience.

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MEXICO

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The Platform Economy and Government Efficiency: Lessons from Russia and Mexico

Introduction

The platform economy has fundamentally reshaped the interaction between governments and citizens, introducing a new model for delivering public services. Leveraging digital technologies, this approach enables government institutions to offer procedures that are more efficient, accessible, and transparent. In this context, digitising government processes has become a strategic priority for many nations, including Russia and Mexico.

Russia has achieved notable advancements in this area through its Gosuslugi platform, a unified portal that provides citizens with access to a wide array of government services through a streamlined user interface. From tax payments and applications for official documents to accessing medical records, the platform simplifies procedures while fostering automation and interoperability among government agencies. The success of Gosuslugi lies in its user-focused approach, combining technological efficiency with robust cybersecurity measures to safeguard personal data. Mexico has pursued similar efforts with initiatives such as Llave MX, a system

designed to unify access to multiple digital services through a unique electronic ID. However, despite its ambitious goals, Llave MX has encountered significant challenges, including unevenly distributed technological infrastructure across Mexican states, resistance to change from certain public institutions, and public distrust regarding the protection of personal data. These obstacles have hindered its adoption and limited its impact on government modernisation.

The contrasting experiences of Russia and Mexico provide valuable insights for Mexico. Successfully implementing a platform economy for public services requires not only political will, but also a comprehensive strategy built around three key components:

1. Technological interoperability: Develop an efficient network that enables seamless communication between government institutions, eliminating digital silos and fostering inter-agency collaboration.
2. Citizen trust: Implement awareness and transparency campaigns to educate the public on how their personal data is used and what security measures are in place to protect it.
3. User-centred design: Create digital platforms that are intuitive, accessible to all demographics, and optimised for mobile devices, while addressing existing digital divides.

The Russian experience with Gosuslugi serves as a valuable reference point for Mexico to enhance its government digitalisation efforts. By embracing innovative technological solutions and prioritising public trust and user experience, Mexico has the potential to significantly step up its platform economy, reinventing its relationship with citizens and optimising public services. This essay advocates for a constructive dialogue between the two nations, encouraging the exchange of knowledge and best practices to develop more efficient governments that better address societal needs.

Comparative Analysis: Gosuslugi vs. Llave MX

Gosuslugi: A Model of Success

Launched in 2009, Gosuslugi is Russia's digital platform that consolidates over 300 public services, ranging from tax payments to applications for official documents. Its success is built on three core pillars:

1. Data integration: Gosuslugi links multiple government databases, providing users with centralised access to various public services. This interconnected system enhances information management and prevents duplication of records.
2. Process automation: The platform has significantly reduced bureaucracy by automating workflows, enabling citizens to complete tasks such as passport renewals or social benefit applications online without visiting government offices, thereby saving time and resources.

3. Citizen feedback: A unique feature of Gosuslugi is its receptiveness to user input. Citizens can rate the services they receive and propose improvements, fostering a continuous cycle of optimisation tailored to the population's needs.

Thanks to these foundational pillars, Gosuslugi has amassed over 100 million registered users and consistently achieves high levels of citizen satisfaction, establishing itself as a global model for government digitalisation.

Llave MX: Challenges and Opportunities

Llave MX is a digital platform introduced in Baja California to streamline access to government services through a unique digital ID. Despite its innovative goals, the platform faces several challenges that hinder its adoption and effectiveness:

1. Perception of government inefficiency: The Baja Participa survey shows that 67% of citizens view current procedures as slow and inaccessible. This distrust in public institutions directly affects users' willingness to adopt a digital platform.
2. Guarantee of speed and transparency: The same survey indicates that 72% of respondents would use digital platforms only if they guarantee fast and transparent processes. Thus we can clearly see that technology alone is insufficient, with perceived efficiency and user experience being crucial factors.
3. Limited interoperability: Unlike Gosuslugi, Llave MX still struggles with effectively integrating government databases, hindering the development of a unified digital ecosystem.

Conclusion: Lessons for the Future

The comparative analysis of Gosuslugi and Llave MX shows that the success of a government digital platform relies on more than just technological advancements. Data integration, process automation, and continuous citizen feedback play a pivotal role.

For Llave MX to unlock its full potential, it is essential to:

- Enhance interoperability between public institutions.
- Encourage a culture of active citizen feedback.
- Implement transparent accountability mechanisms to build public trust and confidence.

Statistical Data and Its Implications

A recent survey on the digital divide and access to public services in Baja California highlights a concerning gap between existing technology platforms and citizens' expectations. The findings are striking:

- 64% of respondents have stopped using a procedure due to its complexity.

- 59% of respondents believe that current platforms lack clear functions and sufficient guidance.
- 72% of respondents are willing to use digital platforms if they ensure efficient and transparent processes.

These findings emphasize the urgent need to improve user experience and adopt more intuitive, functional technological tools. Distrust in current systems hampers the progress of government digitalisation in Mexico, demonstrating that implementing technological solutions alone is insufficient. Designing these systems to align with citizens' needs and expectations is essential for their success.

Technological Proposals to Optimise Llave MX

Drawing inspiration from successful international models such as Russia's Gosuslugi portal, we suggest three strategic initiatives to bolster Llave MX and address the digital divide:

1. Artificial intelligence (AI): Integrate chatbots and AI systems to provide real-time user guidance, minimise errors, and streamline processes. AI would enable citizens to receive instant, personalised responses, reducing their frustration associated with navigating bureaucratic procedures without support.

Example: A virtual assistant capable of addressing common inquiries, explaining each step of the process, and identifying potential errors before documentation is submitted.

2. Blockchain technology: Integrate blockchain to enhance data security and foster public trust. The transparency and immutability of this technology ensure that every digital transaction, from certificate issuance to application tracking, is both verifiable and secure.

Example: Tamper-proof digital certificates that enable citizens to download and share official documents without the risk of forgery.

3. Feedback mechanisms: Develop a dynamic system for ratings and suggestions, enabling users to evaluate the efficiency of procedures. Continuous feedback would help identify specific shortcomings and facilitate agile improvements to the platform.

Example: A feature inspired by commercial app reviews, tailored for government services, where citizens rate process clarity and propose enhancements.

The combination of these technologies will not only bolster citizens' confidence in digital platforms but also accelerate digital transformation of Baja California's government, positioning the state as a leader in public innovation.

Economic Impact

- Reduction of administrative costs: Automating processes will drastically lower operational expenses and minimise time spent on paperwork, enabling more agile and efficient management.
- Attraction of technological investment: Digital modernisation will help to attract investment in critical sectors including software development, cybersecurity, and emerging technologies.
- Creation of specialised jobs: Advancing digital platforms will generate new employment opportunities in such areas as data analysis, programming, and technological infrastructure management.

Social Impact

- Building public trust: The implementation of efficient, secure, and transparent platforms will enhance citizens' confidence in government, fostering a stronger connection between the state and society.
- Promoting digital inclusion: By offering intuitive and accessible services, the digital divide can be narrowed, ensuring that all citizens, regardless of socio-economic background, benefit from technological advancements.
- Encouraging transparency and public participation: Digital tools will facilitate ongoing interaction between government and citizens, cultivating a culture of accountability and active civic engagement.

Conclusions

The digital transformation of government procedures in Mexico should prioritise citizen-centric approaches, focusing on the development of secure and functional platforms inspired by successful models such as Gosuslugi. Enhancing Llave MX through the integration of artificial intelligence, blockchain technology, and continuous feedback mechanisms will help build public trust and establish an efficient framework for digital governance.

Russia's experience demonstrates that digitalisation is not merely a technological endeavour but a holistic process that prioritises user experience and transparency. Mexico can leverage these insights to tackle its current challenges and create a public service system that is fast, secure, and accessible to all, promoting a closer, more innovative, and efficient government.

SULTANATE OF OMAN

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Divan royal court

The Role of Values and Traditions in the Preservation of Nations

Throughout the ages, human communities have culturally distinguished themselves from one another, with each society choosing its own set of values, ethics, and intellectual frameworks that it deems appropriate. Naturally, these societies have endeavored to preserve these frameworks from both external and internal attempts at alteration, employing various cultural, legal, and social mechanisms, among others. For a long period, peoples respected one another and rarely attempted to change or destroy each other – except during times of crisis and war. However, this situation changed radically after World War II and the emergence of global ideologies such as capitalism and feminism – most of which originated from Western European and American thinkers. These ideologies have aimed to globalize the world and mold it into a singular, uniform entity, often without regard for the unique identities and capabilities of different peoples across the centuries.

Today, human societies face multiple threats, the most significant of which is posed by globalization theories that seek to shatter established value systems, destroy their principles, and replace them with new values and models that have no connection to these peoples. Here we attempt to raise key questions to help clarify the topic of "The Role of Values and Traditions in the Preservation of Nations"

within the broader context of "Investment in People". The central question posed is: What is the role of values and traditions in preserving nations?

From this central question emerge five sub-questions: What is the concept of values and traditions we are discussing here? What elements within a society are values and traditions trying to preserve? Which societal elements can or cannot be changed? What mechanisms do values and traditions employ to preserve nations? What are the proposed recommendations to support the role of values and traditions in national preservation?

We aim to answer these questions by reviewing and researching available knowledge sources, using a desk research methodology grounded in the constructivist theory as our theoretical framework.

Before diving in, it is important to note that the issue of preserving nations has long occupied the attention of religions, thinkers, researchers, and scholars – each working within their own domain to contribute to the stability of their nations, and possibly to the world at large. In the Qur'an, for example, we find the verse: "Human beings, We created you all from a male and a female, and made you into nations and tribes so that you may know one another." (Surah Al-Hujurat 49:13), which clearly states that the purpose of the existence of peoples and tribes is mutual understanding and cooperation – not for one to dominate or erase the other. Similarly, in the Gospel of Matthew (7:12), we find the phrase: "So in everything, do to others what you would have them do to you." This means that nations seeking to impose their values and systems on others should stop, as they themselves would not want to be invaded or erased by other nations.

We also find support for this view among several prominent thinkers. Machiavelli, in his book The Prince, says: "Whoever wishes to foresee the future must consult the past; for human events ever resemble those of preceding times." Michel Foucault, in his book History of Madness in the Classical Age, affirms that: "Preserving a people's identity means preserving its capacity, its independent thinking, and its ability to reject imposed values." Martin Luther King Jr., in one of his speeches, also stated: "I have the audacity to believe that peoples everywhere can have three meals a day for their bodies, education and culture for their minds, and dignity, equality and freedom for their spirits."

I have reviewed several previous studies in this field and found that: Wilson, E. (2012) conducted a study that focused on how traditions reinforce cultural identity among peoples. He emphasized that preserving traditions contributes to strengthening national bonds and enhances individuals' sense of belonging within societies, which in turn supports long-term social stability. I found a study titled "Religious values and their role in maintaining social ethics." by Khan, A. (2017) that discussed the impact of religious values on reinforcing social ethics and community stability. It pointed out that religious values provide people with an ethical framework that helps them act in ways that uphold order and justice in society. Another study, "Modernity and tradition: Chal-

lenges and opportunities" by Lawrence, S. (2016), focused on the challenges societies face in balancing modernity with tradition. The findings showed that societies that maintain certain core values and traditions while also embracing technological advancements are better equipped to preserve their cultural identity in the modern age.

So, let's start from these introductions to try answering the questions this article aims to address. We begin with the concept of values and traditions, whose role in preserving nations is the core of this study. When we look up the definitions of values and traditions in linguistic dictionaries, we find multiple interpretations for each, with every definition rooted in the cultural and social background of its context. However, we can summarize these definitions so that we can say that values refer to the principles or moral standards adopted by an individual or society. They form the foundation upon which judgments of right and wrong, good and bad, acceptable and unacceptable are based. These values may be tied to religious, cultural, or social beliefs and include concepts such as justice, honesty, responsibility, and respect. Values serve as a reference framework that guides behaviors and interactions within a community.

Traditions, on the other hand, are inherited patterns or customs passed down through generations within a society or culture. They include practices, rituals, or ways of life followed by individuals in specific social, religious, or cultural contexts. Traditions are characterized by continuity – they are preserved and repeated over time, helping to reinforce collective identity and a sense of belonging. Traditions may include religious celebrations, weddings, parenting methods, or even specific work practices.

As for the elements that values and traditions strive to preserve among nations, they encompass the full spectrum of cultural, intellectual, and material production of these societies. This includes both theoretical products such as ideas, proverbs, stories, wisdom, music, folklore, social laws, customs, traditions, patterns of thought, and moral codes, as well as material products like buildings, architectural styles, and social and cultural institutions tied to the people themselves. It also includes daily living items such as food, drink, clothing, and more. Customs, values, and traditions play a vital role in protecting these products from loss, disappearance, distortion, or degradation.

It seems to me that there is a permissible limit to change that may occur within nations. This limit is determined by the desires, needs, foundations, laws, and principles of the people themselves. There is no harm in change, but it must be aligned with the preservation of a nation's achievements, and ideally, it should contribute to the growth and ongoing developing these peoples and continuing their progress. Such change must inevitably be gradual, as it requires deep reflection, careful examination, and repeated evaluation to ensure its compatibility with the social and cultural fabric of the people.

When we say that there are mechanisms through which values and traditions are able to preserve nations, we mean that they function through several interconnected mechanisms. They contribute to strengthening cultural identity and reinforcing social bonds within society, which creates a sense of belonging and stability. This is achieved through the guidance of social behavior, where values and customs establish standards that regulate individual conduct, enhancing social order and reducing chaos. They also help maintain social stability by reinforcing familial and societal systems such as marriage and celebrations. In addition, traditions facilitate the transfer of knowledge and experience across generations, ensuring the continuity of social cohesion and cultural development. By strengthening family and community ties, values also promote solidarity within society, helping to reduce social fragmentation. Values further encourage adaptation to contemporary changes and challenges, ensuring that the community remains resilient in the face of social and economic pressures. Overall, values and traditions act as fundamental factors in maintaining the cohesion of nations and securing their stability over time.

At this point, we can summarize – based on previous studies, the words of influential thinkers, and observable realities – that values and customs can preserve nations through the collaboration of all their component parts. These include media, education and upbringing, legal systems, the environment, religion, economy, trade, art, and more. All of these systems must work together to achieve the desired goal of preservation. This process begins with an assessment of the erosion and weaknesses affecting these systems: identifying where the damage is concentrated, what tools have contributed to these weaknesses within the fabric of society, and then designing mechanisms, tools, and remedies to heal these societal ailments. This can only be achieved through a unified vision created and agreed upon by the people themselves through mutually accepted frameworks, which can then be implemented to protect these entities from decline. This is what we observe happening to some nations, where there is noticeable erosion in either their intangible or tangible cultures.

Such a unified vision can therefore be crafted through the political will of the people, as seen, for example, in Kingdom of Saudi Arabia's Vision 2030 and Oman's Vision 2040, both of which emphasize the importance of preserving national achievements through specific pillars dedicated to identity and society. Similar visions exist in other countries that are following the same developmental path.

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BULGARIA

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The role of values and traditions in nation saving

Introduction

Man is the creator of economy. All technological and scientific achievements shall improve living conditions of people and increase their wellbeing. However, in the modern globalized world it is oftentimes profit that is in the focus, and not people with their values and traditions. This affects human wellbeing. Many people are suffering from this. This essay highlights the importance of values and traditions for human wellbeing. Based on the assumption that it is possible to get rid of many social and economic problems, if the majority of people can enjoy their everyday life described by values and traditions. As social and economic life is considered as a sum of lives of multiple individuals. This means that values and traditions play a decisive role in human wellbeing and, thus, in nation saving.

The next paragraph analyses the importance of values and traditions in human life, as well as the consequences of neglecting them. Then, efforts of some organizations and institutions are discussed in cultures with more individualistic, as well as in that with more collectivist approach to the establishment of environment, in

which the main focus is on people with their values and traditions. Finally, conclusions and recommendations are presented.

Importance of values and traditions for human wellbeing

Perception of the world as mere material existence and devaluation of values and traditions passed from generation to generation results in multiple emotional and cognitive disorders. Thus, Gascon notes that the worst disease of our world is the lack of moral virtues (Gascon, 2014). Oftentimes, the lack of moral virtues as a modern disease is underestimated. And this is no surprise, as the majority of modern population is focused on material things rather than traditions and values.

E. Sivertsev refers to Durheim and notes that one of the possible causes of this disease can be that "people are lacking the feeling of the life-giving force of society" (Sivertsev, 2023: 140). Lack of the feeling of the life-giving force of society may result in people losing their own life-giving force, which is primarily based on their value system. Today, many people call this condition a depression.

Material proof of the global scale of this disease can be the increase in requests to psychologists. As quantitative assessment of the importance of values and traditions can be difficult, to provide quantitative assessment of their importance, one may use the extreme increase in the demand for experts in the psychological field. Assuming that these results are obtained as a result of neglect of values and traditions and their impact on human wellbeing.

Current events such as COVID-19 pandemics and dynamics in the international relations further aggravate this problem. For example, a survey of 1700 Swiss psychologists suggests that the scope of work of 60% of the respondents increased since September 2020. Two thirds of psychotherapists are regularly forced to refuse admission or send patients to other centers due to the lack of facilities (Joint press release by FSP, ASP, SBAP, 2021). Without qualified support, this problem can get worse, more acute, and even cause addictions and suicides.

However, it is not our intent to go that far and explain exact connections here. For the purpose of this essay, it is important to show that values and traditions play an extremely important role in human life. In some cases, it is difficult to describe their precise meaning in narrative form, and it's even more difficult to measure it quantitatively. If values and traditions are absent in human life or if they are replaced with false values, social consequences can be analyzed on multiple examples.

In order to avoid such diseases or recover their inner balance after getting into such conditions, many people turn to the immaterial world, to their own system of values and traditions. In the modern society, the system of values and traditions plays a significant role not only at the individual level in lives of separate persons, but also contributes to nation saving. People all over the world have different cultures, which also defines their value system.

The role of values and traditions in individualist and collectivist cultures

Multiple researches demonstrate that the West is mostly oriented on individualism while the East tends to be collectivistic (Lomas et al., 2023: 61).

Thus, the values of Western societies are mostly individualistic while that of the Eastern societies are collectivist. These two cultural phenomena suggest various nuances in assertion of values and traditions in everyday life for improved human wellbeing and nation saving.

One of the key factors of nation saving is implementation of social and cultural policy of the country that is aimed at strengthening of the prestige of high moral and ethical values in society. Cooperation of the state with traditional religions, non-profit organizations (NPOs) and volunteer associations is important to promote values of moral and physically healthy lifestyle. Successful implementation of the task of nation saving requires joint efforts of public institutions, NPOs, and Media (Roscongress, 2023). Cooperation of these institutions plays a crucial role in achievement of efficient nation saving. The next paragraphs discuss the efforts of public institutions, NPOs, and Media in order to analyze their contribution to the assertion of values and traditions in more individualistic Western culture and in more collectivist Eastern culture.

Activities of Economy for the Common Good (ECG) non-governmental organization and its relations with other players are shown as an example of efforts to promote people, their values, and cultures in mostly individualistic culture. The second example assumes that collectivist worldview is represented in the Russian Federation better as compared to the individualistic one. Thus, it analyses cooperation between various Russian institutions that is aimed at the support of the role of traditions and values.

Efforts of mostly individualistic cultures for assertion of values and traditions

In the Western world, where individualistic culture prevails, NPOs play an important role in social life. This provides people with the opportunity for self-realization and expression of their own individuality. However, they may gain the sense of belonging to other members of such organization, and the collectivist aspect is not excluded. An important example of a non-profit

organization that strives to make people and not profits the basis of the future development of the private sector is Economy for the Common Good.

In its short history, ECG has opened representative offices in 33 countries, it comprises 4500 members, and has achieved significant results both at the local and regional levels of authority. Besides, ECG is already known in the European Union. The concept of balance of the common good is an important tool for devel-

opment of value based ethical economy. Its impact and importance go beyond the legal norms and promote setting of the highest standards for the future (ECG, 2025).

This non-profit organization states that economy for the common good is oriented on the improvement of human lives, and not on accumulation of money. The inequality in incomes and power is minimized, and the usage of natural resources doesn't exceed the limits of their recovery. The goal of ECG is to ensure that everyone has an opportunity to live with dignity, and work brings sense in various areas, from business to volunteering. Thus, freedom means rejection of the constant desire for consumption and capital growth (ECG, 2025).

The work of the organization is as follows: enterprises assess their contribution to the common good using a matrix reflecting fairness, sustainability, and transparency. If a company complies with all ECG standards, their products and/or services obtain ECG label. Products with ECG label help consumers to make conscious choices. Economic policy supports ECG enterprises by provision of tax benefits and incentives to improve their competitiveness (ECG, 2025).

ECG activity promotes creation of sustainable future, where people live with dignity and fullness. The focus is on people and their needs, values, and traditions and not material values. The goal of the organization is to promote improvement of ethical standards, under which it is the economy that works for people, and not the other way round. As a result, values and traditions flourish, and the nation is saved. After discussion of the efforts of ECG non-profit organization aimed at promotion of the importance of values and traditions in sustainable human well-being, let us discuss the measures being implemented to solve this problem in the Russian Federation.

Efforts of mostly collectivist cultures for assertion of values and traditions

Preservation of people, improvement of life quality and wellness of citizens is a priority in the updated Russia's National Security Strategy (Gulyaeva et. al, 2022¬¬: 46-47). S. Lutsenko indicates that the Concept of nation saving shall be based on the principles of a social state. To implement this concept and stabilize the demographic, economic, social, and environmental situation, it is necessary to maintain competitive economy of Russia. The main goal of nation saving is to ensure high standards of material and spiritual wellness of the citizens via well balanced economic growth, efficient management, and development of traditional values (Lutsenko, 2025).

Protection of traditional spiritual and moral values and culture play an important role in Russia. Many scientists and politicians acknowledge the importance of this topic for social life and human wellbeing. At present, strategic documents are approved at the political level. Online forums are important at both local and national levels, as people exchange information via various forums and web-sites.

Besides, non-governmental organizations such as Efficient Nation Saving foundation make their contribution to protection of the interests of their members. Being an important part of legal state, public organizations provide citizens with the opportunity to affect wellbeing of the society based on values and traditions (Efficient Nation Saving foundation NPO, 2025).

Conclusion

To summarize, it's possible to say that values and traditions play the decisive role in the mental wellbeing of people. Thus, their physical well-being improves as well. These are two essential prerequisites for nation saving. Both more individualistic and more collectivist cultures admit the importance of values and traditions and strive to improve human wellbeing using various approaches. More intense exchange of information on the approaches, methods, and tools used to improve human wellbeing and ensure nation saving between both parties would be fruitful in the future.

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MOROCCO

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Youth Unemployment in a Changing World: Innovative Strategies for a Sustainable Professional Future

2- Problem framing

Youth unemployment is a major challenge for many countries, both industrialized and developing. This phenomenon has taken on alarming proportions with the acceleration of global change. Recurrent economic crises, automation and globalization have exacerbated the difficulties of integrating young people into the workforce. The situation is exacerbated by the rapid transformation of the economy across different sectors coupled with the growing gap between young people's skills and market needs. Education systems, often inflexible, struggle to adapt to changes in the labor market, making it harder for young people to integrate into the workforce.

The problem of youth unemployment is of vital importance to the future of modern societies and should be addressed in a systemic way with solutions based on a combination of measures in education, the economy and public policy. It is important to take action at all levels to guarantee young people a decent work future, enabling them to play a key role in the socio-economic development of their countries. To achieve this, innovative strategies should be implemented to harmonize young people's aspirations with the needs of the job market.

3- Introduction: subject background and relevance

Youth unemployment is the product of several structural factors, including globalization, rapid advancement of technologies, economic crises and inadequate education systems.

Globalization has facilitated the interconnection between different economies resulting in upsetting of traditional employment structures and intensified competition. Local industries, particularly in developing countries, face considerable challenges, such as limited access to technology and fluctuating global markets. As a result, young people, whose employment opportunities depend largely on sectors undergoing transformation, are struggling to integrate into new global models.

Technological progress, while creating new opportunities in sectors such as artificial intelligence, blockchain and renewable energies, is also leading to job losses in traditional sectors. This paradox further complicates the integration of young people into the job market as their education, which tends to be mostly theoretical, is not aligned with the competences needed for the new digital and green economies.

Global economic troubles aggravate the problem by cutting jobs and increasing economic uncertainty. Young people, many of whom are looking for their first job, are particularly vulnerable in times of instability as companies prefer more experienced candidates.

In this context, there is a clear case for fundamentally revising education and youth employment policies because current educational models no longer meet the needs of the labor market. There is a persistent gap between young people's skills and those sought by employers that hinders their access to employment.

4- Elaborate on the hypothesis, supporting it with analysis, statistical data and forecasts

The analysis of current labor market trends and statistical data shows a growing disconnect between the skills of young people and the needs of the business. Technology and economic forecasts indicate that this gap would continue to widen without major reforms that should be carried out in education and vocational guidance for young people.

The fundamental premise of this essay is the need to rethink the concepts of education and vocational training in line with new global trends. There is a need for a comprehensive and consistent reform of education systems and vocational training along with a revision of employment strategies and economic policies to effectively combat youth unemployment. It is also crucial to adopt innovative strategies,

such as promotion of entrepreneurship, integration of continuous education and development of practical skills, in order to meet the socio-economic challenges of the 21st century. This approach will give young people the tools they need to adapt to the demands of an ever-changing global labor market.

It is also essential to strengthen employers' commitment to training for young people and to encourage inclusive recruitment practices.

5- Focus on economic and social consequences

Youth unemployment produces profound and interlinked effects on various aspects of the economy and society.

• **Limited growth and productivity**

Youth unemployment is a major impediment to economic growth. Young people constitute the core component of a potential workforce and their exclusion restricts both productivity and consumption. They represent a crucial driving force of innovation in technological sectors that could boost the development of certain industrial sectors currently in transition. Their inactivity deprives the economy of consumers and weakens demand in various sectors, perpetuating economic stagnation. In addition, underemployment takes its toll on the quality of work and human resource efficiency, thus limiting optimal contribution to the economy.

• **Disillusionment and marginalization**

Youth unemployment breeds general disillusionment, creating a sense of uncertainty and frustration that undermines well-being and erodes confidence in the future. In the long run, it can lead to social marginalization of young people, especially in disadvantaged areas, and make them more vulnerable to inequality and isolation. This contributes to deepening poverty and restricts access to education and social services, creating a vicious circle that is hard to break.

• **Social tensions and instability**

When a large proportion of young people feel excluded from the job market, they become more receptive to social and radical movements as a way of venting their discontent against perceived injustice. In societies where young people make up a significant proportion of the population, mass unemployment can lead to political instability and loss of confidence in democratic institutions. Such exclusion can also prompt governments to respond with repressive policies, such as restrictions on protest rights, fuelling tensions and widening the rift between young people and the state.

• **Psychological stress and increased vulnerability of young people**

Jobless young people often experience feelings of failure and worthlessness,

which can lead to depression, anxiety and stress. Unemployment makes them lose sight of their career goals, creating a sense of lost direction and missed opportunity, which can drive them into isolation or destructive behavior. In the light of these challenges, it is critical to implement inclusive solutions and reform educational and economic systems to enable young people to fulfill their potential, participate actively in society and contribute positively to the future of their communities.

6- General conclusions and expected outcomes

In order to create sustainable employment opportunities for young people and reduce their unemployment levels it is critical to take an integrated approach, combining reform of the education system, promotion of entrepreneurship, support for practical learning, development of inclusive policies and strengthening of transversal skills. There should be a strong focus on adapting education and training to the realities of the global labor market. Cooperation between governments, businesses, educational establishments and civil society is essential to guarantee young people a stable professional future, both financially rewarding and beneficial for economic and social development.

There is a number of specific outcomes that should be achieved to build a more inclusive and sustainable economy. The ultimate goal is not just to integrate young people into the workforce, but to create an environment conducive to their personal and professional development and provide them with tools they need to succeed in an ever-changing world.

- **Reduce the mismatch between skills offered by young people and actual skills needs in the labor market**

Implementation of hands-on specialized training programs for engineering, digital and innovation sectors will help to better prepare young people for the jobs of the future. Partnerships with companies will ensure that the training fulfils the real skills needs of the market.

- **Reduce inequalities of access to education and training**

The transition to digital education and e-learning is essential to widen access for young people, particularly in rural and disadvantaged areas. Strengthening local education infrastructure would enable young people to develop key skills, regardless of where they live.

- **Expand sustainable employment opportunities for young people**

Encouraging young people to set up their own business, which can be supported by innovative financing, advice and training mechanisms, would promote their economic independence and new job creation, helping to remove barriers to entrepreneurship, especially in technology and sustainable sectors.

• **Narrow the disparities between urban and rural youth**

Young people in rural and remote areas face increasing difficulties in accessing education and employment. It is therefore crucial to implement targeted measures, such as scholarships, transport and decentralized training, to improve their access to education and career development opportunities. It is also important to encourage companies to invest in these regions and creating local jobs.

• **Strengthen transversal skills for better adaptability**

Transversal skills such as time management, communication and problem-solving are essential for innovative sectors. Collaborative projects, volunteer programs and work simulations enable young people to develop these skills, making them more competitive in the global labor market.

To transform the challenge of youth unemployment into a genuine opportunity for economic and human development it is imperative to adopt innovative strategies, combining educational and economic reforms. Young people are the future of our societies and their integration in the labor market is necessary not only for their individual well-being, but also for common prosperity. Policymakers, businesses and educational institutions should join forces to provide young people with the tools they need for labor market entry, career development and personal fulfillment.

Indeed, the young generation of today has to deal with a constantly changing job market, but with well-targeted strategies and efficient collaboration they can become the driving force of inclusive, sustainable and innovative development. It is high time for action to tackle this problem for ensuring a fair and promising future for generations to come.

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Attracting Investment into Human Capital: Approaches and Instruments

Preamble

Human capital plays a key role in economy. However, different socioeconomic systems have different understandings of what human capital is. The capitalist system views it as a source of more surplus value. Accordingly, when investing into human capital, private companies in countries with corporatist elements aim solely to develop professional qualities. Socially oriented systems put emphasis on comprehensive development of the human being as both part of the workforce and as a personality to be shaped.

This essay offers a brief historical overview of the matter and a comparative analysis of labor productivity in various human capital development systems. Even though socially oriented elements in human capital development have been steadily becoming less and less popular in recent decades, their introduction, as well as a re-organization of the socioeconomic system, could take national economies of developing states to a qualitatively new level.

Developing the Hypothesis and Citing Analytics, Statistics, and Predictions to Support It

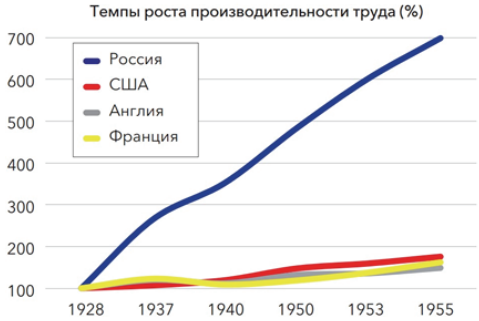
The idea of human capital as a valuable resource can be traced to the 18th and 19th centuries. In The Wealth of Nations, Adam Smith remarked on workers' skills and knowledge being an important part of national wealth. Karl Marx, whose main work describes the basis of the capitalist socioeconomic system, viewed education as an instrument of developing the workforce that, in turn, makes to possible to produce surplus value. In other words, the higher productivity is, the more surplus value is produced.

Theories on developing human capital were put into practice in the 20th century. For the first time in the history of humanity, a socialist state appeared whose economy prioritized the needs and interests of the human being. In 1918, the All-Russian Central Executive Committee (VTsIK) adopted the statute "On the Integrated Labor School in the RSFSR" that introduced free coeducation of school-aged children. As early as in 1918, first state-of-the-art universities were opened even in such remote regions as Central Asia and the Trans-Caucasus where labor force was less developed compared to the European part of the country. In 1925, the USSR Academy of Sciences was founded, integrating leading research institutes and bringing together scientists from across the country.

In the first years of the USSR, Semashko led effort to build a free public healthcare system, which entailed establishing the world's first Ministry of Health. Additionally, the USSR set up support for workers and introduced social guarantees. For instance, housing programs were launched, the state guaranteed employment, and working people were granted vacation time.

Such in-depth comprehensive efforts channeled into developing human capital allowed the USSR to make a qualitative economic leap in the next years. In 1928-1955, productivity grew by about 700%. The USSR had the highest productivity in Europe and the second-highest in the world, ahead of the UK and France; the USSR was rapidly catching up with the US economy closing the gap from being 9 times smaller in 1913 to being half as large in the late 1950s (A. Galushka. The Growth Crystal).

Figure No. 1. Labor productivity growth pace



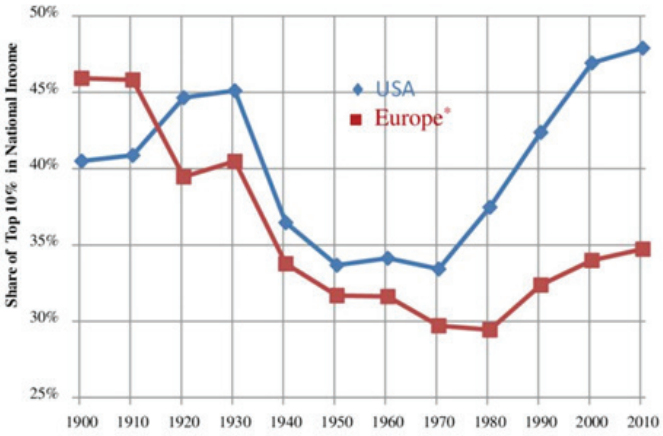
Source: A. Galushka. The Growth Crystal

Темпы роста производительности труда	Labor productivity growth pace
Россия	Russia
США	USA
Англия	UK
Франция	France

The new socioeconomic system in the USSR had a major impact on Western states and their approaches to social policy and education. For instance, the US adopted its GI Bill, a program funding army veterans' education, and expanded the social welfare benefits in its healthcare system. Western European countries introduced free secondary education and accessible healthcare, social security and pension systems.

Even though the state in the core capitalist countries is geared toward servicing the interests of major private corporations, the share of the Top 10% in the national income was shrinking since the 1950s. This is the onset of an economic upswing in the US, of the Keynes era, or the golden age of capitalism. The confrontation of the two systems both advanced the development of capitalism and radically improved the situation of the working class. The concept of the American dream appeared and became accessible to many American workers of the time.

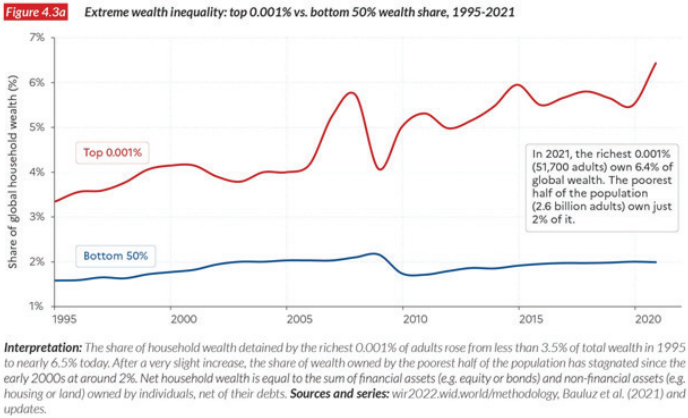
Figure No. 2. Share of the Top 10% in National Income



Source: Income Inequality and the Need for Neo-Public Interventionism: Comparison of U.S. and Europe, Ersin Erkan

However, the wealthiest people's income has been climbing steadily since the 1970s in the US and since the 1980s in Europe. When the socialist system collapsed, the wealth gap began to yawn increasingly wider. This is global dynamic. The World Inequality Lab reports that the global wealth share of the top 0.001% is several times greater than the global wealth share of the bottom 50%.

Figure No. 3. Wealth Inequality



Source: WID

This dynamics becomes possible amid an imbalance between growing productivity pace and a lagging or stagnating growth of working class's income. That, in turn, results in socioeconomic vulnerability, which leads to higher levels of stress and depression among workers. In 2023, Gallup's poll showed 29% of adult Americans were depressed, which is an unprecedented figure. Therefore, instead of lobbying for legislation that would ensure decent welfare and social security, companies are now interested in investments that would solve the problem of their workforce's depression.

This problem is relevant for post-Soviet countries as well. For instance, 36% of Russians experience moderate levels of stress at work, while 22% claim to experience high levels of stress. There is also a certain correlation between stress levels and liking one's job: people who like their job experience hardly ever suffer from stress.

Private companies have one goal only: making and increasing profits. Social, environmental, and other aspects only concern them if they are potentially profitable. Companies' desire to maximize their profits trumps long-term social commitments that nonetheless may prove profitable in long-term outlook.

The state in its turn can use planning mechanisms to engage businesses into developing human capital. We should take note of Chinese partially government-owned companies and their practices of improving social conditions. A survey of nearly 10,000 firms showed that partially government-owned companies were more likely to launch CSR (corporate social responsibility) projects. Notably, as the public share grew, so grew the efficiency of CSR programs since public capital seeks not only to profit, but also to discharge its social commitments.

Conclusions

The state plays a crucial role in attracting investment into developing human capital. However, the vector of human development depends on the type of the socioeconomic system: the human being can develop as a supplement to productive capital or as a personality. Accordingly, the specific vector also determines relevant approaches and instruments.

In a socially oriented state, human capital means not only a totality of knowledge and skills used to improve productivity, but also personal development and upward social mobility that allow every citizen to bring their potential to full fruition. It is only achievable with the state being actively involved in human capital development and engaged in national economic planning.

IRAN

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A Path for Youth: Strategies for Reducing Youth Unemployment in Iran

Introduction:

Youth are the main pillar of any society and a driving force for its dynamism. Youth unemployment has been one of the most significant economic and social challenges in Iran in recent years. Given the youthful structure of Iran's population and the increasing number of university graduates, the issue of youth unemployment has turned into a serious crisis. According to official statistics from the Statistical Center of Iran , the youth unemployment rate (ages 15 to 29) in Iran reached about 23 percent in 2022, with this figure being even higher among young women. This essay examines the causes of youth unemployment in Iran and presents strategies to reduce this issue.

The unemployment situation of youth in Iran:

According to a report by the Statistical Center of Iran, the youth unemployment rate in 2022 reached 23%, which is significantly higher compared to the overall unemployment rate in the country (around 9%). Additionally, the unemployment

rate for young women in the same year reached about 35%, indicating a significant gender gap in the labor market in Iran. Furthermore, unemployment among university graduates is also very high, and many young people, despite having higher education degrees, are unable to find suitable jobs.

The causes of youth unemployment in Iran are related to three main factors:

1. Lack of alignment between skills and labor market needs
2. Economic recession and reduced investment
3. Lack of development in new economic sectors

One of the main reasons for youth unemployment in Iran is the mismatch between the skills learned in universities and the actual needs of the job market. Many university graduates lack the practical and technical skills required in various industries and economic sectors, which can be attributed to the lack of educational infrastructure for certain fields.

Another factor contributing to this issue is the failure to define curricula for entrepreneurship or entry into the job market related to those fields. Young people, after graduation, do not have a prepared mindset and do not know in which fields they can enter the workforce. Another significant and impactful reason is the prolonged economic recession in Iran and the decrease in investment in the production and industrial sectors, which has led to a reduction in job opportunities for young people. Many companies and factories are unable to attract skilled and new workforce due to economic difficulties.

As the world is changing, it is necessary for economic sectors to keep pace with this trend. Unfortunately, modern economic sectors such as information technology, startups, and creative industries have not developed sufficiently in Iran. Meanwhile, these sectors could create many job opportunities for young people.

Consequences of Unemployment

The lack of appropriate infrastructure for employment and youth unemployment has consequences. Security is one of the very important components for economic growth and development, as well as for ensuring the welfare of society. Security itself is a part of welfare, which is considered a vital element for economic growth (Nobahar et al., 1403). For this reason, it is essential to identify the factors that disrupt security. High rates of crime and delinquency can pose challenges to businesses and economic activities, weaken domestic and foreign investment, and cause irreparable damage to many economic sectors, including tourism (Merton, 1968). According to statistics obtained from a study titled "Unemployment and Crime in the Iranian Cities," conducted by Nobahar and colleagues in 2024, unemployment was identified as one of the fundamental causes affecting crime

and delinquency. Therefore, the need for effective strategies to reduce the unemployment rate in Iran is of great importance.

Strategies for Reducing Youth Unemployment:

1. Development of skill-based training

One of the most important strategies for reducing youth unemployment is the development of skill-based education. The educational system in Iran needs fundamental reforms to be able to teach the skills required by the job market to students. Universities should update their curricula in collaboration with industries and include practical courses and internships in their educational programs. For example, practical training tailored to each field can be added to the curricula. The government and the private sector should collaborate to design and implement educational programs that meet the needs of the job market. To achieve this, young people must learn business management and entrepreneurship skills. These courses can be taught as general and mandatory subjects for all fields in universities and even in schools. These programs should include technical and vocational training, internship courses, and training related to new technologies.

2. Support for startups and small businesses

Today's young society is very creative, and the innovative ideas of this group need strong support. The government should assist in the development of startups and small businesses by providing financial facilities and legal support. These businesses can create many job opportunities for young people and contribute to the country's economic growth. Establishing support funds and reducing bureaucracy for starting new businesses are among the essential measures. The provision of these facilities can be considered as scholarships for top graduates in each field, with conditions regarding the employment of specialists in the same field also being stated. The skill to perform the work is also very important, so small associations can be formed in neighborhoods, and young people who have missed the opportunity for education but possess high skills can also be given the chance to utilize these facilities to start a startup and small business. The government should also help create new job opportunities for young people by investing in emerging economic sectors such as information technology, renewable energy, and creative industries. These sectors can act as a driving force for Iran's economy and increase the attraction of young.

3. Encouraging foreign investment

Today, many Iranians are scattered around the world. By offering specific plans and creating opportunities for talented young people to connect with foreign investors, a significant boost can be given to Iran's economy. Attracting foreign investment can help create new job opportunities in Iran. Additionally, the government should encourage foreign investors to invest in Iran by improving the business environment and providing financial incentives. This can lead to economic growth and a reduction in youth unemployment.

Conclusion

Youth unemployment in Iran is a major challenge that requires immediate and comprehensive actions. By developing skill-based training, supporting start-ups, expanding new economic sectors, and reforming the educational system, we can help reduce youth unemployment. Additionally, encouraging foreign investment and improving the business environment can lead to the creation of new job opportunities and economic growth in Iran. Reducing youth unemployment not only helps improve the economic situation of the country, but also leads to increased social welfare, reduced public dissatisfaction, and a decrease in crime and delinquency rates.

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Investment in Human Capital

"God created man". This quotation from the Bible, the Christian holy book, sounds like the first idea of an investment in human beings. An investment thought up by the creator himself. This first metaphorical "ounce" has over the centuries gone through multiple stages of development, market adjustments and applications. So much so that today one can't help thinking, however immorally, that the individual has altogether become a tradable commodity.

The intellectual authorship of the idea, divine as it originally might have been, belongs to an American economist, Theodore William Schultz, who came up with the Human Capital Theory. It was further developed by Gary Becker in 1964, bringing him the Nobel Prize in Economics in 1992.

In plain terms, all the ordinary things that we consider important today can be unraveled into series of extensive analyses viewing the quality of life and on people as units of production. Such measurement-heavy and scientized approach to the human being makes it a valuable object of study as the last missing link on the way to the realization of the social ideal, which architects of society have struggled to attain since time immemorial.

This quest for a perfectly-performing society has forced companies and states

to upgrade their tools of investigation and take a better look at the overall concept and fundamental elements of (1) the human capital and (2) the implications for its continuity and contemporary challenges.

Human Captial: evolution of the concept

Back in the 16th century, Jean Bodin insisted that "there are no riches other than people." This was the first inkling of the human capital concept formulated four centuries later by William Schultz in 1964. The novelty of the idea was that labor was no longer regarded just as a factor of production. The skills that people acquire through education and training become their differentiating attribute and turn them into a rare resource.

In this vein, Schultz in his Investment in Human Capital published in 1961 continued to refine the measurement of human capital by focusing on the qualitative dimension of labor, i.e. the "skill, knowledge and all the capabilities that improve the productivity of human labor". This raises the question of the complex quantification of such parameter as "quality". Given that now it is regarded as a metric, economic agents need to define clear and precise indicators to boost performance of different social institutions. While considering all these questions, it's important to remember that human capital as an economic concept emerged in a post-war and post-crisis world economy dominated by visions of moving assembly lines and the ideas of American capitalism, glorifying the "self-made man".

Since then, the concept has evolved into a matrix of social indices and markers consulted by a wide variety of organizations. These indices include the GDP (Gross Domestic Product), HDI (Human Development Index) and even per capita income, which is often a good barometer of a country's social performance.

The concept of human capital has indeed triggered such lines of inquiry in global economic analysis that until recently had been viewed as the domain of sociology, scientific quackery or even "good works". An average individual, whether well-off or poor, was in most people's eyes nothing more than an expression of divine grace, a random parameter beyond human control.

The new conceptual thinking raises the question of what aspects should be considered and improved to promote the real development of human capital. The classic approach rests on 5 components: (1) health infrastructure and services that affect the life expectancy and vitality of individuals; (2) vocational training (including apprenticeships) organized by companies; (3) the education system from primary school to higher education; (4) education and training programs for adults by providers other than companies; and (5) the migration of individuals and families to take advantage of employment opportunities.

This approach is focused on social and societal factors and as such is of major interest to developing countries and megacities that create wealth without providing an adequate quality of life to their populations.

Given the factual and realistic nature of the concept, we had to wait until October 2018 for the World Bank Group to unveil its very first Human Capital Index (HCI). According to the WBG, "For countries of all income levels, the HCI has offered insights to guide more effective investments in virtually all country contexts. HCI scores range between 0 and 1 to reflect a percentage of potential productivity reached".

This definition encourages some emulation between nations, especially in the countries of the South, that automatically try to take steps to improve human capital performance.

However, the formalized HCI data begs the question: why, despite the innovative approach, the gaps and inequalities continue to get wider?

Human Capital Index: Between Equilibrium and Delusion

When HCI was launched in 2018, it was clear that internal and external disparities between countries were abysmal. On the scale from 0 to 1 reflecting a country's level of productivity, Niger's HCI in 2020, for example, stood at 0.29, compared with 0.80 for Sweden. While, in most cases, such HCI readings are an impressive testimony to the high quality of life, they can also hide glaring inequalities. For example, this is the case of the United Arab Emirates, which boasts a score of 0.67, whereas inequality in its major cities is at an all-time high because over 80% of the population, according to estimates, are migrant workers in manufacturing and primary sectors. Rising inequality, put in stark contrast by the introduction of HCI, can be explained to some extent by the fact that "human capital", which refers to the knowledge and experience acquired by the individual and likely to be in demand on the labor market, requires some basic investment.

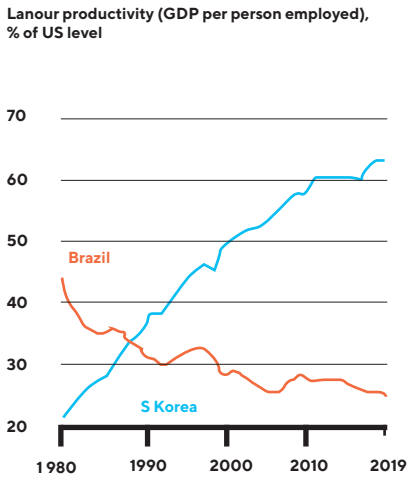
Like physical capital, human capital is the product of investing both money and time in training that can deliver returns in the form of incremental work that such investment helps to accomplish. To put in terms of Gary Becker, who won the Nobel Prize for his research, returns on this capital vary between people, depending on the size of their individual investments and respective performance gains they manage to derive. Therefore, understanding why people invest particular amounts of resources in their education is a key step towards explaining the reasons behind the inequality of income from work.

In southern countries with low median incomes, people's ability to get a higher education remains marginal, whereas people succeeding to make an extra investment into their education are those at the top of the social ladder who already enjoy a certain quality of life in terms of income, healthcare, occupational integration, etc. From this perspective, such countries are stuck with a model of social replication where a child from the classical proletariat has little chance of passing through the educational system and entering the skilled labor market.

At a different level, to make the socio-economic breakthrough, the countries

of the South need, among other things, to master science and technology and progressively acquire the means of production. To illustrate, in 1980, the average productivity of a South Korean in GDP per capita was less than $30,000, while that of a Brazilian was over $40,000.

Fig. 1. Average productivity of a South Korean (red) compared to that of a Brazilian (blue) from 1980 to 2019



As Thomas Sowell explains in his Basic Economvics, the eradication of poverty is achieved by increasing productivity, regardless of the available energy and other natural resources. The brain is more important than oil.

This can be vividly illustrated by comparing South Korea's GDP (based on purchasing power parity) against that of a country sitting atop the largest oil reserves in the world – Venezuela. In 1989, Venezuela had the same GDP per capita as South Korea. Today it is 8 times smaller. (In contrast to the tensions and pressure Venezuela faces from the United States, our aim here is to demonstrate the paramount importance of technological freedom and access to the means of production).

It is sometimes said that wealth or technology are the key to long-term domination for a country.

NO!

It's the population. This is the human capital.

Eventually, all people die; except for those who survive them.

That said, a large population without wealth and technologies doesn't count for much.

As an illustration, the GDP of France is $3.051 trillion, whereas that of India is $3.567 trillion. One French citizen produces $46,305 per year versus $2,535 generated by an Indian. So it takes about 18 Indians to do the work of one French. This productivity is the principal difference between the North and the countries of the South.

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Empowering Engineers for the Future: Investing in People through Technology

Abstract

In Myanmar, the engineering sector plays a crucial role for economic growth; however, a lack of investment in people continues to hold back progress. The engineering sector is suffering skill gaps due to limited access to quality education, outdated training programs, and inadequate tech infrastructure. This study looks into how improving engineering education, building stronger connections with industries, and embracing new technologies like automation, renewable energy, and digitalisation could boost the skills of Myanmar's engineering workforce. It also takes a closer look at the importance of accreditation, international collaborations, and reforms in technical and vocational education and training (TVET) for creating a workforce that's ready for the future.Myanmar can close the skills gap, enhance employability, and promote sustainable economic growth by addressing these challenges and making the most of strategic opportunities.Investing in engineering education and workforce development is key to building a more innovative and resilient economy.

Background

The rapid evolution of science and technology has transformed industries, creating new opportunities and challenges for workforce development. Engineers and technical professionals must continuously adapt to new skills to remain relevant in the job market. Investing in people through technology is a strategic approach to equip individuals with the expertise required in Industry 4.0, automation, and digital transformation. One of the fundamental concepts that the engineer must fully understand if he or she is to succeed in today's global society is globalization. [1] In 2018, the Myanmar Sustainable Development Plan (2018-2030) was drafted. The goal of Pillar (2), which is job creation and private sector-led development, is found to be consistent with the goal of improving employment opportunities for the coming digital economy to further generate high-quality jobs and induce structural transformation. During the Covid-19 period, many difficulties arose regarding employment due to regulations. However, thanks to ICT technologies, people were able to work from home instead of having to go to work in person. Then, the goals of Pillar (3), which are human resources and social development for the 21st-century society and natural resources and environment for future generations of the country. Smart education is the use of ICT to make education more effective, efficient, and productive, and to enable people to make informed decisions. To adapt to the rapidly changing environment and society, teaching and learning environments must be connected to the people. Based on the vast amount of information available in the educational field, if we can use the information we need, we can share the knowledge level and learning support materials that we need to learn. People living in very remote areas and those who are economically disadvantaged can gain opportunities. The support of Big Data and ICT technologies can help build a knowledge-based society and create a competitive and capable society for the country. Some research has shown that AI and IoT (Internet of Things) are revolutionizing the way people learn and work. Digital platforms, simulations, and remote laboratories are enabling practical, hands-on learning experiences. Several studies indicate that nations investing in technology-driven education systems produce highly skilled professionals capable of driving innovation. [5] This study highlights that STEM subjects are frequently taught as separate entities without sufficient integration of technology and engineering into science and mathematics. This lack of integration can also extend to a disconnect with arts and creativity, limiting the effectiveness of STEM education. Many education systems are currently focused on addressing perceived or real shortages in the STEM workforce. This has created pressure to improve STEM education outcomes that may not effectively match the needs of a rapidly changing global economy. [6] Myanmar grapples with insufficient technological infrastructure, which affects the availability of quality engineering education. The study notes that many educational institutions lack the necessary resources to provide modern engineering programs, resulting in lower educational

outcomes. Despite an increased enrollment in higher education, there persists a notable skills mismatch in the labor market. Graduates often do not possess the necessary competencies and advanced ICT skills that employers seek, particularly in engineering fields. This mismatch is often attributed to a lack of practical training and inadequate curriculum alignment with industry standards.

Methodology

This study uses a qualitative approach, focusing on secondary data from sources like academic journals, government reports, and industry publications to look into how technology affects the development of Myanmar's engineering workforce. A review of existing literature helps us understand current trends in engineering education, skill development, and international collaboration that contribute to the country's economic growth. The study also includes a case study analysis to see how emerging technologies— like automation, renewable energy, and digitalization—are influencing both engineering education and industry practices. Additionally, it examines the effectiveness of accreditation systems and technical and vocational education training (TVET) reforms in preparing the workforce. By combining insights from various sources, this research highlights the key challenges and opportunities within Myanmar's engineering sector and provides recommendations for improving human capital investment. The goal is to give policymakers, educators, and industry leaders practical advice on how to strengthen engineering education and workforce development, helping Myanmar achieve sustainable technological and economic growth.

Challenges and Opportunities

[2] Myanmar leads the world in terms of gender parity in engineering education, with

65 percent of graduates being women. However, the country still faces challenges in research, infrastructure quality, and employment. The Engineering Index scores 21% in Myanmar, reflecting its overall engineering capacity. This report also highlights the importance of Technical and Vocational Education and Training (TVET) reforms in building a skilled workforce across various sectors, including engineering. These reforms offer opportunities for educational institutions to create curricula that closely match industry needs, improving graduate employability. In Myanmar, engineering education is gender- balanced; significant improvements are still required in infrastructure and overall capacity. [3] So, strengthening engineering education through accreditation and quality assurance is a key investment in human capital. By equipping engineers with advanced skills via accredited programs, Myanmar can develop a more capable workforce that drives national

development.The collaborations with organizations like FEIAP, CIE, and IEET for training and accreditation signify an investment in people through knowledge transfer from experienced professionals in the engineering field. This helps elevate the local educational standards and prepares students for international engineering practices. The push for accreditation and the development of quality engineering programs aim to meet the demands of a changing job market. By investing in the education of engineering students, Myanmar is working towards aligning its workforce with the needs of both national and global economies.

[4] This report, emphasising TVET (Technical and Vocational Education and Training) reforms, aims to create a skilled workforce in various sectors, including engineering. This presents opportunities for engineering educators and institutions to develop curricula that align with industry needs, enhancing the employability of graduates. There is a pressing need for innovation and technology adaptation in various engineering fields. Engineers in Myanmar can engage in R&D to improve existing technologies and processes, especially in sectors like construction and environmental management. Despite the growing digital economy, there is a significant gap in digital skills among the youth. Young people in Myanmar may lack the necessary ICT skills, which can hinder their employability in a technology-driven market. Access to stable internet and technological devices remains a barrier in rural areas and for less affluent students, limiting opportunities for online learning and technological advancement. Greater focus on intra-regional cooperation and exchange programs can lead to enhanced educational mobility and exposure for Burmese students, broadening their horizons and fostering collaboration among ASEAN member states.

Future Prospects

The era of Industry 4.0 includes advanced technologies such as the Internet of Things (IoT), Artificial Intelligence (AI), automation, and big data analytics. Combining these innovations can significantly improve productivity and efficiency in key sectors in Myanmar, including manufacturing, agriculture, and services. As global businesses rapidly adopt these technologies, Myanmar risks falling behind if it fails to embrace digital transformation. Gaining a competitive edge in global markets will require substantial

investments in technology and infrastructure. To foster innovation and Industry 4.0 adoption, policymakers must implement regulations that encourage technological advancement rather than hinder progress. Engineers should be actively engaged in research and development (R&D) projects that explore the local application of these technologies, promoting adaptability and innovation. Upgrading educational institutions is also essential to equip students with the skills needed for the digital era. This includes providing state-of- the-art laboratories, modern

tools, and access to online learning platforms that facilitate hands-on experience with contemporary engineering technologies.

Myanmar can further strengthen its engineering sector by establishing international partnerships with countries such as Russia, China, and ASEAN member states. These collaborations—through student exchange programs, faculty development initiatives, and joint research projects—can provide Myanmar's engineers with global exposure and access to cutting-edge innovations, ensuring the country remains competitive in an increasingly technology-driven world.

Conclusion and Recommendations

Engineering education plays a key role in Myanmar's economic development, directly influencing the growth of infrastructure and essential services. Although 65% of engineering graduates are women, gender gaps still exist when it comes to professional opportunities.The sector also faces challenges due to poor infrastructure and limited resources, which affect how effectively engineering talent is used. By building stronger connections between universities and industries, Myanmar can give graduates practical experience through internships and job placements, which can increase their chances of finding employment. Additionally, investing in infrastructure can improve both learning conditions for students and working environments for engineers. Forging global partnerships is vital to advancing Myanmar's engineering sector. Collaborating with international organizations and neighboring countries creates opportunities for knowledge exchange, expertise sharing, and the implementation of best practices. As the demand for skilled engineers rises worldwide, Myanmar's ability to tackle emerging challenges will hinge on the strength and readiness of its workforce.

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Harnessing Cultural Diversity: Opportunities for Multicultural Nations Such as Mexico and Russia in Building a Multipolar World

1. Preamble

The contemporary international landscape is defined by the efforts of hegemonic powers to preserve their dominance through Western civilisational models, which often fail to align with the unique characteristics, needs, and opportunities of many countries worldwide. While the imposition of Western-European or U.S.-style modernisation models on other societies has been a recurring historical phenomenon, the present moment offers a rare opportunity to explore and advance alternative approaches to state and global development.

Today, numerous regional and supranational alliances offer alternatives to hegemonic models, aiming to foster a fairer, more equitable, and respectful global order for all nations. In this context, Russia and Mexico, despite their geographical and cultural differences, share significant historical parallels. Both nations possess multicultural compositions that have resulted in substantial cultural richness, con-

trasting with other modern-state models that often disregard diversity and strive for homogenisation.

In this essay, we aim to examine the economic, material, and symbolic benefits of preserving diverse national values, traditions, and customs found in our countries and globally. We will also explore the significance of countering modern homogenising models.

I. Introduction

In today's global landscape, there is an increasingly urgent need to find alternatives to the dominant modern development model that has prevailed for decades. As economic, political, and social crises intensify and recur, it appears strategically unwise to rely on the same system that has led the world down a path of turmoil, expecting it to provide just and effective solutions for the majority of the global population.

The purpose of this paper is, therefore, to conduct a deductive and critical analysis of the modern Western development concept, which has been historically imposed, and to explore the current international opportunity to challenge it. By leveraging diversity, intercultural dialogue, and respect for other peoples and nations worldwide, we aim to propose alternative models of cooperation, development, and equitable growth. A particular focus will be placed on the roles of Russia and Mexico, given their multicultural characteristics as emerging nations in Eurasia and Latin America, respectively. These countries have distinct historical trajectories, yet they also display notable similarities. To support the arguments presented, this work will draw upon documents, historical archives, and official data from national and international governmental institutions.

The essay is structured to begin with an analysis of Western hegemonic modernity and the suggestion to consider alternative modern societies. This is followed by an examination of specific aspects of the Russian and Mexican cases. Finally, it proposes establishing connections of cooperation, dialogue, and respect among diverse peoples worldwide to counteract the dominance and imposition of Western hegemonic culture, with the goal of constructing a fairer and more equitable multipolar world.

II. Topic Development

We are all shaped by the outcomes of modern processes, specifically the dominant modernity that arose from a series of transformative philosophical, industrial, scientific-technological, urban, political, and social revolutions. This modernity formally emerged in Europe following the Middle Ages, roughly spanning from the sixteenth to the eighteenth centuries. The French Revolution, the Industrial Revolution, the establishment of the modern nation-state, scientific and technological

advancements, and the primacy of reason were revolutionary forces that became the cornerstones of a new era of hegemonic expansion in Europe and globally. This expansion overshadowed traditional organisational structures, prompting us to consider today whether alternative forms of modernity can exist.

This modernity emphasised the importance of reason and secularised political and social processes, aiming to separate them from myths, beliefs, and religions. It also drove industrialisation and economic growth to unprecedented heights. Additionally, it promoted individualism, empowering individuals to become autonomous, free, rational beings with the capacity to influence their own lives. Furthermore, it led to the creation of the modern nation-state, which remains a dominant global entity today.

However, other modernities have been overlooked due to their lack of historical characteristics or economic-industrial processes. In regions such as Latin America, Africa, and Asia, colonialism and exploitation have hindered the ability to achieve the idealised levels of modern development.

However, is this necessarily a disadvantage? Not at all, because one of the primary reasons some states never fully integrated into this dominant modernity was due to their unique characteristics. Beginning with the concept of the modern nation-state, where a dominant nation often imposes itself on or erases minorities, this did not (fortunately) occur in countries like Mexico. In Mexico, cultural diversity is so rich that rather than being a limitation, it is a significant advantage.

The Russian case is comparable in this regard; the vast cultural and ethnic diversity of its expansive territory, spanning from the era of the Empire to the USSR and the current Federation, ensures that its state framework must account for and embrace this heterogeneity. Multiple authors have acknowledged that one of Russia's greatest strengths as a large state lies in its multicultural potential.

Today, Russia is home to over 160 ethnic groups and more than 100 historical languages (Embassy of Russia in Mexico, 2025), while Mexico has over 23 million people identifying themselves as part of an indigenous community, with approximately 68 native languages spoken (INEGI, 2025). Although Russian and Spanish serve as the official languages of formal communication in both countries, there is a growing recognition in both nations of the importance of respecting, preserving, and valuing linguistic and cultural diversity. Consequently, the use of native languages is increasingly acknowledged and respected as part of this commitment to safeguarding diversity.

But what are the genuine economic and social advantages of acknowledging this diversity? Leveraging human capital and rediscovering ancestral knowledge and skills can provide solutions to many of the world's current challenges.

Typically, indigenous or native communities possess ancestral knowledge regarding land stewardship, agriculture, traditional medicine, herbal remedies, and sustainable environmental and natural resource management. This knowledge can significantly impact the near future. For instance, in Mexico, the southwest region

has the highest concentration of indigenous populations, coinciding with areas that host most of the country's mining and oil fields. In other words:

70% of Mexico's mineral extraction occurs in the tropical regions, with significant deposits found in Campeche, Tabasco, and Chiapas, areas that have a substantial indigenous presence. The exploitation of mineral deposits in indigenous regions is noteworthy, such as in Chihuahua, where the indigenous municipalities of Guazapares and Urique account for a tenth of the state's gold output. Additionally, the indigenous municipality of Huajicori in Nayarit is responsible for 98% of the state's lead production, 97% of its copper production, and 68% of its gold production (Instituto Nacional Indigenista, 2025).

During Mexico's neoliberal reforms, numerous extractive mining companies, primarily Canadian and American, entered resource-rich areas to exploit natural resources. This influx triggered patterns of violence, dispossession, and the forced displacement of indigenous communities. Recently, under the administrations of Andrés Manuel López Obrador and Claudia Sheinbaum Pardo, the Mexican state has been strengthened through measures such as the nationalisation of lithium and increased recognition of indigenous peoples' dignity and rights. These efforts aim to ensure greater economic benefits for the Mexican population.

The issue is not the utilisation of natural resources within our countries; the true problem lies in their overexploitation by foreign private companies that show little regard for the local environment, fail to provide economic benefits to the nation, and instead extract all the wealth. Russia, on the other hand, has set a notable example since the early 21st century by reclaiming control over strategic energy companies and strengthening state institutions to prioritise the welfare of its citizens over foreign private interests.

Nationalist policies that respect native cultures within countries often signal a commitment to fair and respectful policies towards other nations globally, without seeking superiority over other states, cultures, or languages. Today, more than ever, the world needs strategic alliances between countries across all regions to balance power dynamics and prevent Western nations from further exploiting and plundering less favoured countries, thereby preserving traditional societies and cultures worldwide.

III. Conclusions

Given these considerations, the proposal to establish a multipolar world is both vital and pressing today. It is essential to give up the belief that Western and American modernities hold solutions to international issues, as they often create these problems themselves. Instead, we must continue to foster alternative alliances and cooperation models that rebalance power dynamics. Alliances involving Latin America, Africa, Asia, and Eurasia are particularly crucial and timely today.

We are currently navigating an international landscape marked by widespread

crisis, where traditional values and those imposed by Western culture are caught between decline and transformation. This presents an opportunity for us to take charge and decide the direction we wish to pursue – whether towards further crisis and decline or towards the revival and acknowledgment of alternative perspectives on the world. This moment allows us to find new solutions to everyday challenges and envision the future based on the unique characteristics of each nation. Now, more than ever, we have the chance to diverge from the current path and recognise that other worlds are indeed possible.

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RUSSIA

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The Happiness Index: Ways to Improve the Well-Being of the Population

The Russian Youth Happiness Index: How to Make the Life of the Generation that is Responsible for the Future Comfortable and Happy

Youth dissatisfaction and rebellion are some of the main obstacles to the development of the state, so all global changes for the better should begin with young representatives of countries. This is a cornerstone.

Being young is not as easy as it may seem, especially nowadays. The world is extremely unstable, with real chaos sometimes breaking out all around (political, economic, and social). The immature minds of young people suffer and break down under the weight of global transformations. False points of reference and idols appear, as do harmful aspirations and habits; the valuable time of youth is wasted, and ambitions follow a wrong course. Older generations, in turn, have stable principles and references, their minds are more resilient to everything that is happening, they (mostly) know what they really want and are aware of rational ways to spend their energy. They are not so easily led towards false ideals.

Young people in Russia are increasingly thinking about moving to another

country, and sometimes this becomes their main aspiration. This is scary. It is where many of the country's problems begin. And even the drain of valuable "fresh" specialists is not the most terrible of the problems that arise from this. Young people are desperate to prove that their aspirations are not in vain and that they are right, because there, across the hill, awaits a real life that will make them happier than their home country. Much of this is due to stereotypes that arise from false generalizations. But it is useless to fight them, everyone understands this. We can only push them into the background and use them as food for thought.

Nobody can, or should, be forced to love their motherland. To love something means to value it. It is important to carefully find these values and help the youth discover their essence, this is all that is within our power. It is important to work at a deep level. By no means should the great significance of certain facets of life be imposed on others, like peddling an idea that nothing is more important in life than having a family or building a successful career. No. This is a direct path towards making young minds perceive such mainstays as propaganda. This must not be allowed to happen. First of all, it is not enough to simply show people values and things of importance; we have to give them these things. In a sound and timely manner.

Today, most people between the ages of 14 and 35 (the age bracket of the sociodemographic group classified as the youth) are oriented primarily towards financial independence and a successful career. This is the ideal that can help us build a reasonable strategy for supporting this social group. It is important to help and guide the youth to the realization of their ambitious ideas. And this requires developing well-founded supporting measures.

Let us start with education. Today it is especially important. A 2024 poll conducted by the Russian Public Opinion Research Center (VCIOM) indicates that Russia has seen an increase in demand for higher education, including postgraduate programmes, over the past 15–20 years. However, despite the demand, the number of government-funded places in higher education institutions is shrinking year after year, even in targeted subjects (which we will discuss somewhat later). Meanwhile, the costs of education at a decent university are skyrocketing. I am sure that with an increase in the number of government-subsidized places, the number of highly skilled specialists will vastly improve. There will be more people who really can and want to work in the sphere they have trained for. Obviously, there are reasons for the small number of subsidized places. But are they really given to students that deserve it? This indicator must be as high as 100%, rather than one in a thousand. What can be done to achieve this? Increase the number of targeted subjects. In areas that are really promising and interesting. Each prospective student must be able to choose an area/organization/startup where they would like to work and develop after graduation. Importantly, students should not have to worry about being left without a job after graduation. At the same time, the minimum mandatory work period required to make up for the education costs after gradua-

tion must be reduced. We live in a very unstable world where "five years" sounds like an eternity. Many prospective students are concerned not so much about this number, but about unforeseen circumstances preventing them from fulfilling the necessary conditions. This must be taken into account. It is also important to give students the right to choose where (which organization) they would like to work after graduation. Conversely, employers should be encouraged to accept students directly after graduation, or even during their studies.

Personal development. We seem to be hearing this word more often than "job," "salary," or something similar. This is, of course, important. What is personal development? It is an opportunity to grow, to be able to use one's knowledge and experience, to learn new and important things, to make one's life better. And do it independently. Everyone who seeks personal development should be given the opportunity to do so. What can be done? We can give students the opportunity to take a course of interest other than their main subject at least twice a year. Or something other than a course – it depends on the person. The best solution is to issue certificates for a particular sum of money. Something like the Pushkin card but for education, say, a 50,000-rouble certificate that can be spent on education services or, for instance, a subscription to a foreign language learning service. This opportunity should be available at least to college graduates, who are still at the beginning of their career journey. After all, a university teaches the foundations of a future profession, but a single one. Additional courses and foreign languages will help students "sound out" areas they might want to develop in parallel, or perhaps even as their primary occupation. Besides, the variety of activities helps many avoid burnout. It is important to understand what you want to do in life, what you find interesting. Unfortunately, college by itself will not allow you to understand and develop all your skills and aspirations. It is important to have access to different resources that help you with self-identification. As many resources as possible. You cannot do something you do not like (as unfortunately happens to many university graduates). We must take care of the morale of our youth, they must love what they do – their future, and therefore the future of the country, depends on it. It is important to help them find their identity.

Activities and travel. These are words that exude positive energy. Without them, life becomes grey and devoid of purpose. For today's youth, activities and travel have a deep and multifaceted meaning that extends beyond simple recreation or entertainment. They are important components of personality development, self-knowledge and socialization. It is not simply about physical movement and building muscles – this is important to understand. Travel must be accessible especially to this population group. Because travel broadens our understanding of the world, and of other peoples, nations and traditions. But, most importantly, travel helps us appreciate our own country, however banal this may sound. However detailed the plan of a journey might be, it will sooner or later surprise you, in a good way or not. Visits to other countries help your see their strengths and weak-

nesses, and give you the chance to compare them to your native land. This contrast helps you see the unique features of your own country, its advantages and disadvantages, which may be invisible in day-to-day life. Familiarity with your everyday environment makes you take many things for granted. Travel allows you take a look at your own country from the outside, from a new perspective, to see its beauty and unique features that previously remained unnoticed. It is important to understand that loving one's country does not mean blindly ignoring its shortcomings. Travel helps you look more objectively at your homeland, to see its strengths and weaknesses, and to strive for improvement and development. Moreover, travel helps you find yourself, bringing your innermost desires to the fore.

Train tickets at reduced rates (including long-distance trains), cashback offers for journeys within Russia – all this is already available. But what if this sector is scaled even further? Travel companies could cooperate with higher education establishments by offering students tours at discounted prices or organizing special group tours for students, and it is important to make this a thing of everyday life! And the better grades you get, the higher discount you should get. A university should be a place that helps you discover the world, with knowledgeable mentors and associates. Nothing brings people together like travelling together.

Real happiness is loving the place where you were born and where you live. At a time of global turmoil, it is important to make the young generation realize this. Because the country's future depends on how they perceive life. So, it is important to make their life as comfortable, stable and varied as possible. Only then will the vector of their aspirations change for the benefit of Russia.

VENEZUELA

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The Effects of Migration on the Economy: The Case of Venezuela Investment in Human Capital

Preamble

Migration is a global phenomenon and one of the most hotly discussed topics in many regions. According to the International Organization for Migration (IOM), the number of international migrants was set to reach 281 million by 2020, which is 120% greater than in 1990. This growth is due to multiple factors, including armed conflict, economic and humanitarian crises, and the pursuit of new opportunities.

Venezuela is characterized by spontaneous migration, defined by the IOM as the movement of people who initiate and proceed with their migration plans without any outside assistance. This type of migration is usually prompted by adverse conditions in the land of origin in combination with attractive opportunities in the host countries.

Migration places a significant strain on public services and labour markets in host countries and leads to direct budgetary expenditures. At the same time, it creates opportunities for economic growth by increasing consumer demand, expanding the labour supply, and increasing labour productivity over time. This paper

examines the origins, statistical data, challenges and opportunities associated with Venezuelan migration in the region and emphasizes the need for joint international efforts to eliminate its causes and effects.

The Economic Situation as a Cause of Migration

Over the last decade, Venezuela has faced serious economic hardship caused by the collapse of its oil-dependent rent economy, the imposition of unilateral coercive measures against the country and flawed domestic policies. The precipitous drop in oil prices – by 70% in 2014–2016, according to the World Bank – has plunged Venezuela to a protracted economic recession.

The drop in oil revenue had a negative impact on Venezuelans' quality of life. The situation deteriorated further in 2017 after Executive Order No. 13808 of the U.S. Department of the Treasury went into effect. This order introduced strict restrictions on the financial transactions of private individuals and companies involving Petróleos de Venezuela (PDVSA) and the Venezuelan government, exacerbating the socioeconomic crisis in the country.

This reduced the inflow of foreign currencies, which caused a sharp decline in economic activity. The loss of billions of dollars in economic revenues and the abrupt drop in government earnings were likely the main factors that spiralled Venezuela's high inflation into hyperinflation (Weisbrot and Sachs, 2019).

In 2019, the United States passed Executive Order No. 13857 prohibiting all commercial operations with PDVSA, further undermining Venezuela's oil revenues, as the U.S. Office of Foreign Assets Control (OFAC) blocked the country's access to its historically most significant market (the United States), which had accounted for over 35% of Venezuela's oil exports just one year prior.

The intensification of migration processes in 2019, exacerbated by the sanctions imposed against Venezuela, accelerated the flight of numerous professionals from the country (Weisbrot & Sachs, 2019).

The difficult socioeconomic conditions in Venezuela are the reason for the largest wave of migration in the country's history. In the following sections, we will examine migration statistics and evaluate the effects of migration on the region's economy.

Venezuelan Migration Statistics

According to the Inter-Agency Coordination Platform for Refugees and Migrants from Venezuela, there are currently 7,891,241 Venezuelan immigrants around the world. South America accounts for 81.4% of this figure, with the greatest share – almost 3 million Venezuelans – residing in Columbia. The next biggest host countries are Peru (1.6 million Venezuelans) and Brazil (approximately 600,000). North America and Europe account for 7.8% and 7.3% of Venezuelan migration,

respectively. Approximately 550,000 Venezuelans are registered in North America, including the United States, whereas in Europe over 480,000 Venezuelan citizens have been received by Spain.

Fig. 3. Distribution of Venezuelan Migrants by Country

Source: Inter-Agency Coordination Platform for Refugees and Migrants from Venezuela

Problems and Challenges

The United Nations High Commissioner for Refugees (UNHCR) recognizes the significant efforts of host countries and communities in the region to assist and welcome Venezuelan migrants. However, it also emphasizes the growing strain on these countries, especially in ensuring that basic services, such as healthcare, education and accommodation, are accessible to the migrants.

The Inter-American Development Bank (IDB) notes that Venezuelan migration has significantly increased demand for healthcare and education services in such countries as Columbia, Peru and Ecuador. It has also increased the pool of both skilled and unskilled workers in countries of the region. This growth in the supply of labour may reduce wages on local labour markets.

Other important problems that the region must address as a matter of priority include discrimination, racism and xenophobia, which may undermine educational integration and social adaptation of immigrant students (IDB, 2022).

According to the IMF (2022), the exodus of Venezuelans has led to an increase in short-term budgetary expenditures by an equivalent of 0.1% GDP in Chile and

0.5% GDP in Colombia due to greater demand for government-funded services.

However, according to Mejía (2024), the inflow of Venezuelan migrants has had a positive effect on economic growth in the region's host countries by increasing the supply of labour and boosting consumer demand. This illustrates the dual effect of migration, which not only creates problems, but also provides benefits. In the long term, the benefits of migration often outweigh the short-term problems affecting state services and the labour market (FMI, 2022). This is mostly due to the fact that an increase in the labour pool – both skilled and unskilled workers – may contribute to a rise in productivity and the development of innovation.

Venezuelan migration has obviously had both positive and negative effects throughout the region. Host countries implement policies to mitigate the negative impacts and regulate migration processes, while the loss of highly skilled professionals on the part of Venezuela will negatively impact labour productivity and hamper innovation and long-term economic growth. A substantial proportion of the Venezuelan population received an education thanks to free government programmes, but not many of them apply their knowledge and experience for the benefit of foreign economies, which represents irretrievable economic losses for Venezuela.

Identifying the root causes of migration on a global scale is crucial. International support must target the migrants' countries of origin in order to reduce migration flows and solve this problem through effective measures that mitigate adverse consequences. Such support would allow Venezuela to resolve its internal problems and prevent forced trans-border migration. In the case of Venezuela, the unilateral coercive measures imposed against the country have largely contributed to the departure of almost 8 million people. That said, the country's strong dependence on oil revenues has also been a major factor exacerbating the ongoing crisis in recent years.

The lifting of sanctions or the introduction of mechanisms to offset their negative impact should be viewed not only as a necessary correction of the strategy that has failed to achieve its objectives, but also as a measure for alleviating the severe hardship faced by Venezuelans (Oliveros, 2020). The consequences of unilateral coercive measures include economic recession, currency devaluation, high inflation, trade disruption, loss of income, degradation of the quality of basic services, increased poverty and, as illustrated by the case of Venezuela, massive migration.

Acknowledging this problem and condemning the use of unilateral coercive measures undermining the economic stability of developing countries is crucial for countries hit by migration and for international organizations, including intergovernmental groups such as BRICS+. Even though the case of Venezuela may appear isolated, other countries may also become targets of similar sanctions imposed by hegemonic powers, which may destabilize the entire region in the medium to the long term.

The development of mutually respectful international relations for the bene-

fit of all must become a priority of international politics. Progress in neighbouring countries benefits the regional economy through bilateral trade deals and the strategic exchange of technologies and human capital. By contrast, adverse conditions in one country create common problems, which affect the entire region.

Conclusions

Venezuelan migration has a twofold effect on all countries of the region, combining significant challenges such as the burden on government services, potential pressure on the labour market and difficulties in integrating migrants into host societies, on the one hand, with opportunities, including expanded labour supply and the potential stimulation of economic growth by boosting consumer demand, on the other.

An effective and sustainable solution to the Venezuelan migration crisis requires a comprehensive strategy. It must include international support for Venezuela to help it overcome its internal problems, the implementation of inclusive migrant acceptance policies by host countries, and the development of regional cooperation to combat and condemn unilateral coercive measures.

RUSSIA

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The Role of Values and Traditions in Population Care

A solicitous attitude towards our Motherland, care for it, loyalty to sincere friendship and rejection of any external pressure are the pillars of Russian statehood, our genetic and cultural code.

V.V. Putin
President of the Russian Federation

Preamble: The pace of life of today's young people is very rapid. They move forward at a great speed, which distances them from the traditional culture of life, leaving fewer connections to the deep distinctive national features and traditional values. Meanwhile, it is thanks to these distinctions and values that the mental features of the people are preserved, and experience, creative skills, and true moral qualities are passed on. Understanding national characteristics and accepting traditional values are some of the cornerstones in the foundation that unites our people and provides support to the youth on the basis of the country's shared history.

Growth and development, the movement towards new achievements of a

whole people must rely on shared history, traditions, culture, literature and arts, the cultural code. The government launches and supports public cultural events aimed at preserving traditional cultural values, as they are a way to promote traditional culture, crafts and the cultural code. These include public cultural events aimed at a wide audience, workshops, the organization of tours to historical locations, historical films, and concerts.

Such events indeed prompt a desire to connect with the history of the people and its traditions, engendering a certain curiosity towards them. At the same time, as R. Musina remarks in her work Tradition in the Formation of the Contemporary Cultural Environment. A Critical View of Experience of Recent Decades, such interest is transient, because events of this type are usually attended during vacations or weekends. Only large-scale events aimed at a wide audience can make traditional art truly popular, entertaining and memorable.

So, traditional arts, culture and crafts must enter the private life. Examples may include the inclusion of traditional ornaments in elements of interior design, taking the tastes of today's youth into account; promoting clothing and accessories with national motifs, or the use of tableware and other household items with elements, canons and forms of traditional cultures.

This requires active support and subsidies for arts and crafts enterprises. In particular:

- business education and business support, advertising to promote their products in the market and in online marketplaces;
- subsidies for the expansion of production, purchase of equipment, and training of staff in traditional crafts.

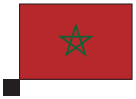
Ethnic restaurants have become commonplace in major cities. In the same vein, historical settlements have started opening eco-hotels with interiors, decorations, tableware and, most importantly, ambiance and cuisine that introduce guests to regional cuisine, keeping in mind modern perceptions and tastes of the public. This trend is very positive and requires wide-ranging support.

But family plays the central role in solving the problem of preserving traditions. It is the foundation on which traditions and values are preserved and passed on across generations. Family creates a unique environment, where different generations come together to celebrate significant events in a tight-knit circle and remember their cultural heritage. Despite the modernity of the world, its trends, and the breakneck pace of life, many families try to create traditions of their own and pass them on from the old to the young.

These traditions may include, among other things:

- Restoration of photographs of ancestors using modern technologies; telling children stories of these relatives, including the things they taught the parents.

- Making audio and video records of previous generations of family members, in which they tell stories of their life and give advice to the new generation. Many keep these records throughout their life.
- Visiting the birthplace of ancestors, their native towns and villages with children.
- Celebrating family, traditional and religious holidays together with all relatives, because people need each other.



MOROCCO

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Migration: Challenges and Opportunities for Economic Development (Study Case of Morocco and Russia)

Preamble:

Migration has become one of the most significant global phenomena in the 21st century, affecting economies, societies, and geopolitical landscapes across the world. It is not only a response to economic disparities but also influenced by political, social, and environmental factors. In countries like Morocco, migration has taken a central role due to its geographical position as a bridge between Africa and Europe. The flow of Sub-Saharan African migrants seeking to reach Europe often passes through Morocco, placing pressure on the country's social and economic systems. This migration, while challenging, also presents opportunities for economic growth and development, especially when human capital is effectively invested.

At the same time, countries such as Russia, with its large landmass and aging population, also face significant challenges related to migration. Despite these challenges, Russia's experience highlights the potential of migration to contribute

positively to economic development when managed strategically. This essay will explore how migration serves as both a challenge and an opportunity for economic development, particularly in the context of Morocco and Russia, and how migration ties into the broader framework of human capital development within the new platform for global growth.

Thematic Vector

The theme of this essay focuses on the relationship between migration and economic development, particularly in the context of human capital. Migration, when managed effectively, can become a key driver of economic growth by contributing to labor market development, promoting innovation, and stimulating economic activity. For countries like Morocco, migration has become a key economic issue, especially as it serves as a transit country for migrants heading toward Europe. In parallel, Russia, facing demographic challenges, must rely on migration to fill labor gaps and sustain economic growth.

As we move forward in an increasingly interconnected world, human capital emerges as one of the central pillars of economic development. It is through education, skill development, and integration of migrants into the workforce that countries can fully leverage the potential of migration. The New Platform for Global Growth, which emphasizes sustainable economic development, technology, and human well-being, offers a framework for countries to reimagine migration as a resource for building stronger, more resilient economies.

Prerequisites for Writing the Essay and Relevance of the Topic

Migration, especially the migration of people from Sub-Saharan Africa to Europe through Morocco, presents both a challenge and an opportunity for economic development. This migration issue is particularly relevant for Morocco, given the significant number of migrants passing through the country each year. In 2020, Morocco reported over 30,000 people attempting to cross into Europe from its shores, with many facing perilous journeys and uncertain futures.

For Morocco, the challenge lies in the ability to effectively manage the influx of migrants while ensuring that they do not become a burden on the country's economic and social systems. Yet, migration is not just a challenge—it is also an opportunity. The Moroccan government has taken steps to regularize the status of many migrants, providing them with legal residency and access to basic services. These policies reflect a growing recognition that migration can contribute to Morocco's human capital, particularly by providing a labor force for critical sectors like agriculture and construction.

In Russia, migration presents a different set of challenges. The country faces significant demographic challenges, with an aging population and a shrinking workforce. To sustain its economic growth, Russia has turned to migration to fill labor shortages in key industries, including construction, agriculture, and healthcare. However, the integration of migrants into Russian society has been fraught with challenges, including issues of discrimination, language barriers, and social exclusion. This underscores the importance of developing comprehensive policies that address both the economic and social aspects of migration.

This essay is relevant not only because of its focus on migration but also because it connects migration with the broader issue of human capital development. As countries like Morocco and Russia seek to harness the benefits of migration, they must also invest in the development of human capital, ensuring that migrants are integrated into the labor force and are given the tools they need to succeed in their new environments.

Hypothesis:

Migration as a Challenge and Opportunity for Economic Development.

Migration has the potential to serve as a significant driver of economic development, but only if countries invest in human capital and create policies that support the integration of migrants into the workforce. The hypothesis of this essay is that migration, while presenting challenges, can be a powerful tool for economic growth if effectively managed. Both Morocco and Russia face different challenges and opportunities related to migration, but by investing in human capital development, both countries can use migration as a resource to fuel long-term economic development.

Analytical Insights and Statistical Data

According to the International Organization for Migration (IOM), the migration crisis in Morocco is largely driven by Sub-Saharan Africans seeking to reach Europe. In 2020, over 30,000 migrants attempted to cross into Europe from Morocco, with many facing dangerous conditions in makeshift camps. However, the Moroccan government has recognized the potential benefits of migration and has initiated policies to regularize migrants' status, grant work permits, and integrate them into the economy. This approach not only helps migrants but also contributes to Morocco's labor market, especially in agriculture, which remains a key sector of the economy.

In terms of economic benefits, Morocco has also seen a significant increase in remittances from its diaspora, which accounted for approximately 6.3% of

the country's GDP in 2020. These remittances have played an important role in financing local development projects, supporting infrastructure, and boosting consumption in areas with high emigration rates. By encouraging the integration of migrants and their families, Morocco can ensure that these remittances contribute even more significantly to economic growth and development.

Similarly, Russia's demographic challenges mean that migration is seen as essential for sustaining economic growth. According to the Russian Federal State Statistics Service, the number of migrants in Russia has exceeded 10 million, with many coming from former Soviet republics. These migrants help fill labor shortages in critical sectors such as construction, agriculture, and services. However, Russia has struggled with integrating migrants, with many facing discrimination and living in poverty. The Russian government has taken steps to improve the legal status of migrants and provide them with opportunities for education and skill development, which would help integrate them into the economy more effectively.

Emphasis on Economic and Social Effects

The economic and social effects of migration are multifaceted. On the economic front, migration provides both challenges and opportunities. For Morocco, migrants contribute to key sectors of the economy, such as agriculture and construction. These sectors, which rely heavily on migrant labor, are crucial for Morocco's economic development. However, without proper integration policies, migrants often remain in the informal economy, limiting their contributions to the broader economy. To maximize the economic benefits of migration, Morocco must focus on integrating migrants into the formal labor market, providing them with access to education, healthcare, and legal protections.

In Russia, the economic benefits of migration are clear. Migrants from Central Asia and other regions contribute significantly to Russia's labor force, filling gaps in sectors that are crucial for economic stability. However, the social integration of migrants remains a challenge. Many migrants live in isolated communities, facing discrimination and limited access to basic services. If Russia is to fully leverage the economic benefits of migration, it must address these social challenges by promoting inclusivity and ensuring equal opportunities for all workers, regardless of their background.

General Conclusions and Expected Results

Migration, when managed effectively, offers significant opportunities for economic development through the investment in human capital. For Morocco, migration is an opportunity to increase remittances, boost tourism, and create a

more dynamic labor market. By integrating migrants into the formal labor market, Morocco can foster a skilled and adaptable workforce, contributing to national growth. Similarly, Russia can leverage migration to address labor shortages, support demographic stability, and sustain economic growth. However, both countries must develop policies that ensure the fair treatment of migrants and promote social integration.

In conclusion, migration can be a powerful tool for economic development if it is viewed as an investment in human capital. By addressing the challenges of integration, skill development, and social inclusion, countries like Morocco and Russia can harness the full potential of migration. This, in turn, can contribute to global growth, where human capital development becomes the foundation of technological innovation, economic prosperity, and social well-being.

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Investments in human capital: Migration: challenges and opportunities for economic development

Work with migration flows in modern Russia: institutional and cultural aspects.

Migration is one of the key challenges of the modern world. It significantly affects economy, culture, and social stability of any state. For Russia with its enor-

mous territory and dynamically developing economy issues of migration process management become increasingly relevant. It is necessary not only to effectively adapt migrants, but also to seek ways of harmonious coexistence of different peoples and cultures. This essay discusses the main aspects of migration flow regulation, including legal measures, social programs and cultural initiatives, as well as highlights the key prospects and challenges faced by Russian society.

Key challenges of migration policy.

One of the main challenges are tensions arising in course of interaction between native population and migrants. The reasons here are both cultural differences and biological mechanisms of perception of strangers, who may cause subconscious feeling of anxiety in local residents. However, developed neocortex that is responsible for the ability to analyze and adapt can help to reduce tension and promote establishment of constructive relationships.

Besides, change in ethnic composition of the population has long term consequences for national culture, customs, and traditions. This interaction can be productive, if it is based on the principles of mutual respect and understanding. It is important not only to establish clear rules of conduct for migrants, but also to promote awareness of the native population about traditions and habits of the arriving peoples. This is the principle of symmetrical rapprochement of cultures: the better people understand each other, the lower is the probability of social conflicts.

Organizational and legal mechanisms.

Efficient migration flow regulation is impossible without clear legislative framework. State shall ensure following:

- control of migrants' entry and stay in the country. This provides for mandatory registration, obtaining of all necessary documents, and compliance with applicable rules.

- introduction of compulsory learning of Russian language and basics of Russian history. Knowledge of the language is the key factor in migrants' integration, as it makes it possible for them to fully participate in public life and professional activities.

- creation of legislative norms establishing equal rights and obligations for both local residents and migrants. This will reduce social tension and provide all groups of the population with guarantees of protection of their interests.

- inevitability of punishment for violations of rules for migrants.

Besides, attention shall be paid to economic aspects. Creation of favorable conditions for work and business of migrants will provide additional tax incomes for the budget, promote development of certain industries, and make it possible to use potential of the arriving experts. Introduction of social programs aimed at

assistance in acquisition of housing and employment will also help to speed up the process of migrants' adaptation.

Development of cultural interaction.

Development of cultural tolerance programs is one of the most important initiatives in the area of migration policy. In this context, several directions can be indicated:

- acknowledgement of holidays of different ethnic groups. Introduction of official status for cultural holidays of large national communities contributes to the atmosphere of respect and recognition of cultural diversity.

- prohibition of public statements that could provoke interethnic conflicts. This applies both to state Media and public platforms, where discriminatory statements can provoke increased tension.

- establishment of educational quotas for gifted youth for representatives of various ethnic communities. The opportunity to obtain education in Russia promotes growth of qualified specialists among migrants, as well as their profound integration in the society. This will enable accumulation of highly qualified human capital among migrants.

Another important role can be played by information centers and online platforms created to help migrants and exchange experiences between representatives of different cultures. Such tools will not only facilitate the adaptation process, but also help to establish positive interactions between migrants and native population.

Prospects and benefits of migration policy.

Correct migration policy can provide significant benefits for the state, society, and economy:

- increased tax revenues through legal employment of migrants.

- development of economic relations due to labor market expansion and improved business environment.

- demographic growth. The influx of migrants under conditions of low birth rates among the native population will increase the labor force and compensate for the natural population decline.

- replenishment of the army and other government structures. The state can use human resource potential of migrants in the defense and strategic sectors.

Social stability and cultural integration are the key factors that will ensure sustainable development of the Russian nation under conditions of global migration processes.

Work with migration flows requires a comprehensive approach that includes legal regulation, social programs, and cultural integration. It is important not only to

control the number of newcomers, but also to create conditions for their successful adaptation. At the same time, it is necessary to work with native population to form tolerant attitude towards representatives of other cultures.

Well balanced migration policy can not only minimize possible risks, but also bring significant benefits, including demographic growth, economic development, and cultural enrichment of the society. The main task is to achieve harmonious coexistence of different ethnic groups, which in the long run will allow Russia to maintain its identity, strengthen its economic potential, and improve social stability.

INDIA

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Bridging the Labour Divide: Human Capital Investments as the New Global Currency

Thematic Focus: Workforce Investment as the Cornerstone of Economic Evolution

Preamble: A World in Transition—Demographic Challenges and Economic Opportunities

The global economy is fundamentally transforming, shaped by demographic shifts, technological advancements, and evolving labour market structures. A growing disparity between ageing economies facing labour shortages and youthful economies with large, underutilised workforces creates new pressures and opportunities. By 2050, the working-age population in advanced economies will decline by over 92 million, while the elderly population (65 and older) will expand by more than 100 million.

Countries such as Japan, South Korea, Italy, and Germany will have some of the highest dependency ratios, leading to increased fiscal strain, declining productivity, and economic stagnation. Meanwhile, regions such as South Asia, Africa, and Latin America continue to witness rapid population growth, with millions of new workers entering the labour market every year. This imbalance between labour

shortages in developed countries and surpluses in emerging economies presents a unique opportunity to rethink global workforce mobility as a strategy for long-term economic stability and sustainable development.

In this context, BRICS+ nations—Brazil, Russia, India, China, South Africa, and their expanding coalition—are emerging as key players in shaping the future of global labour mobility. These countries possess large, young workforces, increasing industrial capacity, and growing investments in education and skill development, positioning them to meet international labour demands. At the same time, they are pursuing economic modernisation, making human capital investment a central pillar of their long-term success.

Initiatives such as Russia's Eurasian Economic Union (EAEU) have already integrated workforce mobility into trade and infrastructure development plans, highlighting the role of skilled migration in driving economic growth. India, for instance, has also strategically focused on leveraging its demographic dividend through initiatives such as the Skill India Mission, the National Apprenticeship Promotion Scheme, and the Migration and Mobility Partnership Agreements (MMPAs) with multiple nations. However, a more structured and systemic approach is required to fully leverage human capital as a driver of global economic growth.

The Millennium Development Goals (MDGs), implemented from 2000 to 2015, predominantly focused on human capital development through health, education, and poverty reduction improvements. While these targets made significant progress in reducing extreme poverty and improving life expectancy, they were often criticised for their narrow focus on social development, neglecting the intricate linkages between economic growth, environmental sustainability, and societal well-being.

The Sustainable Development Goals (SDGs), adopted in 2015, introduced a more holistic perspective, integrating three core dimensions—people, planet, and prosperity—to ensure that economic growth does not come at the cost of environmental degradation or social inequality. It provides a strategic framework for aligning economic expansion with social progress, with human capital investment at the core. SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation, and Infrastructure), and SDG 10 (Reduced Inequalities) highlight the importance of workforce development, skill mobility, and inclusive economic participation.

This expanded framework highlights the interconnected nature of human, physical, and natural capital, demonstrating that investments in human capital cannot be effective in isolation from broader economic and environmental strategies. Physical capital (infrastructure, technology, and markets) and natural capital (biodiversity, resources, and ecological systems) are inextricably linked with human capital development, influencing productivity, job creation, and long-term economic resilience.

The UN Inclusive Wealth (IW) framework—which considers human, physical, and natural capital together—also provides a comprehensive alternative to traditional GDP metrics. It ensures that economic development does not erode the planet's ecological foundations while fostering prosperity for all. While automation and Artificial Intelligence (AI) are reshaping industries, human capital remains the foundation of productivity, creativity, and innovation. Governments, businesses, and international organisations must ensure that the next phase of globalisation prioritises human capital investment and builds equitable, resilient, and future-ready labour markets.

Hypothesising Global Growth Paradigm: Human Capital as the Foundation of Workforce Mobility

The restructuring of global labour markets will be one of the most defining economic trends of the next three decades. By 2035, nearly 40 per cent of Japan's population will be above 65, exacerbating labour shortages and increasing dependency burdens. Similarly, the European Commission estimates that by 2040, nearly 45 million jobs in Europe will remain unfilled due to skilled worker shortages, impacting economic productivity and competitiveness. Advanced economies may struggle with economic stagnation and declining innovation if proactive workforce mobility policies and human capital investments are not implemented. In contrast, emerging economies are projected to add over 200 million new workers to the global workforce by 2050, positioning them as critical talent suppliers for the global economy.

Studies predict automation and artificial intelligence will displace up to 375 million jobs globally by 2030. Still, these losses will be offset by creating 133 million new jobs, particularly in digital technologies, healthcare, renewable energy, and advanced manufacturing sectors. The transition to a green economy, with growing investments in clean energy, innovative infrastructure, and sustainable industries, will require over 100 million additional workers in Asia, Africa, and Latin America. The future trajectory of global economic growth will hinge on how effectively surplus labour in developing economies is absorbed into high-demand industries in developed markets.

Governments and industries must adopt a holistic human capital-driven approach to facilitate sustainable workforce mobility. Strategic investments in education, vocational training, and digital literacy are required to align workforce skills with evolving global market demands. Mutual Recognition Agreements (MRAs) among BRICS+ nations and partner economies can enhance cross-border skills portability, ensuring efficient labour migration and workforce integration.

Economic and Social Payoff: Reimagining Workforce-Driven Growth

Strategic investment in human capital and workforce mobility yields significant economic and social advantages for both labour-exporting and labour-importing nations. In developed economies, well-managed labour migration enhances productivity and economic output in both the short and medium term while also helping to address workforce shortages and sustain social welfare systems.

From an economic perspective, human capital is the critical catalyst for transforming natural capital into physical capital and generating long-term economic value through goods and services. Natural capital—comprising renewable and non-renewable resources, ecosystems, and biodiversity—provides the raw materials necessary for industrial growth, agriculture, and urbanisation. However, these resources remain underutilised or inefficiently exploited without skilled human capital, leading to environmental degradation and economic stagnation. Education, technical expertise, and innovation enable societies to harness natural resources sustainably, transforming them into high-value infrastructure, productive industries, and competitive service sectors.

For example, renewable energy projects (such as solar and wind farms) require advanced engineering skills, supply chain management, and policy coordination to maximise efficiency and minimise ecological harm. Similarly, research in sustainable farming, biotechnology, and resource conservation enhances agricultural productivity, ensuring food security while preserving ecosystems. Investment in human capital drives this transformation by fostering technological breakthroughs, improving workforce capabilities, and ensuring that economic activity remains sustainable in the long run.

This synergy between human, physical, and natural capital is particularly crucial for BRICS+ economies, which hold significant resource wealth but require skilled human capital to optimise its use. By aligning education and vocational training with industry needs, green technologies, and digital infrastructure, economies can create self-reinforcing cycles of sustainable development, where human capital drives innovation, infrastructure development, and resource efficiency, ensuring long-term prosperity and resilience against economic shocks.

For BRICS+ nations, remittances from migrant workers also play a vital role in economic stability by supporting domestic consumption, infrastructure development, and poverty alleviation. These funds, which are more stable than capital flows, often increase during economic downturns, providing a critical financial buffer. Notably, due to rapid digitisation at work, the aggregated flows of family remittances to low—and middle-income countries (LMICs) are projected to reach US$5.4 trillion by 2030—equivalent to approximately twice the GDP of Africa at nominal values.

Countries that effectively integrate global talent into their workforce gain a competitive edge in innovation, entrepreneurship, and economic resilience. Beyond financial benefits, labour mobility enhances cultural integration, knowl-

edge exchange, and the diffusion of best practices across industries. Migrants bring diverse skill sets and perspectives, fostering creativity and innovation in host countries. However, to ensure that labour migration does not lead to worker exploitation or downward wage pressures, governments must implement robust policies to safeguard fair wages, ethical recruitment practices, and social protections for migrant workers.

Investing in digital workforce management platforms, blockchain-based credential verification systems, and public-private partnerships can streamline migration processes, reduce labour market frictions, and ensure a more equitable global workforce ecosystem. South-South cooperation among BRICS+ nations can also provide an alternative model to traditional North-South migration pathways, strengthening regional labour markets and economic cooperation.

Conclusion: Future-Proofing the Global Economy Through Human Capital Investments

As demographic shifts reshape global economic structures, human capital will determine the sustainability and resilience of future growth. BRICS+ nations have a unique opportunity to lead this transformation by supplying skilled talent to the global workforce while strengthening domestic labour markets. Strategic investments in education, workforce development, and ethical migration frameworks will ensure equitable, high-productivity employment opportunities.

Finally, the next era of globalisation must prioritise human capital as the foundation of economic resilience, ensuring that labour mobility is ethical, productive, and inclusive. As global workforces become increasingly mobile, the ability to harness and integrate human capital effectively will shape the future of economic prosperity, innovation, and international cooperation.

RUSSIA

Bobkov Andrey

Head of Farming

Farming

On a May morning in 1799, people are awakening in the village of Bogorodskaya on a hill not far from the tiny Sokolenka River, which flows into the larger Meza River about half a kilometre downstream.

There are no more than ten houses in the village, but each family has lots of children. Some have five, while others have a whole dozen.

In each yard there is a leisurely, businesslike bustle, and you can feel the solemnity of the moment: the men are getting ready to plough. Women and children are running around the farm – some are milking cows, some are feeding chickens, while others have been sent to the nearest aspen grove to collect morels.

Young goutweed and nettles have already appeared, and quinoa is growing in the garden.

People have been waiting for this vegetation like manna from heaven, since the previous year had been a poor harvest with little grain. But the lady who lived on an estate on the other side of Sokolenka had invariably taken her share.

So, the housewives had to use their grain sparingly. For a couple of weeks, children had been collecting small bundles of grass (gagea and woundwort) on the slopes where there was no ploughing work before it bloomed and became poisonous.

But now more young edible grass has appeared, so the issue of food is no longer as acute.

A family that had seven girls and only two boys was especially happy. The land was divided based on the number of male family members, who collected little grain in the event of a bad harvest.

But nevertheless, after grinding up the first batch of flour and giving the miller the same amount for fine grinding, the head of the household took it to the Kostroma fair in a well-worn cart, while stopping along the way to pick up several cobblestones from the river to pay for entry into the city. The stones would be used to pave the streets and squares.

At the fair, the father exchanged his flour for a sack of felt boots of different sizes. His kids were growing after all, and it would have been a difficult winter without warm shoes.

But, thank God, they survived the winter, and the long-awaited sowing season arrived. It will be followed by haymaking and harvesting in the summer. There's a reason people describe harvesting as particularly hard work. Time flies, and the weather is capricious, so an impressive amount of work has to be done in a very short time, and most household members suffer a lot.

However, the more children in the family, the more workers you have, and the easier it is to cope with the cattle, the garden, all the difficult harvesting work, and collecting berries, mushrooms, and medicinal herbs. The younger children go fishing on the Meza, which provides a little extra for the farm.

In times of toil and troubles, this is how the peasants measuredly live their lives, with hope in the Lord and the weather, while alternating periods of harvest and church fasts with noisy, wild holidays. The one real bad thing is that for almost a century, since the time of Peter the Great, the strongest young men have been increasingly taken away for conscription or to work in factories, to build cities, or for the other needs of the growing and emerging state.

A little more than a century has passed. Steamboats are now sailing down the Volga, passing barge haulers pulling their drag ropes and filling the area with their long, deep horns. A railway has been running to Kostroma for 21 years now, so far only to the right bank, but there is already talk of building a railway bridge.

The rural community of Bogorodskaya had become a settlement, since a wooden church had been built there. Now it is called the village of Bogorodskoye, pulling even with the neighbouring village of Kuznetsovo in terms of status.

Statesman Pyotr Stolypin's land reforms had been underway for a couple of years.

Several families had left the village community for their own small plots of land, having set up their own non-communal farmsteads and received land allotted as property. The government helps such families in any way it can – with affordable credit, the latest agricultural equipment, and scientific consultations. After receiving their own non-communal land, the peasants were very diligent about investing in fertilizing the land, since they knew that there would be no more redistributions and they would not have to leave this plot.

In such conditions, it became easier to properly observe crop rotations, which also increased the yield.

Families in the village are as large as they ever were and there is still lots of work to do in the fields. But steel ploughs, which replaced the wooden ones, as well as other equipment, have significantly eased rural labour and made it more productive. The families of the peasants who left the village became more prosperous. They would later be called 'kulaks'.

Another half century passed. Bogorodskoye no longer had a church, but it still retained the status of a village. The emerging kulak class had perished during the revolutionary transformations in Russia. Collective and state farms had appeared. The population of the village had become significantly smaller, as the country's industrialization and World War II had taken their toll on people.

Life in the cities had become more appealing, and many young people from peasant families were looking to escape the village and get away from the hard rural labour and rural lifestyle. Meanwhile, large-scale mechanization had freed up a significant part of the labour force at the collective farms.

Peasants no longer had to solve all their production issues on their own in order to provide for their families. It was enough to simply perform the tasks set by management.

The well-being of a family no longer had a direct correlation to its number of workers. In addition, there were more and more expenses on providing children with a good education, which would give them a chance to leave the village.

So the children, whose universal education became mandatory, contributed less and less to the family's GDP while sitting in class. In addition, state pensions for the elderly no longer required parents to give birth to more breadwinners in old age.

As a result, families had fewer children. Of course, due to improvements in the level of healthcare, child mortality also decreased.

Another half century passed. The era of collectivism had ended, as state farms and numerous collective farms had disappeared. The state farm that had included the village of Bogorodskoye, where there were literally only a couple of houses left with old people living out their last days, had also ceased to exist. No longer was there any leisurely, businesslike, or ceremonious hustle and bustle during the spring harvest, and the fields were no longer ploughed.

Children were no longer running around for wild plants or to fish, nor were they leading sheep and cows out to pasture.

The food needs of the country's population were now met by large agricultural enterprises, equipped with high-performance mechanization and equipment, as well as the import of agricultural products.

Simply having a job was enough to provide your family with everything they needed, including a comfortable life.

Moreover, if you lived in a city apartment, there was also no need to gather firewood, stoke stoves, shovel snow, or perform other labour-intensive duties.

The cost of raising children had increased significantly, and their involvement in productive labour has been put off for a good ten years or more. In addition, parents had been given the added responsibility of ensuring their child's compulsory education.

Whereas a century ago, in September, the harvest had just ended, and peasants were holding festivities to celebrate the new harvest and the start of the more leisurely autumn-winter season, now September causes a shudder for the overwhelming majority of parents due to their impending expenses and the daily stress of checking their children's homework.

Families that had decided on their own to have a second or even more children started receiving admiration, and sometimes misunderstanding and even condemnation.

Only parents with high incomes could provide a high standard of living for a large number of children. Otherwise, a large family inevitably descended into a very limited level of consumption, especially in the city, unless they had their own subsidiary farm.

Half of the 21st century has passed. The village of Bogorodskoye no longer exists. In its place, a community of former townspeople has been formed. Each family has a land plot at least one hectare in size that they can use for life and pass down to their children without the right to sell. The plot has a house and outbuildings surrounded by a small private forest, garden, and pond. Some of them raise bees, chickens, or other animals.

The community has shared lands intended for agricultural and other cooperative-based production projects. Carpentry teams build log cabins, a cooperative sawmill produces lumber, a plant nursery grows seedlings, and the cooperative farm raises the cows of the community members, including those who earn money in other ways and contribute to maintaining the herd.

The profit from these enterprises is primarily included in the income of the families employed in these industries. But a portion is also deducted for the needs of the community.

Vastly improved Internet technologies, as well as unmanned and small piloted aircraft, make it possible to either work remotely from the comfort of one's home or quickly and inexpensively move to the city for a job, and not just the closest one, but even a city located far away.

Mandatory trips to the city to go shopping are no longer a necessity. All goods are delivered by drones.

Residential buildings and industrial facilities built according to the smart home principle have low heat loss levels, which significantly increases their energy efficiency and reduces heating costs. Many people heat their homes with electricity, but new energy technologies are also emerging. If people desire, their stoves are

left in their houses as a backup heating source.

Snow is removed using technological methods or simply for physical exercise. It is the same for chopping wood, which is mainly used to build a live fire in fireplaces.

The high level of technology requires a high level of education. The classroom form of education with traditional lessons has been abolished and replaced by a more effective system with a high level of motivation. Schoolchildren are actively involved in each other's learning process.

They all know that they will have to explain a specific topic to another student, which means they must study it well themselves, although they also have the opportunity to both reach out to teachers and utilize educational resources.

The educational system that has taken shape is based on the experience of Soviet educators Anton Makarenko, Mikhail Shchetinin, and other advanced teachers.

The educational process uses collective project-based technology in small groups, where students have a high level of motivation to acquire the specific scope of knowledge and skills they need to achieve results in the project.

It could be an agricultural project, with a thorough study of technology, agronomic, or zootechnical nuances, or physical and chemical processes that affect the result.

These include IT projects, where students study of the basics of programming, mathematics, geometry, and other sciences.

There are also projects in literature, music, drawing, journalism, cinema, drama, sports, tourism, and the social sector.

In the process of implementing many of them, the community and families of students receive products, as well as financial or other profits.

Children have ceased to be a financial burden for their parents, and the burden of homework has been eliminated as well. Thanks to the high efficiency of the new education system, children have a lot of time for games, sports, and other important children's activities.

In this environment, and given the ability to add additional space to homes, families no longer have any constraining factors in terms of having children.

Living on their own land plots, children stop being dependents much earlier, get involved in household work, gather wild plants, catch fish, and create the family's GDP together with adults.

They are no longer a liability that eats up resources, as economists put it. Now they are an asset that can increase the wealth of the family, the community, and the state as a whole.

The community and the state have created pension programmes each at their own respective level that link the number of children people have, including adopted children, to the size of their pension and the date of their retirement.

Another half century has passed.

As a result of the communities described above, which are scattered throughout Russia, including in some of the most remote places of the country, the problem of demography and the settlement of sparsely populated regions has been completely solved. Megacities have lost their appeal as a place of residence and the burden on their infrastructure has significantly decreased.

They have become a base for high-tech society, who primarily lives in the emotionally and physically comfortable conditions of their manor farmsteads.

MEXICO

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Investment in Human Capital. Migration: Challenges and Opportunities for Economic Development

Human beings are the foundation of the economy and the world as we know it, yet despite their undeniable importance, significant progress is still needed to uphold their labour rights. People are not merely workers; we are individuals entitled to a dignified life. Among these individuals are migrants, who are often subjected to criminalisation and discrimination, despite playing a crucial role in the economies of both sending and receiving countries. For instance, money remittances constitute a significant portion of the economies of my country, Mexico, and its neighbour Guatemala. However, migrants frequently endure poor working conditions, fall victim to organised crime, and, due to limited professional opportunities, many are driven to engage in criminal activities.

In 2020, the global migrant population reached 281 million, a figure that has tripled since 1970 (IOM, 2020) and continues to grow annually. This underscores the importance of developing strategies and initiatives that uphold migrants' human rights under the evolving global growth model. By prioritising investments in human capital development, these efforts aim to ensure people become key beneficiaries of economic progress.

Issuing identification cards to migrants in their destination country, regardless of their stay duration, would facilitate their access to employment opportunities. Furthermore, if governments establish agreements with companies in key sectors to hire migrants in exchange for tax reductions, even as low as 1%, this could lead to decreased unemployment, discrimination, and violence against migrants. Ultimately, such measures would ensure a dignified life and full respect for their human rights, which is the central hypothesis proposed in this paper.

The challenges are substantial, including a heightened demand for water and energy resources as more people arrive, increased waste generation that can contaminate water and soil, and deforestation resulting from agricultural expansion and urbanisation to accommodate migrants. It is important to recognise that migrants are not the primary cause of environmental issues. Instead, a coordinated and sustainable response is needed, one that involves collaboration between migrants and the citizens of the destination country.

Another challenge is economic in nature. For instance, in Mexico, the unemployment rate among migrants is twice that of the local population. Furthermore, due to the lack of official identification, migrants often struggle to access basic services such as education and healthcare, despite these rights being protected by national laws and even international conventions and agreements. Additionally, there is a financial challenge related to remittances. While remittances can positively impact a country's economy, they can also lead to economic dependency and reduce incentives for investing in the local economy.

On the other hand, migrants face numerous social challenges, including violence and ill-treatment (whether at the hands of authorities, criminals, or other actors), robbery, kidnapping, extortion, discrimination, and various forms of abuse (physical, psychological, and sexual), which often go unreported due to the victims' lack of identification. Additionally, migrants encounter xenophobia, informal work, and labor exploitation resulting from inadequate documentation, which subjects them to prolonged working hours, low wages, and hazardous conditions. They also struggle with limited access to justice. Providing identification could significantly mitigate these issues.

This identification must be accompanied by collaborative efforts between governments and businesses to create employment opportunities for migrants. For example, in Brazil, initiatives such as the "Companies with Refugees" and the "Companies with Refugees Forum" established by the UNHCR and UN Global Compact have successfully facilitated employment for over 8,000 refugees and migrants. Additionally, the UNHCR has launched programmes targeting youth and refugee women, while the CrediTodo program, in partnership with Banco Pérola and Povo Crédito Solidário, provides microfinance to support small businesses.

India has several purely economic programmes aimed at supporting migrants, such as the Pradhan Mantri Jan-Dhan Yojana (PMJDY), which facilitates access to bank accounts; the Pradhan Mantri Awas Yojana (PMAY), focused on housing; and

the Atmanirbhar Bharat Abhiyan, which provides food rations and ensures access to healthcare. However, there is no programme that enables migrants to access long-term employment opportunities, which risks fostering dependency rather than driving sustainable economic development in the country.

This can be demonstrated by comparing unemployment rates. In Brazil, the rate dropped to 6.9% in 2024, down from 14.9% in 2021, coinciding with the implementation of labour integration programmes for migrants in companies (Agência Brasil, 2024). In contrast, India, which lacks such strategies, recorded an unemployment rate of 8.3% in 2024 (Trading Economics, 2024).

China has implemented several programmes to support migrant workers, including vocational training, microcredit initiatives for entrepreneurial migrants, social integration programmes providing access to healthcare, education, and legal assistance, and special economic development zones designed to attract investment and create jobs for migrants. These efforts undertaken in coordination with businesses, combined with issuing identification to facilitate employment, have proven effective. For instance, China's unemployment rate in 2024 stood at 5.2% (FXEMPIRE, 2024).

In its turn, Russia has implemented adaptation initiatives for migrants, such as language courses, cultural education, and job search assistance; employment programmes that place migrants in sectors like construction and agriculture; microcredit schemes for entrepreneurs; social integration efforts providing access to basic services; and special economic development zones similar to those in China. These measures have contributed to maintaining an unemployment rate below 5% (World Bank, 2024).

South Africa has implemented the migrant integration programme, which provides access to healthcare, education, and legal assistance; an employment programme similar to Russia's; a microcredit initiative for migrant entrepreneurs; and a special economic development zones programme. Meanwhile, Mexico has introduced initiatives aimed at creating job opportunities for migrants, such as the "Mexico Employs You" (México te emplea) platform, which connects migrants with companies like Chedraui and Soriana. However, this platform only benefits those who obtain a permanent work permit.

It is essential to promote programmes that create employment opportunities for migrants, or alternatively, to establish joint agreements between governments and businesses to open up spaces that foster economic development in receiving countries. By providing identification to migrants, orderly and safe migration can be ensured, and access to opportunities and services can be facilitated, aligning with one of the key goals of the United Nations.

Offering companies a tax exemption of 1% or a minimal amount in exchange for employing migrants in professional roles that align with their skills – while ensuring they are free from discrimination and exploitation – could make such initiatives more appealing to businesses and more effective in integrating migrants.

This approach could also strategically boost the economy of host countries. For instance, it could serve as a model for countries like Qatar, where migrants face severe labour abuses, including withheld passports and unpaid wages. Similarly, Saudi Arabia could benefit from such measures, addressing its widespread abuse and exploitation of migrant workers dependent on their employers. Comparable reforms could also be impactful in countries like Libya, Turkey, and Egypt, where migrants face similar challenges.

The world faces considerable challenges due to migration; however, BRICS nations and other countries, following their example, have a unique opportunity to turn migration into an advantage. Issuing identification to migrants, irrespective of their stay duration or origin, enables them to access basic services and dignified employment. This requires collaborative efforts between the public and private sectors, enabling countries to harness the benefits of an expanded workforce, meet labour demands, invest in human capital, diversify economies, enhance competitiveness, etc.

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USA

Brandon Tyler Burke

Motherhood: The Inevitable Profession

It is clear that the implementation of an efficient demographic policy with the population ageing has become an acute concern for many, if not most, states across the globe. According to the President of Russian Federation, Vladimir Putin, "demography has become a matter of grave concern not only for Russia, but also for many countries around the world". The South China Morning Post echoed these concerns as it recently described the People's Republic of China in a "population crisis" which may be "irreversible". Across the world, officials work hard to develop solutions to low fertility: maternity leave and childcare allowances, short-term cash incentives, and tax credits or reductions. In this report, we shall review fertility schemes from each category, conduct a root- cause analysis of decline in fertility, construct an interpretive framework to explain the failure of existing schemes, and then introduce our new, and in the context of our interpretive framework arguably inevitable, proposition: a small generational tax on each child's income from the age of 22 to 65 disbursed to each parent sometime before, or immediately after, retirement. In conclusion, we will discuss the social and economic impact that a small generational tax will have as well as its impact specifically on the BRICS+

countries.

To begin, let us briefly consider the results of existing fertility schemes from the categories of maternity leave and childcare allowances, short-term cash incentives, and tax credits or reductions in selected countries. Finland has paid maternity leave of over twelve months and seventy percent of children enrolled in state-supported daycare, yet has a fertility rate of 1.26 — which is below replacement rate. Norway awards each household $165 per month per child below the age of 18 and permits conversion of parental leave into a lump- sum cash grant of $8,400, yet has a fertility rate of 1.41 — which is below replacement rate. Hungary has promised women with four or more children "no income tax for life", a tax subsidy roughly equivalent to $3,000 a year for the average working mother, yet has a fertility rate of 1.55 — which is below replacement rate. These policies have clearly failed to raise fertility to sustainable levels. A prerequisite, before we even begin to speak about our proposed solution, is to find out why these particular policies have failed to address declining fertility. To answer this, we must first ask : why has fertility declined over the past century, and why does it continue to decline?

The author concurs with the "wealth-flow theory of fertility" first advocated by Australian demographer John Caldwell, and holds that the root cause of declining fertility over the past century is economic : and it specifically consists of the declining profitability of children for individuals and parents, in the context of the historical transition from an economy based upon labor- intensive family farming by multi-generational households to an economy based upon mechanized modes of production by nuclear families. In support of this hypothesis, we cite a 1977 study by Mark R. Rosenzweig in the Journal of Political Economy, "The Demand for Children in Farm Households", that determined decline in fertility among American farmers in the 20th century was linked to mechanization, and concluded that both mechanization and farm wages constituted "important determinants of the demand for children in agricultural areas". These findings were supported by a more recent 2012 study in the Journal of Rural Sociology, titled "Rural Agricultural Change and Fertility Transition in Nepal" where researchers Prem Bhandari and Dirgha Ghimire, observing rural Nepalese farmers, discovered that owning a tractor or modern farm implements had a stronger negative effect on continuing fertility than access to modern contraceptives. How so? With the emergence of mechanization, the need for children to work the farm is reduced, thus the farmers studied did not care to have additional children. And here, we arrive at the root cause of the entire historical problem, which only compounded for developed countries when families moved from the countryside to burgeoning cities: in the modern economy children have transformed from economic assets to economic liabilities, from sources of profit to sources of cost.

The American Time Study found that each parent engaged in the business of raising a family spends, on average, 1.4 hours per day caring for and helping household children. Over 18 years of parenting, an average two-parent household

might spend 18,396 labor hours raising children. If we extrapolate these findings to Europe and multiply these labor-hours by a select low-income wage in each country, we arrive at a projected base opportunity cost per household of $90,909 in Hungary, $201,013 in Finland, and $356,912 in Norway to raise a family. We have not even begun to consider the actual financial outlays involved in raising children, nor do we need to, because we have already arrived at the crux of the problem, and with this framework can begin to understand what previously seemed so elusive, we can clearly and decisively comprehend why these fertility schemes have not worked. They have not worked because they have not addressed the core issue at stake. These programs and schemes have only made children less costly; they have not made them profitable. None of the mentioned fertility schemes adequately compensate for even the basic opportunity cost incurred by raising children. As the global economy develops under pressure of lower birth rates, and existing methods are found insufficient, countries will have to develop better policy.

And to this end, the author suggests a particular device: a small generational tax on each child's income from the age of 22 to 65 which begins to be disbursed to each parent, primarily the mother, sometime before, or immediately after, retirement, that is in the range of the age of 50 to 65. Each two-parent household interested in participating in this proposed program would undergo a process of licensure, certification, and monitoring by the state and commit to having a certain number of children. The emission of licenses to levy and receive small generational tax income, and the rate of small generational tax authorized, would be strictly regulated by the state in line with its fertility goals for particular regions and the whole, raised in times of low fertility, lowered in times of excess fertility, much like how a central bank controls inflation relative to a set interest rate and emission of currency. The rate of small generational tax could be set at 3%, 6%, 9%, 12%, or 15% as the fertility situation dictates, varying from region to region and city to city.

To show how this measure would be effective in restoring economic order to the act of child-rearing, we may estimate as follows, in Hungary, Norway, and Finland, the economic entitlement that would accrue to two parents of six adult children subject to a 9% SGT over 43 tax years provided each child earned the median national wage. In Hungary, this entitlement would amount to $302,150, in Finland $1,019,482, and in Norway, $1,384,692. And, here, we see, the entire issue has been turned on its head, order has been restored in the realm of the production of human capital. We have made children profitable again, or rather, enshrined as economic law the unshakable moral axiom that the care which parents give to their children in their youth ought to be repaid to honor their old age. For this reason, the author believes that the small generational tax will prove a decisive fourth category of fertility scheme to draw the existing three together and drive global growth by efficient, effective demographic policy.

The economic and social consequences for BRICS+ countries will be profound, with both opportunities and potential pitfalls. But an important, positive

development within the group will be the professionalization and systematization of motherhood and its development into a special type of entrepreneurship and a formal career. Motherhood has always been a profession, the most important one, and the author believes that it's past time the world treated it as such, by giving it all the reward, security, and honor it's due.

MEXICO

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"Forced Technological Displacement": Hyperspecialization in Response to Dehumanization

1. Introduction

Human history is replete with examples of the violent or forced displacement of peoples due to various reasons, such as armed conflict, economic crises, political persecution and natural disasters caused by climate change. This phenomenon has a profound impact on the social, economic and political landscape of the countries concerned, as it can alter demographic dynamics, place a considerable strain on welfare mechanisms and redistribute employment. As societies developed, new forms of forced displacement appeared. One of the most significant forms today is "forced technological displacement." Artificial intelligence-based automation is changing the labour market, forcing millions of workers to adapt to conditions in which their skills might become obsolete in just a few years. Forced technological displacement is becoming a major research topic due to its large-scale impact on realities and its potential to radically transform the concept of employment itself.

This phenomenon should be analysed using the same approach that is applied to forced displacement by migration. Similarly to traditional migrants, workers

replaced by technology face the need to seek new opportunities in an unfamiliar, highly competitive environment. Such digital migration, which is defined as a shift of traditional activities to digital platforms (Rodriguez Antonio, 2004), is a serious problem, as many workers lack the skills and tools that are required to adapt to new market demands.

Technological progress has played a defining role in the transformation of the labour market, opening up new opportunities while at the same time making certain occupations obsolete. The explosive growth of AI has accelerated this process: AI is replacing many workers in key sectors, which requires immediate adaptation of the workforce.

Forced technological displacement and the need for hyperspecialization do not only destroy the old mainstays of the labour market, but also add a dehumanizing component to the perception of labour. The increasingly common replacement of humans by artificial intelligence in decision-making processes has serious ethical and moral implications. As enterprises implement automation models and advanced algorithms in their work, the involvement of humans in critical processes declines, which may erode the role of ethical judgement in areas where empathy and consideration of fine and often non-obvious aspects are of paramount importance.

Hyperspecialization, a phenomenon resulting from the transition of employment to the digital domain, carries with it a structural problem that exacerbates inequality and discrimination in the context of access to employment. In a situation where employment requires advanced technical knowledge and the constant updating of skills, population groups that do not have access to special training for economic, educational or geographic reasons find themselves displaced from the labour market. In this case, technological transformations of the work process become a tool for deepening social inequalities rather than a source of equal opportunity. This dictates the need to introduce models of labour inclusion and policies to ensure affordable skill development in order to avoid irreversible segmentation of the society.

This essay will examine how AI has changed the labour market and what strategies can be used to mitigate the effects of automation on employment. Additionally, it will address the need to reformulate education and labour policies to guarantee a just and equitable transition to a new labour model that includes AI.

2. Hyperspecialization in response to dehumanization

To understand the phenomenon of forced technological displacement, it is necessary to understand the causes of hyperspecialization. Hyperspecialization is a labour market trend towards the acquisition of extremely specialized skills and knowledge in very narrow areas. This phenomenon has become relevant in the

context of the explosive development of artificial intelligence, which has altered the structure and dynamics of employment. The automation of routine tasks and the growing complexity of technological systems have created a demand for professional workers with extremely specific competencies in the design, optimization and management of this technology (AI).

This paradigm shift has resulted in greater efficiency and reduced costs, but has also led to the a significant displacement of the labour force. According to a Randstad study, (Niño Becerra Santiago, 2025), artificial intelligence has altered the labour force structure in Spain. It is anticipated that 40% of those employed on the Spanish labour market will have to upgrade their skills to retain their jobs by 2030 due to the effects of AI. This raises new ethical issues and necessitates policies for reintegrating technologically displaced persons.

This situation is fraught with great difficulties, as working-age people differ greatly in their adaptability to new requirements, which creates the risk of growing inequality. According to the World Economic Forum (Mundial, 2024), AI will eliminate 85 million jobs by 2025, but it will also create 97 million new vacancies that are more in line with the challenges of the digital age. Nevertheless, these new jobs will demand highly specialized skills and will thus be inaccessible to many workers.

The effects of hyperspecialization on the labour market are extremely uneven, with technological advances affecting each individual worker to a different degree. Routine tasks, which previously required the attention of a substantial proportion of the population, have been automated, which decreased labour demand in the corresponding sectors.

This has caused the labour market to fragment: now only those with access to education and skill development in the tech sector can adapt to new requirements, while a large part of the population has lost stable employment.

From the socioeconomic standpoint, such marginalization triggers a cycle of isolation, as workers displaced in this manner do not have the opportunity to reclaim their competitive position in the labour market under equitable conditions. Moreover, this disparity widens the gap between those employed in already privileged sectors and those with precarious employment. This affects both the financial wellbeing of individuals and the strength of social connections.

Unequal access to means of hyperspecialization may also lead to violations of various fundamental rights, such as the right to decent work, which is laid down in the Universal Declaration of Human Rights (Article 23) and the International Covenant on Economic, Social and Cultural Rights (Article 6). Similarly, the lack of opportunities to obtain a technical education violates the right to education (Article 26 of the Universal Declaration of Human Rights), creating a vicious circle

of inequality and hampering social mobility. If technological development is not accompanied by government policies ensuring an equitable and inclusive transition to the new realities, there is a risk that an elitist model of employment could appear, in which only a minority of the population reaps the fruit of the digital revolution.

The need for continuous professional development creates an imbalance that favours those who have access to higher education and technological resources, leaving everyone else by the wayside. Not only does this increase economic inequality, but it also feeds the mechanisms of social isolation. Consequently, hyperspecialization impacts the economy and at the same time changes social dynamics, creating political and ethical problems that need urgent attention to ensure an equitable and humane transition to new labour realities.

In addition to transforming the labour market, forced technological displacement, which is gaining momentum thanks to AI, poses profound ethical and moral dilemmas associated with the dehumanization of certain areas of work. As AI replaces functions that had previously been performed solely by humans, human interaction in critical areas, such as healthcare, education and the service industry, becomes weaker. The loss of interpersonal contact in the workplace affects the quality of the services provided, while also making empathy increasingly irrelevant in key processes, where decisions cannot be made simply by following a predetermined computational algorithm.

Making optimized algorithms responsible for decisions that directly affect people's lives, such as hiring and firing, approving loans, or issuing social benefits, raises serious questions about the ethical side of labour automation. Is it morally acceptable to delegate decisions with far-reaching consequences to systems that lack human sensibilities and an understanding of context? Where do we draw the line beyond which the elimination of the human factor in the name of efficiency is no longer justified in areas where human interactions and ethical criteria are pivotal?

In this context, it is imperative to consider the possible consequences of the ever-declining demand for human labour in the future. Even though automation promises to boost efficiency and productivity through hyperspecialization, the human costs of this transformation must be thoroughly evaluated. In the absence of mechanisms regulating the transition to new labour realities and guaranteeing integration of the workforce into new sectors, technological progress may turn from a catalyst of inclusive development into a dehumanizing factor.

Forced technological displacement should not be understood as technological progress only – it is a phenomenon that impacts the stability and dignity of millions of workers and redefines the structure of labour and the potential for development. The failure to acknowledge the consequences of this transition may give rise to a fractured society, in which access to dignified labour is an exclusive privilege of a highly skilled elite, while the remaining population is doomed to choose between

unemployment and precarious work and has no development opportunities. Solutions to this problem need to be found, not only for economic reasons, but also as an ethical obligation to implement tools for ensuring equality, inclusion and social justice, preventing progress from becoming a weapon of marginalization and dehumanization.

From a practical standpoint, the negative impact of hyperspecialization and forced digital displacement can be offset using various strategies. The creative destruction theory developed by Joseph Schumpeter (Schumpeter, 2015) says that innovations do not simply take away jobs but create new opportunities on the labour market. Armed with this idea, governments and companies should contribute to the emergence of new industries that could absorb workers displaced from their previous professions by automation. This can be done by creating retraining foundations that will provide funding for retraining and skill development programmes. Special attention must be paid to digital skills, data analysis and artificial intelligence management.

It is also extremely important to develop a workforce redistribution policy that encourages workers to transition from shrinking sectors to growing industries. Moreover, governments must promote the development of universal skills, such as complex problem solving, critical thinking and creativity, to make sure that workers do not rely exclusively on technical knowledge that may become obsolete. These measures, in combination with ethical rules for the use of AI in work, will help digital transformation become a source of opportunity for everyone rather than a conductor of inequality and dehumanization.

3. Conclusion

The effect of hyperspecialization on the labour market caused by the development of artificial intelligence must be considered from two key viewpoints. First, forced technological displacement has created an employment crisis in areas where routine tasks have been automated, depriving millions of workers of further employment opportunities. Eliminating jobs without a strategy for labour redistribution or skill development leads to structural unemployment, which exacerbates instability and makes dignified labour inaccessible to a majority. This situation has a particularly negative impact for populations that have limited access to technological education, increasing inequality and creating the vicious circle of labour marginalization. At the macroeconomic level, massive job loss may negatively impact internal supply and demand, as the purchasing power of an unemployed or underemployed population will be reduced, affecting the economy as a whole.

Second, hyperspecialization exacerbates social stratification, since only a small and privileged group will have access to the education and advanced training necessary to adapt to the new labour environment. Barriers to a technical education filter out a significant part of the population, restricting the opportunities available

to these people and increasing inequality. At the same time, the dehumanization of labour as a result of removing people from labour-related and economic decision-making, creates profound ethical dilemmas. Not only does eliminating the human factor in such areas as education, healthcare and financial resource management endanger equality and social responsibility, but it also contradicts the foundational principles of the value of labour and human dignity.

In this context, it seems absolutely necessary to transform the model of labour integration in line with the realities of the era of artificial intelligence. This is not just a question of adapting to technological change, it is also about guaranteeing that progress does not lead to a society in which dehumanization goes hand in hand with increasing inequality. The automation and digitalization of employment must be accompanied by the implementation of strategies that ensure an equitable transition, such as retraining and continuous professional development programmes and giving all workers access to new opportunities. Additionally, it is crucial to encourage the development of new industries that could absorb the displaced workforce, encouraging innovation without compromising social inclusion. AI should be used as a tool for improving the quality of life rather than as a vehicle for the further disruption and dehumanization of the employment sector.

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TADJIKISTAN

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Healthy lifestyle as a social issue: Current status and key barriers

Abstract: Based on opinion survey data, this analysis identifies the biggest social barriers to developing a healthy lifestyle. The paper provides an overview of the current lifestyle patterns with key observations and suggestions regarding the identified challenges.

Key words: young generation, healthy lifestyle, habit creation, social life, factors, promotion, health.

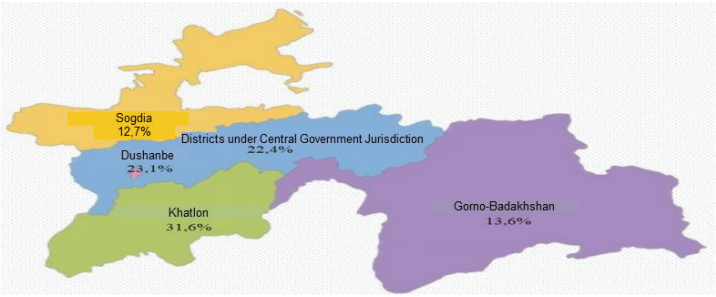
Lifestyle and responsible healthy behavior depend on the level of education and culture in a community. It is known that public health is a function of the environment, including such factors as ventilation, exposure to industrial waste and chemicals, and access to safe food. Today, scientists offer various definitions of a healthy lifestyle [2, p.10]. Social scientists, though, are unanimous on the subject and regard healthy lifestyle, or lack thereof, as a social phenomenon, which is an integral part of the broader social life. The concept of a "healthy lifestyle" was introduced by a Western social scientist in the 1960s. It is generally acknowledged that the healthy lifestyle concept first appeared in the works of John Galbraith in

connection with the "affluent society," by which he meant all the benefits that the "developed industrial society, "the society of managers" can provide to consumers [1, P. 90]. The World Health Organization (WHO) defines a healthy lifestyle, or healthy living, as "a state of complete physical, psychological and social wellbeing, rather than a mere absence of illness or disability." Note that this definition that we use in our studies implies that health is a complex notion consisting of three components: physical, psychological, and social health [4, P. 54]. Development and progress of the modern world is impossible without a widespread adoption of healthy living habits. Youth is considered an essential demographic group that directly influences the values, way of life and development of any society. Health is recognized as a crucial personal and public value. Every country expects the young generation to be healthy and capable of hard work.

In his public addresses, President of the Republic of Tajikistan Emomali Rahmon regularly emphasizes that "public health means state survival and, on this basis, developing healthy lifestyles is a critical factor of public health..." Promoting healthy living among the young people is an important task for the Republic of Tajikistan where they represent the biggest demographic group. According to the analysis by a UN impact fund, Tajikistan belongs among youth-dominated countries where young people make up 70% of the population, of which only 38% are aged 14 to 35.

To develop healthy living habits among the youth it is necessary to define its key aspects and lay the foundation for adopting health habits. Today, according to official data, young people account for more than a half of the Republic's population, as well as its labor migrants [6, p.67]. Social research projects are conducted in many countries around the world to explore ways of helping young people of all ages to adopt healthy living habits. Tajikistan is one such countries. In spite of multiple studies, this issue is still hotly disputed in our society. In order to better understand the key lines of action to develop healthy lifestyles among the young people, a social research study was carried out by the Department of Social Science at the Institute of Philosophy, Political Science and Law of the National Academy of Sciences of Tajikistan in collaboration with the Department of Social Science of the Faculty of Philosophy at the Tajik National University (TNU), where we have also taken part. The study included a review of relevant documents (media materials, other surveys related to the subject in question, official statistical data, etc.), a web questionnaire survey and a combined media survey (online, face-to-face, mobile phone) in May–June 2022. The survey covered 1100 citizens aged 18 or older in five regions of Tajikistan, including 254 (23.1%) in the city of Dushanbe, 150 (13.6%) in the Gorno-Badakhshan Region, 208 (18.9%) in the Districts under Tajikistan Central Government Jurisdiction, 140 (12.7%) in the Sogdia Region, and 348 (31.6%) in the Khatlon Region. [7, p.64-66] (See Fig. 1).

Fig. 1. Distribution of respondents by region (n=1100, %)



The survey focused on demographic indicators. Among those surveyed 52.4% were men (54.6% rural and 48.4% urban residents) and 47.6% were women (45.4% rural and 51.6% urban).

Greatest medical scientists as well as healthy lifestyle advocates have repeatedly observed that humanity has found no better remedy for good health and longevity than a healthy lifestyle and that no drugs or treatments can replace. Deep understanding of the healthy living concept and its effective practical application will deliver strong public health for present and future generations both in individual households and across the nation as a whole.

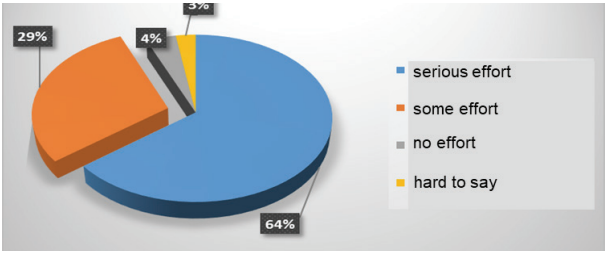
Healthy lifestyle is one many cost-efficient and powerful methods to protect the health of the nation, reduce poverty and improve health performance indicators. The nation's health, in turn, is one of the most potent drivers of economic growth and development for any state, and its positive trend is indicative of a healthy nation's gene pool. So, development of a healthy living culture has far-reaching socioeconomic implications [3,98]. The essential component of healthy living is an individual's social activity, which is linked with initiative and fulfilled through work, learning and communication, since humans are social as well as biological entities. Therefore, the mode of life and routine behaviors play a key role in the process of preserving and enhancing public health. Adoption of a healthy lifestyle and responsible health habits depend on the level of education and culture in the society.

One more factor and barrier to healthy living is associated with addictive disorders and diseases, including HIV. Every modern society should make its best to prevent their emergence and spreading. A detailed analysis of theoretical and practical aspects of the issue reveals that these diseases are social phenomena and their causes and consequences alike can be found in the workings of society. It also shows that unless the nation takes a joint effort to combat them, it might run the risk of weakening its gene pool. Today, the global community is sounding the alarm on these diseases, and Tajikistan is no exception. The most dangerous problem, HIV, stems from a number of factors, such as lack of information, education and

HIV-specific medical services, as well as accessibility of narcotics. Other factors include HIV risk activities which young people engage unwillingly for money, foreign travel by migrant workers, and also youth's characteristic curiosity and desire to try everything. Addiction is another formidable healthcare challenge. These days it is widespread among the young people. Every person can respond to their own behavior and is capable of distinguishing between good and bad patterns. Together people can fight these diseases and mitigate the risk of their spreading.

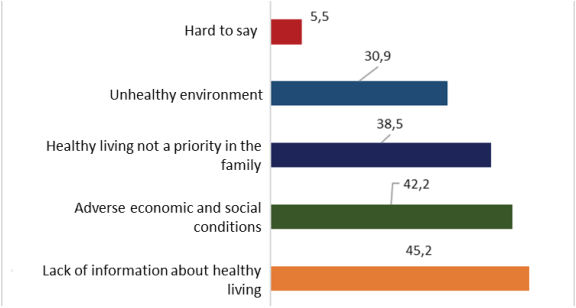
Therefore, the study included a survey to better understand healthy living awareness in families. The answers show that two thirds of respondents (64.4%) take serious effort to live a healthy lifestyle in their families, one third (29.3%) take some effort, while 3.8% of respondents take no effort (see Fig. 2.)

Fig. 2. How hard does your family try to live a healthy lifestyle (healthy recreation, exercise, regular healthy meals, no alcohol or drugs)? (n=1100, %)



The survey helped to identify barriers to healthy living behaviors among young people. According to 45.2% of respondents, the lack of information about healthy living is one of the biggest barriers, 42.2% blame adverse economic and social conditions, 38.5% believe the problem is that families don't pay enough attention to developing healthy habits, and 30.9% consider unhealthy environment to be a major factor (see Fig. 3).

Fig. 3. What are the barriers, in your opinion, to healthy living among young people? (n=1100, %)



It is important to point out that healthy relations in the family provide a strong foundation for cultivating a healthy youth lifestyle. Health communications targeting young people is a powerful tool for promoting healthy living and a significant research subject in youth studies [5, p. 12]. The above surveys and subsequent analysis of healthy living behaviors of today's young people clearly show that their level of education is different from previous years and they demonstrate a higher awareness of the issue. The young people have realized that to stay healthy they should avoid any harmful behaviors as bad habits inflict the biggest lifestyle damage. Based on the study, the following observations and recommendations could be made to address this issue in Tajikistan:

- Compared to previous years, young people show growing health awareness as a result of health communication campaigns by appropriate government institutions and the media.
- However, in general, there are still concerns that youth-targeting communications are insufficient.
- Whereas many young people receive regular information regarding healthy living, most say it is not enough as they believe such communications/news are very important.
- The primary sources of healthy lifestyle information for the young are television, schools and universities, the Internet, and newspapers and magazines.
- The increasing number of young people who embrace healthy living is the best-motivating promotion for a healthy lifestyle.
- Health communications should be a joint effort coordinated and supported by the central and local government authorities, public organizations and individual citizens in order to facilitate the adoption of healthy living behaviors among young people and raise disease awareness through the media, schools and universities.
- Health promotion campaigns can be enhanced with handouts and brochures.

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PERU

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Peru in the 21st century: crisis and opportunity. Case study of the cajamarca region

This brief essay analyzes the reasons why 204 years after the Peruvian independence and 32 years after the implementation of the neoliberal policies of Western capitalism our country has still not achieved the expected development in economic, technological, academic, social, and cultural terms that was predicted for peripheral countries under the Western model based on liberal democracy after the Cold War.

Peru in figures

It is enough to consider some data on Peru as a whole, as well as macroeconomic level data, analyzed from the perspective of the present situation of a country suffering from poverty in order to better understand the failure of the neoliberal model and the economic policies of liberal capitalism. The Peruvian Ministry of Economy and Finance reports that by December 2024, Peru's economy has experienced accelerated growth over the past eight months, with a 3.9 % growth rate in June of the same year – the highest rate in three years. However, this macroeconomic growth has not resulted in poverty reduction, increased access to a food bas-

ket, increased official employment, and bridging the infrastructure gaps in water supply, which, in my point of view, constitute the foundation for social, economic, and human development. Let me further provide some figures demonstrating the failure of the economic system. In 2024, according to the National Institute of Statistics and Information (INEI), the population of Peru is 34,039,000 people, including 16,876,000 men (49.6 %) and 17,163,000 women (50.4 %). According to the Peruvian Institute of Economics, 9.8 million Peruvians are in poverty, which is a one-third of the entire population. According to the National Youth Secretariat of the Ministry of Education, the total number of young people aged 15 to 29 in 2023 was 7,875,000 (i. e. a quarter of the national population). However, only 30.9 % of them have access to higher education, which is equivalent to 2,362,000 people. Meanwhile, 25 % of university students are in poverty, which means that more than half a million future professionals, politicians, and civil servants live in poverty, studying in universities with outdated laboratories and without access to advanced technologies. I believe this indicator is important because young people are the human capital, as well as the labor and political reserve of the country. According to the Peruvian Research Institute, in 2023, 9,780,000 Peruvians were in monetary poverty, which means that 29 % of the population had income insufficient to cover the minimum consumption basket. Meanwhile, 1,922,000 people earn less than 251 sols per month (less than 8 sols per day), which means they live in extreme poverty. Comparatively, the cost of a lunch in Peru is 7 sols. In 2022, according to the National Institute of Statistics and Information, 58.8% of employed Peruvians worked in the informal sector, without social protection, labor contract or stable employment. Only 26 % of the population had an official job, registered in accordance with labor law, social insurance, benefits, and labor rights. In terms of gross value of production, the informal sector of the Peruvian economy accounts for 28 % of national monetary value. According to Alexandra Ames Brachowicz, head of the Policy and Governance Observatory at the University of the Pacific School of Public Administration, in the article published in 2022 in "Evidencias" magazine, states as follows: "...the informal agricultural sector provides 23.3 % of employment at the national level; these jobs are, of course, also informal. In addition, it should be noted that the agricultural sector consumes the largest share of the labor force in the country's economy, i. e. 27.5 % of the total quantity..." In other words, only 4.2 % of agricultural activity in Peru is official, which is a contradiction of the neoliberal economic system, since Peru is a predominantly agrarian country in a historical, cultural, and economic context. According to the INEI, the economically active population employed in the agricultural sector at the regional level is concentrated in Cajamarca, Puno, and Cuzco (26.6 % of the total number), while Moquegua, Madre de Dios, and Tumbes represent the lowest proportion – 1.4 % of the total number. It should also be taken into account that 54 % of all agricultural units are concentrated in the highlands, 31 % – in the forest area, and 14 % of the country's total number – on the coast. According to data published on the official

website of the regional government of Cajamarca, 64 % of the population lives in rural areas and is engaged in agriculture, which amounts to 900,000 residents of the region. According to the National Institute of Statistics and Information, the provinces with the highest percentage of rural population are San Miguel (90.4 %), Santa Cruz (86.1 %), and San Pablo (83.5 %). Cajamarca covers an area of 32,000 km^2. Agriculture in the region is largely self-sustaining and does not use rain-fed irrigation technologies, i. e. rainwater dependent. In this regard, Cajamarca engineer Andrés Castro, in a recent 2024 publication for the Cajamarca Regional Information Network, notes, "The deficit in water infrastructure is very significant, we do not have rainwater retention tanks. These are political decisions that require the involvement of the three levels of government, as well as the private sector and local communities. We will have more capacity to do a number of things if these things are done". In this sense, we note that the lack of water infrastructure does not enable the development of the agricultural sector, and thus the elimination of food security gaps.

ACCESS TO WATER: KEY FACTOR IN HUMAN DEVELOPMENT

— Poor access to high-quality water is a serious obstacle to the development of human capital. In Peru, this problem is still unresolved, despite the existence of government programs to reduce the gap in access to this basic and vital service that ensures the health of the national population. This is a public policy set out in article No. 7 of the Political Constitution: "Everyone has the right to healthcare" (access to quality water guarantees health protection).

— Inadequate access to water adversely affects the development of the human abilities of the population and directly affects health, education, and the environment. The National Superintendency of Sanitation Services (SUNASS) reports that 10 % of the Peruvian population does not have access to drinking water, which is more than 3 million 400 thousand people. Furthermore, 23 % of the country's population, which is more than 6 million Peruvians, do not have access to sewerage networks.

— According to the National Superintendency of Sanitation Services, diarrhea cases are reduced by 10 % in homes connected to a water supply, and the rate is reduced by up to 20 % when sanitation facilities are available.

— According to the Latin American Journal of Social Sciences and Humanities (LATAM) from the Latin American Researchers Network, issue No. 5 dated March 2024 titled "Social and Environmental Impact of Sanitary Sewerage Systems" confirms that access to potable water reduces chronic childhood malnutrition by 13% by preventing acute intestinal infections. Furthermore, a 10 % increase in water supply coverage reduces the anemia rate in the community by 7.9 %. The situation of water access remains unfavorable in the Cajamarca region. According to the data from the Peruvian Institute of Economics, between 2022 and 2024, water

and sanitation coverage increased from 27.8 % to 45.5 % among 1,468,000 citizens. This means that more than a half of the population of the Cajamarca region does not have access to water and sewerage, which makes the region the most disadvantaged in northern Peru in terms of the provision of this vital service. Analysis of the situation in rural areas of the Cajamarca region shows that, according to official data from the National Institute of Statistics and Information, only 22.5 % of rural households have access to water supply. Taking into account that 60 % of the region's population lives in rural areas, this means that approximately 352,320 (three hundred and fifty-two thousand three hundred and twenty) residents of the Cajamarca region have no access to either water or sewerage.

CONCLUSION. INTERNATIONAL ARENA. OPPORTUNITIES FOR PERU

The twenty-first century increasingly brings us into a post-Western world where neoliberal hegemony and the increasingly obsolete Westphalian nation-state have already played their part in history, and the predatory interests of the Davos Forum techno-plutocracy and Anglo-Saxon capitalist hegemony are moving to the end. Meanwhile, after the dark night of savage capitalism, which considered South America and certainly Peru as its backyard, the light of a new century is now being predicted from the Cajamarca region in the new international relations of the BRICS countries, which at their last meeting in 2024 at the Kazan Forum denounced the illegal application of discriminatory economic sanctions, required to transform the international financial system, reorganize the World Trade Organization in order to better represent the interests of developing countries such as Peru. It is crucial for Peru to launch the opening of academic, political, and governance spaces where we will discuss commercial opportunities with (Eurasian) countries such as the Russian Federation and Asian countries such as the People's Republic of China, which are at the forefront of technological innovation and economic, scientific, and human development. In this regard, we highlight the words of the General Secretary of the United Nations at the Sixteenth BRICS Forum in Kazan, Russia, in October 2024. He called for the acceleration of the international financial architecture reform, emphasizing the same point reflected in the Kazan statement that the current financial system does not provide many vulnerable countries (such as Peru) with the necessary safety net and level of support we need, stressing the need for a transformation that reflects the economic realities for the most vulnerable in the 21st century. We also emphasize the opportunity provided by the BRICS area to strengthen development cooperation by seeking international cooperation to address the gaps highlighted in this paper. We are confident that the area, represented by me today (Cajamarca Province Municipality, the local government body of our country's government), is bringing my region, Cajamarca, closer to the new global economic dynamics of the 21st century, which, based on

the ideas of a multipolar world, reflect a collective vision of a fairer world within the framework of a new cultural paradigm. For us, people from the Cajamarca region, it is also important to seek technology transfer to our institution of higher education, the National University of Cajamarca, as well as student mobility with universities of this new paradigm of human development, which will strengthen the human capital of those 30 % of Peruvian young people who are the academic, intellectual, and labor reserve of our country. In terms of trade, Peru has a lot to offer this new world. Under the appropriate technological conditions, we could engage more than 500,000 hectares just in Cajamarca, which are currently not used for agriculture production due to the lack of water infrastructure and technology in the agricultural sector. This paper is just a sketch of the opportunities in the technological, academic, political, and administrative spheres that we are considering in line with the new paradigm of the BRICS countries. In this sense, our search for international co-operation for development is carried out from the positions I am currently engaged in. I am Coordinator of the Social and Human Development Department of the Cajamarca Province Municipality, Chairman of the International Cooperation and Foreign Trade Committee of the Cajamarca Chamber of Commerce, and Director of the Centre for Research for Development "Social Strategy" of the National University of Cajamarca. We are always eager to establish international relations with states in the new paradigm of a multipolar world and seek international co-operation for development.

KOREA

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Opportunities and Challenges of Northern Sea Route (NSR): The Hub of a New Maritime Transport Corridor

Introduction

Entering the 21st century, the global shipping and logistics industry stands at a crossroads of rapid transformation. Increasing uncertainties surrounding traditional maritime routes, coupled with accelerated Arctic ice melt due to climate change, are opening new possibilities in the Arctic Ocean. The Northern Sea Route (NSR) significantly reduces transportation distances by more than 30% between Asia and Europe, offering substantial cost savings and enhanced transport efficiency. This essay deeply examines the background behind the emergence of the Northern Sea Route (NSR), its economic and strategic values, challenges related to technological advancement and infrastructure development, environmental risks, and the necessity for international cooperation. Furthermore, it proposes concrete policy recommendations and outlines prospects for sustainable development. The NSR symbolizes more than merely discovering new maritime paths; it represents an innovative transformation involving international politics, economics, technology, and environmental factors. Significantly, the NSR is rapidly emerging not merely

as an alternative route but as a pivotal economic and strategic corridor bridging Asia and Europe. This paper meticulously explores critical issues across various aspects, drawing upon relevant case studies, national strategies, current technological advancements, and infrastructure investment trends to comprehensively forecast future developments driven by the Northern Sea Route (NSR).

1. Background of the Emergence of the Northern Sea Route (NSR) and International Context

1.1 Limitations and Risks of Traditional Maritime Routes

Traditional maritime routes such as the Suez and Panama Canals have long served as critical arteries for global maritime trade. However, various incidents and crises in recent years have clearly revealed the inherent vulnerabilities of these traditional routes. Geopolitical tensions in the Middle East, threats of terrorism, and unexpected natural disasters have severely undermined their stability. Such circumstances have prompted the international trade and shipping industries to seek more stable and predictable alternative routes, bringing the Northern Sea Route (NSR) into greater focus as a viable alternative. Furthermore, the increasing vulnerability of global supply chains reliant on these traditional maritime pathways has driven governments and corporations worldwide to accelerate the development of new strategic maritime routes that ensure long-term stability.

1.2 Climate Change and the Impact of Arctic Ice Melting

Climate change extends beyond merely rising temperatures and extreme weather phenomena, significantly transforming ice patterns in the Arctic region. Previously characterized by extreme cold and thick ice coverage, the Arctic was historically considered impractical for navigation. However, the dramatic reduction in sea ice observed in recent decades has greatly increased the region's commercial viability. These changes in the natural environment have elevated the Northern Sea Route (NSR) to a position of substantial economic and strategic importance. Particularly, Arctic-adjacent nations such as Russia actively leverage their geographic advantage in the Arctic to reinforce their standing within the international maritime order, serving as a crucial driving force behind the development of the NSR.

1.3 Strategies of Major Nations Concerning the Northern Sea Route

Russia is playing the most proactive role in developing the Northern Sea Route. To expand its economic influence, Russia has substantially increased investment in port and infrastructure projects, seeking strategic military and commercial dom-

inance in the Arctic region. Similarly, China has intensified efforts to utilize the NSR as part of its "Belt and Road Initiative," aiming to enhance trade efficiency between Asia and Europe and establish the "Ice Silk Road." Different national strategies and policies indicate that the NSR will become increasingly significant within the future international trading system, potentially complicating associated political and economic interests.

2. Economic Potential and Strategic Value of the Northern Sea Route (NSR)

2.1 Reduction of Logistics Costs and Transport Efficiency

The Northern Sea Route (NSR) can reduce transportation distances by more than 30% compared to traditional maritime routes. This substantial reduction translates into significant savings in fuel costs, shorter transit times, and reduced logistics expenses. Enhanced transport efficiency increases the flexibility and responsiveness of global supply chains, ultimately leading to shorter trade cycles and improved market competitiveness. Furthermore, the economic ripple effects arising from increased cargo volumes could serve as a foundation for sustained economic growth, extending beyond immediate cost savings and generating substantial long-term economic benefits.

2.2. Case Study: Maersk Line's Venta Maersk Arctic Voyage

The successful completion of the voyage through the Northern Sea Route by the Venta Maersk in 2018 is regarded as a significant demonstration of the route's safety and efficiency. This voyage provided critical empirical evidence of the technical feasibility and operational reliability of Arctic navigation, even under extreme environmental conditions. It demonstrated the existence of robust technological foundations and operational systems capable of ensuring stable voyages under challenging Arctic conditions, inspiring significant interest within the international shipping community. This successful example has concretely demonstrated the commercial viability of the Northern Sea Route, attracting attention from other countries and enterprises. Such a landmark achievement underscores the economic potential of the NSR, expected to positively influence the broader global logistics landscape.

2.3 Natural Resource Development and Economic Added Value

The Arctic region holds abundant natural resources, providing significant potential for generating additional economic value through resource exploration and utilization. The activation of the Northern Sea Route (NSR) extends beyond mere logistics cost reduction; it facilitates resource extraction, supply chain stabi-

lization, and the development of related industries within the Arctic region. Leveraging these resources can revitalize national economies, serving as a cornerstone of long-term economic growth strategies. Therefore, governments should not only pursue immediate trade benefits but also develop comprehensive and strategic long-term plans to maximize the sustainable economic potential of Arctic resources.

3. Technological Development and Infrastructure Challenges

3.1 Icebreaker Technology and Navigation in Extreme Conditions

For the commercial utilization of the Northern Sea Route (NSR), reliable icebreaker technology capable of navigating extreme climates and thick sea ice is essential. Russia currently operates the world's largest fleet of nuclear-powered icebreakers and has accumulated substantial operational experience in polar waters. However, significant challenges remain, such as developing ultra-large icebreakers integrating cutting-edge technology, sustaining continuous investment in research and development, and establishing international technological standards.

These technological innovations are crucial for ensuring the safe navigation of the NSR and enhancing its global competitiveness. Therefore, future investments and international collaboration in technology development are expected to emerge as key strategic priorities to ensure safe operations and enhance the international competitiveness of the Northern Sea Route.

3.2 Modernization of Port Infrastructure and Supporting Facilities

Activation of the Northern Sea Route (NSR) requires more than merely improvements to the maritime route itself. It must also involve comprehensive modernization of port infrastructure, logistics hubs, communication networks, and safety management systems located along its route. Currently, infrastructure modernization efforts are led primarily by Russia, while non-Arctic nations are increasingly demonstrating significant interest in investing and introducing advanced technologies to Arctic port facilities. Such infrastructure developments represent critical factors determining the international competitiveness of the NSR. Achieving these goals requires close collaboration between government bodies and private sectors, supported by strategic, long-term investment plans. Countries must establish integrated logistics systems and real-time safety management frameworks to ensure smooth operation and effective management of the Northern Sea Route.

3.3 Technological Innovation and Harmonization of International Standards

Successful commercialization of the Northern Sea Route (NSR) requires more than mere technological advancements; it necessitates the establishment of widely accepted international standards encompassing navigation, safety, and environmental protection. Technological innovation should be pursued within a framework of international cooperation involving multiple countries and corporations, supported by complementary legislative and institutional frameworks. Harmonizing international standards and improving regulatory measures will play a decisive role in establishing the NSR as a sustainable and safe maritime trade corridor. Joint research initiatives, information sharing, and regulatory flexibility must be actively explored to achieve these objectives.

4. Environmental Challenges and the Necessity for International Cooperation

4.1 Vulnerability of the Arctic Ecosystem and Environmental Risks

As commercial utilization of the Northern Sea Route (NSR) accelerates, the sensitive Arctic ecosystem faces significant environmental threats. The reduction of sea ice is extending the operational period of the route and increasing the frequency of vessel traffic, heightening risks such as pollutant emissions, oil spills, and noise pollution. These environmental threats remain pressing issues requiring concerted international responses. Effective monitoring and regulatory frameworks to protect and preserve the Arctic ecosystem are urgently needed at the global level.

4.2 International Environmental Regulations and Cooperative Framework

For the sustainable development of the Northern Sea Route (NSR), it is essential to strengthen international regulations and promote intergovernmental cooperation on environmental protection. International organizations such as the Arctic Council have played central roles in formulating policies aimed at preserving the Arctic environment and ensuring safe maritime navigation. Concurrently, governments must address environmental challenges by promoting joint research initiatives, technology development, and information-sharing mechanisms, ultimately establishing sustainable transportation systems. Such international cooperation serves as a critical foundation to balance short-term economic benefits and long-term environmental conservation objectives.

4.3 Eco-Friendly Ship Technologies and Sustainable Development

To address climate change and marine pollution concerns, developing environmentally friendly ship technologies is essential. Innovations such as electric propulsion systems, liquefied natural gas (LNG) fuel, and hybrid propulsion sys-

tems are emerging as viable alternatives to reduce reliance on heavy fuel oils, thereby minimizing pollution. Governments and private enterprises should focus investments on research, development, and infrastructure expansion related to these technologies, facilitating the transition of the Northern Sea Route (NSR) into a sustainable maritime trade route. Additionally, commercializing these eco-friendly technologies and establishing international technological standards will significantly contribute to addressing future environmental regulations and safety concerns surrounding the NSR.

5. Future Outlook and Policy Recommendations

5.1 Integrating Short-term and Long-term Development Strategies

The development of the Northern Sea Route (NSR) requires a parallel approach that simultaneously pursues short-term economic gains and formulates long-term strategic plans. In the short term, efforts should focus on maximizing economic benefits through enhanced transportation efficiency, increased cargo volumes, and reduced logistics costs. For the long term, systematic policy measures and international cooperation are essential, particularly in areas such as environmental protection, infrastructure modernization, and technological innovation. Governments, international organizations, and private enterprises need to collaborate across diverse domains—including joint research initiatives, investment, information sharing, and regulatory streamlining—to establish an integrated and comprehensive strategy for sustainable development of the NSR.

5.2 Policy Recommendations

1. Strengthening International Cooperation:

It is essential to enhance cooperation among nations regarding the Northern Sea Route (NSR), including establishing common technological standards and safety regulations. Additionally, regular exchanges of information and collaborative frameworks through international organizations and multilateral forums should be developed to foster systematic cooperation.

2. Expanding Investment in Research and Development:

Increased government and private-sector investment in key areas such as icebreaker technology, eco-friendly ship technologies, and port and infrastructure modernization is necessary. Furthermore, collaborative frameworks among industry, academia, and research institutions should be strengthened to accelerate the commercialization of relevant technologies and the development of international standards.

3. Environmental Protection and Sustainability:

Strengthening international environmental regulations and establishing

effective monitoring systems are vital to preserving the fragile Arctic ecosystem. Research into eco-friendly technologies and comprehensive environmental management policies must be prioritized to ensure the creation of a sustainable transportation system.

4. Legal and Institutional Support:

Creating robust legal frameworks and governmental policies, including international maritime law, safety regulations, and environmental protection legislation, is crucial for the commercialization of the NSR. Rapid amendments to existing regulations and the establishment of international agreements are required to provide robust institutional support.

5.3 Future Outlook

Given ongoing technological innovations and examples of international cooperation, the Northern Sea Route (NSR) has considerable potential to become more than simply an alternative maritime route, positioning itself as a central hub within future global logistics networks. Enhanced transportation efficiency, increased cargo volumes, and the stimulation of related industries through natural resource development are expected to positively transform global trade systems. Additionally, the advancement of the NSR will likely play a significant role in altering international geopolitical dynamics by expanding strategic influence. Amid the balance of cooperation and competition among nations, the Northern Sea Route is anticipated to increasingly gain prominence as a critical maritime corridor for future global trade.

Conclusion

The Northern Sea Route (NSR) is emerging as a critical new maritime pathway capable of overcoming the limitations of traditional routes and realizing both economic efficiency and strategic value. In particular, the NSR is increasingly recognized as a strategically and economically significant maritime transport corridor connecting Asia and Europe. With sufficient technological advancements, infrastructure improvements, and robust international cooperation in environmental protection, the NSR has the potential to dramatically enhance global trade efficiency and competitiveness, ushering in transformative changes to the international shipping and logistics industries. Looking ahead, comprehensive policy support, technological innovation, and expanded international cooperation will play decisive roles in establishing the NSR as a central axis of future global maritime commerce.

This paper integrates diverse perspectives and provides a comprehensive analysis of the realistic challenges and opportunities associated with the NSR. The changes driven by the NSR within the international geopolitical context will extend beyond immediate economic benefits, serving as essential elements of sustainable long-term development strategies and accelerating innovation in global trade and logistics systems. It is therefore imperative that experts and policymakers across various fields collaborate closely to fully realize the NSR's potential and systematically address related challenges.

FRANCE

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Transforming education: new skills for a new era

Thematic vector

The modern world places new demands on humans: the ability for deep concentration, critical thinking, emotional intelligence and communication skills are becoming more important than just memorising information. However, the traditional system of education fails to adapt to these changes (Adamsky, 2024). Let us consider what approaches can help reform education and prepare people to live and work in the digital age.

Preamble

Working as a foreign language teacher and having researched intercultural communication for more than 10 years, I have observed the following trend: in addition to clipped thinking, people have problems with attention, concentration and the ability to hear and listen to each other. Social networks form a model of communication in which everyone is eager to talk about themselves but few people are ready for a meaningful dialogue, much less a polylogue. This leads to increased

social isolation, stress and difficulties in building productive relationships.

Another important problem of modern society is the phenomenon of envy. It can be constructive or destructive. Constructive envy motivates development, encourages a person to improve, learn and reach new heights. While destructive envy can cause aggression, trolling and the destruction of trust in society. In the digital age, where comparing oneself to others has become easier than ever, it is important to learn how to manage these emotions. (Lyusin, Amiraslanova, 2022) The classical education system does not teach us how to interact with each other, manage emotions and think critically. Today, these skills are mostly taught through private courses and individual initiatives, but I think they should be part of the general educational process.

Main hypothesis

The education of the future must include the development of skills necessary for life in today's world:

- Emotional Intelligence – according to research, emotional intelligence (EQ) is key to professional success. Data presented in an article (Trepolsky, 2023) shows that emotional intelligence is the most powerful factor in performance, accounting for 58% of success in all types of work. Experts from the Carnegie Institution of America believe that about 85% of success is related to high emotional intelligence, leadership and communication skills, while only 15% of success depends on professional competencies and specialised knowledge. (How emotional intelligence affects success and why your career depends on it, 2024)
- Conscious communication skills – according to LinkedIn, 91% of recruiters believe that conscious communication and other soft skills play a key role in the future of recruiting and human resource management. (LinkedIn Releases 2019 Global Talent Trends Report, 2019)
- Concentration and attention management – a Microsoft study found that over the past 20 years, the average duration of human concentration has decreased from 12 seconds to 8 seconds. (Maybin, 2017)
- Digital hygiene and information handling – in a world of misinformation and algorithms, it is important to be able to fact-check and critically evaluate sources.

Proposed solutions

1. Integrating soft skills into school and university programmes
   - Introducing lessons on emotional intelligence, communication skills, stress management and digital hygiene.
   - Using game techniques and case studies to teach critical thinking.
2. Personalisation of education
   - Adaptive platforms with AI assistants that adjust the educational process to the individual characteristics of the student.

- Online and offline courses on managing attention and concentration, regulating one's emotions.

3. Creating a global wellness institute (GWI) like the existing Global Wellness institute ((18) Global Wellness Institute: Overview | LinkedIn)

The new Global Wellness Institute is an initiative aimed at monitoring and developing key 21st century skills, including emotional intelligence, conscious communication and stress management. Its mission is to integrate the world's best practices into educational systems, create international exchange programmes and introduce methodologies that promote harmonious personal development. I think this institute should rank schools and universities not only by academic achievements but also by the level of soft skills development in students, and offer immersive educational programmes in the spirit of international exchange.

If we compare the proposed GWI activities with the existing GWI, we can focus on the following factors:

1) Focus on training and development of soft skills

- The existing GWI is mainly focused on health research and wellness industry, promoting wellness practices, physical and mental wellbeing.
- The new GWI will focus on educational approaches, building key 21st century skills: emotional intelligence, conscious communication, focus and digital hygiene.

2) International educational programmes and exchanges

- The existing GWI researches the wellness market and creates reports for businesses.
- The new GWI will offer immersive educational programmes, including international exchanges, immersions and hands-on training in different countries, integrating the best personal development techniques.

3) Evaluating educational institutions based on soft skills

- The existing GWI does not assess schools and universities.
- The new GWI will develop a system to assess educational institutions not only in terms of their academic performance but also in terms of students' soft skills, social intelligence and resilience to stress.

4) Impact on youth policy and social development

- The existing GWI is more focused on the wellness industry and business.
- The new GWI will engage with educational organisations, universities, government and youth bodies to influence government education and wellness strategies.

So the new GWI can become not just a research platform but an educational centre with practical programmes that create new standards of learning and personal development. Moreover, the new GWI can take as its basis the best practices of global education, health and social development from the BRICS+ countries. Hence the following additional initiative: immersive learning, which has already been mentioned in this thesis.

I believe we are at a time when we can learn from each other, taking the best of different places, schools and languages from around the world. Multilingualism is also becoming the norm, and another important question arises: how to build a dialogue in one language in intercultural communication?

Creating the Institute for Happiness and Wellbeing – a specialised body that will monitor skills development at different levels of education and offer immersive school retreats – we will be able to adapt global best practices from BRICS+ countries applicable to reality. An example of this can already be seen in:

- The city of Auroville in India is a city of experimentation established in 1968 as an international community based on the principles of self-development, sustainable living and rejection of the traditional monetary economy (Welcome To Auroville | Auroville, s. d.).
- Capoeira is a traditional Brazilian practice that develops not only physical strength, flexibility and coordination but also promotes harmony between body and mind, improving emotional well-being and reducing stress. This practice can be part of educational programmes that promote harmonious personal development.

Education through travel – linguistic, cultural, gastronomic, ecological and psychological – promotes global best practices and fosters global dialogue. An institute for wellbeing and development, similar to the Global Wellness Institute, could coordinate such initiatives, creating international educational platforms for sharing knowledge and practical skills aimed at harmonious personal development and a sustainable future.

Economic and social effect

1. Economic aspect:
- Future-proofing training: WEF predicts that 50% of jobs will require new skills by 2025 (WEF Future of Jobs Report, 2020).
- Developing soft skills increases productivity and reduces conflicts in work teams.

2. Social aspect:
- Conscious communication reduces anxiety and social conflict.
- Young people are becoming more resistant to manipulation and misinformation.
- Emotional intelligence programmes help reduce depression and social isolation.

Conclusions and expected results

For education to meet the challenges of the 21st century, it is necessary to:

- Include soft skills development in compulsory educational programmes.
- Use modern technologies to personalise learning.
- Evaluate schools and universities not only by academic achievements but also by the level of development of students' emotional intelligence.

• Develop immersive educational programmes based on the best international practices.

These reforms will help prepare the new generation for the challenges of the future, make it more resistant to change and create a society of conscious, harmonious and successful people.

Systemic investment in people is a strategically important step towards harmonious and sustainable development of society in the 21st century.

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MEXICO

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“LOS VALORES: EL VÍNCULO ENTRE EL POTENCIÁL TECNOLÓGICO Y HUMANO PARA IMPULSAR EL DESARROLLO”

El crecimiento económico actualmente tiene un componente tecnológico predominante. Sin duda, los progresos en la tecnología han contribuido a simplificar diversos aspectos de la vida cotidiana y a optimizar los procesos productivos.

Si bien la tecnología ha estado mayormente presente y se ha vuelto gradualmente accesible para la mayoría de la población a partir del año 2000 tras el “boom tecnológico”, tambien se ha vuelto imprescindible para impulsar el desarrollo y las relaciones entre el norte y sur global en busca de un equilibrio para el bienestar de todas las naciones.

Sin embargo, existe un rezago en la calidad de vida de las regiones en cuestión, lo cual da pie a la formulación de la siguiente pregunta ¿Cómo podemos impulsar el crecimiento y desarrollo económico en los países del sur y oriente global?

Creo que sería difícil ofrecer una sola respuesta a este cuestionamiento, ya que se trata de un conjunto de factores estructurales, económicos y sociales que conforman una problemática que requiere de un análisis complejo más allá del propósito particular del presente ensayo. Podemos hacer mención de algunos factores, mismos que contrastan entre los países más desarrollados y los del sur global y que son determinantes dentro de esta problemática: La calidad en la educación,

el interés por el conocimiento, la administración óptima de los recursos naturales, la falta de tecnología, la falta de oportunidades, el crecimiento demográfico, la inversión en sectores clave como tecnología, industria, investigación, la corrupción, el nepotismo, etc.

Lo anterior es tan solo una descripción parcial del problema, pero ¿cómo podemos aproximarnos a su solución? ¿A caso no hay otra salida más allá de la tecnología y las relaciones que se mantengan en función del norte global?

Para tratar de resolver estos cuestionamientos considero importante comenzar por identificar algunos conceptos básicos y particularmente útiles para la comprensión de los procesos que vivimos en la actualidad, para tratar de entender el origen de la problemática que afecta las relaciones de intercambio entre las naciones, dejando a un lado las categorías para adentrarnos en la manera en la que estas relaciones humanas se consolidan.

El humano como tal ha escrito su historia surcando mares y continentes, por medio de las artes y la ciencia, siempre haciendo nuevos descubrimientos, pero nunca lo ha hecho solo, se ha apoyado en la relación que mantiene con sus semejantes ya sea por afinidad o casualidad, mediante la cooperación, creando con el tiempo relaciones más complejas hasta lograr trascender las fronteras geográficas para construir relaciones de carácter interinstitucional, internacional, etc.

Pero ¿qué es lo que motiva originalmente esta relación? Considero que el fundamento principal es generalmente perseguir un interés, un objetivo en común, una situación de mutuo beneficio, aunque también existen aspectos menos "mecánicos" que complementan nuestras relaciones, las hacen perdurables, estables, las fortalecen. Se trata de los valores humanos como normas y principios que guían la forma de actuar, ser y pensar de los propios individuos y consecuentemente de las sociedades que ellos conforman, algunos de estos valores se pueden identificar mediante los siguientes conceptos: respeto, consideración, responsabilidad, honestidad.

Esto que nos hace HUMANOS en la práctica, o en otras palabras "la ética" es el conjunto de valores que rigen nuestra conducta y que en contraste con la tecnología han estado presentes en las relaciones humanas desde tiempos inmemoriales.

Sin lugar a dudas, otro de los componentes de las relaciones humanas son las relaciones de jerarquía, inherentes a las condiciones naturales pues están pre-

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1 According to philosopher Alexander Dugin, the multipolar world is a radical alternative to the unipolar world, led by the collective West as a result of the end of the Cold War. Multipolarity calls for a world in which there are diverse centres or poles of decision-making that are equipped economically, spiritually, and materially to not accept the universalism of Western standards, norms, and values, and which enjoy independence to determine their own path to development, as well as to relate to others in a pluralistic world (Dugin, 2017).

sentes incluso en el reino animal. Sin embargo, existen casos en que los principios morales prevalecen sobre este paradigma y me aventuro a decir que esto es lo que aparentemente nos diferencia de los animales ¿es correcto?

Hasta este punto no es necesario aludir a la antítesis de los valores humanos ya mencionados puesto que es algo fácil de identificar y que innegablemente experimentamos con mayor frecuencia como personas, lo cual es algo preocupante en la actualidad. La relativa facilidad con que hacemos las cosas día con día ha terminado en muchos casos suplantando nuestra creatividad, nuestra capacidad de discernimiento, de razonamiento, pareciendo que, en lugar de progresar en algunos aspectos muy importantes vayamos en retroceso, ya que sería algo hipócrita afirmar que nuestra evolución se fundamenta solamente en los avances tecnológicos obtenidos a la fecha.

La dificultad de nuestro presente, en este caso, es pensar en nuestros semejantes y es entonces donde deberíamos preguntarnos ¿por qué no esforzarnos por retomar las virtudes que nos definen como seres humanos? ¿por qué no hacer lo correcto? Elegir hacer lo correcto es, sin entrar en debates filosóficos, elegir el BIENESTAR COMÚN a través de la COOPERACIÓN.

Está por demás mencionar que se han hecho innumerables esfuerzos por fomentar la cooperación a través de acuerdos de carácter internacional tras la creciente integración regional, ya que existe un grado importante de cooperación en materia de intercambio cultural, tecnológico, económico y educativo entre países del norte y sur, pero ¿Qué nos falta para detonarlos? ¿Cómo se asocian los valores humanos con el potencial económico y con el desarrollo de la economía mundial? Realicé dichas preguntas a una inteligencia artificial a lo que ella respondió así:

"Los valores humanos y el potencial económico están profundamente interconectados, ya que los valores que predominan en una sociedad pueden definir su comportamiento y por consecuencia directa su desarrollo económico. A medida que la economía mundial evoluciona, los valores también se transforman, afectando la forma en que se producen, intercambian y consumen bienes y servicios."1

Como podemos ver, las nuevas invenciones y tecnologías han simplificado nuestra vida e incluso nos sirven como apoyo en busca de respuestas a interrogantes complejas.

Pero entonces ¿Que es más importante? ¿La tecnología como un proceso automatizado que garantice la producción en masa y el crecimiento económico? o ¿los principios morales que hemos de adquirir como individuos?

Nuestra tarea será encontrar un balance entre ambos.

A falta de tecnología propiamente desarrollada en los países del sur global, podemos comenzar por esto, por fortalecer la educación primigenia desde casa, despertando nuestro interés por el mundo, el respeto y la consideración, que anulan el egoísmo en su forma más básica.

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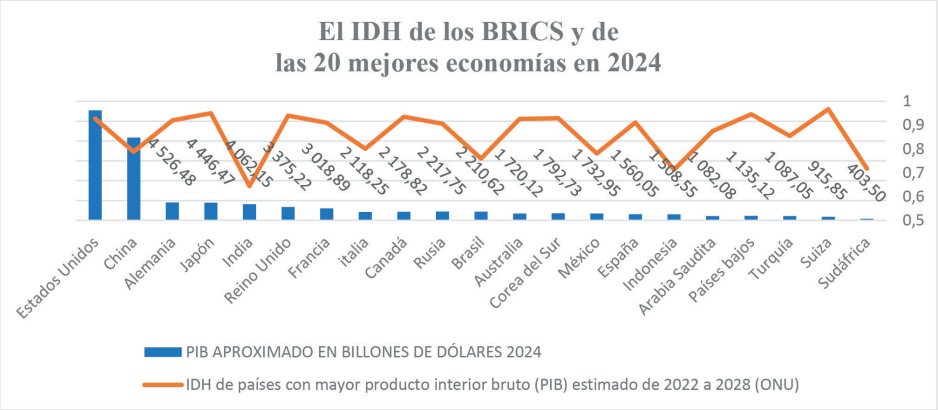
1 Respuesta de ChatGPT en su versión gratuita.

La tecnología es una herramienta sumamente importante que nos brinda oportunidades de desarrollo inimaginables, muchas de las cuales se han logrado ya, pero para preservar y fortalecer a la sociedad y a los pueblos también necesitamos valores que en un futuro se distingan de la siguiente manera: ética y transparencia en la economía, cultura de esfuerzo y educación, cooperación y sentido de comunidad, respeto por los derechos humanos y equidad, sostenibilidad y responsabilidad social, mentalidad de innovación y adaptabilidad.

Si asociamos la calidad de los valores a la calidad en la educación y por ende al crecimiento y desarrollo económico, al comparar las estadísticas obtenidas sobre el índice de desarrollo humano (IDH) que es un indicador que considera factores como la esperanza de vida, la educación y otros como ingreso per cápita para conocer el grado de desarrollo de cada país2; y el PIB como un indicador que hace referencia al crecimiento económico, podemos apreciar lo siguiente; siendo el PIB aproximado de Estados Unidos y China de 27,741.12 y 20,881.37 billones de dólares, respectivamente3.



Con base en la información presentada en la gráfica, podemos concluir que la educación contrasta con la estructura y tamaño de las economías ya que, a pesar de existir un nivel aceptable de IDH en ciertos países, el crecimiento económico es contrastante o no necesariamente superior a otros con un nivel de IDH distinto, por lo cual asociamos el crecimiento económico al tamaño de las economías, y a la educación como un elemento que puede contribuir a resolver la problemática estructural que obstaculiza el desarrollo de los países del sur global.

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2 El índice específico para cada país puede encontrarse en la tabla del anexo 1 al final del presente documento, donde la escala es la siguiente: 0,800-1,000 muy alto. 0,700-0,799 alto. 0,550-0,699 medio. 0,350-0,549 bajo.

3 Elaboración propia con datos de es.statista.com y un.org.

Es así que después de esta revisión entendemos a los valores humanos como la base para construir sociedades más prósperas, justas y sostenibles. Sin ellos, cualquier avance económico o tecnológico corre el riesgo de ser desigual, ineficiente o insostenible en busca del desarrollo.

En un sentido algo metafórico, no podemos dejar que la tecnología se ocupe de nuestro trabajo, esperando obtener de esta solo el crecimiento económico.

Pude haber preguntado a una IA por un ensayo completo acerca de los valores una vez elegido el título, pero decidí escribir este ensayo por mi propia cuenta.

En nuestra decisión está el futuro de las naciones.

Anexo 1:

TABLA DEL INDICE DE DESARROLLO HUMANO DE LOS BRICS Y LAS 20 MEJORES ECONOMÍAS.

PAÍS	PIB APROXIMADO EN BILLONES DE DÓLARES 2024	IDH de países con mayor producto interior bruto (PIB) estimado de 2022 a 2028 (ONU)
Estados Unidos	27,741.12	0.927
China	20,881.37	0.788
Alemania	4,526.48	0.92
Japón	4,446.47	0.95
India	4,062.15	0.644
Reino Unido	3,375.22	0.94
Francia	3,018.89	0.91
italia	2,118.25	0.801
Canadá	2,178.82	0.935
Rusia	2,217.75	0.906
Brasil	2,210.62	0.76
Australia	1,720.12	0.926
Corea del Sur	1,792.73	0.929
México	1,732.95	0.781

España	1,560.05	0.911
Indonesia	1,508.55	0.713
Arabia Saudita	1,082.08	0.875
Países bajos	1,135.12	0.946
Turquía	1,087.05	0.855
Suiza	915.85	0.967
Sudáfrica	403.50	0.717

Fuente: elaboración propia con datos de:

- https://es.statista.com/estadisticas/598885/pib-de-los-paises-brics/
- https://es.statista.com/estadisticas/600234/ranking-de-paises-con-el-producto-interior-bruto-pib-mas-alto-en/
- https://datosmacro.expansion.com/paises/grupos/naciones-unidas

MOZAMBIQUE

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Ensuring global economic growth: investing in human capital and economic space connectivity to expand the global economy

1. Introduction

Global economic growth is directly related to investment in human capital and technological connectivity. Peripheral countries face structural problems hampering their development but knowledge accumulation, innovations and emergence of technologies might change the situation. Moreover, involvement of states in the global economy has contributed to a deteriorating legal situation for workers, so development of labour laws has had to be adapted to the transforming global economy, which has led to instability in labour relations in a number of countries[1]. At the same time, structuralist theory stresses the importance of reducing inequality

[1] Oliveira, Brenda. O dilema do Estado brasileiro em face da estratégia global de flexibilização das normas de trabalho: Inserção na economia globalizada x risco do rompimento da sociedade de bem estar. [s. l: s. n., s. d].

and promoting technical progress in order to span this economic gap[2]. This article considers the interdependence between investment in human capital, connectivity of the economic space and innovation as central factors underpinning the global economy in view of the need to create a sustainable and inclusive economic growth model.

2. Interdependence between knowledge and innovation

Integration of cross-domain knowledge contributes to development of new technologies and solutions that meet global needs. Innovations play a crucial role in economic transformations, allowing societies to pursue technological development and improve their competitive position. So, research and technological development are a driving force behind economic growth, stimulating emergence of new business models and market opportunities.

In this context, universities play a central role, acting as centres for accumulation and dissemination of knowledge. They contribute to the exchange of ideas, carry out applied research and collaborate with companies in developing innovation-based solutions. So, partnerships between universities, the private sector and society enable creation of innovation-based ecosystems, which strengthen global competitive standing and contribute to sustainable development.

3. The role of economic space connectivity

Economic space connectivity makes it possible to disseminate knowledge and strengthen global production networks. Indeed, digital access improves economic opportunities, allowing local businessmen to access international markets [3]. Connectivity of economic space encourages cooperation between different sectors, strengthening markets and contributing to more inclusive growth.

Universities thus play a strategic role in this process: they stimulate research, build partnerships with companies and contribute to establishment of innovation-based startups[4]. Digitisation of services and strengthening of the technological infrastructure are required to provide small enterprises and unofficial workers with an opportunity to become part of the global economy. Additionally, digital integration lowers social and economic barriers, providing more equitable access to opportunity.

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[2] Queiroz, Julia. Desenvolvimento econômico, inovação e meio ambiente: a busca por uma convergência no debate. Rio de Janeiro, 2011. pp. 144-150.

[3] Alves, Eliana & Bianchi, Cintia. O pensamento complexo de Edgar Morin e a religação dos saberes. Doi:https://doi.org/10. 23925-4807. 2021i9pp:80-96

[4] Hugo, Varejão. Um novo modelo de incubação: importância da cooperação Universidade incubadora. Porto, 2013.

4. Globalisation's effect on economic development

Globalisation has changed the global economic dynamics and increased interdependence between countries. Involvement of developing countries in international production chains requires implementation of innovations and a strategic industrial policy. At the same time, economic liberalisation can cause social problems, such as lack of employment guarantees and greater inequality.[5]

So, a government policy aimed at improving professional qualifications, social security and encouraging R&D is required if globalisation is to benefit all of society. In this sense, universities play a crucial role by providing specialised knowledge, training specialists and cooperating with the manufacturing sector in seeking solutions that contribute to global economic development.

5. Sustainability as a foundation for economic development

Sustainable economic growth depends on implementation of environmentally responsible practices. Introduction of technological innovations must not run counter to the principle of sustainable development to preclude economic progress from endangering natural resources. A green economy based on low-carbon solutions opens up new employment and income opportunities while reducing environmental impact.[6]

Policies to stimulate a circular economy, renewable energy and clean technologies must be developed in order to strengthen a sustainable and viable growth model. Companies that pursue sustainable development strategies gain a competitive advantage, as consumers and investors are paying increasing attention to environmental aspects.

In this sense, universities also play a key role in ensuring sustainable development by contributing to research into renewable energy, developing technologies and training skilled specialists for work in this sector. Integration of innovations, sustainable development and the digital economy can, therefore, guarantee a more favourable and environmentally balanced future.

6. The role of governments in global economic growth

Governments play a fundamental role in regulation and encouragement of sustainable economic growth. They may develop policies that encourage inno-

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[5] Ver: Oliveira, Brenda. O dilema do Estado brasileiro em face da estratégia global de flexibilização das normas de trabalho: Inserção na economia globalizada x risco do rompimento da sociedade de bem estar.

[6] Queiroz, 2011, pp. 144-150.

vations, stimulate partnership between public and private companies, and raise the skill levels of the workforce, while modernised industrial policies and balanced macroeconomic strategies allow countries to strive more efficiently for technological progress and higher labour productivity. Moreover, it is important for economic policies to align with long-term planning that contributes to sustainable and inclusive growth.[7]

Macroeconomic stability combined with tax concessions and infrastructure investment are of the utmost importance for attracting foreign capital and stimulating development [8]. Additionally, cooperation between the public and private sectors could accelerate technical progress and ensure that economic transformations are intended to benefit all of society. Governments must also take steps to reduce inequality between regions and promote digitalisation for ensuring balanced economic growth.[9]

Alongside governments, universities play an important role in development of science-based government policies. They contribute to creating guidelines that encourage innovation and help develop economic strategies based on the principles of inclusivity and sustainable growth.[10]

7. Conclusion

Investment in human capital through education, professional training and access to digital technologies, coupled with increasing economic space connectivity and implementing innovations, is a determining factor not simply for ensuring economic growth but also for global economic expansion. A balance between economic growth, technological innovation and sustainable development is required to build a more inclusive, efficient and viable economic model.

The future global economy will depend on countries' ability to develop strategies that increase the value of knowledge, contribute to equal opportunity and guarantee responsible use of natural resources. In this context, universities are becoming strategic institutions that stimulate research, training of talented specialists and technological innovation. So, the interrelation between human capital, economic space connectivity and innovation, as well as the role of universities and governments, is a mainstay of durable and long-lasting global economic growth.

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7 Ver: Blog Scielo em perspectiva. Política Industrial e divisão internacional de trabalho. Disponível em https://www.scholar.google.com.br. Acessado à 13 de Fev, 2025.

8 Dias, Eduardo. Expansão da economia colaborativa e necessidade de uma economia sustentável. [s. l: s, n], 2016, pp: 32-34.

9 Dupas, Gilberto. A lógica econômica global e a revisão do welfare states: urgência de um novo pacto. [s. l: s. n., s. d].

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MEXICO

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Investment in Human Capital

1. Introduction

This paper aims to offer a comprehensive analysis of investments in human capital that stem from the modern economic theory underpinning labour market dynamics. This theory is of relevance because it guides societal management of opportunities and solutions for advancement.

Human capital is a crucial concept in the modern economy, encompassing the knowledge, skills, experiences, and abilities that individuals possess, which can be utilised to create economic value. Additionally, according to the World Bank, human capital is vital for enhancing people's well-being by boosting productivity, promoting inclusive economic growth, reducing poverty, and increasing resilience to crises (World Bank).

This concept, developed by theorists such as Gary Becker, Theodore Schultz, Jacob Mincer, James Heckman, and Robert Lucas, has gained relevance in recent decades due to its pivotal role in driving economic growth and sustainable development. This paper will explore the definition of human capital, its components, its importance to the economy, and the impact of investments in this area on eco-

nomic progress. Additionally, it will analyse its components, significance, and the practical implications of these insights for policymakers and stakeholders.

2. Human capital: definition and components

Human capital is defined as the economic value individuals gain through their skills, knowledge, education, health, and experience. These components are crucial for understanding how people contribute to economic growth. While there are various definitions of human capital, the phrase "our employees are our greatest asset" oversimplifies the concept, as noted by the Revista Latinoamericana de Administración (2012).

Several authors, including Alama (2008), view human capital as the collective knowledge and skills of an organization's members, which enhance productivity and contribute to value creation for the company. Examples of this type of capital include a researcher who develops innovative medicine or a plant manager who optimises production cycles (Revista Latinoamericana de Administración, 2012).

In essence, human capital encompasses the valuable and useful knowledge that individuals accumulate through education and training, including innate abilities and talents, as well as education and skills. Becker (1964), a pioneer in human capital studies, argues that investments in education and training enhance individual productivity, thereby increasing their economic value.

Schultz (1961) emphasises the significance of education and health as key investments in human capital, highlighting their essential role in driving economic growth. Similarly, Mincer (1974) examines the connection between education, work experience, and earnings, demonstrating that investments in human capital directly influence wage levels.

Heckman (2014) has conducted extensive research on human capital, emphasising the importance of early childhood investments and arguing that early interventions yield substantial economic and social returns. Lucas (1988) integrated human capital into economic growth models, underscoring its role as a key driver of development. Consequently, many scholars regard human capital as the most critical resource for organisations.

3. Significance of human capital in economic development

Economies that prioritise investments in education, health, and training often achieve higher levels of innovation, productivity, and competitiveness. According to Robert Lucas's endogenous growth theory (1988), human capital plays a pivotal role in driving technological advancements and facilitating the spread of knowledge, which are essential for sustained long-term growth. Furthermore, human capital helps reduce social and economic inequalities by equipping individuals with the tools needed to improve their living conditions.

During the period between 1959 and 1963, Schultz, the father of the economics of education and a pioneer in human capital theory, emphasised that education should be viewed as an investment rather than a consumption expense.

From Schultz's perspective, "by investing in themselves, people can enlarge the variety of available possibilities. It is one way free men can enhance their welfare." According to Schultz, a worker entering the productive system contributes not only their physical strength and natural ability but also a wealth of knowledge gained through education (Pons Blasco, 2004; Quintero, 2020).

In 1958, Mincer showed significant interest in how on-the-job learning enhances individual income levels. When an individual chooses to pursue further education, they temporarily delay earnings, which ultimately leads to future wage differentials.

Individual knowledge, unless it is codified and transformed into organisational knowledge, will not yield results. Simply having brilliant employees is insufficient; it is necessary to structure and support them within the organisation to maximise their potential (Bontis, 2000).

Consequently, a well-designed personal training policy is necessary, as it serves as a strategic factor in generating human capital.

4. Investment in training

Investing in personal training enhances a worker's marginal productivity and competitiveness in the market, leading to higher wages that reflect their advanced training level. Pursuing further education and professional development involves costs, which would otherwise limit demand due to the perceived low value of education if these investments were not made. The costs include the time devoted to training, the student's effort, the instructors' time, and the materials used. The nature of the training determines both the time required and the expenses incurred (Quintero, 2020).

Training manifests in two forms within the system: general and specific training. General training is provided in the workplace and enhances the future marginal productivity of the worker not only within the current firm but also across other potential employers in the market. In contrast, specific training is characterised by significantly increasing the marginal productivity of the firm that provides it, often to a greater extent than firms that do not offer such training. This means that specific training may only increase labour productivity within the firm that provides it (Quintero, 2020).

Rapid advancements make it increasingly essential for workers to acquire new knowledge and skills. Companies now want employees who possess not only competencies and positive attitudes but also mental agility that helps them to think systematically in a highly dynamic environment (Bontis, 2002; Quintero, 2020).

The primary objective of training is to enhance worker's performance, leading

to a more efficient use of available resources and facilitating the achievement of organisational goals. However, training should not be viewed as an end in itself but rather as a tool to improve the competitiveness of organisations or companies (Revista Latinoamericana de Administración, 2012).

5. Conclusions

The study demonstrates that governments must prioritise investments in education and healthcare to stimulate economic growth. Additionally, public policies should focus on addressing inequalities in access to these investments, particularly during early childhood.

Undoubtedly, human capital plays a crucial role in economic growth and development. Investments in education, health, and training benefit not only individuals but also the broader economy. This essay demonstrates a positive correlation between investments in human capital and economic performance, aligning with the theories of Becker, Schultz, Mincer, Heckman, and Lucas, among others.

Future research should investigate areas such as the impact of digital technologies on human capital, the role of human capital in the green economy, and regional variations in the effectiveness of human capital investments. This could offer valuable new insights into strategies for enhancing economic growth in an ever-changing world.

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The role of values and tradition in the population protection policy

Preamble. Virtually all developed and less developed countries in the world experience demographic problems, such as shrinking and ageing populations, declining birth rates, falling marriage rates and rising divorce rates. Unfortunately, Russia and the Republic of South Ossetia (RSO) are no exception. We can observe the above trends in both countries. At the same time, we can see that in some other countries, as well as in the regions of Russia where national and religious traditions and values are still strong, on the contrary, the birth rate and the number of marriages are on the rise. The Russian government is providing all possible material support and taking social measures to increase the birth rate, but, as we can see, all this is not enough to improve the situation radically.

TASS reported a statement by Elena Mikhailova, advisor to the general director of the All-Russian Centre for Public Opinion Research (VCIOM), who said: "The ratio of divorces to marriages reached its highest level: for every eight divorces there have been ten new marriages." According to Elena Mikhailova, behind these statistics is a systemic trend associated with the decline in the value of the institution of official marriage. "We are now the attempts by citizens to manipulate the

marital status in order to receive social support from the state," she explained [1]. Russia is leading in terms of divorce: according to the Forbes data, Russia is the world's third country with the highest divorce rate. We have 3.9 divorces per 1,000 people a year. Only Kazakhstan (4.6) and Maldives (5.52) have more [2]. And this is despite the fact that 2024 was declared the Year of the Family in Russia.

The increase in the number of divorces compared to the number of marriages is presented in Figure 1 below, based on VCIOM's data [3].

Fig.1. The number of marriages and divorces in Russia from 2014 to 2023

Year	*Number of marriages*	*Number of divorces*	*Number of divorces per 10 marriages*
2014	1 225 985	693 730	5,65
2015	1 161 068	611 646	5,26
2016	985 836	608 336	6,17
2017	1 049 735	611 436	5,82
2018	893 039	583 942	6,53
2019	950 167	620 730	6,53
2020	770 857	564 704	7,32
2021	923 550	644 209	6,97
2022	1 053 756	682 850	6,48
2023	945 995	683 796	7,22

The main reasons are shown below, based on the VCIOM data (Fig.2).

Fig.2. Main reasons for divorce in 2024

The worst demographic processes are taking place in the RSO. Here are some official statistical data from 2019 to 2023. It should be noted that according to the USSR census in 1989, the population of the South Ossetia Autonomous District in 1989 was 99,000 people [4], of which urban population was 50,000 people. So, since the collapse of the USSR the population of South Ossetia has almost halved as a result of military campaigns.

The RSO's key demographic indicators for the last five years are given in Table 1 below, based on the data of the Statistical Department of the Republic of South Ossetia [5].

Table 1: The RSO's key demographic indicators for the years 2019 to 2023

Key indicators	2019	2020	2021	2022	2023	Increase from 2019 to 2023 (%)
Number of available population, people	57,095	56,405	56,520	56,263	56,692	-0.7
including:						
Men	28,033	27,891	27,735	27,709	27,969	-0.2
Women	29,062	28,514	28,785	28,554	28,723	-1.2
Share in the total population, %						
Urban	58.7	60.2	60.6	66.5	68.0	15.9
Rural	41.3	39.8	39.4	33.5	32.0	-22.6
Natural increase (+), decrease (-) of population, people	-11	73	-118	-153	-64	
Out of the total population aged:						
Younger than working age - total	13,431	13,655	13,862	11,308	11,463	-14.7
Of them: men	6,919	7,070	7,103	5,801	5,925	-14.4
women	6,512	6,585	6,759	5,507	5,538	-15.0
Working age - total	32,095	32,078	32,402	30,687	31,588	-1.6
Of them: men	16,116	16,103	16,172	16,439	17,028	5.7
women	15,979	15,975	16,230	14,248	14,560	-8.9
Older than working age - total	10,517	10,672	10,256	14,268	13,641	29.7
Of them: men	4,489	4,718	4,460	5,469	5,016	11.7
women	6,028	5,954	5,796	8,799	8,625	43.1
Number of pensioners (at the end of the year), people	4,679	4,976	5,388	5,655	6,003	28.3

As we can see from Table 1, the RSO population stood at 56,692 in 2023, which is 0.7% less than five years ago in 2019.

The decrease in population is due to high mortality, which is largely associated with the COVID epidemic.

The number of males is slightly smaller than the number of females, which is quite natural for most countries, especially in the post-war period.

Along with the decrease in population, the share of the Republic's urban residents is rising. According to Table 1, while the share of the RSO's urban population was 58.7% in 2019, it increased by 16% to 68% by 2023. This points to the desertion of the Republic's villages due to both migration to the city and natural decline. A quick survey of school leavers in rural areas has shown that none of them planned to remain in their villages but rather they wanted to move to the city or leave the RSO for Russia.

As regards data on birth and death rates for the previous year, the reporting situation in the RSO is ambiguous and specific, related to the peculiarities of regional development and close co-operation with Russia.

Table 2 below shows the birth and death rates of the RSO population for the last five years.

Table 2. Birth and mortality rates, natural increase (loss) of population

Indicators	2019	2020	2021	2022	2023	Increase from 2019 to 2023 (%)
Born	496	492	482	439	414	-16.5
Died	507	419	600	592	478	-5.7
Natural increase, loss	-11	73	-118	-153	-64	
Marriages	182	136	158	138	133	-26.9
Divorces	56	60	104	101	123	119.6 (by a factor of 2.2)

As we can see from Table 2, over the past five years, from 2019 to 2023, the number of births decreased by 16.5% while the number of deaths decreased by only 5.7%. It should be noted that the number of deaths before this year was most often higher than in the previous year.

The number of marriages declined by 27% over the five years, from 182 in 2019 to 133 in 2023, while the number of divorces climbed by a factor of 2.2: 56 divorces in 2019 and 123 divorces in 2023.

The dynamics of marriages and divorces are visualised in Figure 1 below.

Fig.3. Marriages and divorces in the RSO from 2019 to 2023

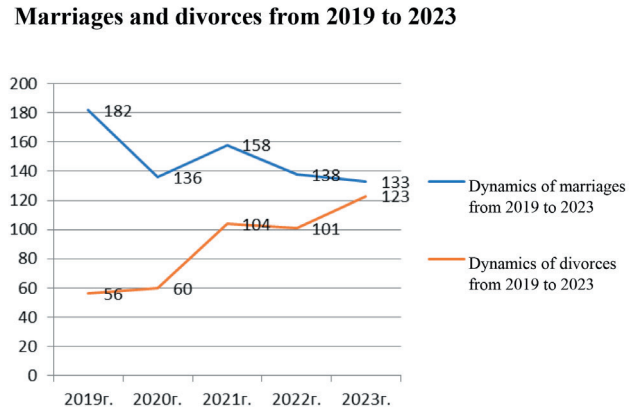

Figure 1 clearly shows an extremely negative trend of rapidly accelerating increase in the number of divorces and decrease in the number of marriages. The curves of these indicators practically merge. Unless no prompt measures are taken, the number of divorces, exceeding the number of marriages, will also continue to skyrocket, leaving behind the number of marriages.

In general, the trend of growing divorce rates is observed in most countries of the world and is a serious problem, but for our small nation it will certainly have extremely negative consequences.

As to the reasons behind the rising number of deaths, there is clearly an increase in the number of deaths during the COVID epidemic and its aftermath in the following years, that is, until today.

If we look at the data in Table 1 on the changing number of pensioners over the five years, we can observe a clear increase from year to year. In 2019, the number of pensioners was 4,679 people, and the figure was increasing from year to year reaching 6,003 people in 2023 – up 28.3% over the five years.

Along with the increase in the number of pensioners, the number of able-bodied population has been decreasing from year to year. According to Table 1, in 2019, the number of able-bodied population was 32,095 people, and it declined by 1.6% over the five years to 31,588 people.

The number of the population over working age is also rising. According to Table 1, in 2019, the number of people over working age stood at 10,517, and by 2023, their number increased by 29.7 % to 13,641. Coupled with the growing number of pensioners, these data show that there is a rather rapid ageing of the population.

From year to year, the number of people under working age is also falling. According to Table 1, their number was 13,431 in 2019, and over the five years it dropped by 14.7% to 11,463 in 2023.

The above data on the dynamics of the number of different age groups points to a rapid ageing of our population.

If we compare the main social indicators of the Republic of North Ossetia – Alania (RNO-Alania) and the Republic of South Ossetia, we can see the following results (Table 4). The minimum subsistence level in the RSO [6] is 18% higher than in the RNO-Alania [6], which means that our prices are higher than in the RNO-Alania. The minimum wage in Russia is 22,440 roubles, while in the RSO it is 13,242 roubles, which is 41% lower. In 2024, the minimum wage in Russia was raised to 19,242 roubles, driving the difference to 31.2%. The average salary in the RNO-Alania [7] in 2024 was 65,020 rubles, against 30,318 roubles in the RSO, which is 2.1 times lower. The average size of pensions in the RNO-Alania in 2024 was 17,841 roubles, against 8952 roubles in the RSO, which is 2 times lower.

Table 4. Comparative socioeconomic indicators of the RNO-Alania and the RSO for 2023

Indicators	RNO-Alania	RSO	(RNO/RSO) %
Minimum subsistence level for 2024 (RUB)	15,960	18,837	-18%
Minimum wage in Russia for 2025 (RUB)	22,440	13,242	41%
Average salary for 2024 (RUB)	65,020	30,318	2.1 times
Average pension for 2024 (RUB)	17,841	8,952	2 times

As can be seen from Table 4, the demographic situation in the RSO is also negatively affected by the lower welfare of the population than in the neighbouring regions of Russia, and in particular, in the sister republic of North Ossetia-Alania.

The Republic of South Ossetia has elaborated the Development Strategy of the Republic several times, but they remained unrealised due to their detachment from reality. Obviously, it is necessary to elaborate a real Development Strategy and put its goals and objectives into practice. I would like to emphasise that the South-Ossetian Scientific Research Institute has the necessary scientific works on the main areas of development of the national economy sectors. The cornerstone of the Strategy should be the demographic policy, which we are yet to develop.

We should also take into account that as a result of military actions against the people of South Ossetia by Georgia in 1922 and 1990–2008, the population of the former almost halved. A state whose population was reduced twice in one century as a result of military aggression still lacks its own state demographic policy – this is unacceptable.

Based on all of the above, the future Strategy should establish mechanisms to significantly improve the demographic situation in Ossetia.

In addition to material incentives, measures to strengthen national traditions and values, as well as the Orthodox faith, should be the main conditions for developing mechanisms aimed at improving the demographic situation in South Ossetia, as they have served as reliable tools for strengthening family values. For this purpose, national propaganda should be organised through the media, education and social systems to promote the above-mentioned values from childhood onwards.

Demography is the sphere of public life that deserves priority attention since not only the economic prosperity of the state but its very existence depends on the number of population [8].

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RUSSIA

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Traditions of education in children's camp activities

Preamble

The sphere of children's recreation and health improvement has always been considered as investment in the future of the country. This is why so much attention is now being paid to this area at all levels of state and public administration. The sphere of recreation and health improvement is acknowledged as a subject of economic activity, social institution of education of the younger generation, and system of professional development of beginning teachers.

Under these conditions importance of educational activities increases further. It becomes a priority. The need for spiritual, moral, civic, and patriotic education of the younger generation follows from the very essence of this process. What should be the ideology of education in order to correspond to the general direction of social development in modern Russia?

In our opinion, solution of the problem is to return to the activities of children's camps active means of children involvement in collective creative activities in their multi-aspect, multi-factorial influence on development of the personality of a child, teenager, and young man. Secondly, analysis and restoration of the pre-

vious experience of children's camps that is associated with traditions of collective education based on the ideals of one's own people, small motherland, culture, and folk art, i.e. what is now called patriotism.

The lack of high ideals in society caused the lack of spirituality. The universal means of forming of ideals is the people. High ideals result from the efforts not just of one person, but of a conciliar, collective creative genius of the people. These highest achievements are reflected in spiritual culture, in particular, in folk culture. To a certain extent, folk culture is the expression of the people's spirit, expression of meanings, relations, and moral forms.

The most important tasks of raising children include development of the sense of beauty, formation of aesthetic tastes, ability to understand and appreciate works of art, the beauty and richness of one's native nature and culture of one's own people, in which special place is occupied by folk art, as it is in folk art that the roots of the way of life and the people themselves are found. Special attention is paid to development of creativity in various activities.

When introducing children to the surrounding world, teacher shall not only provide particular information, but also inspire humane and aesthetic feelings in the child's soul. V. A. Sukhomlinsky wrote: "A man became a man only when he saw the beauty of evening dawn and tiny clouds floating in the blue sky, heard singing of a nightingale, and experienced admiration for the beauty of space. Since then, thought and beauty have gone hand in hand elevating and magnifying the man. However, such ennoblement requires great educational efforts." This is why one of the areas of work at children's camps is associated with development of the sense of beauty in children.

Changes that took place in Russia, as well as replacement of previous ideological guidelines with new ones encourage us to rethink the essence of the pedagogical component of children's camps activities in modern Russia, the role and place of education in their work. Today, the main thing is to revive in children's environment of a camp the sense of true patriotism as the most important spiritual, moral, and social value, to form in a young person active civic, socially significant qualities that they will be able to demonstrate in creative process. Achievement of this goal requires solving of a number of tasks.

Civic Chamber of the Russian Federation began to discuss draft Strategy of Education Development in the Russian Federation through 2030. Updated strategy is a comprehensive document that has no priority or secondary sections as all of them are interconnected and of high importance for arrangement of efficient educational work with Russian children and youth at schools and in society in general. Expected results of the Strategy implementation include improved prestige of family and multi-child parenting, continuity of generations, maintenance and strengthening of traditional Russian spiritual and moral values in our society.

All-Russian Children's Center "Orlyonok" opened on July 12, 1960, in the era of the democratic reforms of early 1960-s, as a kind of school for teenager leaders

of Pioneer and Komsomol organizations. Hundreds of scientists and employees of this unique Russian corner for children significantly affected formation of the system of its educational activities.

Over the years of its existence, it has welcomed about a million of children, teenagers, and young people. Today, many alumni of "Orlyonok" participate in democratic reforms in Russia, work in government bodies, Federal Assembly, as well as scientific and cultural centers of the country.

A special role in the system of educational activities of "Orlyonok" is played by the laws and traditions of collective life, joint creativity, individual expression and demonstration of one's capabilities among both children and adults: kind attitude towards people, towards the song; traditions of the camp counselors' detachment as the bearer of the camp's spirituality; tradition of "Orlyonok" campfire as a form of analysis of collective and individual life of the children at "Orlyonok"; chants, legends, games, etc. Of course, laws and traditions are not frozen moral ideals. They are united by cooperation between children and adults. We consider this comprehensive category as the main tool for implementation of all educational programs. During a shift, any teenager comes under the influence of more than 40 such programs, in which all aspects of cooperation are manifested.

In order for teenagers to be able to efficiently use their abilities in future it is necessary to help them today to reach such level of social maturity that will determine their need for development of their leadership qualities and taking of an active life position. This task can be solved only by combined efforts of all experts working with children.

In the context of modern childhood, which, on one hand, became much more active in its assessment of the surrounding world in general, and, on the other hand, more infantile in terms of social orientation, relations within children's community are qualitatively changing. In particular, this is associated with the fact that today structures that ensure formation of children's society are reduced to the minimum.

Creative environment of “Orlyonok,” its traditions and laws, special attitude towards the child, towards any person stepping on the land of “Orlyonok” are conscious and aimed at respect and care for everyone, as well as trust in their inner world and uniqueness. On one hand, their implementation in real life of a children's camp ensures trust, openness, comfort, and security of the participants of joint activities, on the other hand, it demonstrates ethical and cultural values of human interaction. Any collective activity of teenagers is a humanitarian practice for a developing personality, if this activity is based on universal principles of interaction and cooperation between people. Traditions of cooperation seem to say to everyone: “Do not harm others with your behavior and actions, and you yourself will be protected in life!” If the rules are not set, they are born in the teenage environment on their own and are not always positive in nature, as they are brought in from the stereotypes of the childhood subculture that is sometimes cruel and affective.

In our opinion, institutions of additional education for children, and children's camps belong to this type of educational institutions, shall develop folk art and creativity that concentrates in itself the deep experience of people from different generations and eras and can be a good stimulus for all aspects of the child's spiritual life (cognitive, emotional, volitional). The land of Kuban is rich in cultural traditions. Having provided shelter for representatives of different nations and nationalities it created a unique cultural environment and educational traditions, in which the idea of the Motherland and patriotic attitude towards it occupied an important place.

Thus, the main meanings of the pedagogical activities of children's camp teams aimed at development of spiritual and moral values of the child's personality could be following: Culture, History, Spirituality, and Patriotism as a sense of pride and belonging to the Russian nation in culturally appropriate forms of national identity.

High spirituality, active civic position, and patriotic feelings of modern teenagers will greatly contribute to successful solution of the tasks associated with revival of Russia and overcoming of its current troubles and adversities. In the person of patriotically educated youth, modern Russian society will acquire the most valuable creative potential that will be determined, first of all, by its readiness to take responsibility for the future of Russia in the 21st century.

It is possible to present life and development of a children's group in a children's camp during a shift as a chain of tasks, solving of which requires collective interaction, cooperation, and co-creation. This formula is essentially confirmed by our entire experience.

Co-operation as the fact and condition of interaction between all subjects of life organization in the name of the high quality final result of activity of the entire center. Mutual assistance and support in new endeavors.

Co-action as the desire to develop common understanding of the essence of joint recreation and health improvement. As an opportunity to create entire branch of social partnership aimed at upbringing, additional education, and health improvement for all categories of children and youth during their free time and vacations.

Co-creation means joint creativity in implementation of projects and programs, joint development of activities and events that are attractive for children and young people.

Co-friendship as an opportunity to expand social partnership in development of infrastructure for children's and youth recreation and health improvement.

Co-agreement as an opportunity for open joint discussion and adoption of those norms and requirements that set the style and content of cooperation within the framework of shift at the center.

Co-involvement as a condition for understanding and acceptance of cultural, national, and human uniqueness of all children and adults in the group.

Co-existence as a desire to create favorable and comfortable conditions for

children and youth in implementation of projects and programs aimed at their recreation and health improvement, upbringing and education, personal formation and development.

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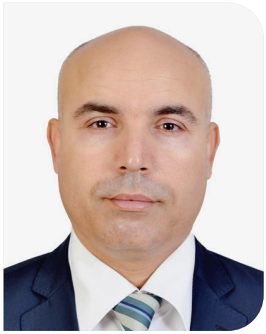

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Migration: Problems, Opportunities, and Security Issues in the Globalized World

Introduction

Migration, both internal and international, remains the central phenomenon in the entire world facing multiple and interconnected crises.

According to the UN, the amount of international migrants in the world exceeded 285 million in 2024, which is approximately 3.6% of the global population.

This figure has increased as compared to the previous years. For example, it was 281 million in 2020.

Besides, the number of forcibly displaced persons reached a record level and, according to the Office of the United Nations High Commissioner for Refugees, exceeded 120 million in 2024.

This increase results from such factors as armed conflicts, growing economic inequality, climate change, and political crises.

Migration is oftentimes perceived as a challenge for security and stability of countries, while at the same time it provides economic, social, and cultural opportunities.

To gain more profound understanding of this field one shall answer the following questions:

What are the main challenges associated with migration?

What are the economic and social opportunities that it can offer?

How countries and international community can benefit the most when solving contemporary security issues?

I. Multilateral challenges of migration

1. Challenges for migrants: vulnerability and obstacles to integration

Migrants, especially those staying illegally, are still facing extremely unstable living conditions.

Refugees escaping from conflict areas or climatic disasters face significant difficulties when trying to gain access to basic services, including housing, public healthcare, and education.

In 2024, over 120 million of people were forcibly displaced. This figure reflects the scale of the current humanitarian crises.

Besides, there remain obstacles to social and cultural integration. In addition, the language barrier, discrimination, and cultural differences may cause social tension.

In some regions, mass arrival of migrants resulted in serious discussions regarding national identity and social cohesion, which from time to time fuels populist and xenophobic speeches.

2. Challenges for the hosting countries: pressure on public services and political debates

Influx of migrants produces significant pressure on public services of the hosting countries, and specifically in the areas of public healthcare, education, and housing.

In some cases, this pressure resulted in intense political debates regarding allocation of resources and national priorities.

In particular, all these challenges are faced by developing countries that often host significant part of refugees.

3. Challenges for native countries: brain drain and dependence on money transfers

Native countries, especially developing ones, always suffer from brain drain, as they are losing skilled employees in favor of richer countries. This human capital loss slows down economic and social growth of many countries.

Besides, although money transfers by migrants constitute vital source of income (that is estimated by the World Bank as USD 670 to 700 billion in 2024), they are not always sufficient to reimburse the losses associated with emigration of skilled employees.

4. Global security issues: human trafficking, disinformation, and political instrumentalization

Migration remains associated with major security issues. Criminal networks are using migrants' vulnerable position to involve them in sexual exploitation, forced labor or slavery.

Besides, migration is often used as an instrument in campaigns aimed at disinformation, which aggravates social and political tensions.

In some regions, populist rhetoric is using the migration issue to feed the fear and to justify restrictive policy.

II. Economic and social opportunities of migration

1. Contribution to the economic growth of the hosting countries

Migrants continue to play an important role in the economies of the hosting countries as they eliminate labor shortages in the key sectors such as agriculture, construction, and sanitation.

In some countries, migrants have also contributed to mitigation of the effects of demographic aging, as they support the pension and the public healthcare systems.

2. Money transfers and regional development

In 2024, the amount of money transfers by migrants continues to grow, which reflects the increase in the number of international migrants and improvement of transfer channels.

According to the estimates of the World Bank and other international financial organizations, the amount of money transfers shall reach approximately

USD 670–700 billion in 2024 as compared to USD 647 billion in 2022.

This increase is due to the economic recovery after the pandemic, increased wages in some hosting countries, and improved money transfer technology.

Developing countries remain the key beneficiaries of the transfers. Such regions as South Asia, Latin America, and Sub-Saharan Africa receive significant part of these flows.

For example, India remains the first beneficiary in the world; the amount of transfers in this country exceeded USD 100 billion in 2024. Mexico, Philippines, and Egypt were also found among the main recipients.

In many countries, money transfers constitute a significant portion of their GDP.

For example, in Nepal and Philippines money transfers constitute more than 20% of GDP. In some countries of Sub-Saharan Africa, such as Gambia or Lesotho, this share can reach 30% of GDP.

3. Innovations and cultural diversity

Migrants bring new ideas, skills, and perspectives, which promotes innovations development and creativity in the hosting countries.

Cultural diversity also enriches social and economic systems, as it supports intercultural dialogue and social cohesion.

III. Strategies of sustainable migration management

1. Well balanced migration policy and legal ways of migration

It is necessary to develop legal ways of migration and to introduce efficient integration management.

Some countries have adopted migration policy based on economic criteria, which ensures fast integration of skilled migrants in national economy.

2. International cooperation and multilateral agreements

Migration management requires enhanced international cooperation.

Such multilateral agreements as the Global Compact for Safe, Orderly and Regular Migration (the Marrakech Compact) form a significant management staff for general management of migration flows.

The Global Compact for migration was adopted on December 10-11, 2018, in course of the intergovernmental conference in Marrakech and it was officially approved by General Assembly of the United Nations on December 19, 2018.

This agreement is included in the 2030 Agenda for Sustainable Development. Its goal is to meet challenges and to exploit opportunities associated with international migration, while respecting sovereignty of countries.

3. Support of the development of native countries

It is necessary to invest in sustainable development programs in native countries in order to eliminate the underlying reasons of migration.

Initiatives aimed at supporting economic and social development may promote reduction in forced migration.

4. Protection of the main rights of migrants

It is necessary to ensure access to education, public healthcare, and decent working conditions in order to protect the rights of migrants and to maximize their economic and social potential.

In this respect, international organizations play the key role in such protection.

Conclusion

- In general, migration is a complex and multifaceted phenomenon that requires coordinated actions of the entire humankind.
- Migration not only constitutes major challenges for the world, and specifically in the areas of integration, security, and development, but also offers vast opportunities for economic growth, innovations, and cultural diversity.
- Meeting all the challenges requires a well-balanced approach that shall take into account the migrants' rights, the needs of native and hosting countries, as well as the economic and political realities.
- International cooperation, respect for human rights and promotion of integration are key elements for sustainable migration management in a globalized world.

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Value framework of the personality of prosperous Russian citizen as a "Man of the New World"

Challenges and opportunities to improve wellbeing of the population in Russia and applicability of the same in BRICS+ countries. Brazil, Russia, India, China, South Africa, and new members, such as UAE, Iran, Egypt and other members, are facing common challenges: social inequality, urbanization, environmental issues, and digital transformation. At the same time, each country has its own cultural and economic specifics.

Russian experience in happiness index improvement can be adapted for other members of the group while joint initiatives can enhance wellbeing of the population in the region. Countries with high happiness index (such as Finland, Denmark, and Iceland) demonstrate sustainable development, low social tension level, and high citizen involvement in public processes.

Challenges for Russia include: demography, ecology and social inequality. Analytics of annual reports by UN in this area suggests that same is typical for BRICS+.

Formation of personality of the "Man of the New World" in Russia will always be traditionally associated with response to global challenges (digitalization, ecological crisis, change of labor models) and internal transformations (socio-eco-

nomic reforms, demographic changes). This value framework combines traditional foundations of Russian identity with innovative attitudes aimed at sustainable development and self-realization, which contains core opportunities to overcome the above mentioned challenges. Being representatives of the youth work sphere within the framework of youth policy, we clearly understand that the most suitable sensitive period for value framework formation of the personality of prosperous Russian citizen is the time of social and age moratorium, when a young person looks for their place in the world both through profession and interpersonal relations. It is here that the value centers of the future self-realized compatriot must be set. Let's consider their key elements:

1. Harmony of traditions and innovations.

- Traditional values such as family and intergenerational connection (support of parents and children, preservation of cultural heritage), as well as collectivism and social solidarity (mutual assistance, respect for public interests).
- Innovative attitudes in the form of openness to changes (flexibility in professional sphere, adaptation to digital technologies), as well as active civic position (participation in volunteering, environmental initiatives, and local self-government).

Example: Russian students' teams, volunteers of victory.

2. Education and self-development as the basis for success.

- Continuous learning: active mastering of new skills (digital literacy, ecological thinking, soft skills); participation in online courses, professional communities, and international collaborations.
- Creativity and entrepreneurial spirit: support of start-ups, social entrepreneurship, and creative industries.

Example: Development of agrotourism in Russian regions that combines traditional farming and innovative marketing approaches.

3. Health and environmental responsibility.

- Physical and mental health: active lifestyle, sports, attention to mental well-being (stress management, digital detox).
- Ecocentrism: participation in ecosystem restoration (planting of forests, protection of water bodies).

Example: Popularization of "green" cities (projects in Kazan, Sochi), where bike paths and eco-parks are being developed.

4. Patriotism through creation.

- Civic identity: pride in the country's achievements in science, technology, and culture (for example, successes in the space industry, development of the Arctic Region). Respect for multinational heritage of Russia.
- Participation in regional development: moving to small towns and villages to implement projects (educational centers, agroholdings).

Example: Far Eastern Hectare program that stimulates development of territories.

5. Digital literacy and ethics.

- Technological adaptability: use of digital tools in everyday life (remote work, online education, smart services); development of critical thinking under conditions of information noise (fight against fakes, media literacy).
- Digital ethics: respect for privacy, combating cyberbullying.

Example: Projects on elder generation and university students' education in digital hygiene to prevent extremism.

6. Social justice and inclusion.

- Combating inequality: support of the programs for people with disabilities, low-income families; gender equality (equal access to career opportunities).
- Inclusive society: migrant integration via cultural dialogue and education.

Example: Social projects in Moscow and St. Petersburg aimed at adaptation of orphans.

7. Global awareness and reflection of one's role in the World.

- Participation in international initiatives: volunteering in humanitarian missions (for example, help to suffering countries), exchange of experience in the area of science, ecology, and culture.
- Balance of national and global: maintenance of the uniqueness of Russian culture under conditions of globalization.

Example: student exchange programs, participation in research scientific and cultural projects.

Opportunities to improve subjective and objective wellbeing in already realized world examples:

1. Economic stability and justice. Example: In Sweden, high level of social guarantees (free education, medicine) is combined with progressive taxes, which

reduces the gap between the rich and the poor.

2. Social support and cohesion. Strengthening of the institution of family and combating loneliness. Example: In Japan, where loneliness became a national problem, state projects were launched to socialize the elderly through technologies (online communities).

3. Healthcare and ecology. Disease prevention: Free screenings, promotion of healthy lifestyle, sports in urban environment (bicycle paths, workout zones). Development of telemedicine for remote regions. Environmental sustainability: Urban greening and forest conservation programs. Example: In Copenhagen (Denmark) 75% of trips are made by bicycle or public transport, which improves ecology and health of the citizens.

4. Education and self-realization. Lifelong learning: Free retraining courses under conditions of automation. Digital learning platforms (similar to Coursera). Example: In Estonia they introduce digital skills from kindergarten.

5. Citizen participation in governance. Transparency and fight against corruption. Digitalization of public services (i.e. the Gosuslugi portal in Russia). Public reports of officials on their incomes (China). Development of local self-government: Budgetary participation of citizens (for example, "people's budget" in the Perm Region). Support of public initiatives (yard improvement, eco-projects). Example: Since 2019, state budget in New Zealand has been formed with the priority of wellbeing and not economic growth alone.

6. Mental health and digital hygiene. Mental wellbeing: Free psychological consultations supported by government programs and subsidies. Protection from digital risks: Training in media literacy (fight against fakes, cyberbullying). Monitoring of screen time for kids and activity on social networks.

Example: In UAE they launched Happiness national project that includes a "Ministry of Happiness" and mobile applications to monitor emotional state of the citizens.

Improvement of the level of subjective wellbeing requires systematic approach that combines economics, ecology, social policy, and culture. Successful examples demonstrate that wellbeing of the population is a result of long term investment in human capital, trust between citizens and authorities, and balance between innovations and preservation of traditions.

For Russia, the key will be creation of the environment, where everyone has an opportunity to realize his value potential. The first institution, within the framework of which it is possible to lay the foundation for the value framework of future prosperous Russian citizen, is secure educational sphere with an emphasis on the processes of upbringing of the personality of the future citizen.

In Russia, value framework of the "Man of the New World" is a synthesis of respect for traditions and readiness for innovations in the context of "social sense"

development, as well as use of psychological personal values as the basis for action embodying it in reality.

Economic and social effects of improved happiness index in Russia as a driver of sustainable development include improvement of both economic indices, and quality of life of the population. Let's consider the key effects and their interrelation.

Economic effects

Improved labor productivity.

Happy employees are 12-20% more productive (OECD data). Implementation of programs to improve working conditions, psychological support, and flexible working hours (as in Sberbank or Yandex) can increase productivity.

Reduced stress level reduces losses from sick leaves and employee turnover. For example, companies introducing wellness programs save up to 30% on healthcare expenses.

Stimulation of domestic demand.

Small business development: citizens, who are satisfied with their lives, are more likely to open their own business. In 2023, 45% of new individual entrepreneurs in Russia were registered in the service and digital technology sectors.

Attraction of investments.

Countries with high happiness index attract more foreign companies. For example, the 15% increase in the number of IT start-ups in Skolkovo and Innopolis is associated with improved quality of life of the employees.

Reduced corruption (through digitalization of public services) increases investors' confidence. According to Transparency International, position of Russia in the Corruption Perception Rating improved by 10 points since 2018.

Development of "human-oriented" industries.

Increased demand for education, tourism, and culture. For example, in 2023 domestic tourism in Russia grew by 25% due to infrastructure development (the "Golden Ring" and "Silver Necklace" projects).

Increased export of services: Russian IT experts and creative industries become competitive on the global market.

Social effects

Reduced social inequality.

Regional development: investments in infrastructure of the Far East and Siberia (for example, "Far Eastern Hectare") reduced the outflow of population by 8%.

Improved health of the population.

Preventive medicine and healthy lifestyle initiatives: in Moscow, healthy life

expectancy increased by 2 years within 5 years (up to 68 years).

Telemedicine covered 40% of rural areas, which reduced mortality due to cardiovascular diseases by 15%.

Improved level of education and innovativeness.

"Education" national project increased the share of graduates entering technical universities up to 35%.

In regions (Kazan, Novorossiysk) IT clusters are being created, where the youth combines work and studies.

Moscow: "smart city" introduction (electronic services, eco-parks) increased satisfaction of the city residents with their lives up to 75% (according to VTsIOM polls).

Reduced crime rate.

Rehabilitation programs (for example, centers for former prisoners in St. Petersburg) reduced recidivism by 30%.

Kaliningrad Region: "Healthy Region" program reduced alcohol consumption by 25% in 3 years.

Role of universities in formation of values:

Educational programs: integration of interdisciplinary approaches, courses on sustainable development, digital ethics, and social entrepreneurship (for example, at HSE, MGIMO), focus on soft skills, development of critical thinking, emotional intelligence, and teamwork through projects and business games.

Scientific and innovative activities: students' participation in researches on climate technologies, artificial intelligence, and bioethics -example: Skoltech and its green energy laboratories. Cooperation with business: real cases from companies (Yandex, Rosatom) for solving of social and environmental problems.

Extracurricular activities: volunteer programs, assistance to orphanages, environmental campaigns (forest cleaning, tree planting), student clubs, debates on gender equality, digital rights, and intercultural dialogue.

International environment: exchanges with universities of BRICS+ and other countries, immersion in the multicultural environment, study of global issues, participation in international conferences (for example, UN models), where students offer solutions for UN SDGs.

Key components of university environment

Component	Value for "Man of the New World"
Digital infrastructure	Formation of digital literacy, work with Big Data, AI.
Inclusivity	Respect for diversity (culture, religion, physical abilities). Formation of patriotism.
Ecospace	Understanding of environmental responsibility (energy conservation).
Dialogue culture	Development of tolerance through open discussions and education.

***Examples:**

MIPT (Moscow): Students develop projects to clean the ocean from microplastics.

ITMO (St. Petersburg): Focus on urban studies and smart cities in educational programs.

V. I. Vernadsky CFU (Simferopol): An educational module meant to instill in the modern youth the sense of patriotism and unity with the state. Learning Through Service program provides students with an opportunity to gain professional experience via implementation of socially significant projects, in which customers will be NGOs, NPOs, as well as governmental and commercial organizations.

Conclusion

Today, universities are not mere knowledge transfer centers, but also spaces, where worldviews, ethical principles, and skills required for life under conditions global transformations are formed. "Man of the New World" is a person that combines innovative thinking, social responsibility, environmental awareness, and respect for cultural heritage. The most suitable sensitive period for value framework formation of the personality of prosperous Russian citizen is the time of education and socialization, when a young person looks for their place in the world in a safe university environment specially created for these tasks that provides the first experience of self-determination and self-realization.

BANGLADESH

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Essay: Investment in Human Capital – Challenges, Opportunities, and Solutions

***Thematic Vector:**

This essay will explore the multifaceted nature of human capital investment, focusing on key issues such as attracting investments, demographic challenges, migration, the impact of artificial intelligence (AI) on labor markets, and addressing the digital divide. The essay aims to provide a comprehensive analysis of these topics, drawing connections between human capital investment and economic, social, and demographic development.

***Preamble:**

In the modern era, the development of human capital is recognized as one of the primary drivers of economic growth and societal progress. While the concept of investing in human capital—through education, health, and workforce development—is well-established, the world today faces unique challenges and opportunities in this domain. Issues like an aging population, migration, AI-driven transformations in labor markets, and the digital divide all have profound implica-

tions for how human capital is nurtured and utilized. This essay delves into these contemporary issues, offering insights into how countries and organizations can attract investment in human capital, overcome demographic challenges, and harness the full potential of their populations in a rapidly changing world.

1. Attracting Investments in Human Capital: Approaches and Tools

The process of attracting investments in human capital requires a strategic combination of policies and practices aimed at developing and retaining talent. Governments and private sectors must focus on both education and healthcare to create an environment conducive to high human capital productivity. The central approaches to attracting these investments are:

*Government Policies: Governments must create policies that encourage long-term investment in education and skill development. This includes not only primary, secondary, and tertiary education but also technical skills, lifelong learning, and vocational training programs.

*Public-Private Partnerships: Collaborations between governments and the private sector can drive innovation in human capital investment. Public-private partnerships in education, healthcare, and skill development can leverage both public funding and private sector expertise to yield greater benefits for the population.

*Digital Infrastructure: Investing in digital infrastructure, such as broadband networks, e-learning platforms, and digital literacy programs, ensures that individuals have access to the necessary tools to develop their skills. Such investments help bridge the digital divide, ensuring that human capital is not limited by geographical or socio-economic boundaries.

*Financial Incentives: Offering tax credits, subsidies for education-related expenses, or grants to businesses that invest in employee training and development can stimulate the growth of human capital in the workforce.

2. The Significance of Values and Traditions in People-Saving

Human capital investment does not only rely on modern policies and technologies but is also deeply intertwined with cultural values and traditions. Societies that prioritize values such as education, hard work, and community welfare create an environment in which human capital can thrive.

*Cultural Norms: Societies that value education and continuous personal development often have higher rates of human capital accumulation. These values encourage individuals to seek education, improve their skills, and contribute to the economy.

*Social Support Systems: In many cultures, family and community play a significant role in the education and well-being of individuals. A strong social support

system can act as a "people-saving" mechanism, ensuring that individuals have access to resources and emotional support to succeed.

*Intergenerational Knowledge Transfer: In some societies, traditional knowledge, whether it be in agriculture, craftsmanship, or other areas, is passed down through generations. This transfer of knowledge not only enriches the cultural fabric of a society but also contributes to its economic vitality.

3. The Implementation of Efficient Demographic Policy with Population Aging

As many developed countries face aging populations, implementing effective demographic policies is critical to sustaining human capital. The challenge lies in maintaining a productive workforce as the proportion of retirees grows relative to the working-age population.

*Pension Systems: Reforms in pension systems to ensure sustainability and adequate support for the elderly are vital. At the same time, pension systems should encourage the elderly to remain in the workforce longer, particularly in areas where skill shortages exist.

*Active Aging Policies: Encouraging older individuals to remain active in the workforce can help mitigate the effects of population aging. This can be achieved through retraining programs, flexible working hours, and policies that promote health and well-being for older workers.

*Aging Populations: Automation vs. Skilled Migration

Japan & Germany: Both countries face severe aging population issues, leading to labor shortages. Japan has responded with automation and active aging policies, while Germany relies on skilled migration.

*Youth Retention: Simultaneously, strategies to retain younger workers, such as providing opportunities for skill development, career advancement, and a work-life balance, are crucial in maintaining a balanced workforce.

4. Migration: Challenges and Opportunities for Economic Development

Migration plays a significant role in the distribution of human capital globally. Migrants often bring valuable skills, fresh perspectives, and entrepreneurial energy, which can stimulate economic development. However, challenges such as integration, brain drain, and uneven migration flows must be addressed.

*Brain Drain: Highly skilled workers often migrate from developing countries to developed nations, leading to a loss of human capital. Governments can address this by creating incentives for skilled workers to stay, such as improving working conditions, salaries, and opportunities for growth.

*Brain Drain vs. Economic Gain: The India & Philippines Dilemma

India & Philippines: These countries experience high brain drain as skilled workers migrate to the U.S., UK, and Canada for better opportunities. While remittances help their economies, talent loss is a challenge.

*Skill Matching: Migrants may arrive in countries where their qualifications and skills are not immediately recognized. Facilitating skill recognition and providing opportunities for migrants to integrate into the labor market is essential for harnessing their potential.

*Remittances: While brain drain may be detrimental to the country of origin, remittances sent by migrants can significantly contribute to the economy of their home countries. Governments can maximize the impact of remittances by providing financial services, education, and training for migrant communities.

5. The Labor Market of the Future: The Impact of AI and Training

Artificial intelligence is rapidly transforming the labor market, automating many traditional jobs while creating new opportunities in fields such as AI, data science, and renewable energy. To fully benefit from this transformation, significant investments must be made in workforce training and education.

*Automation and Skill Gaps: While AI promises greater efficiency, it also threatens to displace workers in certain industries. Governments and businesses must invest in reskilling and upskilling programs to ensure workers can adapt to new job roles.

*New Job Creation: AI also has the potential to create entirely new job categories that did not exist previously. This makes it essential to invest in training programs that equip individuals with the skills required for these emerging fields.

*Collaboration with Technology Firms: Governments and educational institutions should partner with tech firms to ensure that curriculums are aligned with the demands of the AI-driven job market.

6. Overcoming the Digital Divide: Steps Towards Equal Opportunities

The digital divide remains one of the greatest barriers to equal opportunities in human capital development. People in rural areas, low-income populations, and developing countries often lack access to the internet and digital tools, limiting their ability to participate in the modern economy.

*Infrastructure Development: Investments in broadband infrastructure, mobile technology, and affordable internet services can ensure that digital resources are accessible to all.

*Bridging the Digital Divide: Kenya's Mobile Tech Model

Kenya: Many African countries struggle with digital infrastructure, limiting and job opportunities. Kenya has made strides with mobile banking and education digital education programs.

*Digital Literacy Programs: Offering digital literacy training can help individuals from underserved communities develop the skills necessary to navigate and benefit from the digital economy.

***Conclusion:**

In conclusion, investing in human capital is a complex, multifaceted endeavor that requires both short-term and long-term strategies. The approaches discussed in this essay—such as attracting investments, addressing demographic challenges, leveraging migration, and embracing technological advancements—are all crucial to creating a productive, adaptable, and skilled workforce. As economies and societies evolve, it is essential to continue prioritizing human capital development to ensure that individuals have the tools and opportunities to succeed. Through concerted effort, collaboration, and policy innovation, we can unlock the full potential of human capital, driving both economic growth and social well-being.

INDONESIA

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Traditional values as a foundation of economic growth: a case study of penglipuran tourist village

INTRODUCTION

Globalization has reshaped the world, especially in the economic and socio-cultural sphere. As rapid changes and development take place, people must continue to learn and adapt. According to Becker (1964), investment in human capital through education and training is beneficial for increasing productivity, which in turn drives the economy. However, human capital is an economic concept. From a socio-cultural perspective, globalization has also caused a shift in societal values, including encouraging consumerism and materialism, among other things. This shift in societal values is detrimental to society and in turn, affects the quality of the human capital, the economy, and the people's welfare. So, how can we find the balance between preserving our traditional values and promoting economic growth? This essay will explore case studies of "tourist villages" in Indonesia, specifically Bali, as an example of how values and traditions can be integrated to the concept of human capital investment. Economy should be centered around people and for the good of the people, instead of the people for the economy.

TRADITIONAL VALUES

Traditional values are present in any society and should be the main principle of that society's way of life. These values may vary from one society to another in terms of wording, but essentially, they all contain high moral ideas. In Russia, according to Presidential Decree No. 809 (November 9, 2022), traditional values are moral guidelines that shape the worldview of Russian citizens, passed down from generation to generation, underpinning the all-Russian civil identity and the country's unified cultural space, strengthening civil unity, and finding their unique, distinctive manifestation in the spiritual, historical and cultural development of the multinational people of Russia. Among these values are "Life, Human rights and freedoms, High moral ideas, Strong family, Spiritual priority over material, Humanism, Collectivism, Mutual assistance and respect, and Unity of the peoples of Russia".

The main philosophy of the Balinese people is known as Tri Hita Karana (The Three Causes for Well-Being), implemented through a harmonious relationship with God, nature, and people (Pradana, 2021). These values are an integral part of Balinese culture. In a wider scope, Indonesia also has its 5 principles known as Pancasila written in its constitution: Belief in God, Humanity, Unity, Democracy, Social Justice.

Besides Indonesia and Russia, other BRICS+ members like India, China, South Africa, etc., also have their own traditional values that align with high moral ideas. This is an important factor in shaping the nation's economy through human capital investment, and in working with other partner countries.

PENGLIPURAN TOURIST VILLAGE

Tourist village in Indonesia is a concept that emerged as a solution between the high demand in the tourism market and the preservation of local values and traditions. Bali has become the main tourist destination in Southeast Asia since the 1970s, and 6,333,360 people visited Bali in 2024 (National Statistics Agency). Despite the high number of tourists, the Balinese people hold on to their traditional values and refuse to "re-orientate" their cultural values to accommodate foreigners, leading to the preservation of their culture to this day (Ruastiti & Pradana, 2020). The most famous tourist village is Penglipuran Village in Bali, and was designated as a tourist village in 1993. In 2024, this village was visited by over 1.02 million tourists.

ECONOMIC & SOCIAL IMPACT

The tourist village model has been proven to be significantly beneficial for the local residents and the economy in the region (even after the COVID-19 pan-

demic). It boosts income for the locals and regional government, promoting the preservation of local values, traditions and culture, and increasing the quality of human capital through new skills such as foreign language, managerial skills, hospitality skills, and even the emergence of new MSMEs.

Based on a study by Triatma Mulya University (2024), the income from ticket sales before the pandemic (2019) was Rp 8,019,075,000 (USD 492,085.96), during the pandemic (2020) was Rp 1,014,475,000 (USD 62,252.67), and after the pandemic (2021) was Rp 3,681,850,000 (USD 225,934.62). Out of this income, 60% goes to the local government tourism agency, while 40% goes to the village administration. Meanwhile, increase of personal income per month varies from USD 122–184 per person. New job opportunities also emerged for the locals, from ticketing staffs, tour guides, security, cleaning service, etc. The element of local culture also boosts the income of local craftsmen selling merchandise and souvenirs, traditional musicians and dancers, and housewives selling traditional snacks and drinks, as well as renting traditional clothes for tourists.

From a socio-cultural perspective, the tourist village model encourages the preservation of local culture, not just as a cultural heritage, but also as the main attraction for tourists. Youths who previously preferred to move to the city to find jobs, now are more willing to stay in their village and learn more about their traditions. These youths also utilized modern technology to promote their village and local businesses. Local residents can now also preserve traditional buildings more easily with the money from ticket sales, which in turn will attract more tourists and generates more income. By instilling traditional values, the local residents also minimize the negative effects of modernization and globalization, even as they are exposed to foreign tourists from various backgrounds every day. Of course, this is not 100% effective, but the negative effects are significantly reduced.

HYPOTHESIS

Investment in human capital should not only be focused on formal education and training, but rather on the strengthening of traditional values, which should be the foundation of any society. It is upon these values, we should build our future and our economy. If the Balinese hadn't been persistent about preserving their values, maybe their economy would've improved but at the expense of their people. How long would such a society last?

The Penglipuran tourist village model is just an example of how economy can thrive and bring benefit to both the people and the government when based on local wisdom and traditional values. Tourist village is not unique to just Indonesia, for example, there's Bekhovo village in Russia and Azheke village in China. However, the key behind the revival of Penglipuran tourist village after the pandemic is pentahelix collaboration.

Pentahelix collaboration concept is not something new, but the emphasis here

is to based everything on one principle: the preservation and strengthening of traditional values, which should be initiated and formalized by the government, like how President Putin issued a decree, specifically for this goal. With the government setting the legal foundation for this approach, the community, academics, and media's role is to instill and amplify these values. A recent study from Ngurah Rai University (2024) about the economic development of such village showed that the main problems usually lie with the poor quality of human resource, business actors' ego, and unhealthy competition. Poor quality of human resource can be fixed with education and training, and collaboration with business actors should be monitored to prevent any actions that might be detrimental to economic growth.

CONCLUSION

The role of values and traditions are significant in building our economy and determining in which direction we'll move, as it will affect the welfare of the people. These values must be an integral part of a society's way of life, as it will determine how everything is done in that society. Though these values may slightly differ in each society, they all contain the same high moral ideas. A tourist village is a miniature model of how traditions and economic growth can go hand in hand and bring benefit to the people. They are not necessarily contradictory, but it is a challenge to find balance between keeping traditions and opening up to globalization and modernization. Therefore, a solid moral foundation in society is essential. Pentahelix collaboration model can help expand and boost economic growth, with an important note that everything is based on the preservation and strengthening of traditional values. This concept can then be applied to various industry, not just tourism and tourist villages, but also "national centers", such as the National Center "RUSSIA".

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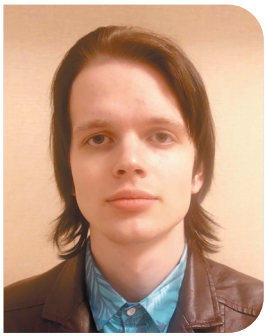
RUSSIA



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Investments in Human Education

A person's life, its quality, and longevity are shaped by various spheres. It is difficult to assert that one is more important than another or has a greater impact. Nevertheless, we cannot influence every sphere, and among those we can, our influence varies and does not always yield noticeable or desired results. For example, consider the recent introduction of patriotism-focused lessons in schools. While this initiative might seem logical to the average person, it was either created by individuals who lack understanding of others or by those aiming to sabotage the budget and the organic development of patriotism, which would have occurred naturally. There is an old English saying, "Do not preach to the choir", meaning indoctrinating the already indoctrinated is pointless. Similarly, such patriotism lessons are futile for one simple reason: they are only heard by the "choir". A child's worldview is influenced by adults only until the onset of adolescence, which is entirely normal. Therefore, these lessons might be somewhat effective only in elementary school. After this period, a child begins to prioritize the opinions of their peers, and such lessons are likely to be perceived negatively, even if the child agrees with their content. This can lead to frustration and eventually to antipathy toward the ideas presented in these lessons. Meanwhile, younger children might not grasp the

message due to developmental characteristics, such as challenges with sustained attention, especially when the material is presented in a dry lecture-based format. A more effective approach would be to organize monthly interactive sessions for elementary students, replacing a regular class rather than adding to the existing schedule. This would create positive associations, maintain students' attention, and add a festive element to the school experience. For older students, it would be beneficial to actively promote free youth organizations, clubs, and extracurricular activities to foster communities that appreciate the state's support. Additionally, developing domestic products popular among the youth such as games, movies, TV shows, social networks, and soft drinks could naturally instill patriotic sentiments without explicitly promoting patriotism. Thus, I assert

that those responsible for education in our country are either incompetent or, more likely, uninterested in establishing a truly effective educational system.

As you have probably gathered, I aim to discuss investing in individuals through education. Education is an extremely complex system, and I do not harbor the illusion that I can address all its problems and nuances in this brief essay. Therefore, I will focus on school education and its shortcomings. Currently, our schools concentrate on developing general knowledge among students, which was once highly valued. However, this focus has become excessive and no longer yields the desired outcomes. As clichéd as it may sound, most children will not need knowledge of nuclear physics. Those who do will revisit this information in university, while the remaining 99% will forget it within a year. This inefficient use of time leads to situations where teachers often complain about insufficient time to adequately cover their courses. Consequently, they assign more homework, which they may not have time to review, leading students to neglect assignments and hindering the learning process. Some teachers adopt the mindset that their sole responsibility is to deliver information and assess its retention. This attitude, common among novice teachers, invariably elicits negative reactions from students. Beyond the challenges of absorbing dry information, this approach fails to engage students' interest in subjects and discourages proactivity, fostering a passive society where individuals hesitate to act beyond prescribed instructions. Additionally, the proliferation of tests may negatively impact decision-making abilities and influence thinking patterns.

What can be proposed to address the aforementioned problems? First, the structure of school education must be completely transformed. Primary school, however, should not change drastically, it should remain a period of adaptation for children to the school environment. The current curriculum might only benefit from the addition of lessons focused on building group cohesion among students, encouraging collaborative activity, although group projects already handle this task relatively well. Homework during the first and second grades should remain mandatory in order to form a habit among children, but it should take on a more playful and creative character so that children develop a positive perception of it.

After the second grade, homework should become optional and be rewarded with additional positive marks. At the same time, consistent completion of homework should be incentivized by automatically passing certain quizzes or, in some cases, exams. This would create meaningful consequences for completing assignments and, theoretically, could foster a more positive attitude toward learning while also developing children's willpower, especially their self-organization skills. In primary school, good performance during lessons should also be rewarded with tangible incentives: students should be given physical rewards to help them understand that their efforts have value. As we move into middle school, it becomes necessary to introduce students to a wider range of subjects and begin early vocational orientation. In the first year, children should be introduced to a variety of disciplines and arts. In the second year, they should choose the subjects they liked the most, with a set minimum number, and then attend classes in subject-specific groups. Homework at this stage should be focused on supplementing the school curriculum with information tailored to the interests of each individual student. At this stage, multiple-choice tests may be used but only within quizzes and only up to 40% of the total number of questions. High school must be entirely focused on preparing students for further education or employment. In the first year, students should select the disciplines they wish to study in depth, and these focus areas would be indicated in their diplomas to reflect a higher level of competence in those subjects. Homework during this time should take the form of research papers, in-depth study of specialized material, and exam preparation. Tests at this level should not account for more than 60% of quizzes and 20% of final exams. In theory, these changes should reduce the burden on both teachers and students, deepen specialized knowledge, preserve a reasonable level of general education, better prepare children for future life, and develop crucial qualities and skills, all while maintaining a positive attitude toward learning and supporting the psychological well-being of all participants in the educational system.

This program is purely illustrative; it is not detailed enough and does not take into account all the nuances. However, it clearly demonstrates the potential of reforming the education system, as similar large-scale changes are needed at every level. I hope this brief essay has brought something new to the reader and fulfilled its purpose – to highlight a problem that is extremely relevant to the entire world.

RUSSIA

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Political and economic aspect of "knowledge economy" in modern times.

Political and economic aspect of "knowledge economy" in modern times.

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Knowledge economy is usually understood as a stage of national economy development when knowledge and its carriers ("human capital") start to make the dominant contribution to cost structures. This is evident, for example, in the components of national accounts systems, such indices as gross domestic product or national income. This stage of development shall inevitably cover all aspects of the economy, including modern business processes.

Personal and professional knowledge and skills have always been considered valuable assets, and they actually are, but the concept of knowledge economy pays more attention to them. Intangible assets and their depreciation, intellectual capital (whatever it means), knowledge in general as accumulated personal and social experience already play increasing role even in financial reporting (balance sheets

and cash flow and capital flow statements). However, it is yet unclear whether their share has become or is only becoming higher than, say, the cost of natural resources.

Indeed, mining for example, is increasingly becoming automated and robotic around the world, from Bihar to Norway. This provides for increased share of knowledge in labor costs (due to the need for employee training and preparation), and thus in the cost price. It is interesting that, formally speaking, random changes in the current situation on world commodity markets for raw materials and food prices should change the share of knowledge economy in financial indices.

However, experience suggests that growth of expenses on research and development (R&D), although it formally affects growth indicators of the knowledge economy, does not necessarily guarantee growth of national economy competitiveness in the world. We see that powerful human capital of the former USSR and CMEA countries got fiddled away on plumbers in Glasgow and groundskeepers in Moscow. The role of education and continuous training in successful development of particular country is very important, but in itself it is insufficient to improve the status of national economy at the global level.

In terms of national accounts, knowledge economy is described by significant share of expenses on education (here it is important to understand that both university and especially school programs are being levelled out all over the world, while this is not the case with expenses on education, which suggests a curious conclusion that the difference between good and bad universities is manifested in C students, while A students are the same everywhere).

It is generally recognized that economic progress is predefined by educational reform. And it usually takes 2-3 generations from reform implementation till commencement of rapid growth. It was the difference in educational reforms carried out by the founding fathers Mao Zedong and Jawaharlal Nehru that determined different development directions of the two 21st century superpowers, i. e. China and India, that are changing the face of humanity. Mao focused on development of school education multiplied by the effect of the Great Proletarian Cultural Revolution that set and solved the challenge of forming of a new Chinese who is free from consequences of a thousand years of oppression and backwardness. Nehru's idea was to create half a dozen world-class universities in India. The question of whose solution – Mao or Nehru – will ultimately prove more efficient is still open.

At the same time, both the absolute number and the share of the working class (employees) in the total world population are growing steadily, mainly due to Asian and African countries. In other words, as experience suggests, along with comprehensive automation, mechanization, and robotization,

the number and share of miners, textile workers, metallurgists, and machine builders are still increasing every year, which complicates identification of the features of knowledge economy.

However, it is important to keep in mind: everything in economic life can

change rapidly. What was true yesterday turns out to be wrong today and simply false tomorrow. It is a logical mistake to blindly rely on accumulated experience and make forecasts and plans on its basis. In general, it is accumulated experience that shall caution against economic impressionism in forecasting and planning, although it is not particularly noticeable yet.

As elements of the knowledge economy grew, it began to play an increasingly important role even in politics and became an integral part of the life of the society, as it pertains to significant economic and social issues, in particular mechanisms for redistribution of budgetary allocations, property, savings or, for example, investments.

Speaking about knowledge economy or any high-tech business in general one cannot ignore the issue of risk distribution. For example, who should be responsible for failures in advanced researches? In the developed world – in the US, Europe or Japan – venture capital immediately appears in the right place at the right time, and it is the venture capital that shall undertake the risks. However, both in our country, as well as in most of the world's economies, there are critically less structures that can undertake the risk of technology development. In our reality (given to us in sensations), we are at the very beginning of a long journey.

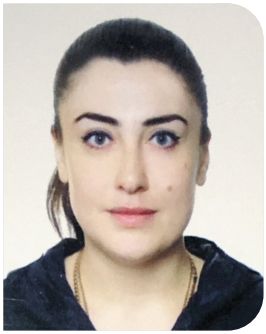
The essence of the knowledge economy is that the main role in it belongs to a man, and not a technology, as it is the man who will generate new knowledge that, in turn, allows implementation of innovations in production. To accept this thesis means a return at the new stage to the labor theory of value, dating back to Adam Smith, David Ricardo, and Karl Marx.

In the global economy, in many different countries, extremely wealthy families, who eventually became the owners of the largest financial companies and banks, did not create their wealth in high-tech. It is important to understand: the ecosystem for doing business in the high-tech sector is fundamentally different from business in low-tech industries. However, it is riskier and less profitable to be a nominal owner or developer of one or another high technology as compared to mere obliging the owner or developer company to avail loans for their business activities from certain "own" banking structures. On one hand, it reduces taxation (taxes are paid at the expense of small investors, and not the real owners), on the other hand, it minimizes the risks of unsuccessful economic activities.

Russia should develop a system that encourages high-risk investments, perhaps, venture capitalists (but they should be provided with cheap financing and risk insurance) in order to develop high technologies. Besides, there is still a lot of work to be done on the international market to be recognized and accepted as a country that can produce advanced products. It took 20 years for the Koreans to achieve this. At the same time, Western major high-tech corporations will make every effort to prevent Russian companies from entering high-tech markets, although they are already losing in fair competition.

The global battle for high technology, for the right to be considered a knowledge economy does not cancel traditional competition for sales markets, sources of raw materials, and even migration flows. Russia has no choice: no one will let us to remain mere observers of the battle.

REPUBLIC
OF SOUTH OSSETIA



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Effective Demographic Policy Amid Aging Popuation

Demographic trends linked to aging population are the key problem of today's civilization. Longer life-span stemming from better standards of living, better nutrition, better healthcare, availability of medications, social services and welfare means that elderly people live longer and active lives while many diseases are diagnosed in a timely manner or prevented.

Aging population means changes in the structure of a given society's demographics, its employment and labor market, in consumer demand for goods and services, in greater public spending on constitutional commitments on retirement security, social security, and medical insurance. On the other hand, aging population means high social risks stemming from poorer health, acquired disabilities, changes in social status, drop in welfare, new social needs geared toward new behavior strategies and stereotypes among the elderly. The Ministry of Labor and Social Security of South Ossetia reports that the share of people over employable age has noticeably increased over the last five years. Between late 2019 and late 2024, it grew by about 35%. As of January 1, 2025, every fourth resident of South Ossetia was over employable age. Today's society clearly manifests, first, a stable

increase in the number of people older than employable age, and, second, employable population having to support growing numbers of dependent population.

The main factors behind the growing number of the elderly in South Ossetia are falling mortality rates and a longer life span. Age-specific mortality rates among the elderly have been falling among both genders. Mortality rates for elderly men are higher than for women in all age groups. Compared to 2022, this gap has been growing instead of shrinking.

These demographic trends entail certain negative consequences, including, among others, growing disproportions in the gender makeup of the elderly age group: in 2022, there were 1,982 women per 1,639 men in the 60–64 age group, and 3,222 women in the over 70 age group. It creates loneliness problems among elderly women, the needs for regular care, for outside help in running the household, and for social and psychological help. Growing numbers of elderly people who require outside help to take care of their everyday needs will inevitably increase the demand for social help and social support measures provided by South Ossetia's social services institutions.

Amid shrinking numbers of social services institutions, growing numbers of slots and elderly residents in such institutions can be considered an entrenched negative trend. These trends negatively affect the quality of life of the elderly residents in these institutions.

Consequently, there are the following forward-looking areas for improving the social policy in providing social support for the elderly: increasing the number of institutions offering social services and aid; expanding the range of social services provided by public institutions; supporting the development of private social services institutions; introducing hospital-replacing technologies.

Health preservation and health care are particularly relevant for the elderly. Therefore, their growing health problems should be taken into account when designing and implementing public social policy concerning the elderly. Today, we can note several objective and subjective factors that stand in the way of the elderly people in South Ossetia receiving high-quality healthcare. These problems could be partially resolved by introducing geriatric services and offering the elderly a greater range of social and medical services.

Socioeconomic situation is the principal guarantee of the elderly's independence, autonomy, and social activity, of meeting their needs in life and of their continued development. In today's South Ossetian society, the elderly receive their income from a variety of sources with their retirement payments being the principal one. The elderly's income is mostly derived from retirement payments (52 %), wages (31.2 %), subsidies and welfare payments (10.3 %). South Ossetia's Minister of Labor and Social Protection Oleg Gagloyev said this week that in the near future, the number of retirees in South Ossetia receiving retirement payments would spike sharply. Today, there are 6,309 retirees in South Ossetia receiving retirement payments. The average retirement payment in South Ossetia today is RUB 9,500.

The demographic trends of South Ossetia's population aging and its employable population shrinking will inevitably result in a greater demand for using the labor potential of pre-retirement-age and retirement-age people. However, the problem of employing people of the older generation still remains unresolved. In 2022, South Ossetia's Department of State Statistics conducted selective monitoring of quality and availability of social services and concluded that those retirees who continue to work are mostly motivated by economic reasons. Money shortage motivates 74 % of retirees to keep working; 26 % of retirees are motivated by their need to be communicate with people; 22.1 % are motivated by their interest in their work, and 19.9 % continue to work out of habit.

Therefore, to recap, we can identify several problems in South Ossetia's demographic policy geared toward employing senior citizens amid aging population:

- growing economic need to employ senior citizens as the population ages and labor resources shrink;
- the government still has not introduced effective mechanisms to additionally stimulate the elderly to continue in employment after reaching the retirement age;
- lack of a vocational training/reskilling system for the elderly that would enable them to continue in feasible employment after reaching retirement age;
- even though there is a pressing need for upskilling and for additional professional training for the workforce, South Ossetia still lacks effective mechanisms for using the professional competences and skills of senior citizens who could serve as workplace mentors for the young generation;
- negative stereotypes about employing senior citizens still are preponderant among employers and in society at large.

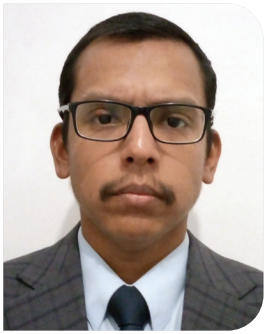
Today's demographic trends mandate making more efficient the public social policy that would benefit the elderly; attracting major financial, material, and labor resources into improving their quality and standards of life by providing decent socioeconomic security; creating conditions for efficient professional activity and employment, social activity, and self-fulfillment; providing medical services, medications, and social aid.

Different countries have their own approaches to handling the tasks and issues they face owing to their rapidly growing and aging population. Aging population is an unprecedented phenomenon in the history of humankind, and states need to develop new social policies and marshal resources required to successfully implement it.

The aging population trends in South Ossetia have some negative consequences for the country's overall socioeconomic development. Let's list the most significant ones: greater budget funding for social programs and constitutional commitments in social security, medical and social services for the elderly; chang-

ing the makeup of employment and unemployment market, increasing the share of senior citizens, including those of post-retirement age, in the employment makeup; changing consumer demand for goods and services for the elderly, developing new types of goods and social services; shaping a social infrastructure geared toward meeting the needs of the elderly.

MEXICO



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Values and Traditions: Foundations for Preserving Populations in a Globalised World

1. Preface (introduction and justification)

In a global landscape marked by unprecedented demographic challenges — including population ageing, declining birth rates, and large-scale migration — societies are facing mounting pressure on their economic and social systems. According to the UN World Population Prospects Report (2022), by 2050, one in six individuals worldwide will be over the age of 65, while many regions are experiencing reduced fertility rates. At the same time, the International Organization for Migration (IOM, 2021) estimates that there are over 280 million international migrants globally, presenting substantial challenges related to integration and the preservation of cultural identity.

In this context, traditional values encompassing the principles, beliefs, and cultural norms passed down through generations prove essential for bolstering social cohesion, safeguarding collective identity, and informing effective public policies. These values, which emphasise respect for family, community importance, care for the elderly, and protection of children, not only shape a society's identity but also

contribute to conflict prevention by encouraging dialogue, tolerance, and a sense of belonging.

In the economic domain, traditional values offer substantial benefits. By fostering social cohesion, they decrease the costs linked to conflict resolution and enhance labour productivity. Furthermore, when incorporated into public policies, these values can offer sustainable solutions to challenges like population ageing and migration, thereby contributing to economic and social progress. This essay examines how integrating traditional values into development strategies can aid in preserving populations, and highlights successful international examples.

2. Hypothesis development

Main Hypothesis: Traditional values defined as cultural principles and norms passed down through generations can play a crucial role in preserving populations when effectively integrated into public policies and economic strategies. By emphasising respect for family, community importance, care for the elderly, and protection of children, these values enhance social cohesion, prevent conflicts, and promote collective well-being, ultimately yielding substantial economic benefits.

2.1 Values as a foundation for birth policies

In nations like Hungary, pro-natalist policies have demonstrated effectiveness by aligning with traditional family values. Since 2010, the Hungarian government has introduced measures such as interest-free loans for young couples and tax exemptions for families with several children (Government of Hungary, 2020). These initiatives have led to a 25% increase in Hungary's birth rate, according to Eurostat. This example illustrates how integrating traditional values can serve as a cornerstone for successful public policies.

Proposal: Implement cultural programs that emphasise the family as a central value, including awareness campaigns that underscore the significance of family traditions and their contribution to social stability.

2.2 Traditions and social cohesion

Traditions enhance the sense of belonging and decrease both internal and external migration. For instance, in Mexico, indigenous communities that maintain their traditions manifest lower migration rates to urban areas (INEGI, 2020). The Day of the Dead (Día de los Muertos), a Mexican tradition, not only fosters community cohesion but also attracts tourism, yielding economic benefits.

Proposal: Promote festivals and cultural events that reinforce local identity by replicating successful models like Día de los Muertos in other regions.

2.3 Values and population ageing

In societies with strong family values, elderly individuals are cared for within

the nuclear family, alleviating pressure on health systems. For example, in Japan, the concept of ie (traditional family) has enabled 70% of elderly people to live with their families, according to the Japanese Ministry of Health, Labour and Welfare (2021). This approach not only reduces costs associated with nursing homes but also enhances the quality of life for the elderly.

Proposal: Promote policies that support intergenerational care, such as offering tax incentives to families providing care for elderly members.

2.4 Migration and cultural preservation

Migrants who preserve their traditions tend to integrate more effectively into host societies, maintaining their cultural identity while contributing to the cultural diversity. In the United States, for example, Latino communities that celebrate traditions like Cinco de Mayo or Día de los Muertos have established robust support networks (Pew Research Center, 2019). These traditions not only reinforce cultural identity but also facilitate social integration and prevent conflict by promoting intercultural dialogue.

Proposal: Implement cultural integration programmes that respect and promote migrants' traditions, such as cultural workshops in schools and community settings.

2.5 Family and child protection

The family, serving as the fundamental nucleus of society, plays a vital role in preserving traditional values and protecting children. Policies designed to strengthen families and ensure child well-being not only enhance social stability but also promote long-term economic growth.

Proposal: Implement policies that support child protection and family strengthening, including economic assistance programmes for families with children, access to quality education, and child healthcare services.

3. Economic and social effects

3.1 Economic effects

- Reduced costs in health and pension systems: In countries with strong family values, such as Italy and Spain, elderly care is often provided at home, minimising reliance on nursing homes (OECD, 2020).
- Enhanced labour productivity: Social cohesion fostered by shared values reduces workplace conflicts and improves the overall work environment.
- Boost in cultural tourism: Events like Mexico's Día de los Muertos and Brazil's Carnaval generate substantial income and create employment opportunities.

3.2 Social effects

- Conflict prevention: Traditional values promote dialogue, tolerance, and respect, thereby reducing social tensions.
- Enhanced emotional well-being: Traditions create a sense of belonging and decrease feelings of loneliness.
- Reduced migration: Communities with strong traditions tend to retain their younger population.

4. Conclusions and expected results

Traditional values are not merely cultural elements; they serve as potent instruments for addressing demographic challenges. Incorporating these values into public policy can have a profound impact on preserving populations, fostering social cohesion, preventing conflicts, and yielding economic benefits.

Expected results:

- Increased birth rates in regions implementing policies rooted in family values.
- Reduced internal and external migration rates thanks to social cohesion.
- Improved quality of life for vulnerable groups, such as the elderly and migrants.
- Lower healthcare and pension costs.
- Boosted labour productivity and cultural tourism.

5. Specific proposals

5.1 Educational programmes

- Description: Integrate subjects into school curricula that emphasise cultural and traditional values, including local history, traditional arts, and community ethics.
- Implementation: Partner with educational institutions and cultural organisations to develop curricula that incorporate these themes.
- Example: In Japan, schools incorporate lessons on the concept of ie (traditional family) to foster respect for elders and promote family cohesion.

5.2 Tax incentives

- Description: Provide tax benefits to families that preserve cultural traditions or care for elderly members.
- Implementation: Develop policies offering tax deductions for families participating in intergenerational care programmes or having multiple children.
- Example: In Hungary, families with three or more children are eligible for tax exemptions and interest-free housing loans.

5.3 Cultural events

- Description: Provide financial support to festivals and activities that promote local traditions, including fairs, festivals, and traditional ceremonies.
- Implementation: Allocate public funds and secure private sponsorships to organise events celebrating local culture.
- Example: Mexico's Día de los Muertos draws millions of tourists annually, generating substantial revenue for local communities.

5.4 Migration policies

- Description: Develop integration programs that respect and appreciate migrants' traditions, facilitating their integration into the host society.
- Implementation: Set up cultural workshops in schools and communities that encourage intercultural dialogue and the preservation of migrant traditions.
- Example: In the United States, Latino communities organise festivals like Cinco de Mayo, which reinforce their cultural identity and promote social integration.

5.5 Family and child protection

- Description: Implement policies that support child protection and strengthen families, including economic assistance programs for families with children, access to quality education, and child healthcare services.
- Implementation: Develop government programmes that offer economic support to families with children, such as subsidies for education and child healthcare.
- Example: Finland's 'Baby Box' programme provides families with a package of essential baby care items, which not only boosts birth rates and child well-being but also promotes equality from birth by offering uniform support to all families, regardless of their socio-economic status.

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INDIA

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Unlocking the Future by Investing in People

Let me begin with a story set in undivided India during the late 1930s. Mahendra Kumar Ghosh, one of the sons of the then Zamindar of Noakhali (now in Bangladesh), was a successful lawyer practicing simultaneously at both the Calcutta and Dhaka High Courts. With his family based in Noakhali, that remained his "Basha" (home), while his Calcutta residence was modest – just sufficient to serve as a professional base for the days he spent there each month. However, as the political landscape of the subcontinent began to shift, Mahendra foresaw the growing instability and made the prudent decision to relocate his family to Calcutta in the mid-1940s, uprooting them from their ancestral "desh" (country).

Though the move predated the partition of 1947, it had profound socio-economic ramifications for the Ghosh family. The legal practice in Dhaka came to a halt after the partition, and the financial security of the Zamindari inheritance ceased to exist. The struggle to establish a stable foothold in Calcutta began, compounded by the responsibility of supporting a large family. This period also witnessed the migration of countless extended family members, friends, and acquaintances from "desh", now part of East Pakistan, as they sought refuge in India.

Despite his own financial constraints, Mahendra opened his doors to as many people as possible, offering shelter and helping others find a footing in this unfamiliar land. What stood out during this time was his unwavering commitment to ensuring that the younger generation seeking refuge received an education. He hosted students at his Bhawanipur home in Central Calcutta, supporting them until they completed their studies and found livelihoods of their own. His belief in investing in human capital over material possessions became a defining principle of his life. Hundreds of young men and women became beneficiaries of his vision — a conviction that empowering people through education would yield far greater returns than any investment in property or personal wealth.

Mahendra Kumar Ghosh was not alone in his generosity, but I have seen firsthand the multigenerational impact of his actions on countless individuals and families. Interestingly, he faced criticism from within his own family for not prioritizing their material prosperity. Yet, his conviction remained unshaken — that the true wealth of a nation lies in its people. His quiet, unwavering belief in human potential serves as a powerful reminder that investing in people builds not only individual futures but also the resilience of society at large.

A century later, I find myself reflecting on his legacy, wondering what drove him to prioritize the welfare of unrelated individuals over personal aspirations — especially in the face of resistance from those closest to him. The answer, I believe, lies in his deep-seated faith in the transformative power of human capital. By choosing to invest in people, he sowed seeds of hope and resilience that would bear fruit for generations to come. As I contemplate the importance of investing in people today, his story echoes through time, inspiring me to carry forward this conviction. My hope is that another century from now, my great-granddaughter will continue to place her faith in the boundless potential of human capital, keeping alive this multigenerational belief in the transformative power of investing in people.

Investing in Human Capital: Past, Present and Future of the World

In a rapidly changing world, the most valuable asset any society can possess is its people. Given the advancement and increasing reliance on technologies around the world at present, one may question the over-emphasis on human capital. However, the fact remains the technological advancements that are today reshaping industries and economies are an outcome of investment in human capital. Human capital, therefore, is and will continue to the backbone of any thriving societies and some of the areas that would need special thrust are as follows:

Why and how to prioritize in human capital?

History demonstrates that countries that prioritize investments in education, skills development, and healthcare have experienced higher levels of economic

competitiveness and social well-being. It is imperative for the world to develop unique and evolved approaches as well as effective tools to attract investment in human capital. For example, collaboration between governments, private sector, and non-profit organizations can pool resources and expertise to fund education, vocational training, and health initiatives. Public-Private Partnership (PPPs)s can improve access to quality services while leveraging private sector efficiency and innovation. Governments can create favorable policy environments by offering tax incentives, grants, or subsidies to businesses that invest in employee training programs or health benefits. Clear regulatory frameworks that promote gender equality, labor rights, and lifelong learning further encourage investment in human capital. Investments in education technology, skills development platforms, and community health programs align with the growing demand for sustainable and socially responsible investment opportunities. The future job market will increasingly demand digital literacy, problem-solving abilities, and adaptability. Investing in vocational training, lifelong learning programs, and digital education ensures that individuals remain competitive and capable of meeting the demands of the evolving societies. The Covid 19 pandemic, a few years back had shown the world the digital literacy would be an essential component of human existence. Governments can collaborate bilaterally in the field of education and capacity building initiatives. Through building comprehensive education and training ecosystems, countries will not only will be able to connect to academic institutions, businesses and policymakers, but also, can bridge the skills gap and enhance people to people contact, which will impact the bilateral relations between countries and strengthen economies through skilled human resources.

Educational Transformation: Redefining Learning Experience

Today, new technologies are revolutionizing education by transforming traditional learning methods into more dynamic, accessible, and personalized experiences. Digital tools such as e- learning platforms, virtual classrooms, and interactive educational apps enable students to access information anytime and anywhere, breaking down geographical barriers. Artificial Intelligence (AI) and adaptive learning systems personalize education by tailoring content to individual learning speeds and preferences, helping students grasp complex concepts more effectively. Additionally, multimedia resources like videos, simulations, and gamified lessons make learning more engaging and interactive, enhancing knowledge retention and critical thinking skills. These technologies have opened up new possibilities, making education more inclusive and flexible. Moreover, collaborative technologies like video conferencing, cloud-based platforms, and social learning networks are reshaping how students and educators interact. These tools promote teamwork, global connectivity, and peer-to-peer learning, preparing students for the demands of a digital workplace. However, the digital transformation of educa-

tion also highlights the importance of bridging the digital divide, ensuring equal access to devices and internet connectivity.

Breaking Barriers: Overcoming the Digital Divide for a Fairer Future

Digital divide, i.e the gap between those with access to digital technologies and those without, poses a significant barrier to equal opportunities in today's digital era. Bridging this divide requires ensuring affordable and widespread access to the internet, especially in rural and underserved communities. Governments should invest in digital infrastructure, such as expanding broadband networks and providing free Wi-Fi zones in public spaces. Additionally, distributing affordable digital devices like laptops and smartphones to marginalized groups can empower them to participate in the digital economy. Public-private partnerships can play a key role in funding these initiatives, making digital access more inclusive and equitable. Alongside access, digital literacy is essential to overcome the digital divide. Educational programs that teach digital skills from an early age, particularly in low-income communities, can help individuals use technology effectively. Providing training for adults on using digital platforms for employment, communication, and financial services can also promote social and economic inclusion. Special attention should be given to vulnerable groups, including women, elderly people, and persons with disabilities, to ensure no one is left behind. By fostering digital education and promoting equal access to technology, societies can unlock opportunities for all, empowering individuals to participate fully in the digital economy and bridging the gap between different social groups.

The Future of Work: Assessing AI's Impact on the Labor Market

Artificial Intelligence (AI) has brought a paradigm shift in the way the world operates today. It is reshaping the present and future labor market by revolutionizing how businesses operate and the types of jobs available. One of the significant impacts of AI is automation, where routine and repetitive tasks are increasingly performed by machines, reducing the demand for low-skilled jobs. Several sectors are already experiencing job displacement due to AI technologies. However, this shift also creates new job opportunities in fields like AI development, data analysis, cybersecurity, and robotics. The demand for workers with digital skills and technological literacy is expected to rise, making reskilling and upskilling essential to ensure that the workforce remains competitive in the changing job market. On the other hand, AI has the potential to enhance productivity and create more flexible working environments. Collaborative AI systems will allow humans and machines to work together, boosting productivity in sectors like healthcare, finance, and education. However, the rise of AI may also widen income inequality and create ethical concerns related to job security and privacy. Therefore, governments, businesses,

and educational institutions must adopt inclusive policies that promote lifelong learning, social protections, and ethical AI practices to ensure that the benefits of AI are distributed equally across society. The future labor market will depend on how effectively societies adapt to these technological changes.

Critical Global Challenges that need more focused attention

While it is important to look ahead and think about the future, it is equally important to address the major challenges the world faces today, foremost, being youth unemployment. Comprehensive strategies to create sustainable job opportunities for young people globally is the need of the hour. One effective approach is investing in education and skills development to equip youth with the knowledge and competencies demanded by the labor market. Governments and institutions should promote vocational training, apprenticeships, and technical education programs that align with industry needs. Career counseling, internships, and mentorship programs can also help bridge the gap between education and employment, preparing young people for the transition into the workforce. Additionally, fostering digital literacy and entrepreneurial skills can empower youth to explore self-employment opportunities in the evolving job market. Secondly, an effective demographic policy for an aging population is urgently needed. The focus should be on fostering social, economic, and healthcare systems that support the well-being of older citizens while ensuring sustainable development. This involves promoting active aging through lifelong learning, flexible retirement policies, and opportunities for elderly employment to keep them engaged in the workforce. Governments should invest in accessible healthcare services, including preventive care and long-term care infrastructure, to address the rising healthcare needs of the elderly. Additionally, social protection systems such as pensions and affordable housing must be strengthened to ensure financial security. Thirdly, conflicts, instabilities, climate change and lack of economic opportunities have resulted in widespread migration around the world and migration as an issue will continue to remain relevant. Migrants play a significant role in shaping economic development, presenting both challenges and opportunities for countries. One of the key opportunities is the contribution of migrants to the labor market, filling skill gaps and boosting productivity, especially in sectors facing workforce shortages. Migrants also promote cultural diversity, innovation, and entrepreneurship, which can enhance economic growth. Additionally, remittances sent by migrants to their home countries serve as a vital source of income and help alleviate poverty. However, migration also poses challenges such as pressure on public services, housing, and infrastructure in host countries. Social integration and discrimination can further hinder the full potential of migrants, therefore effective migration policies are the need of the day.

Fourthly, although, most countries around the world are grappling with serious challenges domestically and internationally and very rarely has the luxury of focusing aspects such as healthy lifestyle of its people at the micro-level, it remains an important issue. Promotion of healthy lifestyle enhances productivity and quality of life, resulting in long-term economic benefits. Healthier individuals are more likely to perform better at work, take fewer sick leaves, and remain active in the workforce for longer periods. Governments and employers need to invest in health promotion programs and workplace wellness initiatives to foster a healthier and more motivated workforce. However, achieving widespread adoption of healthy habits requires accessible health education, affordable fitness options, and equal opportunities for all social groups. By prioritizing the popularization of a healthy lifestyle, societies can not only improve public health but also promote sustainable economic development and social well-being. Finally, the importance of values and tradition are increasingly getting less emphasis in discourse pertaining to future of societies when the fact it these are crucial attributes super for maintaining the long-term survival, stability, and well-being of a generation. Values and traditions act as guiding principles that shape people's behavior, decisions, and relationships; all of which will have a direct or indirect impact on the population's growth, health, and survival in the days to come.

Conclusion

Unlocking the future by investing in people is a transformative approach that lays the foundation for sustainable development and shared prosperity. Education, healthcare, and skill development are pivotal investments that empower individuals, strengthen communities, and drive economic growth. By prioritizing equity and inclusion, societies can harness the full potential of their human capital. As the world faces unprecedented challenges and opportunities, the path to a better future lies in placing people at the heart of development strategies. Investing in people today is the most profound investment in a brighter future.

VENEZUELA

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Inclusive Economic Planning: Lessons in Human Capital from High-Income Distribution Countries

Preamble

Global economic growth is facing a structural challenge in the form of income inequality. This paper presents the findings of a doctoral research project analysing income distribution in 48 countries according to 89 economic, social, and financial indicators (2008–2022) and its impact on human capital development. Based on the study of high-income distribution countries (HIDC) – those that allocate more than 50% of GDP to employee compensation – we propose an economic model that prioritizes social inclusion and macroeconomic stability. This is the basis for an adaptive economy.

HIDC – Switzerland, Germany, Iceland, Canada, China, Slovenia, Denmark, Japan, France, and Austria – have demonstrated that equitable income distribution promotes social cohesion, reduces poverty, and stabilizes the economy. They controlled variables such as labour productivity, low country risk, investment in education and health (% of GDP) and political stability. In the context of BRICS+, the adoption of strategies based on this model could boost sustainable growth.

Hypothesis and Analysis

Our research shows that countries with CE (Compensation of Employees) above 50% of GDP have lower inequality, greater social mobility, and a more resilient economy. We analysed the income of three key economic actors that explain GDP: workers (RE), entrepreneurs (IK), and the government (TG), identifying distributional patterns that favour inclusive growth. A correlation analysis of CE with respect to the GDP of HIDC (2008–2021) produced a result of 0.744, with a strong impact when CE>50%.[1] The model function of the GDP of HIDC yielded a multiple regression with R2 of 0.869.

Using a systematic approach, countries were classified into four groups according to their income distribution:[2] HIDC (>50% CE); Medium Income Distribution Countries (MIDC) (between the global average and 50% CE); Low Income Distribution Countries (LIDC) (below the global average to <34% CE); and Worst Income Distribution Countries (WIDC <34% CE). The global average CE/GDP in 2021 was 42%.

Table 1. Classification of Countries by Income Distribution CE (% of GDP)

Classification	CE (% GDP)	Countries
HIDC	>50%	Switzerland (58.0), Germany (53.7), Iceland (53.7), Canada (52.5), China (52.4), Slovenia (51.7), Denmark (51.6), Japan (51.4), France (51.3), Austria (50.3)
MIDC	>average <50%	United Kingdom (49.5), Lithuania (48.8), Portugal (48.8), Netherlands (48.7), United States (48.4), Belgium (48.2), South Africa (47.6), Spain (47.5), Luxembourg (47.2), Russia (47.1), Sweden (47.0), Croatia (46.4), Finland (46.4), Czech Republic (45.7), Norway (44.5), Slovakia (44.1), Brazil (43.6), Serbia (41,1)
LIDC	> 34% < Global Average	Italy (40.8), Hungary (40.2), Zimbabwe (38.7), Chile (38.5), Romania (37.9), Cuba (36.9), Greece (36.6), Libya (36.5), North Macedonia (35.4), Colombia (34.0)
WIDC	<34%	Iraq (33.1), Sudan (28.9), Mexico (28.4), Saudi Arabia (27.5), Turkey (27.0), Iran (26.5), Ireland (25.7), Burundi (20.9), Venezuela (20.6), India (14.2)

Sources: World Bank, Eurostat, OECD, UN, IMF, Central Bank of Venezuela, National Administrative Department of Statistics (DANE, Colombia). Author's estimates

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1 Ibid. See Table 15: "PADI: Linear Correlation between Factors/Actors (% of GDP)" in https://poli-data.com/patron-emergente-1-metodo-para-disenar-escenarios-futuros-que-determinan-la-distribucion-ideal-del-pib-en-crecimiento/

2 bid. For calculations, country classification, and analysis, see: https://poli-data.com/clasificacion-de-paises-por-distribucion-de-ingresos-para-remuneracion-de-empleados-pib/

The HIDC had an average Gini coefficient of 0.28, compared to 0.51 for the WIDC, confirming the positive impact of equitable distribution on economic stability.

Results and Proposed Economic Model

The research identifies and proposes Six Economic Patterns for Equitable Redistribution that are essential for BRICS+:

Growth Planning that Incorporates Inclusion: Designing scenarios where GDP grows along with proportional increases in wages and productivity (+%CE/GDP).

Equitable distribution strategies: Progressive wage policies, wage indexation, and labour participation in corporate profits.

A 50-50 microeconomic model: Equal distribution of 50% of net profits between employers and employees.

Investment in human capital: Technical education, job training, and tax incentives for companies that promote quality employment.

Fair Income Distribution Index (FIDI): A system of equity indicators that integrates %CE/GDP, minimum wage, GDP per capita, inflation, unemployment, and social fragility to monitor progress.

Progressive tax reform: Increase revenues for health, education, and social protection.

An econometric analysis[3] of the "Growth Planning that Incorporates Inclusion" method revealed that increasing the share of CE (+1% per year) and tax revenues (TG) (+1% per year) in GDP, while reducing the share of corporate income (IK) (–2% per year), produces inclusive growth. The HIDC model guarantees GDP growth of >10% over five years, with a tendency towards a reduction in inequality.

Example of the Application of the Model on China

Scenario	RE (%)	IK (%)	TG (%)	GDP (%)
Year 1 (2023)	53%	38%	9%	5.2%
Year 5 (2028)	55%	34%	11%	19.1%

Author's estimates based on data from the National Bureau of Statistics of China (2023), the World Bank, and Eurostat

If China increases CE to 55% within the next five years, GDP will grow to at least 19.1% (see table 24 in the link).[4] The model balances the interests of work-

[3] Ibid. For a full econometric analysis, see: https://poli-data.com/patron-emergente-1-metodo-para-disenar-escenarios-futuros-que-determinan-la-distribucion-ideal-del-pib-en-crecimiento/

[4] Ibid. See: https://poli-data.com/patron-emergente-1-metodo-para-disenar-escenarios-futuros-que-determinan-la-distribucion-ideal-del-pib-en-crecimiento/

ers, business owners, and governments, prioritizing human capital as a productive driver, where all economic actors win and do not depend on external factors.

The **Fair Income Distribution Index (FIDI)**[5] measurement scale proposes a scale for comparing countries:

Fair Income Distribution Index (FIDI) measurement scale	
From 0.751 to 1	Very high
From 0.501 to 0.750	High
From 0.251 to 0.500	Medium
From 0 to 0.250	Low

Compiled by the author

FIDI calculations (2021) are high for Switzerland (at 0.724), medium for China (0.281), and low for India (0.114) and Venezuela (0.112).

FIDI calculations for the BRICS+ countries in 2021:

Table 2: Fair Income Distribution Index (FIDI) and World Ranking for the BRICS+ Countries (2021)

Country	FIDI (2021)	World Ranking	Scale
China	0.281	28	Medium
Russia	0.235	33	Low
South Africa	0.213	35	Low
Saudi Arabia	0.211	36	Low
Brazil	0.199	39	Low
Iran	0.152	44	Low
India	0.114	47	Low

Source: Author's calculations based on data from the World Bank, the Central Bank of Venezuela, the UN, and fragilestatesindex.org

[5] Ibid. The original calculations take compensation of employees (% of GDP), minimum wage, GDP per capita, inflation, unemployment, and institutional fragility into account. For a full analysis, see: https://poli-data.com/indice-y-ranking-de-la-distribucion-justa-de-los-ingresos-idji/

Economic and Social Impact

The benefits of implementing the HIDC model in the BRICS+ countries include:

Economic Impact: GDP growth of >10% within five years incorporating inclusion; 15% growth of domestic demand; reduced economic volatility (standard deviation of 1.2% in HIDC vs. 4.8% in WIDC).

Social Impact: FIDI figures for 2021 were 0.477 on average for HIDC and 0.207 for WIDC. Applying the model would improve the figures from low to medium for WIDC in a few years. Poverty will decrease from 34% to 8% in adopting countries. Education mobility – 78% of young people have access to higher education in HIDC, compared to 22% in WIDC. Greater social wellbeing and increased happiness rates.

Relevance for the BRICS+ Countries and Policy Proposals

Strategies for the BRICS+ countries to achieve HIDC status include:

Gradually increasing the share of CE in GDP through progressive wage adjustments and collective bargaining.

Signing national income distribution agreements guaranteeing wage increases indexed to inflation and benefits shared between workers and employers.

Labour and tax reforms that encourage legal employment and distributive equity.

The creation of a FIDI Observatory to monitor progress in equity.

The improvement of tax collection and redistribution to finance social and infrastructure programmes, allocating greater resources to health, education, and social protection.

Ideal Income Distribution Scenario for BRICS+ (2030):

BRICS+ targets for 2030 using the HIDC model:

Country	CE (% of GDP) 2022	CE (% of GDP) (Target)	Current Classification	Challenges and actions to achieving target CE (% of GDP) by 2030
Brazil	43.6%	50%	MIDC	Formal employment policies, progressive wage policy.
Russia	47.1%	52%	MIDC	Incentivize non-oil sectors. Labour profit sharing.
India	14.2%	35%	WIDC	Revolution in the country's labour market, prioritizing formal agriculture (85%). Digital training.

Country	CE (% of GDP) 2022	CE (% of GDP) (Target)	Current Classification	Challenges and actions to achieving target CE (% of GDP) by 2030
China	52.4%	55%	HIDC	Consolidate leadership with high salaries in innovative sectors. Reintegration into the labour market for older jobseekers.
South Africa	47.6%	51%	MIDC	Youth unemployment (60%). Land redistribution.
Saudi Arabia	27.5%	40%	WIDC	Reducing oil dependence. Economic diversification
Egypt	32%	45%	WIDC	Informal employment (40%), inefficient subsidies.
United Arab Emirates	35%	48%	MIDC	Greater national labour force participation. Progressive taxation of the rich.
Ethiopia	18%	30%	WIDC	Labour reform to prioritize formal agriculture and digital training.
Iran	26.5%	38%	WIDC	Internal strategies to combat MCU. Improve wage equity. Labour cooperatives.

Source: Compiled using data from the World Bank, IMF, OECD, Central Bank of Venezuela, Eurostat, UN.

Conclusions

The results show that HIDC have achieved fairer and more stable economies over the past 17 years through equitable income distribution policies. They also demonstrate that equitable redistribution is not a utopia, but is rather a proven strategy for achieving sustainable and inclusive growth. The implementation of the HIDC model in the BRICS+ countries could significantly reduce inequality and strengthen global economic growth. The introduction of the Six Economic Patterns for Equitable Redistribution –Growth Planning and FIDI in particular – could help reduce inequality, strengthen human capital, and stabilize vulnerable economies.

This model represents a pragmatic vision that not only challenges the traditional capitalist paradigm but also offers a path to a future where economic development and social justice coexist.

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RUSSIA

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Who Will Drive the Future? The Elite of "2050"

"We are creating a future great antiquity..." Manifesto "2050"

The organizers of this dialogue have proposed to speak on one of the following topics: "Investments in Human Capital, in Technology, in Environment, in Communication". I will focus on all of them. It is impossible not to touch on the remaining three if one delves deeply and meaningfully into any of them. "The Future of the World..." The topic is interesting, complex, and challenging if treated with a high degree of responsibility. The authors of the Open Dialogue will present many "pictures of the future". I would like to talk about something that is necessary for all these pictures to be speculative and frivolous. I mean the people (or rather, "groups of people") who will govern this "future". The future elites.

I consider "elites" in the broad, social, and cultural sense of the word. Today's elites (some of them are outdated, some of them are emerging) are more or less understandable. They are everything our society is currently capable of. It makes sense to take them as a given. They should be orientated on them, and we should work with them. But it is impossible to change them. However, in talking about the future, I am interested in those who will make up the elite of the second half of the

21st century. Starting in 2050. That is, those who are now about 10 years old. They are still able to perceive something qualitatively new in the development of human society because they are not yet infected with many mental diseases that have led to the global humanitarian crisis.

This crisis can be described by three contradictions: "rationality – religiosity", "news – stories", "psychotherapy – storytelling" (or "pain" – "heroism"). The victory of the former over the latter leads to the most dangerous consequence for humanity – the Crisis of Memory. Today we face an existential choice: "Memory or oblivion". The rational world of forms multiplies various formal, iconic entities, which a human being is simply not able to remember. Therefore, this function is increasingly transferred to artificial intelligence, neural networks, and other digital media and technologies. The world of forms does not know how to work with "conditions" (energies and meanings), but it is with them that the emotional and semantic memory "works", capable of recalling not only the distant past, but also the distant future and... the present.

"News consumption society" destroys the systematicity and connectedness of spaces, times and relationships. This is not good for Memory. A modern person faces different puzzles of different pictures on a daily basis. It is impossible to assemble a common canvas out of them. It is impossible to compose one's own integral History in such a mess. Psychotherapists who display the word "Pain!" on their boards pour oil into the fire. However, a person gladly forgets everything painful. However, they do not offer him anything else.

All of the above three locomotives carry Mankind to OBLIVION. A man no longer wants and cannot remember and recall (at best, recollect). Person sees no point in improvement of his/her Memory. The limited "useful" space, limited "useful" time, limited "useful" relationships are enough for him/her. Such an approach very quickly causes Man to lose the need for cognition, development, and communication. This is what we are experiencing when we speak of a humanitarian crisis. Over half a century of research, cases of Alzheimer's disease have grown exponentially. And while this disease used to affect people in their old age, now people in their forties and fifties are at risk. Over this half-century, the number of groundbreaking (revolutionary) discoveries in science has declined by 90%. "We were dreaming of getting to Mars, but we got a 140-character tweet ..."

Here's an extract from Plato. There was a certain Egyptian deity, Teut. He invented many useful things: numbers, counting, geometry, and astronomy, the game of draughts and dice, writing. This deity came to the king and said ... it is necessary to give all this to the Egyptians. The king asked him to describe the benefits of each invention. They got to the letter... "Teut said, 'This science will make the Egyptians wiser and more memorable, since there is a remedy found for memory and wisdom'. The king objected: 'You are the father of writing, and you have given it just the opposite meaning. It will instill forgetfulness in the souls of those who have learnt it because their memory will be deprived of exercise: they will remem-

ber from the outside, relying on the letter, by extraneous signs, and not from within, by themselves. You have not invented a remedy for memory, but for recall. You give your followers imaginary wisdom, not true wisdom. They will know many things by hearsay, without learning, and will appear to know a great deal, while they remain ignorant in the majority, people difficult to communicate with; they'll become pseudo-wise instead of wise'…" One would agree that it is about the present day. "Pseudo-wise instead of wise." Oblivion, not Memory. That's our diagnosis.

The crisis of Memory inevitably leads to… a crisis of heroism and history. Heroes and stories do not disappear. They just disappear, nobody notices them. First, let me talk about cinema as a showcase for stories. I have spent the last couple of years researching Russian cinema. Diving into this world (mostly films from 2017 to 2022) I have become confused. Neither directors nor scriptwriters know that a good story is impossible WITHOUT A HERO. And a Hero (in ancient Greek, "demigod") is "a man who overcomes". If there is no overcoming, there is no Hero and no History. A hero does not necessarily win, but necessarily (!!!) overcomes. Even Success Stories suffer from the lack of a Hero due to the lack of understanding of this fact. Any viewer turns to ANY storyteller just for the state of overcoming the fear of their own death (in its many derivatives). Not just once, like to a fresh newspaper. It happens again and again; not to read the news but to recharge ourselves with energy. Today's "storytellers" have forgotten how to remember, generate, create, and present such states. As a result, cinema has become a hymn to plastic and neuroticism.

What is about "cinema"… "Why does not the Special Military Operation have its own heroes?" That is not a question I am asking today. I have been shouting it since about April 2022. It is a question of the military correspondent Sladkov: "Why do we hear from one, another interviewee: "I am tired of the Special Military Operation". I will explain how I understand the reason for such statements and sentiments. Fatigue is accumulated from continuous drudgery. Yes, we take villages, burn tanks, and blow up the enemy's cannons. But this is not the scale on which everyone was brought up…". The lasts for three years, and all our heroes appearing in the news, like water through sand, disappear into oblivion. A grandmother with a red flag. Nurmagomed Gadzhimagomedov. The tank "Alyosha". The Wagner crew of the SU-24M… Their names, their exploits, their stories are quickly erased from memory by the endless stream of news reports about a NATO tank blown up, an artillery point destroyed, and new losses of the Ukrainian military. And what about the heroes… a formal photo and a brief message, which will not be remembered in an hour. That is why in the operational memory of people remains not taken Kiev, left Kherson, Izyum, Krasny Liman. The enemy's breakthrough to Kursk region. And what about the heroes?? Sladkov writes ruthlessly: "There are no heroes born during the Special Military Operation. The guys in masks that are now flashing on TV screens and posters are not heroes, but dummies of soldiers. There are no Talalikhins and Kozhedubs, no Sergeants Pavlovs and Generals Chuikovs… …there are

no heroes like Motorola, Givi, Zakharchenko, Khodakovsky... The list is long...". And this question-sentence perfectly resonates with the words of Semen Pegov who came to the Duma on crutches in the autumn of 2022, "We have everything we need in terms of shells and materiel, thank God... But we fight with a bare soul...".

During the Great Patriotic War, the whole nation repeated stories about Talalikhin, 28 Panfilovtsy, Alexander Matrosov, Gastello, Pokryshkin... We knew that WE ARE THE NATION OF HEROES, not just lines in news publishers. Films about these heroes were already made during the WAR. That is why the energy of "noble rage" grew and swept away the enemy even in situations where all rational arguments were on their side. Today in the information space we fight with "Mosin rifles", not with "Calibres". We cannot win a big war through news. We need stories ritually broadcast on all information channels. Today, we have simply forgotten how to present stories... The majority of "storytellers" have a "news momentary consciousness". Today's schoolchildren, who will form the broad social and cultural elite of our "Society 2050", should be taught to remember, create and present Stories about Heroes, starting from their own heroic stories.

However, the crisis of heroism and history are formal and energetic consequences of a deeper crisis of meaning. It is the crisis of religiosity. Today there are a lot of discussions about meanings, assuming by default that everyone understands the same thing. However, in the Russian language there are several meanings that differ... in depth and scope. Sense - as meaning (of a word, term, object). Sense – as motivation (Why should I want to do something or do something? What is the point?). Finally... Meaning – as "co-thinking". The tendency of the Self to become "More than..." Energy appears in the difference of potentials of this striving, which manifests itself later in various forms. The state appears. What does religiosity have to do with it? If we look at the etymology, "religare" means "unification by common meanings". A person, a company, a community, a territory striving to become "More than..." – are religious in essence. A person who feels like a member of a family with two parents, grandparents, ancestors, children, grandchildren is "more than..." just a "lonely individual". A person who feels like a fan of a "football club" is "more than..." just a fan. A person who aspires to be part of a scientific community is "more than..." just a lonely scientist. There is a difference, "merely", in energies. The energy of a lonely person will never match the energy of a community. And all the above examples are examples of religions. They are all united by the "sacred texts" – Stories (describing the Myths, Rituals, and Sacrifices of the community) accepted by each individual community. Each member of the community has a "common God" whom they diligently worship and serve. For some people, it is Science. For others, it is Football. For the rest of us, it is Family.

Religiosity cannot be destroyed completely. It is inherent in human nature to gather in groups and tribes. Together, the Death that awaits everyone is not so terrible. "Trouble shared is trouble halved!" However, it is not necessary to prove that the religiosity of everyone and many people today is in serious crisis. Rational-sci-

entific outlook, news agenda, psychotherapy, and digital technologies turn any "UNION OF SOVIET SOCIALIST REPUBLICS" into a utilitarian "commonwealth of independent states". Each has its own goals, opposed to the goals and objectives of its surroundings. Interaction ties are broken. Any dependency seems shameful. The complementarity between each other disappears. Individuality that is not united with anything or anyone is honored. Synergy "more than..." is lost, states are forgotten. New meaningless, unconnected forms are multiplying.

"We are hollow people, We are stuffed animals, not people. Bowing together. Trash in the head. Mutter together. Quiet and dry. Without feeling and essence. Like the wind in dry grass. Or rats in a pile glass and tin. Something without shape, shadow without color. Muscles without strength, gesture without movement. Straight watching souls. Beyond the edge of another kingdom of death. See that we are not lost Stormy souls, but only Hollow people, Stuffed animals, not people...." The American Eliot wrote this text a hundred years ago. And he predicted the death of such a world of "hollow people", without energies and meanings: "This is how the world will end. This is how the world will end... Not an explosion! But... a sob..." Today Mankind faces a choice: to die in a hospital bed or to explode with the energies of new life. A life "More than..."

It is only possible to overcome the described crisis and to raise young people worthy of a better future in an institutional and systemic way. That is why I speak about "Investments in human capital, in technology ("humanitarian"), in environment, in communication". When the world was excited by geographical discoveries, a "Geographical Society" appeared in Russia. Today requires the creation of a "Society of Storytellers and Genealogists" promoting the systematicity of these two basic sciences and humanitarian technologies. Storytelling and Ancestry, inherited from our distant ancestors, helped them to preserve and develop their different societies. The demise of various empires was due to the crisis of Memory and History. Because it is impossible to unite people and awaken in them the infinite power of connectedness of the present, past and future, using only news, digital technologies, and psychotherapy. And History has been engaged in such unification for centuries.

Remember the Parisian Communards: "Liberty! Equality! Fraternity!" Returning to the formation and education of the Elite 2050, I would like to reinterpret and re-cognize the old slogan: Freedom, Power, Love, as stages in the development of Memory. Equality in the unity of the unique as the environment of Memory development. Corporate and patrimonial brotherhood as the root strength of Memory development. The new elite should be "More than..." "elite" as it is today. It should have three main principles: Heroism, History, Religion. And the Memory should be the most important principle of it all. Memory is not utilitarian, but... existential. The memory of "necessary existence". At the same time, any elite is the control of resources. The "new" elite (2050) will control the main energy resource of the future - Memory. Memory of the present, memory of the past, memory of the

future. History becomes the main "currency". While "today's people" are extracting oil, creating cryptocurrencies and neural networks, multiplying endless news portals, and seeing psychotherapists, the New Elite will study how to create Memory Factories. So, they can download and print the Stories. Then all these extractive corporations, central banks, jipitichats, and news agencies will come under their control, as a pleasant but insignificant bonus. Because Humanity will enter a new system of relations based on the inner energy and meanings of people, companies, communities, territories. It will recall itself. It will awaken the energy of its Youth, approaching Wisdom.

What can WE (storytellers and genealogists) share with the new elite now? We know "who we are", "why we are here", "where we are going", "what our values are". We have a prescribed "Doctrine of Historical Integration" as the main ideological document. There is a methodology and system of two fundamental sciences: Storytelling and Genealogy. There is a plan of conducting the "Great campaign of History", which is already in progress. There are clear spheres of expansion and development: Storybanks, Museums, Memorials (instead of bridges, telegraphs and telephones). And there is OUR CONDITION... It is enough to visualize the next "first step".

"Let's Go!"

.....

Topics within the research and practice orbit of the "Society of Storytellers and Genealogists".

- League of Elites for the Second Half of the 21st Century. "2050".
- Storytelling: Establishment of Leaders and Management.
- Doctrine of Historical Integration. Establishment of Ideology.
- School Education. School Storytelling. "Egography".
- Ancestry of the Past and Future as a Source of Infinite Energy.
- Research and Development of the Memory of People, Companies, Communities, Territories.
- Research and Development of the territory of Paterna Industrial Creation of New Markets (Market of Names, Market of Stories, Market of Games).
- Storybanks. A Financial System Based on "Valuable Texts".
- The Past, Present and Future of Money.
- Human Resources 2.0. Profile of Stories ("Valuable Texts") Instead of CVs
- Creation of an Informational, Ideological, Cultural Media System.
- Heroic Story Clubs. Rehabilitation and Protection of Members of Society who Have Passed Through Military Conflicts and Other Humanitarian Catastrophes.
- Heroic Story Clubs. Rehabilitation and Protection of Society Members, from Side Effects of AI Implementation: Amnesia, Unemployment.
- Virtual Memorials. Inaccessible Available Memory.
- Theatre of Conductors of Meanings of People, Institutions, Communities, Territories.
- Social Intelligence and Emotional Intelligence.
- Socialism 2.0. Charity, Volunteering, and Storybanks as Social Drivers.

P.S. Everything mentioned in the essay and its appendix ("Topics…") has been described in detail in recent books:

- "Breathing and Memory. Education and Oblivion" (collection of notes, conversations, articles) (December 2024)
- "The 2050 League. Labyrinths of Memory" (October 2024)
- "Apologia of Infinity" (September 2024)
- "The Theatre of "Conductors of Meanings" (July 2024)
- "The Storyteller's System. Life, Death and Overcoming" (July 2024)
- "More than…" (On God, Being, and History) (2024)
- "Neverland. Where to Get New Territories for Russia" (2024)
- "Past, Present and Future of Money" (Storybanks vs. FED and IMF. Securities Texts vs. Securities) (2024)
- "Memory of Person and State. "The Doctrine of Historical Integration (Third Edition)" (2023)
- "Images of Overcoming and Paradoxes of Memory. Metaphysics of War and Heroism" (2023)
- "Dialectics of Storytelling." (2023)

RUSSIA

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Ideology — the main tool for human capital development

Recently, there have been many innovations in the field of education and development of our society that are of enormous importance for our future: various development and training platforms, research and development institutes, ministries of happiness, declarations of values, codes of ethics, psychological trainings, patriotic lectures, festivals, competitions, etc. All of this is aimed at the development of our most valuable thing, the highest of all fundamental values of the humankind, the source of strength and prosperity of all countries and peoples of the world, i. e. the Human Personality.

It is clear that this new vector of development to improve the quality of human capital in Russia has a positive effect, although unfortunately it remains unnoticed by the majority of the population, thus the full power of its possible potential remains unrealized.

The reason behind it is the lack of clearly formulated and common idea capable of synthesis of various cultural and social aspects, the lack of a unified platform for more purposeful and coordinated development of our personalities. There is still no "national idea" that would solve many moral and ethical problems of our society, provide certain spiritual guidance, as well as join and inspire our country

with all the diversity of its nationalities, cultures, religions, and worldviews.

If we look at our history, we can see what enormous significance and incredible power that single, simple, and clearly formulated ideology of the state can have, being supported by equally simple and understandable symbols. Even the October Revolution of 1917 would be impossible without commonly understandable "hammer and sickle" and the slogan, "Factories to the workers, lands to the peasants". This is why the February Revolution failed, as the bourgeoisie did not have such powerful tool of ideology and symbolism as the Bolsheviks.

Today, more than ever, we need an idea that would also unite everyone, all our projects, be it "Russia" National Center or "Russia – the Land of Opportunities", all of its members and even those who have never heard about them at all.

At the same time, Article 13 of our constitution sets out that no single ideology can be accepted at the state level, and ideological diversity is recognized in Russia.

There are many definitions and concepts of "ideology", but, apparently, the legislator meant political ideology. Similarly, it seems that the ban on compulsory ideology was somehow associated with our socialist past where ideology was imposed by force, and everyone who disagreed with it was declared an enemy of the people.

If one looks at things objectively, our constitution with the values proclaimed in it is a mandatory state political ideology itself. However, such ideology gives us only a vector of development without practical and fundamental basis for it.

Why do not we create an ideology that does not contradict the proclaimed values of our Basic Law!? It will also support diversity of worldviews and unions, synthesize their common values that are not contradictory to each other, and create certain criteria of universal unity for them by forming the fundamental basis for entire humankind, i. e. the Decent Personality. At the same time, all currently existing projects and platforms will develop within the framework of this common and understandable idea.

It is true that at first glance this essay is not about economics at all, but if you look deeper, establishment of common ideology that would provide for the declaration and acknowledgement at all state and social levels that the main direction of the country's development is upbringing of the Decent Personality in people as the highest of all fundamental values of the humankind and the source of strength and prosperity of all countries and peoples of the world, would create that very necessary conditions for development of high-quality human capital, which would affect all areas of our life, including the economy.

Such ideology would fully promote simultaneous development in other important areas:

1. Political stability will help to avoid conflicts and disagreements within the society.
2. Solidarity and support under conditions of crises or external threats will

strengthen solidarity among citizens, which will help to overcome difficulties and protect interests of the nation.

3. Based on cultural, historical, and traditional aspects, cultural heritage will support preservation of the uniqueness of the people and its cultural heritage.

4. Goals and values synthesize common goals and values that guide actions and decisions at the level of the society and the state and constitute the basis for joint advancement towards prosperity.

5. Motivation and inspiration will promote achievements, thus supporting development of initiative and entrepreneurship. It will result in economic growth and social stability.

6. Unity and identity will serve to form common identity, as well as the sense of unity and belonging to one nation.

7. International authority will strengthen and enhance the country's prestige on the international arena and promote international unity and stability.

Using existing platforms, it is necessary to announce the establishment of an all-Russian project to form this ideology, to select its name, slogans, mottos, symbols, etc. Here is the draft project: https://t.me/mir_ideya/50.

MEXICO

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INVESTMENTS IN HUMAN CAPITAL AS THE ENGINE OF PROGRESS

Goal:

To define importance of investments in human capital (improved conditions and standards of life for low-income groups of the population) and their benefits for countries promoting correct development of the population. Besides, to consider the role of migration related cooperation as a possible pillar of a new multipolar world order that will strengthen cultural relations of new geopolitical entities and create the foundation for economic cooperation always based on the principles of equality and sovereignty.

Introduction:

One of the main factors of forced migration is the pressure of economic and fiscal policy that is oriented on growth without fair distribution of incomes, which benefits only a minor part of the population. This approach, which some economists call "trickle-down theory", assumes that capital accumulation by privileged classes of society constitutes the main factor of economic development and innovations. However, it ignores an important aspect: as a rule, investments are made

only when there is a solvent market that is able to ensure their return. In other words, if population is in the state of economic instability, in the long run entrepreneurs will face decreased sales and the need to cut the costs in order to stay on the market. This is due to the lack of purchasing power among most people. It results in economic stagnation that causes profit reduction, increase in unemployment, inflation, and migration due to the lack of opportunities in the native regions. It, in turn, results in reduced birth rate.

Investments in human capital

Some economists argue that increased salaries cause inflation (i. e. general and sustainable growth of prices).

However, according to the historical data, this is not a rule, but rather a result of economic growth without fair income distribution.

Recent example of real salary increase can be seen in Mexico where the minimum salary increased from 88.36 Mexican pesos in 2018 up to 249 pesos a day by 2024, which is equivalent to the nominal growth of 172%. At the same time, real salaries have increased by about 60% (according to the Bank of Mexico).

Formal salaries have also increased, although to a lesser extent, with real annual growth of 2–4% in the key sectors, such as processing industry and services.

Some analysts predicted that this would cause inflation or even stagflation (even collapse of the country in the most pessimistic scenarios). However, during the previous neoliberal years Mexico has witnessed the exact opposite: the real purchasing power of the population has sharply decreased, which caused economic stagnation, as well as increased unemployment and inequality.

It is this process that makes countries dependent on hegemonic economies via foreign investments and global financial structures that in the end undermine the quality of life and purchasing power of most of the citizens. Such situation can be seen in many developing countries.

When people are in such unstable situation, there arise both economic, social, and, thus political consequences. One of the most alarming consequences is migration, especially in countries with demographic challenges, which are most of the European and Asian countries.

It is commonly said that the strength of a country lies in its people, their will, unity, love for their native land and family, as family is the main institution of the society. Similarly to any building, society shall have strong foundation in order to maintain its stability and ability to face challenges.

Today, middle class got so impoverished that even the leading world powers, i. e. countries with powerful economy, industry, political and military influence, demonstrate deep social crises. Regardless of high nominal GDP, these countries

are facing mass homelessness, huge debts due to inaccessible public healthcare system, growing use of legal and illegal drugs, as well as destruction of the family institution. In many cases, husband's incomes are no longer enough to support the family, and wife has to go to work. Some economists believe that this partially solves the issue of labor force shortage, and this is clearly true. However, in the long run this leads to another crisis: young people are left without supervision, growing up on the streets, among peers, who have no clear moral guidelines and values while it is the system of values and beliefs that constitutes the foundation of a healthy society.

When people grow up in an environment where they have access to high-quality education and their parents give them attention and care, they form the sense of belonging to their family and country. They do not perceive their motherland as an obstacle to personal development and the state as an enemy that interferes with their self-realization. On the contrary, they see it as an ally, friend, and protector of their family, which causes pride in their country and devotion to it.

Former president of my country, Lopez Obrador, expressed this idea in a simple phrase: "Love is repaid with love". This is how trust is established: a person confident in decent future for their children, as well as in calm and secure old age does not seek to leave in search of better living conditions. Correspondingly, there is decrease in forced migration caused by lack of jobs, low salaries, lack of opportunities for personal and professional growth, as well as deficiency of moral and spiritual development.

I understand that raising salaries is easier said than done as it reduces profits of the companies. However, in the long run everyone loses, and first of all – the state. The easiest way to destruct a country is to stop thinking about common good. Profit is necessary, of course, and competition, technological progress, and automation are also important. But replacement of traditional industries with hi-tech sectors shall be competent and well-balanced. This will enable partial switch of the workforce to skilled industries where people will be able to develop and get higher salaries without destruction of the primary sectors of the economy that are invisible but form its basis. This strategy is especially relevant for countries that are facing demographic challenges.

Cooperation with other global subjects

Another method for countries to gain incomes in the production sector is involvement of migrants. In most cases, migration occurs peacefully, however, in the past it was oftentimes forced and without provision of rights. Many countries were developing due to the labor of immigrants and owe their economic growth to them. As it was already mentioned, migrant workers form the basis of the economy. Thus, one of the ways to alleviate demographic challenges that cannot be solved in the short run is to provide work permits to foreign citizens. Of course,

this approach has both advantages and disadvantages. However, Mexicans are an example of hardworking people contributing not only to the economy, but also to the culture, as well as bringing warmth and friendliness. History has proven multiple times that Mexicans are some of the friendliest and hardest working people in the world. Besides, it is them who oftentimes became the main driver of the economies of the world powers. In this respect, Mexican people have much in common with people of the East as they understand well what it means to leave motherland in search of a better life. From my point of view, migration should be a conscious choice and shall cover various countries, and not only one country that is the world's hegemon. Besides, it is necessary to observe laws, traditions, and customs of the hosting countries.

Migrants should not come as servants, but shall become friends who are welcomed and accepted as they help to increase productivity and improve economies of both countries. Cultural, economic, social, and military cooperation is the foundation for trust between peoples. In turn, trust becomes solid basis for the establishment of new multipolar world that covers not only Asia, Europe, and Africa, but also peoples of North America, including Mexicans. Unfortunately, in many cities around the world, people seeking a better life through work and effort are met aggressively and unfriendly. However, I am sure that this is not the case everywhere. In Mexico, there are many people who would consider migration not only as an economic necessity, but also as means of global cultural exchange, if they get to know more about other cultures, lifestyle, and traditions. For example, I believe that Russia is one of those countries where many Mexicans would be glad to live, work, and make their contribution to the society. I myself am one of them. At the same time, they would not be perceived as second-class citizens, as is often the case in regions where they strive for dominance and superiority. Mexico is not like this. Mexicans are multicultural, multiethnic, and diverse people that values labor, strives to live in harmony, and loves the good life. This is why it would be perfect to develop cooperation with such countries as Russia, China, India, Brazil, and many others, with which most Mexicans are hardly interacting now. Any country that would accept Mexicans as friends will quickly understand the true spirit of our people — free, independent, hardworking, and striving for harmony with the rest of the world.

Such initiatives improve economic situation of people and promote cultural enrichment. This is the second important way of development that can be considered as investment. Investment of time in learning about other peoples, other ways of thinking, other methods of work, and challenge solving. When knowledge and experience of people with different backgrounds and different views are combined, this promotes development and innovation. Cultural exchange shall be bilateral and based on friendship and cooperation. This will allow peoples to jointly overcome challenges and create better opportunities for everyone, who dreams

of a better life. This is especially important for the youth. They shall understand that if they make efforts, they can build decent future in their motherland, next to their families, friends, and own traditions. If in future they decide to shift to another country, they will be able to bring there a piece of their culture, become worthy representatives of their country, and promote cooperation between peoples.

Unfortunately, some people perceive such cultural exchanges as something dangerous or undesirable. However, this is rather a matter of perception than objective reality. Historical data suggests that over the centuries migration has contributed to development. An example here is the Great Silk Road that connected Asia to Middle East and Europe. It became a powerful driver of innovations and global revolution, which some researchers call the first globalization. Contact between different cultures was inevitable, and as a result all parties gained significant scientific and technical benefits. As always, it is important to take into account the differences between people and the individual characteristics of people, as well as their cultural and economic conditions. When developing clear rules for such cultural exchanges one should try to ensure that interaction of human capital is optimal and respectful, without one culture striving to impose itself on another.

It is this format of international cooperation that historically enriches peoples' culture and at the same time strengthens their global presence as significant players on the world arena, presenting to the world the lifestyle of their citizens. If a state provides decent conditions for its population, it arouses admiration among other peoples and promotes mutual learning where nations may learn both from their own success and from each other's mistakes. Besides, such an approach makes it possible to offer help during crises, so that no society is left fully isolated in the face of unpredictable shocks that are difficult to contain.

It brings us to another key point. Economically and culturally developed society inevitably becomes more stable. Such nation can confront crises and overcome them, for example, by improving the education system.

Educated and skilled population adapts to economic, technological, and social changes faster, which is especially important under conditions of the constantly changing world. If students can study without financial difficulties but have to solve real challenges, it stimulates innovations and improved performance. Investments in education and professional training lead to development of technologies, improved competitiveness on the global market, and ability to quickly recover after crises.

Innovations, in their turn, will lead to comprehensive development, including significant improvements in the public healthcare system. Reduced economic tension and higher level of education in healthcare and preventive medicine will significantly affect the fight against addictions. This will also strengthen family values that are the main force behind cultural cohesion.

Besides, innovations development will speed up the scientific and technological progress in medicine, which will result in significant improvements in public healthcare, education, defense, and other key sectors. This will enable more efficient use of limited resources and will generally increase citizens' satisfaction with their state. As a result, improved access to high quality public healthcare and social services will improve standards of life of the population and reduce its vulnerability to diseases and crises in public healthcare.

If a family has no access to decent medical services, for example, for its children, this brings it to the edge of its abilities, both financial and psychological. It results in a sense of injustice and resentment towards those having access to high-quality healthcare, which, in turn, causes the feeling of poverty, even if a family is not objectively poor.

High-quality education and decent employment help to decrease poverty, which reduces inequality and strengthens social cohesion. Thus, developed and fair human capital promotes arising of more aware and active society, which strengthens political stability, reduces the risk of conflicts, and creates a sense of gratitude towards the local government.

Educated and healthy population is better prepared to emergencies, either natural disasters or economic crises. It has knowledge to observe safety measures and skills to participate in restoration works. If this is supplemented by the feeling of love and pride for one's country and family, then the state as a whole becomes practically indestructible. Having technological, economic, political, and intellectual resources to overcome difficulties and crises, as well as cooperating and maintaining interaction with culturally close peoples and establishing friendship with migrants, a country achieves unstoppable development. A state that possesses such wealth not only in economic but also in cultural terms will be able to achieve any goal it sets and will never step back, even in the face of the most difficult challenges.

Conclusion

This is how cooperation, development, and investments in human capital, as well as improvement of living conditions of the population, cause the growth spiral and strengthen trust in the government. Whatever crises arise, external or internal, the population will realize that the main goal of the state is to protect its citizens. It is that simple. This is the very formula of the strength of the state: like tempered steel, it becomes unshakable when it strengthens its main resource, i. e. people, their sense of belonging to family and society, and makes it through economic and cultural mechanisms. However, this can only be achieved when both the government and the people act in accordance with their words and beliefs. Thank you very much!

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Investing in Human Capital: Strategies for Global Economic Growth in the Age of Technological and Demographic Change

Abstract

Human capital — the knowledge, skills, and health that individuals bring to the workforce — plays a crucial role in driving economic growth and global competitiveness. In the face of rapid technological advancements and demographic shifts, investing in human capital has become more critical than ever. This paper explores the relationship between human capital and economic growth, highlighting how countries like Russia, Zambia, and other African nations are responding to challenges posed by automation, artificial intelligence (AI), and shifting population dynamics. It examines how investments in education, health, and workforce adaptability can boost productivity, drive innovation, and strengthen economic resilience. The paper also discusses the role of government and private sector initiatives in fostering human capital development and provides strategic recommendations to enhance education, training, and digital infrastructure. By investing in human capital, countries can better navigate technological disruption and demographic change, positioning themselves for sustainable and inclusive economic growth.

Keywords

Human capital, economic growth, technological change, demographic shifts, education, workforce adaptability, productivity, innovation, reskilling, digital infrastructure

1.1 Introduction

In today's fast-changing world, human capital — the knowledge, skills, and health that people bring to the workforce — has become a key driver of economic growth and competitiveness. Strong human capital means a more productive and innovative workforce, which ultimately boosts national and global economies (Becker, 1993). As the global economy faces rapid technological changes and major demographic shifts, investing in human capital has never been more important. Automation, artificial intelligence (AI), and an aging global population are changing the nature of work, creating both opportunities and challenges (World Economic Forum, 2020). Countries that invest wisely in human capital will position themselves to thrive in this new environment, while those that fail to adapt risk falling behind.

This paper explores why human capital matters for economic growth and how countries like Russia, Zambia, and others across Africa are handling these challenges. It looks at how investing in education, health, and job adaptability can help economies cope with technological disruption and demographic change. Through real-world examples and data, the paper highlights strategies that can unlock the full potential of human capital and drive long-term economic growth.

2.1 The Role of Human Capital in Economic Growth

Human capital is essentially about people — their knowledge, skills, creativity, and health — and how these qualities drive economic performance. The idea that human capital is a key factor in economic growth has been around for decades. Gary Becker (1964) and Theodore Schultz (1961) were among the first to argue that investing in education and skills training increases worker productivity and raises a country's overall economic output.

2.1 Boosting Productivity

A highly educated and skilled workforce is more productive, which leads to higher economic output. Research shows that a 1% increase in the average years of schooling in a country can boost GDP per capita by about 0.58% (Hanushek and Woessmann, 2012). Workers with better skills can handle more complex tasks, work more efficiently, and contribute to innovation.

Russia has seen solid gains in productivity over the past decade, thanks to investments in digital literacy and technical training. Between 2015 and 2022, Russia's labor productivity increased by around 2.5% per year (Russian Federal State Statistics Service, 2022). However, an aging workforce and shrinking population are starting to create long-term challenges for maintaining this momentum (OECD, 2022).

In Zambia and other African countries, productivity remains low due to limited access to quality education and skills training. For example, Zambia's literacy rate stands at around 87%, but access to higher education and technical training remains limited, especially in rural areas (World Bank, 2023). This highlights the need for targeted investments to close the skills gap and improve overall productivity.

2.2 Driving Innovation and Technological Progress

Innovation thrives when people have the right skills and knowledge to develop new products, services, and solutions. Countries with a well-educated workforce are better positioned to adopt new technologies and drive innovation (Aghion and Howitt, 1998).

Russia has made significant progress in fostering innovation, ranking 45th on the Global Innovation Index in 2023. Government programs to support digital startups and research institutions have boosted Russia's capacity to develop and commercialize new technologies (Russian Ministry of Digital Development, 2022).

Africa, however, still lags behind in innovation capacity. The continent spends just 0.42% of its GDP on research and development (R&D), compared to the global average of 2.2% (African Development Bank, 2022). In Zambia, R&D spending is even lower at 0.28% of GDP (World Bank, 2023). Without greater investment in innovation and technical skills, African countries risk being left behind in the global knowledge economy.

2.3 Building Economic Resilience

A well-educated and skilled workforce is more adaptable, which helps economies adjust to technological and demographic changes. As automation and AI disrupt traditional industries, workers with strong problem-solving and technical skills are better equipped to transition into new roles (Acemoglu and Restrepo, 2018).

The World Economic Forum (2020) estimates that automation could eliminate 85 million jobs globally by 2025, but it could also create 97 million new jobs in technology, green energy, and other emerging fields. Countries that invest in reskilling and upskilling programs will be better positioned to manage this transition.

Russia's government has introduced reskilling programs focused on AI and digital technologies, helping displaced workers transition into new sectors (Russian Ministry of Digital Development, 2022). Zambia and other African nations have begun expanding vocational training, but limited funding and infrastructure have slowed progress (Zambian Ministry of Finance, 2023).

3. Challenges Posed by Technological and Demographic Changes

3.1 The Rise of Automation and AI

Automation and AI are transforming the job market. While these technologies create opportunities for high-skilled jobs, they also threaten to eliminate many low-skilled positions. Jobs in manufacturing, customer service, and transport are particularly vulnerable.

Russia has made progress in integrating AI and automation into key sectors like energy and manufacturing. The government's "Digital Economy Program" aims to increase the contribution of digital technologies to GDP from 5% in 2020 to 10% by 2025 (Russian Ministry of Digital Development, 2022). However, these changes have also displaced low-skilled workers, contributing to rising income inequality.

In Zambia, automation's impact is less pronounced due to limited technological infrastructure. However, low levels of internet access and digital literacy remain major barriers. Zambia's internet penetration rate stands at 55%, compared to 90% in Europe (ZICTA, 2023). Expanding digital access and training will be essential for adapting to technological change.

3.2 Aging and Growing Populations

Demographic shifts are reshaping labor markets. Russia is facing an aging population, with the share of people over 65 expected to increase from 14% in 2022 to 25% by 2050 (Russian Federal State Statistics Service, 2022). This could strain social welfare systems and reduce labor market participation.

By contrast, Africa has the world's youngest and fastest-growing population. Africa's working-age population is projected to grow from 705 million in 2020 to over 1.2 billion by 2050 (African Development Bank, 2022). While this presents an opportunity for economic growth, high youth unemployment — 17.8% in Zambia (World Bank, 2023) — highlights the need for job creation and skills training.

4. Strategies for Investing in Human Capital

4.1. Improving Education and Skills

Investing in education is key to building human capital. Effective strategies include:

- Expanding early childhood education
- Improving STEM (Science, Technology, Engineering, and Mathematics) education
- Enhancing vocational and technical training
- Russia has increased education spending by 15% since 2018, focusing on STEM and digital skills (Russian Ministry of Education, 2022). Africa's Continental Education Strategy aims to boost access to quality education and training (African Union, 2022). Zambia's Skills Development Fund has supported vocational training in mining, agriculture, and renewable energy (Zambian Ministry of Finance, 2023).

5. Recommendations

- Increase Investment in Education – Allocate at least 6% of GDP to education.
- Expand Reskilling Programs – Provide retraining opportunities for displaced workers.
- Encourage Private Sector Involvement – Offer tax incentives for employee training.
- Improve Digital Access – Expand internet infrastructure and promote digital literacy.
- Develop a National Skills Strategy – Align education systems with labor market needs.

6. Conclusion

Investing in human capital is essential for long-term economic growth, especially as technology and demographics reshape the global economy. Russia's focus on digital skills and automation, Africa's growing youth population, and Zambia's need for stronger education and training systems all highlight the importance of targeted investments in human capital. By improving education, healthcare, and workforce adaptability, countries can position themselves for sustainable and inclusive growth.

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Investing in People: A Cornerstone of Sustainable National Development

Abstract

The paper mainly focuses on the concept on "Investing in People: A Cornerstone of Sustainable National Development". The challenges for this study is based on the seeking of outstanding concepts of the national development sustainably. There are very fundamental concepts that could be supported to develop the nation such as investing in people, investing in technology, investing in environments, and investing in connectivity. Among them, investing in people is the most important philosophy of the national development. Therefore, it is called a cornerstone of sustainable national development and there are eight sectors that are mentioned in this study. The general discussions on those eight sectors are listed. Among them, Sustainable Development for Engineering Practices through Research and Innovation and Science Literacy Experiences are the most important things for supporting the concepts of investing in people. The specific models are also proposed and the ideologies could be observed in detailed. The 17 united nations sustainable development goals are very much in line with the country- focused strategies and the investing in such kinds of specific human capital or people is indispensable

ideologies. And the science literacy is the most important activities for general people for the national development program. The recommendations of this study are also presented and the outstanding leaders should understand the various concepts of those philosophy.

Keywords: Investing in People, National Development Concepts, Sustainable Development, Cornerstone idea.

I. Introduction

The greatest asset of a nation is its human capital, and fostering the potential of its citizens leads to economic growth, social progress, and long-term stability. Therefore, investing in people is a cornerstone of sustainable national development. Investing in people should be as systematic as investing in any other vital resources, based on logical frameworks and focused on optimization, not simply on reducing costs or mimicking best practices. And investing in people is a vital role to enhance the national development platform through investing in technology, investing in the environment, investing in connectivity and so on. Wayne Cascio and John Boudreau reported Financial Impact of Human Resource Initiatives under the Investing in People that drew upon research in psychology, economics, accounting, and finance to provide tools that leaders inside and outside the HR profession can use together to describe the financial results of their investments in people [1]. They focused on HR investments with a rich history of data-based research, including staffing, training, workplace health, employee attitudes, and employee turnover, which also represent some of the most important strategic HR functions.

The important concepts on how investing in people should be focused on the education and skill development, healthcare and well-being, job creation and economic opportunities, gender equality and social inclusion, innovation and technology, good governance and civic engagement, environmental sustainability, and cultural and social development. The benefits of investing in people for nation development are based on economic growth, reduced poverty, social stability, global competitiveness, and resilience. The perspectives on these benefits could be found as follows. A skilled, healthy, and productive workforce could drive GDP growth and competitiveness. Education, healthcare, and job creation could lift people out of poverty and reduce inequality. Inclusive development can reduce social tensions and promotes peace. Nations with strong human capital are better positioned to compete in the global economy. Investing in people could build resilience to economic shocks, health crises, and environmental challenges.

The paper is organized as follows. Section II presents the approaches for investing in people. Section III mentions the Discussions and Recommendations. Section IV concludes the study.

II. Approaches for Investing in People

The important things which are based on the eight sectors such as education and skill development, healthcare and well-being, job creation and economic opportunities, gender equality and social inclusion, innovation and technology, good governance and civic engagement, environmental sustainability, and cultural and social development.

A. Development of Education and Skill

The universal access to quality education is the most important thing in line with SDGs. It could be ensured that all citizens, regardless of background, have access to quality education from early childhood through higher education. The vocational and technical training could be equipped individuals with practical skills that align with labor market demands, reducing unemployment, and fostering innovation. The lifelong learning opportunities could be encouraged continuous education and upskilling to adapt to technological advancements and changing economic landscapes. The impact is that a well-educated population could drive innovation, increase productivity, and attract foreign investment.

B. Improvement of Healthcare and Well-Being

The universal healthcare is also the most important thing in line with SDGs. Providing affordable and accessible healthcare services to all citizens is indispensable. The preventive care is also crucial thing. Investing in public health initiatives, such as vaccination programs, nutrition campaigns, and disease prevention is compulsory. The mental health support is one of the parts of healthcare and well-being. Addressing mental health issues to ensure a productive and resilient workforce is crucial. The impact is that a healthy population is more productive, reduces healthcare costs, and contributes to economic growth.

C. Emphasize on Job Creation and Economic Opportunities

The entrepreneurship support is also the most important thing in line with SDGs. Providing funding, training, and resources to aspiring entrepreneurs to stimulate innovation and job creation. The development of infrastructure is country-focused plans. Building roads, energy systems, and digital infrastructure to create jobs and improve quality of life are basic needs. The labor market policies are vital roles to create the economic growth. Implementing policies that promote fair wages, safe working conditions, and equal opportunities are the strategies for the development. The impact is that job creation could reduce poverty, boost economic activity, and foster social stability.

D. Development of Gender Equality and Social Inclusion

The empowering women is also the most important thing in line with SDGs.

Ensuring equal access to education, healthcare, and economic opportunities for women are strong strategic plans for national development. And the inclusive policies are also compulsory. Addressing the needs of marginalized groups, including minorities, people with disabilities, and rural populations are indispensable activates. The social safety nets are also essential concepts. Providing support for vulnerable populations through social welfare programs is also a main concept. The impact is that inclusive development could reduce inequality, promote social cohesion, and maximize the potential of the entire population.

E. Enhancement of Innovation and Technology

The science, technology, engineering and mathematics (STEM) education is also the most important thing in line with SDGs. Promoting STEM education to prepare citizens for the digital economy is a vital role to enhance the national development strategies. The research and development (R&D) activities are compulsory for the national development strategies regarding the needs and securities concern. Investing in R&D could drive technological advancements and solve national challenges. The most important thing is digital literacy concepts. R&D investment ensure that citizens are equipped with the skills to thrive in a technology-driven world based on Science Literacy experiences. The impact is that technological innovation could enhance competitiveness, create high-value jobs, and improve quality of life.

F. Development of Good Governance and Civic Engagement

The transparent institutions are also the most important thing in line with SDGs. Building trust in government through transparency, accountability, and anti-corruption measures are important activity of the leaders. The civic education is an essential role to create the good governance. Encouraging active participation in specific political processes and community development is a unique activity for civic engagement. The rule of law could ensure justice and equal protection under the law for all citizens. The impact is that good governance could foster stability, attract investment, and ensure that development benefits all citizens.

G. Emphasize on Environmental Sustainability

The specific green jobs could create employment opportunities in renewable energy, conservation, and sustainable agriculture and it is also the most important thing in line with SDGs. Therefore, the education on sustainability could enhance the strong strategies on national development. It shall be raised awareness about environmental issues and promoting sustainable practices for societal development. The climate resilience is also important thing for environmental sustainability. Investing in infrastructure and policies could protect citizens from the impacts of climate change. The impact is that sustainable development could ensure long-term economic growth and protect the well-being of future generations.

H. Development of Cultural and Social Activities

The Preserving Heritage is also the most important thing in line with SDGs. Investing in cultural institutions and programs could celebrate national identity and diversity and it is very important philosophy. The development programs for arts and creativity are country-focused strategic plan for cultural and social activities. Supporting creative industries to foster innovation and cultural expression. The community development program is also compulsory. Strengthening local communities through social programs and grassroots initiatives must be formulated for sustainable development of the nation. The impact is that cultural development enhances national pride, social cohesion, and global influence.

III. Discussions and Recommendations

A. Sustainable Development for Engineering Practices through Research and Innovation [2]

The role of engineers in sustainable development is directly proportional to the Economic Development and Policy Formulation. Those concepts could be observed from (1) engineering connects pure science to society, and (2) triple bottom line concept of sustainable development. The direction of scientific research has been described by some as curiosity-based research which is not necessarily driven by the values of society. Societal values (and resulting priorities) do not necessarily define the bounds, direction or scope of scientific curiosity.

The specific steering ideologies for engineers to achieve sustainability are based on the following points. They are-

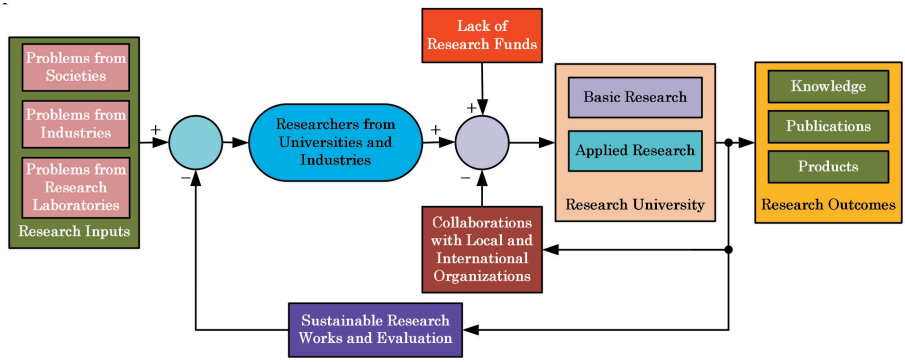
- Contribute to creating a sustainable society, present and future
- Apply professional and responsible judgment and take a leadership role
- Accomplish more than just comply with legislation and codes
- Use all resources efficiently and effectively
- Seek multiple outlooks to solve sustainability challenges
- Manage risk to minimize unfavorable impact to people or the environment

The Model for Engineering Practices through Research and Innovation System is shown in Figure.1. The idea after that block diagram is very similar to basic closed-loop control system design. There are eight elements to operate that model. The first one is the inputs of the system and it is called “Research Inputs”. Those inputs could be “Problems from Societies”, “Problems from Industries”, and “Problems from Research Laboratories”. The second one is summing point which function is the difference between Research Inputs and the Feedback portion that comes from the Sustainable Research Works and Evaluation. The third one is the Error Signal after the summing point. The fourth one is called the

“Controller of the Control System” and it shall be “Researchers from Universities and Industries” and the function is to control the Research University. The fifth

one is the "Disturbance of the Control System" and it shall be "Lack of Research Funds". The combination of the output of "Researchers from Universities and Industries" and "Lack of Research Funds" shall be the inputs of the "Research University" that includes the two research activities of "Basic Research" and "Applied Research". The sixth one is the output of the control system called "Research Outcomes" which consists of "Knowledge", "Publications", and "Products". The last one is feedback portions. In this model, there are two feedback system. The inner feedback is to compensate the "Lack of Research Funds" and its must be "Collaborations with Local and International Organizations". If we have great amount of collaborations with different organizations, the disturbance of "Lack of Research Funds" could be reduced. The outer feedback should be "Sustainable Research Works and Evaluation". We could control the model with stable condition after utilizing the two feedback system for engineering practices.

Figure.1. Model for Engineering Practices through Research and Innovation System



B. Science Literacy Experiences [3-4]

The implementing and practicing the science popularization capacity building by collaborating with regional stakeholders towards global vision could be demonstrated in Figures.2 through 4. That is the important concepts for science literacy development program. The main target is to build and improve capacity in spreading scientific knowledge about emergency preparedness and response in public health through seven important concepts that starts from the investing in people.

Figure.2. Linkage of Activities for Science Literacy Experiences

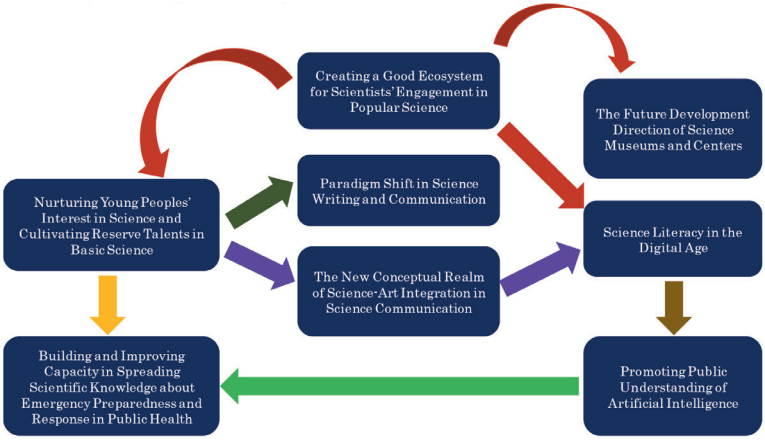


Figure.3. Cultivation of Science Popularization Talents

Develop the Effective Management System
(A Sound Management System is Crucial)

Build up Industry Communication
(Improving communication between science communication teams and industry can help)

Enhance Public Services Innovation
(Improving public services can help with science popularization)

Learn from Modernized Science Communication Scenes
(Drawing on the management expertise)

Utilization of Internet
(Usage of AI Tools, New Model of Science Popularization)

Utilization of Financial Media
(To Master Novel Thinking and Use Novel Methods)

Utilization of Mobile Apps
(Research how to Use Apps for Science Popularization)

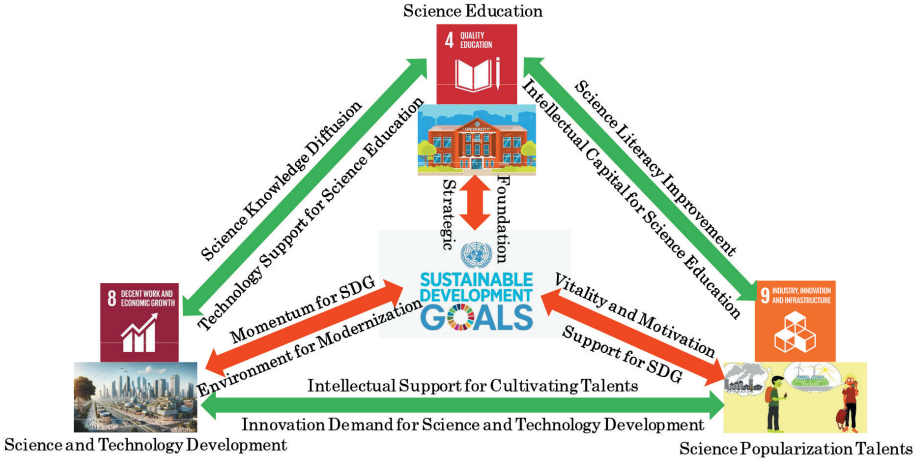


Figure.4. Collaborative Development Model

The promoting and accelerating research and innovation ecosystem to transform scientific and technological resources into popular science is the foundation one. The three concepts of (1) science museums, science park, centre and science battle configuring the new entrepreneurial ecosystem in the physical area, (2) science museums, science park , centre and science battle enabling the entrepreneurial ecosystem's platform, and (3) science museums, science park , centre and science battle integrating additional connections beyond the entrepreneurial ecosystem in the physical area, are very important to enhance the improvement of public scientific literacy through the establishment of science museums, science park and science battle in universities.

We shall recognize that though their activity may be local and immediate, its potential impacts may be global and long-lasting and may span several supply chains. We shall be aware that there are inherently conflicting and un-measurable aspects of sustainability. We shall drive the development of future legislation and regulations in line with sustainable development principles. We shall apply the principles of circularity (circular economy), promoting the elimination of waste and pollution, and the continued safe use of resources for as long as possible. We shall seek to involve those who traditionally may not have had a voice in the development of engineering solutions. We shall consider the potential risks of how the product or service will be used, to enable mitigation at the design stage.

Conclusion

The development of the modern world has been subjugated by science, engineering and technology and the role of the engineer is linked closely to the needs of society. The 21st century would be defined by some of the massive challenges now facing humanity. Among these are energy and food security, competition and scarcity of natural resources, and climate change, etc. The demand for engineering professional skills is likely to be higher than ever before in order to convey sustainable engineering systems, low-carbon energy technologies, and robust physical infrastructure to protect against geophysical hazards such as sea-level rise and extreme meteorological events. Investing in people is the foundation of sustainable national development. By prioritizing education, healthcare, job creation, and social inclusion, nations could unlock the full potential of their citizens, drive economic growth, and build a prosperous and equitable future. This approach not only benefits the current generation but also ensures long-term resilience and progress for generations to come.

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INDONESIA

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Economic Transformation and the New Economic Order

1. Introduction: Economic Shifts

World economic governance was dominated by major developed countries in the 20th century, with their economic power contributing about half of the global economy. The combined share of seven advanced countries – the United States (US), United Kingdom, Germany, France, Italy, Canada, and Japan – in world gross domestic product (GDP), measured by purchasing power parity, was 45.9% in 1900, 50.9% in 1950, and 44.9% in 2000 (Maddison, 2010). Due to this economic strength, these seven countries formed the Group of Seven (G7), which was the most influential economic governance in the world in the latter half of the 20th century. Entering the 21st century, the world economic landscape changed dramatically. The G7's economic weight in the world economy dropped to 36.1% in 2010 and to 30.8% in 2020. As result of this significant change, the G7 was replaced by the G20 in 2008 during the global economic crisis as the leading global economic governance body.

Over the past half-century, the global economic landscape has undergone significant transformation, driven by shifts in economic output, trade, manufacturing,

and foreign direct investment (FDI). From 1970 to 2022, the share of developed nations in the global GDP markedly decreased. G7 countries saw their contribution drop from 56.0% to 30.4%. Meanwhile, emerging economies rose in prominence, with China's share increasing from 5.5% to 18.4%. Other significant contributors include South Korea, India, and Southeast Asia (grouped as ASEAN), collectively rising from 6.9% to 15.5% in the global GDP (Figures 1a and 1b).

A shifting dynamic is also evident in global trade. Developed economies' share of trade in goods in the world fell from 81.6% in 1970 to 57.1% by 2022, while high-income developing economies almost tripled their share from 11.5% to 33.4%. China's entry into the World Trade Organization in December 2001 significantly accelerated this shift, showcasing its growing influence in global market (Figures 2a and 2b).

The manufacturing sector has reflected a similar trend, with notable gains in global shares by countries predominantly in Asia, including India, Indonesia, and South Korea. China's share alone has increased by more than 28% since 1970. Conversely, traditional industrial powers such as the US, Germany, and Japan have seen declines in their shares of global manufacturing value added, underscoring the redistribution of manufacturing strength across the globe (Figures 3a and 3b).

In terms of FDI, developed countries' share of global inflows has halved, from 50.4% in 1970 to 25.8% by 2020. Conversely, the Asia-Pacific region, including China, India, and

ASEAN Member States, has seen significant growth, capturing a larger portion of global FDI inflows. The shift towards these regions reflects their rising importance in the global economic order and decline of traditional economic powerhouses. Traditionally dominated by the G7 countries, global FDI outflows have also seen a shift. While these developed nations accounted for over 80.0% of global FDI outflows in the 1970s, their share declined to 53.1% by 2021. In contrast, Asia-Pacific nations like China, India, and South Korea have increased their contributions. China's FDI outflows, for instance, rose from virtually zero in the 1970s to 19.7% by 2020. This reflects their transition from primarily receiving investments to actively investing abroad, highlighting their growing economic influence and integration into the global market.

The past 50 years have witnessed a reconfiguration of the global economic order, characterised by the decline of the West's economic dominance and rise of emerging economies. This shift has been influenced by a combination of globalisation, capital accumulation, technological advancements, human capital, infrastructure development, and strategic policy implementations by developing nations to harness their economic potential. These trends are likely to continue shaping the economic landscape, with developing economies playing increasingly critical roles in the global economy (Ing and Yu, 2018).

2. Economic Structure and Structural Transformation

The significant transformation in the world economic order mainly resulted from dramatic rises in only a few emerging countries, such as China, India, Indonesia, and South Korea. During the same period, several least-developed and developing countries performed relatively poorly. Some, although they have potential in terms of population size (e.g. Argentina and Brazil in Latin America and Nigeria in Africa), were stuck in the middle- income trap. The differences in growth performance amongst developing countries in this period are mostly related to their development and economic transformation strategies.

Sustained economic growth is fundamentally a process of technological innovation, rising labor productivity, and industrial upgrading, wherein economies transition from low- value-added to high-value-added industries in a sustainable manner. However, this transformation hinges on the development of both hard and soft infrastructure—reliable electricity to power modern technology, efficient transport networks to connect domestic and international markets, and robust legal institutions to enforce contracts and facilitate trade. As production scales and technological complexity increases, financial systems must evolve to support industrial upgrading and mitigate associated risks, necessitating continuous institutional development (Kuznets, 1966; Lin, 1989; Lin and Nugent, 1995; Harrison and Rodríguez-Clare, 2010).

Economic structures are shaped by a nation's factor endowments—capital, labor, and natural resources—which influence industrial specialization and trade patterns. Developing economies, characterized by capital scarcity and labor abundance, engage in labor-intensive industries, while capital-rich developed economies drive capital-intensive production. Though endowment structures are fixed at any moment, they evolve over time, altering comparative advantages and shaping industrial development. The path to economic convergence thus requires developing countries to accelerate capital accumulation, shifting their comparative advantage toward capital-intensive industries. Industrial upgrading is not an end in itself but a necessary step toward higher incomes and productivity, requiring strategic investments in human capital, technological capabilities, and institutional frameworks. Ultimately, economic development is a dynamic and adaptive process of structural transformation, in which a nation's ability to harness its evolving factor endowments determines its trajectory toward long-term prosperity (Ju, Lin, Wang, 2015).

Box 1. How Can a Country Quickly Accumulate Capital?

To accumulate capital quickly, a country can employ the following strategies:

i. Align industries with comparative advantages. Ensure that the country's industries align with its comparative advantages, as determined by its endowment

structure, in a market economy with a facilitating state to overcome market failures in the improvements of hard and soft infrastructure. The country must have an open economy, exporting goods and services of its comparative advantages and importing goods and services of other countries' comparative advantages. It must also attract inward foreign direct investment (FDI) from countries with more abundant capital or advanced technologies than its own while providing outward FDI to other countries with relatively less capital or lower technologies. This alignment enhances competitiveness in both domestic and international markets, leading to the generation of the largest possible economic surplus.

ii. Optimal investment allocation. Direct investments into industries consistent with the comparative advantages derived from the country's endowment structure. By doing so, returns on investment can be maximised, resulting in a higher propensity to save.

iii. Maximise returns on investment. By focussing on industries that leverage the country's comparative advantages, the returns on investments are optimised. This, in turn, encourages higher savings rates, contributing to the rapid accumulation of capital.

iv. Enhance surplus generation. Ensure that the economic surplus generated by the country is maximised. When industries are in line with comparative advantages, they are more likely to operate efficiently, leading to increased surplus generation.

v. Create incentives for savings. Establish policies and incentives that encourage savings. This can be achieved by fostering a favourable environment for investment in industries aligned with the country's comparative advantages.

vi. Facilitate changes in industrial infrastructure. Recognise that changes in endowment structure and comparative advantages lay the groundwork for alterations in industrial structure. Ensure that the accompanying hard and soft industrial infrastructure evolves to support these changes.

By adopting these measures, a country can create conditions conducive to rapid capital accumulation, fostering economic development and growth.

Source: Authors.

Comparative advantage, a foundational economic concept, is ultimately realized through the decisions of profit-seeking entrepreneurs, who allocate resources based on relative factor prices that reflect a country's endowment structure (Lin, 2009; Lin and Chang, 2009). In a competitive market, capital-scarce economies should exhibit high capital costs, incentivizing firms to substitute labor for capital, while labor-scarce economies should exhibit high wages, prompting firms to adopt more capital-intensive production methods. This mechanism ensures that industries naturally align with a country's comparative advantage, fostering efficient technological choices and industrial development.

However, while markets serve as the primary mechanism for this alignment, structural transformation—driven by continuous technological innovation, industrial upgrading, and institutional improvements—requires proactive government intervention. First movers, who introduce new technologies and industries in response to evolving comparative advantages, face significant risks: failures result in direct financial losses, while successes invite competition that erodes early profitability (Romer, 1990; Aghion, 2009). This asymmetry (Hausmann and Rodrik, 2003) disincentivizes pioneering efforts, despite their broader societal benefits in providing critical information spillovers. Governments, therefore, play a crucial role in facilitating and incentivizing first movers, ensuring that infrastructure and institutions evolve in tandem with industrial needs (Rodrik, 2004; Lin, 2009, 2011a, 2011b; Harrison and Rodríguez-Clare, 2010). Without such coordination, economies risk stagnation, unable to transition beyond the middle-income or poverty trap (Lin, 2017). Successful economic development is thus not merely a function of market efficiency but of strategic policy interventions that enable entrepreneurship, infrastructure development, and institutional modernization to keep pace with dynamic comparative advantages.

3. Policy Recommendations

Drawing insights from the growth and structural transformation patterns observed in both developed and developing countries, and considering the emerging opportunities and challenges posed by the Fourth Industrial Revolution – particularly in the context of digitalisation, which is poised to exert a substantial influence on growth performance and the global economic order in the future – certain policy recommendations come to the forefront.

(i) Optimise Comparative Advantages and Effective Infrastructure

A nation's economic transformation hinges on its ability to harness and evolve its comparative advantages while implementing strategic interventions that balance state-led initiatives with market dynamics. The state's role is indispensable in fostering a conducive trade and investment climate, enabling entrepreneurs to develop industries with latent comparative advantages. This requires addressing market failures—such as infrastructure bottlenecks and knowledge spillovers—by investing in both hard and soft infrastructure, removing barriers to efficiency, and, where necessary, incentivizing first movers, particularly in research and development.

Infrastructure development must extend beyond physical assets like roads, bridges, and special economic zones to encompass essential soft infrastructure, including education, healthcare, public utilities, digital connectivity, and a sound

legal and financial system. These elements collectively lower transaction costs, enhance productivity, attract foreign direct investment, and facilitate trade, allowing firms to achieve economies of scale and improve global competitiveness. Crucially, comparative advantages are not static; they evolve alongside shifts in factor endowments, technological progress, and global economic dynamics. Policymakers must remain adaptive, continuously refining strategies to ensure sustained growth and structural transformation in an increasingly complex global economy.

(ii) Adopt a Gradual Transition Strategy

Economic transitions are often shaped by inherited distortions stemming from past political decisions, development strategies, or a combination of both. The success of transition

policies depends on their careful and phased implementation, making a gradual approach desirable. This involves providing temporary support to non-viable firms in sectors that contradict comparative advantages while simultaneously nurturing emerging industries aligned with latent comparative advantages. Such a strategy fosters both stability and dynamic growth.

Effective transition management requires three key elements. First, governments must establish clear timelines and exit strategies for incentives and industry-specific support to ensure a structured phase-out. Second, given the dynamic nature of comparative advantages, all sectors must continuously adapt to technological advancements, with regular assessments guiding necessary policy adjustments. Last, beyond developing special economic zones, governments must invest in human capital to equip the workforce with skills essential for technological adaptation and mobility across industries. By addressing these dimensions, policymakers can navigate economic transitions in a way that minimizes disruptions while ensuring long-term competitiveness in an increasingly integrated global economy.

(iii) Optimise the Use of Digital Transformation

Digitalisation, driven by the integration of Internet-of-Things (IoT) systems, intelligent logistics, and advanced data analytics, is reshaping global production, trade, and services, offering unprecedented opportunities for economic transformation. Like past industrial revolutions, its success depends not only on technological innovation but also on the ability of governments to create an enabling environment through digital infrastructure, regulatory frameworks, and human capital development. Digitalisation must be embedded in broader economic strategies, transcending sectoral boundaries to enhance productivity across agriculture, manufacturing, and services. Public-private collaboration is essential to align innovation with societal goals, ensuring inclusivity, security, and sustainability.

Governments must prioritize digital infrastructure expansion, particularly in underserved regions, while leveraging e-governance to enhance transparency

and efficiency. Equally critical is the transformation of education and workforce development, equipping individuals with digital skills, adaptability, and lifelong learning opportunities. In fostering digital entrepreneurship, governments should provide access to finance, regulatory clarity, and innovation hubs, while ensuring robust policies on cybersecurity and data privacy. The strategic adoption of digital technologies enables economies to move up the global value chain, revitalizing traditional industries, expanding market reach, and generating high-value digital services. Ultimately, digitalisation is not merely a technological shift but a fundamental reconfiguration of economic structures, offering nations the potential to achieve greater resilience, competitiveness, and inclusive growth.

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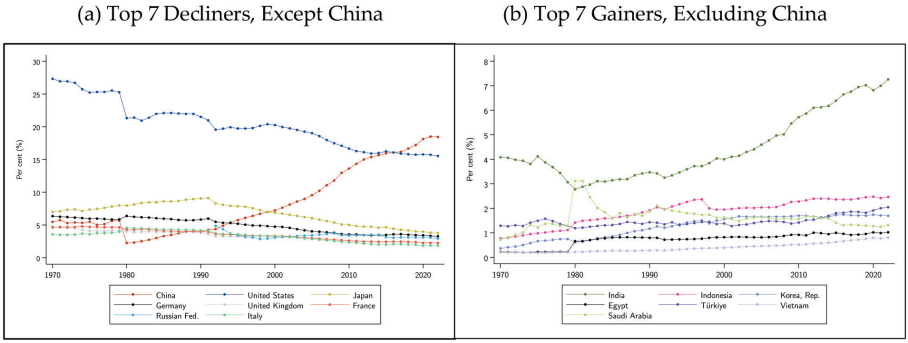
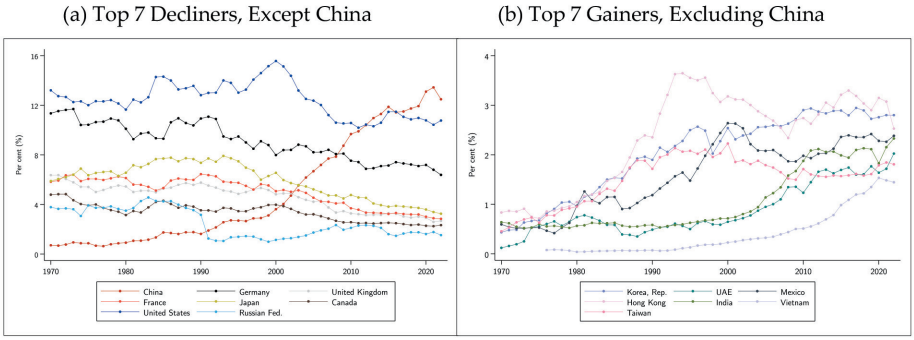
Appendix 1: GDP, Trade, and Manufacturing Value Added

Figure 1. Share in World GDP by PPP, 1970–2022 (%)



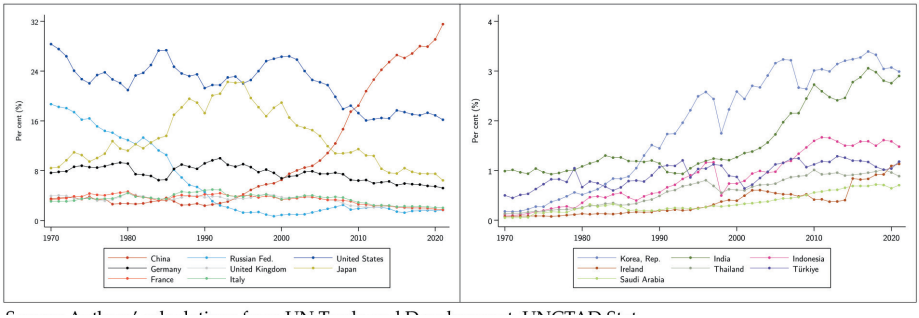
GDP = gross domestic product, PPP = purchasing power parity.
Source: Authors’ calculations from University of Groningen, Penn World Table Version 10.01 (1970–79),
https://www.rug.nl/ggdc/productivity/pwt/ ?la ng= en [accessed February 2024]; and IMF, GDP Based on PPP, Share of World, https://www.imf.org/external/datamapper/PPPSH@WEO/OEMDC/ADVEC/WEOWORLD [accessed February 2024]

Figure 6.2: Share in World Trade in Goods, 1970–2022 (%)



Source: Authors' calculations from UN Trade and Development, UNCTAD Stat, https://unctadstat.unctad.org/EN/ [accessed December 2022]

Figure 3. Share in World's Manufacturing Value Added, 1970–2022 (%)



Source: Authors' calculations from UN Trade and Development, UNCTAD Stat, https://unctadstat.unctad.org/EN/ [accessed December 2022]

Notes on the Inclusion and Exclusion of Countries

This chapter presented the results from an examination of top gainers and decliners in the global share across five selected economic metrics. Several details were applied in the data- cleaning process. First, only countries were considered with a minimum global share of 0.4% in a particular metric in the most recent available year, either 2021 or 2022. Then, countries widely recognised as tax havens were omitted from the analysis to prevent potential

distortions, especially in metrics related to foreign direct investment (FDI). Second, data- cleaning treated the Russian Federation and the Union of Soviet Socialist Republics (USSR) as the same entity due to data limitations. Essentially, this involved merging the data of the USSR prior to 1990 with that of the Russian Federation from 1990 onwards. It was treated as a single, unified observation named the Russian Federation. The changes in each economic metric since the 1970s were then compared with those of all other countries. It is crucial for readers to consider this caveat when interpreting the figures related to either the Russian Federation or the Eastern Europe and Central Asia (EECA) region throughout this study.

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A Path to Creation: Corporate Social Responsibility as a Global Norm[1]

"The wealth of a nation is not in its gold or silver, but in its people, their skills, and their well-being."

– Ibn Khaldun (1332–1406)

The words of Ibn Khaldun, one of the greatest thinkers of the pre-modern world, resonate profoundly in today's discourse on Corporate Social Responsibility (CSR). Once dismissed as a philanthropic afterthought, CSR has become a strategic necessity, reflecting a growing consensus that businesses have responsibilities beyond profit maximization. Ibn Khaldun's insights were not merely philosophical but grounded in his observations of historical and economic patterns. His work remains influential in understanding the relationship between human capital, labour, and economic development.1 Yet, as corporations across the globe embrace this paradigm shift, it is crucial to interrogate the historical and cultural founda-

[1] Spengler, J. J. (1964). "Economic Thought of Islam: Ibn Khaldun." Comparative Studies in Society and History, 6(3), 268–306. This article discusses Ibn Khaldun's contributions to economic thought, particularly his focus on labor and productivity.

tions of CSR, its potential to redefine economic development, and the risks of its co-optation into superficial "greenwashing."[2] This essay explores the evolution of CSR, its philosophical roots across civilizations, and how the BRICS nations—Brazil, Russia, India, China, and South Africa—can harness it as a transformative force. In particular, South Africa's Broad-Based Black Economic Empowerment (B-BBEE) policy, often categorized as CSR, offers a compelling case study of the promises and pitfalls of state-driven corporate responsibility.

Historical Roots: CSR as a Tapestry of Collective Responsibility

The notion that economic actors should contribute to societal well-being is not a modern construct. Across history, civilizations have embedded ethical imperatives into commerce. During the Islamic Golden Age (8th to 13th centuries), economic activity was intricately linked with social responsibility through the waqf system, where wealthy individuals endowed schools, hospitals, and public infrastructure. As a result, economic gains were reinvested into societal development rather than hoarded by elites. Ibn Khaldun's assertion that true wealth lies in human capital rather than material riches was not merely philosophical—it was a lived economic reality, underscoring the importance of aligning economic activity with societal progress. Similarly, in ancient China, Confucian principles, which stressed harmony, reciprocity, and moral responsibility, guided merchants and officials to prioritize the common good. The construction of the Grand Canal, a massive infrastructure project during the Sui Dynasty (581–618 CE), exemplifies how public-private partnerships can drive societal advancement. The concept of Guanxi (relationships) fostered a business culture rooted in mutual obligation, while the philosopher Mencius (372–289 BCE) argued that "the people are the most important element in a nation; the spirits of the land and grain are the next; the sovereign is the lightest."[3] This principle—signifying a hierarchy of values places societal well-being above individual or corporate profit and continues to influence China's development trajectory.

In Russia, the legacy of sobornost (spiritual community) shaped an enduring ethos of collective responsibility. During the 19th century, industrialists like Savva Mamontov and Pavel Tretyakov used their wealth to support the arts, education, and public welfare. Tretyakov, for instance, founded the Tretyakov Gallery in Moscow, ensuring that art was accessible to all. It is noted that the Russian writer Fyodor Dostoevsky (1821–1881) captured this spirit of collective responsibility in his assertion that "the degree of civilization in a society can be judged by entering its

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[2] Greenwashing is a deceptive practice where a company or organization falsely promotes its products, services, or policies as environmentally friendly or sustainable to capitalize on the growing consumer demand for eco-conscious options. This misleading marketing tactic is used to create a positive public image, often without making meaningful efforts to reduce environmental impact.

[3] Mencius, "Mencius" (translated by D.C. Lau), Book 7B, Chapter 14

prisons."[4] His words remind us that true progress is measured not by wealth alone but by how a society uplifts its most vulnerable members.

CSR as a Global Norm: Lessons from the Past for the Present

Far from being a Western import, CSR has deep historical precedents. However, its modern incarnation—characterized by sustainability initiatives, social impact programmes, and ethical supply chains—has evolved in response to globalization, climate change, and rising economic inequality. The Arab world, for instance, has integrated CSR into national development strategies. In the UAE, Masdar exemplifies a new wave of corporations prioritizing sustainability, while Saudi Arabia's Vision 2030 underscores the role of business in driving socio-economic transformation. From a reading of the policy documents it is evident that for Abdulaziz Sager, Chairman of the Gulf Research Centre (GRC), there is a growing recognition in the Gulf region and globally that sustainable development is essential for long-term economic, social, and environmental stability. This perspective highlights the importance of aligning corporate strategies with societal needs.

In China, the concept of "Hexie Shehui" (harmonious society) has shaped the country's approach to CSR. Companies like Alibaba and Tencent have launched initiatives to support education, healthcare, and rural development. Alibaba's Rural Taobao programme, for instance, aims to bridge the urban-rural divide by empowering farmers and small businesses through e-commerce. The Alibaba Rural Taobao program, for instance, has enabled small entrepreneurs in rural areas to access e-commerce platforms, dramatically increasing their market reach. This initiative fosters economic inclusion and integrates rural economies into the global digital marketplace, proving that CSR is not just about redistributing wealth but about facilitating new avenues for value creation. The Chinese philosopher Wang Yangming (1472–1529) once said, "To know and not to act is not to know."[5] Yangming argued that genuine knowledge is inherently practical, which challenges the idea of the separation of theory and practice, asserting that ethical understanding must be lived and demonstrated.

In Russia, CSR has taken on new significance in the post-Soviet era. Companies like Norilsk Nickel and Gazprom have implemented programmes to support local communities, protect the environment, and promote cultural preservation. Historically reliant on oil and gas, Russia faces increasing pressure to diversify its economy and reduce its environmental footprint. Companies like Norilsk Nickel

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[4] This quote is commonly attributed to Fyodor Dostoevsky, but there is no direct evidence that he wrote or said these exact words. However, the idea closely aligns with a passage from his book *The House of the Dead* (1861–1862), which is based on his experiences in a Siberian prison camp. A more accurate translation of his sentiment appears in Part I, Chapter 2 of the book: "The degree of civilization in a society can be judged by observing its prisoners."

[5] Chan, Wing-tsit (Trans.). (1963). *Instructions for Practical Living and Other Neo-Confucian Writings by Wang Yang-ming*. Columbia University Press.

and Gazprom have begun integrating CSR initiatives that focus on reducing industrial pollution and restoring ecological balance in affected regions. Expanding these efforts to include large-scale investment in green technologies, renewable energy, and sustainable urban planning could redefine Russia's economic landscape while addressing long-standing environmental concerns. The Russian economist Sergei Glazyev[6] has emphasized the importance of "socially responsible capitalism," arguing that businesses must contribute to the long-term stability and prosperity of society. He advocates for an economic system where businesses and governments work together to ensure that economic growth benefits society as a whole, rather than just a small elite. It signifies a vision which aligns with the broader global trend toward integrating social and environmental considerations into corporate strategies.

A Visionary Approach for BRICS: CSR as a Path to Creation

The visionary potential of CSR for BRICS lies in its ability to address some of the most pressing challenges faced by these nations. Inequality and poverty remain significant issues in BRICS countries, and a CSR framework focused on creation rather than extraction can help bridge these gaps. Unlike traditional models of economic development that prioritize resource exploitation and short-term profit maximization, a human-centered CSR approach reorients corporate efforts toward long-term societal investment, fostering sustainable economic ecosystems that uplift entire communities.

For example, Brazil's Bolsa Família program—a pioneering initiative in social welfare—demonstrates how public-private partnerships can alleviate poverty and promote social mobility. By providing direct financial aid to low-income families under the condition that children attend school and receive healthcare, Bolsa Família has helped reduce extreme poverty while fostering education and health outcomes that contribute to a stronger workforce. Corporations operating in Brazil have the opportunity to complement this initiative by offering vocational training programs, scholarships, and employment pipelines, ensuring that beneficiaries of social welfare programs do not remain dependent on state aid but instead become active participants in the economy. Through such initiatives, CSR moves beyond charity and becomes a structured mechanism for economic transformation.

Similarly, India's commitment to renewable energy illustrates how CSR can drive environmental progress while simultaneously addressing socio-economic challenges. With over 300 million people gaining access to electricity for the first time in recent decades, India's solar power initiatives, particularly through pro-

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[6] Glazyev, S. (2019). The Last World War: The USA Starts and Loses. This book critiques the global economic order and proposes alternatives, including a more socially responsible approach to capitalism.

grammes like the International Solar Alliance (ISA), have demonstrated the role of sustainable business practices in national development. Corporate-led solar projects have not only reduced dependence on fossil fuels but have also created thousands of jobs in manufacturing, installation, and maintenance. Private-sector investment in decentralized solar grids and rural electrification projects exemplifies how CSR can catalyze both environmental stewardship and economic empowerment. These projects are not simply about energy production—they represent a commitment to infrastructure creation, skill-building, and job creation that align with the human-centered vision of CSR.

South Africa's approach to CSR, particularly through B-BBEE, presents another dimension of this transformative potential. While the policy has its critics, its requirement that corporations invest in skills development, supplier diversity, and community upliftment reflects the core principle that economic progress must be inclusive and act as an engine for genuine transformation rather than a bureaucratic obligation. Cultural preservation is also integral to a human-centered CSR agenda, as it safeguards the identities, traditions, and histories that shape communities while fostering economic growth. South Africa's tourism industry has increasingly embraced CSR initiatives that support local artisans, protect indigenous heritage sites, and promote responsible tourism. For example, programmes that invest in community-run lodges, fair-trade craft markets, and heritage conservation projects ensure that economic benefits are equitably distributed while reinforcing cultural integrity. By integrating local traditions into tourism experiences—such as storytelling, culinary heritage, and indigenous-led eco-tourism—businesses not only enhance their social impact but also create a unique and ethical tourism model that respects and uplifts local communities. In this way, CSR becomes a mechanism not just for economic inclusion, but for cultural resilience, ensuring that modernization does not come at the cost of erasure.

BRICS-driven CSR model must foreground creation, innovation, and inclusivity—not only as an ethical obligation but as a fundamental driver of sustainable economic growth. By embedding human-centered development within corporate strategies, these nations have the opportunity to cultivate economic systems that move beyond extractive practices toward models that generate enduring prosperity, social resilience, and equitable development. This approach positions CSR not as a peripheral concern but as a transformative force capable of reshaping economies in ways that prioritize both human well-being and long-term stability. At its core, CSR must be about creation—not merely mitigating harm but actively building economies and societies that uplift human dignity. Corporations are not abstract profit-generating entities; they are composed of people, and the health of a business is inextricably linked to the well-being of the people within and around it. This truth must be embedded into CSR frameworks globally. A human-centered CSR agenda recognizes that the essence of corporate responsibility is not just about giving back but about co-creating value with communities. This means:

• Investing in education and skill-building so that people become agents of their own economic and social mobility.

• Developing infrastructure that enables sustainable livelihoods rather than extractive industries that deplete resources without replenishment.

• Supporting entrepreneurship and local businesses as engines of community resilience.

• Fostering corporate cultures where ethical leadership and employee well-being are central to business success.

In this sense, CSR is not just about businesses acting ethically—it is about businesses becoming architects of new economic and social realities. The link between people and creation, between economies and creation, and between CSR and its ability to drive a human-centered agenda must be emphasized at every level of corporate engagement. True wealth is generated when economic activity contributes to human flourishing, rather than merely increasing shareholder returns.

The Philosophical Foundations of CSR: A Call to Action

The examples and insights from Arab, Chinese, and Russian thinkers reveal a common thread: the belief that economic activity must serve a higher purpose. This philosophy challenges the narrow focus on profit maximization and calls for a more holistic approach to business. As the Arab poet and philosopher Kahlil Gibran (1883–1931) wrote, "Work is love made visible."[7] His words remind us that work, at its best, is an expression of care and responsibility for others. Similarly, the Chinese philosopher Laozi (6th century BCE) emphasized the importance of balance and humility in all endeavours. He wrote, "The wise man does not accumulate for himself. The more he gives to others, the more he has for his own."[8] This idea of abundance through generosity is at the heart of CSR, which seeks to create value for shareholders and all stakeholders. From Russia, the novelist Leo Tolstoy (1828–1910) writings suggest that the sole meaning of life is to serve humanity.[9] His words challenge businesses to view their role not as isolated entities but as integral parts of a larger social fabric. This perspective is particularly relevant in an era of globalization, where the actions of corporations can have far-reaching consequences

Conclusion: A New Era of CSR

The evolution of corporate social responsibility (CSR) from ancient civilizations to the present illustrates that profit and societal well-being are not mutually

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7 Gibran, Kahlil. (1923). The Prophet. New York: Alfred A. Knopf. (Chapter: "On Work").

8 Chapter 81 of the Tao Te Ching is often cited as the closest source for this idea

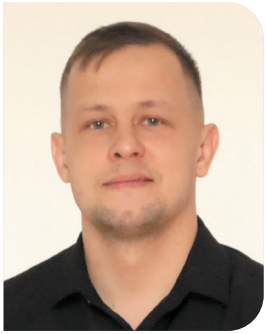
9 Tolstoy, Leo. (1882). A Confession. Translated by Jane Kentish (1987). Penguin Classics.

exclusive. Drawing on the insights of thinkers such as Ibn Khaldun, Mencius, and Dostoevsky, businesses can be seen not merely as economic entities but as agents of positive change. As the global community confronts challenges ranging from climate change to social inequality, CSR principles offer a framework for fostering equitable, sustainable, and inclusive societies. The Arab scholar Al-Farabi (872–950) argued that the highest level of human achievement is to contribute to the happiness and well-being of others.10 This enduring insight remains particularly relevant as corporations navigate the complexities of the 21st century, especially amid growing momentum to shift from GDP to the Happiness Index.11This shift underscores a broader recognition that genuine development extends beyond economic growth to include social equity, environmental sustainability, and human well-being. By integrating corporate social responsibility (CSR) into value creation, businesses can play a transformative role in fostering a future that balances profit with societal and environmental priorities.

10 Al-Farabi. (c. 940). The Virtuous City (Al-Madina al-Fadila). Translated by Richard Walzer (1985). Oxford University Press.

11 https://ec.europa.eu/eurostat/documents/118025/118123/Fitoussi+Commission+report

RUSSIA



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Probation as an investment in Human Capital

Hello,

My work focuses on the theme of «Investments in Human Capital». I hope it will spark genuine interest in you and inspire you to become part of the events I am about to describe.

This essay is dedicated to the newly launched probation institution in Russia.

The relevance of this topic stems from the government's growing interest in developing this field, as well as the increased attention it has received from international experts, which was clearly demonstrated at the St. Petersburg International Legal Forum in 2023-2024.

The introduction of this institution opens up vast creative opportunities for Russian citizens, especially for the youth. For instance, the Federal Law No. 10-FZ dated February 6, 2023, "On Probation in the Russian Federation", offers multiple opportunities for establishing and further development of:

- a large number of regulatory acts (experience in legislative work);
- government information system "Unified Register of Persons Subject to Probation" (experience in development, launching, and operating information systems);

- a volunteer movement (volunteers can be involved in restoring and strengthening family and social ties of probationers, which is undoubtedly a huge area for creativity);
- probation centers (mainly run by non-profit organizations and public associations, encouraging innovative and unconventional solutions as confirmed by the reports on their creation and functioning in the mass media);
- a modern institution for providing assistance to persons in difficult life situations in the shortest possible time (probation services are now accessible via the Gosuslugi (Public Services) portal, and even the robot "Max" recognizes the term "probation", eliminating the need for long queues at public offices, and this is just the beginning).

The continued development of these initiatives will provide those citizens who will implement them with a strong base of knowledge and skills, which will undoubtedly benefit future projects of a similar nature across the country.

It is particularly noteworthy that the initial draft of the above-mentioned Federal Law did not allocate additional financial resources from the federal or other budgets of the Russian Federation. Yet, we already see the probation institute thriving, thanks to the active involvement of engaged Russian citizens and effective decision-making by the state authorities.

Discussing the above-mentioned activities with international colleagues is highly relevant, as many neighboring countries have long-standing Probation Institutes and they could offer valuable insights and recommendations.

It is safe to say that probation is investments in human capital based on the following:

First, probation is aimed at helping individuals who have stumbled to gain skills and opportunities to become full members of society. This includes programs of rehabilitation, education, employment, professional retraining, legal documentation, and more.

Second, successful probation programs reduce recidivism. It saves government resources that would otherwise be spent on incarceration, new criminal investigations, and court proceedings. It would ultimately make society safer.

Third, when a person successfully completes probation and reintegrates into society, they can become taxpayers, contribute to the national economy, and, moreover, create and support their family (these are exactly the kinds of initiatives that talented young people should be encouraged to pursue and support);

Fourth, probation gives people a second chance, especially those who committed crimes due to socio-economic problems or lack of opportunity.

In conclusion, the effectiveness of probation depends directly on the quality of support provided to those in need. Without adequate funding, trained specialists, and effective individualized programs, even the best intentions can fail.

Therefore, the success of its implementation requires full engagement from all

relevant authorities, organizations, ministries, and socially active Russian citizens, of course. Support from international partners – where Probation Institutes have long been in place – can also be a vital resource.

We can draw a clear conclusion that discussing this topic within the framework of the open dialogue "The Future of the World. New Platform for Global Growth" would have a positive impact on the effective development of the Probation Institute in our country.

Best regards, Pavel Vadimovich Ivanov.

RUSSIA

Kazantseva Irina
writer, playwright

self-employed

Dramaturgy as a Mechanism for Addressing Psychological Challenges in Society. Investments in Human Capital. Happiness Index: Strategies for Enhancing Population Well-Being

Modern society is overwhelmed by imposed expectations and the pressure to be a "winner". Being a "loser" in such a world is no easy task. Polished imagery dominates the marketing of lifestyles, personal brands, and professional skills. As the world changes, technologies replace workers, investors pursue high-potential ventures, and individuality is increasingly valorized. Only talent and intellectual property seem to be of value. But what happens when global trends are unstable, public aggression is heightened by military conflicts and pandemics, and each technological breakthrough compels individuals to question the essence of their work and its benefit to society? As a response to threats, the human psyche activates a self-preservation mode. According to the Ministry of Health of the Russian Federation, anxiety disorders are characterized by persistent feelings of uncer-

tainty and the anticipation of negative outcomes[1]. Among non-pharmaceutical treatments, self-care practices such as physical activity, meditation, and relaxation are recommended. Dramaturgy, in this context, may serve as a valuable instrument for overcoming mild anxiety, improving communication within families and communities, and qualifying as a form of psychosocial self-support.

In 2023, approximately 4 million Russians[2] were diagnosed with mental disorders. One-third of all cases were anxiety-related[3]. Since 2020, anxiety levels have been on the rise, affecting more than half of respondents according to the Public Opinion Foundation[4]. In 2024, every third person in the country sought psychological help at least once[5], either by visiting a psychologist or using online services to find one. The profession of psychologist has become so relevant that it cannot be replaced by social support or medication alone. Psychotherapists now stand alongside IT professionals, oil and gas engineers, and financial experts.[6] Mental well-being has become as important as technological progress.

In 2023, there were 706 theaters in Russia[7]. The number of private theaters continues to grow. Some of them manage to find their audience and receive support from municipal or federal funds. Others eventually reformat or close down[8]. Thanks to government programs and foundations, more and more people are moving into the non-governmental sector and becoming part of non-profit organizations. Private theaters often register as sole proprietors. These programs provide employment for many creative professionals who choose this path. They support themselves and create communities. But we can go further in bringing happiness to a tech-driven society.

Several theaters, especially private ones, have adopted documentary-style drama formats, including both monologue and dialogue-based performances with minimal casts. Teatr.doc[9] is a notable example. The theater is not limited to actors, it also includes the audience who become the focal point of immersive performances. Anyone who walks in becomes a participant in the show. These projects have proven especially effective for ordinary individuals who spend their days at work and turn to theatre as a form of a fulfilling hobby. For example, the "Citizens' Theater"[10] in Sevastopol has already launched its own name-

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1 https://rg.ru/2024/04/10/kogda-trevozhnoe-sostoianie-trebuet-osobogo-vnimaniia.html
2 https://www.interfax.ru/russia/945840
3 https://www.who.int/ru/news-room/fact-sheets/detail/anxiety-disorders
4 https://rg.ru/2024/04/10/kogda-trevozhnoe-sostoianie-trebuet-osobogo-vnimaniia.html
5 https://www.vedomosti.ru/press_releases/2024/03/25/25-mln-rossiyan-ne-reshilis-poiti-k-psihologu
6 https://lenta.ru/articles/2024/11/30/vostrebovannye-professii-v-rossii/#a20ld10vxtbjvls
7 https://stat.mkrf.ru/upload/iblock/2d4/2d4d560ef43f6d44e17688e284b09d6e.pdf
8 https://www.forbes.ru/forbeslife/487551-ob-ekty-mass-kul-tury-pocemu-rastet-kolicestvo-castnyh-teatrov
9 https://www.teatrdoc.ru/
10 https://vk.com/teatrgorodjan

sake festival. In Vladivostok, doctors and psychotherapists take to the stage, performing absurdist plays at the "Arkanum"[11] theater – productions that explore mental health conditions as their central theme. Therapeutic and psychological theater is actively evolving as a method for resolving emotional challenges. These performances often include both therapeutic and theatrical exercises[12], for example, in the "We Plus You"[13] theater. This internal work with the individual becomes a foundation for sustainable personal development. Yet, the process is far from simple.

Seeing a performance, briefly engaging with a narrative and living through a story in just a couple of hours, may be too easy for a viewer. Depending on one's sensitivity, the after-effect may last minutes or days. But it is not unlike reading a book and putting it down for the night. New neural connections and personal growth often occur through sessions with a therapist or through personal experience. Theater, as a physical and emotional phenomenon, forms from within the stage space, and not from without. Not everyone is talented or inclined to perform under the spotlight, but everyone can relive and process a real-life situation. One of the most accessible formats for this is the staged reading of contemporary plays. The experience of one person living here and now becomes shared by many. For those on stage, all that is needed is the text before them, a chair to sit on, and a connection with the audience. This experience may offer more than the therapist's routine advice, "Try reflecting on the situation again. Is there another way forward?" It becomes an act of self-exploration, of working through material in preparation for performance, of literary and reference analysis. For those unwilling to open up entirely, readings serve as an effective gateway to therapeutic impact.

"Action is the figurative structure of drama. Only through action can the distinctiveness of dramatic content be realized. Drama is a form of poetry", wrote S. V. Vladimirov. British drama theorist J. Barry[14] described conflict as the "engine of action". Accordingly, conflict is the driving force of dramaturgy. The soul and the individual become the subject of inquiry, shaped through the ages and refracted through each era. A play is above all a study of motivations, predetermined structures, archetypes, and themes. Their number is limited, but the way they echo through each new text, enriched by the immediacy of life, is endlessly compelling. We observe and describe what surrounds us. We should not fear familiar problems, conflicts or outcomes. On the contrary, modern dramaturgy shows our collective pain in real time. What troubles us in the news or over dinner becomes

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11 https://vk.com/id763764702

12 https://www.imaton.ru/seminars/psihologicheskiy-teatr-v-praktike-specialistov-pomogayuschih-professiy/

13 https://irinaobukhova.ru/theater#o-teatre

14 https://www.booksite.ru/fulltext/po/ta/pen/ko/6.htm

material for monologues, plays, and stand-up routines. This shared dramaturgy can function as a tool for healing. Of course, deep-rooted psychological disorders requiring clinical intervention are beyond the theater's scope. But social afflictions such as anxiety, panic attacks, and aggression can be "excavated", reflected upon, and processed in the here and now, inviting knowledge and transformation through another person's experience.

Contemporary dramaturgy draws from the absurdist school of Eugene Ionesco, Bertolt Brecht's epic theater, USSR dissident drama, and the classic psychological drama of Russian literature. Today, we have access to a global experience, in particular modern play databases to study and discuss. Still, theaters and publishers often prefer older works simply because they are no longer protected by copyright. It is easier to restage a well-worn classic than to confront a modern theme that is still raw.

Dramaturgy remains an integral part of literature, though dramatic journals have become scarce. Russia has two major organizations supporting playwrights. Interest in the genre is limited to a small segment of the population. Classical literature is not always presented in a format accessible to the general public: reading complex books, literary journals, and poetry collections requires both education and engagement. Others prefer cinema, becoming observers and consumers of fictional worlds. Yet, here lies another issue: to live, work through, and engage with one's emotions is not the same as witnessing a visually stunning sequence of action scenes. Cinema is a powerful art form, occupying more and more cultural space. Many playwrights become screenwriters. But each medium has its specificity. Experiencing comedy on screen is not the same as feeling the warmth of a prop or the presence of another person on stage. It is something entirely different.

A broad understanding of dramaturgy, conflict and motivation, can help to prevent problems within families, relationships, and the personal conflicts, it can promote social interaction and nurture a healthy self-image. It is the mantra of "faster, higher, stronger" that drives many to adopt unsustainable work schedules, take financial risks, or seek altered states through questionable methods. The infantilization of generations Y, Z, and A presents a challenge for the entire system. Sustainable behavioral models can only be passed horizontally, through personal interaction. The main adversary is not artificial intelligence but human potential hidden beneath psychological conditioning and limitations, patterns imposed by someone or something external, without regard for personal choice.

AI is a tool that should usher in a new era for contemporary drama. In 2022, artificial intelligence co-wrote its first play with the script generator "NeuroStanislavsky".[15] In 2024, playwright V. Sigarev collaborated with ChatGPT on a new piece titled "Idiot".

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[15] https://moviestart.ru/2022/11/10/iskusstvennyj-intellekt-napisal-pervuyu-pesu-v-rossii/

Dramaturgy must act as a psychological mechanism for processing technological change and engaging society in horizontal communication to transmit values and worldviews. The key is not to remain a passive spectator but to enter the process: to read, observe, and converse in a shared dramatic language, creating a new way of tactile communication, rather than binary – 0 and 1.

RUSSIA

Kim Anton
Head of the laboratory

Lugansk State University
named after Vladimir Dahl

Is There a Way Out of Russia's Demographic Pitfall?

Global experience has shown that there is no universal strategy for boosting birth rates. In theory, paying people to have children sounds like a viable solution, but for some reason it has not triggered a new baby boom – neither in Russia nor elsewhere. Maternity capital in Russia increases every year, yet the total fertility rate keeps falling – it currently stands at 1.41, while the replacement rate is 2.1. Forecasts are not optimistic either: Washington experts predict population growth will entirely stop by 2100.

There is no clear explanation for this decline. Surveys by the Russian Public Opinion Research Center (VCIOM) show that most people blame selfishness, immaturity or even marginalization for the drop in birth rates. After a quick scan of online discussions, I realized that most commenters point to the desire to "live for myself" or "reject traditions". Whether they are right is hard to say; after all, it was not tradition that truly forced people to have children. The situation we face today seems almost absurd: people simply do not want to reproduce.

I believe the root of the problem lies here: two hundred years ago, children were an asset generating profit when helping sow fields or harvest crops. People did not ask themselves whether to have kids or to "live for themselves". The choice

was simple: to give birth or to starve. The traditional "I have to" was not driven by traditions or parental pressure. People understood that population continuity required childbirth. Today, children are a form of self-expression. The old "I have to" has been replaced by a modern "I want" and "I can".

That is why maternity capital and various benefits do not work – they are simply ineffective. They mostly attract marginalized groups or traditionalists who tend to have large families anyway and do not need extra incentives. Meanwhile, the middle class and even skilled workers increasingly prioritize their own lifestyle.

Still, Russia keeps launching projects aimed at raising birth rates. For instance, A. N. Zubkov proposed a childlessness tax. That is a losing strategy from the start – it makes people feel penalized just for being born. Zubkov even suggested taxing the infertile.

In my opinion, a far more sensible proposal came from Valentina Matviyenko, Chairwoman of the Federation Council of the Russian Federation. She suggested giving student families private dorm rooms, moving them to

state-funded education, and creating daycare centers at universities. What makes this strategy effective? At least, it allows young parents to continue their education while focusing on family life.

State support policies need to go further. Russia is facing a major challenge with mothers on maternity leave: only 1.5 of the 3 years are paid. Yet, Russia's digital infrastructure is advanced enough to support remote work for many mothers, depending on their role and position. This would ease financial strain and allow women to grow professionally while raising children.

In addition, subsidies for education for women on maternity leave should be introduced. Russia has dozens of online universities offering modern,

remote-learning programs. Maternity leave becomes a chance for women to grow professionally. This is how we get rid of the routine that usually accompanies maternity leave. She benefits both her family and her career.

Parenting education should start earlier – in schools. First of all, they should be prepared for the difficulties that await them in the future. Special courses should teach how to respond when a child falls ill, how to perform basic child care, what the developmental milestones are, and more. Encouraging childbirth among unprepared parents is a losing game. Men and women who choose to have a child should realize the volume of responsibility and be ready for sacrifices.

It is equally important to work with men, not only with women. They should be prepared to support their wives in both household duties and child-rearing. That is why we need to ease men's financial burden and enable women to work during maternity leave. With reliable support from her husband, the idea of a second child will not feel so overwhelming for a woman. Traditional gender roles are outdated, the family institution is in crisis.

We should also learn from other countries, for example Hungary. In addition to benefits, the government offers interest-free state loans to families. Combined with maternity capital, this approach can help families cover key needs at the stage of family planning, like buying a car. This alone will be enough to improve a mother's mobility, and thus quality of life. Denmark also has an interesting approach to state aid – helping parents in finding jobs.

Another challenge is the image of the family itself. It has lost its value, and the phrase "choosing family" has become a joke. This attitude should be challenged, people should realize that there is no such thing as "choosing family" – a family does not hinder education or career, but gives strength and opportunities for development.

It is important to understand that funding is not the state's main role. Most of a family's budget should come from the family itself. The state's task is to create conditions where having children does not feel terrifying at any age. Valentina Matviyenko deserves credit for her pragmatic view on student families. But demographic growth should not rest solely on their shoulders. All citizens should receive certain privileges, especially in education and professional development.

What should this approach achieve? State support should reduce the anxiety every potential parent feels. Questions like "Where will I work?" or "What can I offer my child?" should fade into the background. Shifting family roles should ease pressure on both parents. That way, women can more easily choose to have a second child without becoming prisoners of their own home.

The crisis of the family institution is real. We need effective promotion of a new kind of family where both parents invest in their children, both emotionally and financially.

RUSSIA

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Impact of Sanctions on International Educational Migration in Higher Education: Cooperation Potential of the Brics Countries

In spring 2022, Russia announced its withdrawal from the Bologna System of higher education, which was officially confirmed on May 24, 2023 by Valery Falkov, the Minister of Science and Higher Education. This decision, which was taken against the backdrop of a complex geopolitical situation, raised questions regarding the future of the Russian higher education system and its international integration. [7]

Russia joined the Bologna Process in 2003. The process, which began in 1999 as a result of the Bologna Declaration, was intended for the establishment of a common European higher education area, standardizing educational programs and facilitating academic mobility. The key element of the Bologna System is the two-level structure: Bachelor's degree (3-4 years) and Master's degree (1-2 years). The system also provides for a credit system that facilitates the transfer of students between universities in different countries. The European Credit Transfer and Accumulation System (ECTS): a system for evaluation of academic workload that permits students to easily transfer credits between universities in different countries. One credit usually corresponds to 25-30 hours of student's work. [8]

The sanctions imposed against Russia in recent years have significantly affected many areas of life, including higher education. These changes are both direct and indirect, and their impact can be observed in different aspects of the operation of educational institutions, student mobility, research, and the implementation of international standards.

Russian scientists S.V. Ryazantsev, T.K. Rostovskaya, V.I. Skorobogatova, and V.A. Bezverbny offer an extended definition of academic mobility. They consider it not only as a physical movement (migration) but also as willingness for such a relocation. At the same time, not only teachers and scientists but also students are considered to be the subjects of academic mobility. [6] There have been significant changes in the trends of academic mobility in Russia. The Minister of Science and Higher Education of the Russian Federation, Valery Falkov, noted that these changes are of unilateral nature and require adaptation. Despite the termination of cooperation with some European partners, the Russian higher education system remains open for cooperation with all interested foreign partners.

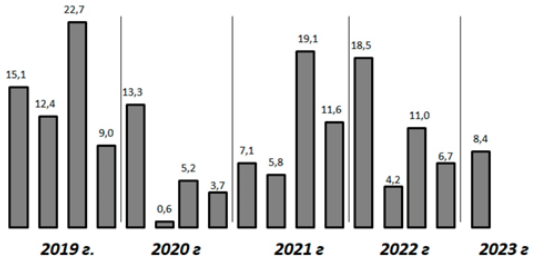

Fig. 1 Federal Service of State Statistics (Rosstat) based on Federal Security Service (FSS) data: Statistics of travelling for education abroad by citizens of the Russian Federation

According to Global Dialogue, the number of Russian students studying abroad has significantly decreased. In 2019, there were 59.2 thousand Russian students, and in 2020 – only 22.8 thousand (62% decrease), which is attributed to the COVID-19 pandemic and travel restrictions.

Although there was some recovery in 2023, Russian students faced difficulties related to the sanctions: prolonged visa procedures, difficulties in paying tuition fees due to the embargo on Russian bank cards, and high fees when paying through banks in other countries. [4] As a result, by the end of the 2022-2023 academic year, about

2,500 Russian students expelled from universities of unfriendly countries came back and continued their studies at Russian universities. [3]

Numerous international scientific magazines refuse to publish articles by Russian scientists, which complicates the exchange of experience and lowers scientists' ratings. For example, the Journal of Molecular Structure refused to publish an article by an employee of the Moscow State University. The largest publishers of scientific magazines have suspended sales of their products to Russian organizations, restricting access to a significant part of scientific information. One study estimated that 97.5 % of subscription-based scientific information was lost. Scientific research, which requires international cooperation, has also suffered losses. Many Western foundations have stopped funding joint projects with Russian scientists. For example, the European Research Council (ERC) has suspended the participation of Russian researchers in its grant programs. It resulted in a slowdown in such fields as biotechnology, physics, medicine, and IT, making it more difficult to conduct high-level research.

Respected rating agencies such as Quacquarelli Symonds (QS) have suspended their work in Russia, excluding Russian universities from their ratings. Russia's withdrawal from the Bologna System raises concerns about the recognition of Russian diplomas abroad, which may complicate the employment and further education of graduates abroad.

Russian universities are actively seeking partners in Asia, the Middle East, and Latin America in the face of sanctions, increasing cooperation with universities in BRICS countries. By 2030, McKinsey & Company predicts that two-thirds of the global middle class will reside in the Asia-Pacific region. [1] This creates a huge demand for education, healthcare and other social services. It is predicted that, by 2030, half of university graduates will be from India and China, while only a quarter will be from Western countries. It assumes the need for intercultural interaction and communication for Western graduates. [2]

Traditional Soviet model of education, as well as the model based on the Bologna Principles (due to excessive commercialization), do not meet the requirements of the modern global economy. Russia and other BRICS countries are striving to

create an alternative model based on fundamentalization, humanization, and ecologization of education with a focus on internationalization and preparation of specialists for international cooperation.

The BRICS Network University is an example of such an alternative model. It is a network of higher education institutions of the BRICS countries (Brazil, Russia, India, China, South Africa) cooperating in the field of education. The main objective is to develop an educational model that responds to the challenges of the global economy and takes into account the cultural background of the participating countries. The key directions of the BRICS Network University activities are: (specific directions of activities from sources are not provided). The costs of establishing the university are expected to be divided between China and Russia, with the participation of the other BRICS countries. The BRICS Network University was established in 2015 through the signing of the Moscow Declaration and the Memorandum of Understanding.

In general, Russia's reorientation towards the East in education is a strategic step aimed at ensuring adaptation to the rapidly changing global landscape and establishment of a competitive education system.

Russia's withdrawal from the Bologna system is a complex process that cannot be definitively evaluated. The system had both advantages (comparability of educational results, academic mobility, unification of programs, mutual labor migration) and disadvantages. Unification and comparability of results led to brain drain abroad, and Russian diplomas have not received widespread recognition in the West. [5]

With the growing role of education and science in countering sanctions pressure, the Russian government and the Ministry of Education and Science are developing mechanisms to adapt to external challenges. This process includes the development of a specific model of higher education that will replace the Bologna system, starting

in 2026. The new system will include basic (4-6 years) and specialized (1-3 years) levels of education, as well as postgraduate studies within vocational education. The purpose is to ensure the scientific, technological, and production sovereignty of the country.

BRICS cooperation in education and science can be an important factor in countering sanctions and ensuring dynamic development. The BRICS countries have already demonstrated successful cooperation in other areas such as economics, trade, and technological development, which provides a favorable opportunity to expand cooperation in education. Interaction can compensate for the losses from the withdrawal from the Bologna system by providing Russian students and academics with access to international expertise and resources.

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REPUBLIC OF SOUTH OSSETIA

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Investing into people. Effective Demographic Policies Amid Aging Population

Aging population: causes and consequences (the case of South Ossetia)

Demographers worldwide state that populations are aging throughout the world regardless of countries' development level, even if the process is moving faster in some countries and slower in others. Life expectancy is increasing worldwide. The UN reports that while in the 1950s, only 1% of the global population lived in countries with the life expectancy over 70 years, in the 2000s, this figure exceeded 50%[1].

According to some estimated figures, the aging trend will persist for the next 20-30 years. This problem can be observed in the Republic of South Ossetia as well. Given these estimated figures, the region's demographic policy needs to revised to meet the new challenges of the time. The falling share of economically active population will result in the shrinking of the country's human capital. South Ossetia

1 https://gtmarket.ru/ratings/life-expectancy-index Countries ranked by life expectancy. Humanities Portal.

should focus on using the potential of the aging population; this category should be socially protected, too, and welfare services should be revised accordingly.

Globally, population aging is caused by falling birthrates and high-quality medical care. When we turn to South Ossetia, we can expand this list to include sociopolitical conflicts and migration.

In 1926 – 2015 (the latest census was in 2015), population shrank by 38.7%, with the share of employable population down by 22.1% and the number of adolescents decreased by 75.6% (Table 1). Within the same period, the number of people over retirement age grew by 6,400, or by 183.7%.

Table 1. South Ossetian population: population dynamics in the three main age groups

Age groups	General census						
	1926	1939	1959	1970	1979	1989	2015
Absolute figures (persons)							
Total population	87,375	106,118	96,807	99,421	97,988	98,527	53,532
Including: below employable age	42,254	50,080	31,533	35,197	29,328	25,771	10,327
of employable age	37,400	44,153	51,161	48,400	52,545	53,382	29,136
over employable age	7,657	11,885	14,113	15,683	16,002	19,374	14,069
did not give their age	64			141	113	-	-

The table shows that the age makeup of South Ossetian population is rapidly and constantly worsening in terms of employable and unemployable generations.

High levels of male mortality during the Great Patriotic War (Ossetians rank first in the number of per capita [Soviet Union] heroes of the Great Patriotic War

era), the war of 1989-2008, mass emigration of the young population from South Ossetia and the current Special Military Operation in Ukraine (SMO) unavoidably affect the demographic situation. The SMO was inevitable in order to preempt the enemy's aggression. Since the warfare broke out, young Ossetians have been fighting alongside Russian soldiers bringing their military experience and traditions to the SMO. Grave human losses and their families' tragedy are the pain we all feel.

At the time of the latest census held in 2015, South Ossetia had 837 unemployable persons per 1,000 population (Table 2).

Table 2. Demographic burden coefficient dynamics in South Ossetia[2]

	1926	1939	1959	1970	1979	1989	2015
Crude demographic burden	1,335	1,403	892	1,051	863	846	837
Including the burden of: population below employable age	1,130	1,134	616	727	558	483	354
population over employable age	205	269	276	324	305	363	483

Demographic situation analysis shows that the situation will continue to deteriorate and the retired population burden in South Ossetia and its administrative divisions will increase and adversely affect the labor force reproduction rate, undermining South Ossetia's socioeconomic development.

According to the J.B. Garnier – E. Rosset's scale,[3] South Ossetia's population can be considered exceedingly aged (the share of population aged 60 and over exceeds 18.0 %).

Aging population can have the following adverse socioeconomic consequences:

- greater pension fund load burden;
- increased social services workload;
- increased need for medical services for the elderly etc.

Changes in the population's age makeup directly affect economic growth.

The analysis of the demographic situation shows the following:

- The employable generation in South Ossetia is largely burdened with the elderly population, not with the rising generation.
- The country's population should be comprehensively studied amid the transforming demographics.

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[2] Kaberty N.G., Kochieva Zh.G. The Demographic Situation in South Ossetia: Factors, Outlooks, and Basics of Regulation Mechanisms. Part 1 [in Russian]

[3] *Demographic Statistics. A Textbook*. Karmanov M.V. et al. Moscow : KNORUS, 2015, p. 126. [in Russian]

- The problem of the aging population should be given top priority at all levels of state governance. It is important to maintain South Ossetian population as an ethnic group, and to preserve the good things our ancestors had: honor, upbringing in the spirit of patriarchal Ossetian customs, respect for one's elders and for women. These are all the things we should pass down to our descendants. Many scholars throughout the world emphasize highland Ossetians' invincible code of honor based on morality, honor, and unacceptability of disgrace.

- Since childhood, children need to be inculcated with the idea that "a close-knit family is the guarantee of society's stability and prosperity." The closer and stronger are the ties between spouses, the stronger and more positive effect it will have on the reproduction rate. People's marital status influences birth rates and determines their reproductive behavior. It is important to preserve ethnic and cultural values that form the foundation of the Ossetian cultural legacy and identity. Today, the young generation seeks to follow the European culture (for instance, the childfree trend), which inevitably affects the country's future socioeconomic situation. Today, the family as an institution and society's moral state are being transformed.

RUSSIA

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Essay for the Investment in Human Capital track

In today's world, where technologies and globalization are game-changers, the key development resource is not raw materials or funds but humans. Investments in human capital – education, healthcare, professional and personal development – define the competitive edge of economies and sustainability of societies. These investments not only improve the quality of life for individual people but lay a foundation for long-term progress. As the Nobel Laureate Garry Becker said, the main wealth of nations is human capital.

Education is the cornerstone of investments in humans. It forms critical thinking, creativity and the skills necessary for a digital economy. According to the World Bank, an additional year of education provides an annual personal income increase of 8–10%[1] and an annual GDP increase of 0.37%[2]. The example of South Korea,

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1 Knowledge Margin: Grading Russia [Digital resource] // EKONS. https://econs.online/articles/ekonomika/dokhodnost-znaniy-otsenki-dlya-rossii/

2 Top 10 Educated Countries in the World [Digital resource] // Geeksforgeeks. https://translated.turbopages.org/proxy_u/enru.ru.b674044367d088f914b9eee374722d776562/https/www.geeksforgeeks.org/top-10-educated-countries-in-the-world/

which placed its bet on providing higher education to all and fostering research, shows that an agricultural state can turn into a technological leader in a matter of decades.

And yet access to quality education is still a challenge. In low-income regions, children often have no learning opportunities due to the poverty and lack of infrastructure. The problem is solved by state support programmes, private scholarships and digital platforms providing access to knowledge, like Coursera or Khan Academy.

Investments in healthcare are no less important. Healthy people have a longer employability period, take fewer sick leaves and contribute more to the economy. For instance, according to the WHO, vaccination of children in the developed countries, saves 2 to 3 mln lives every year, directly improving the stability of national demographics[3].

Preventive medicine and promotion of healthy lifestyle also play their part. In Japan, where the average longevity exceeds 84 years, the government actively invests in early diagnostics and senior fitness programmes. This reduces the pressure on the healthcare system and supports the economy through active longevity.

The fourth industrial revolution requires continuous learning. Professions undergo transformation, and according to McKinsey, 65% of today's schoolchildren will have jobs that do not exist yet[4]. Companies like Google and Amazon spend billions to retrain their employees, realizing that agile talent is key to their success.

Government initiatives like the German Education 4.0 focus on digital skills and STEM (science, technologies, engineering, and mathematics), helping bridge the gap between the market needs and the education system's output.

Another aspect is the support of families and fights against poverty and inequality. Social lifts and access to culture and therapy services strengthen the social fabric. In Nordic states, high taxes buy you free education, medicine and social benefits, helping curb crime levels and ensuring a high level of interpersonal trust.

Another critical thing in the era of automation is investment in soft skills – emotional intellect and communications. The philosopher Martha Nussbaum notes that empathy is the basis of democracy.

However, despite all the progress, the following issues persist:

- Inequality: according to UNSECO, 251 mln children still don't go to school[5].
- Climate change: deteriorating environment threatens our health, requiring new approaches to city planning.

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3 WHO: Vaccination Saved 154 mln Lives in 50 years [Digital resource] // Snob. https://snob.ru/news/voz-vaktsinatsiia-spasla-154-mln-zhiznei-za-50-let/

4 UN: 65% of Today's First-Graders Will Work Jobs That Don't Exist Yet [Digital resource] // 1Prof.https://1prof.by/news/v-mire/oon-65-segodnyashnih-pervoklassnikov-bud/

5 251M children and youth still out of school, despite decades of progress (UNESCO report) [Digital resource]. https://articles.unesco.org/sites/default/files/medias/fichiers/2024/11/PR_251M_children_and_youth_still_out_of_school_despite_decades_of_progress_en.pdf

- Technological risks: automation could leave millions jobless, unless we invest in retraining.

The solutions lie in a partnership of state, businesses, and civil society. Private investments in corporate universities, state programmes like the Finnish National Education Strategy, and volunteering all do their parts.

Investments in human capital are thus not expenditures but rather high-return assets. They create a multiplier effect, whereby educated and healthy people generate innovations, have low healthcare and social support needs, and form an inclusive society. In the words of Adams Smith, the wealth of a nation lies in the skills of its people. By investing in human capital today, we build a bridge to a sustainable tomorrow.

RUSSIA

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Happiness as a KPI: How to Redefine Well-Being in the Digital Era

Thematic vector

Happiness Index as an integral indicator of social development: analysis of economic, social, and cultural strategies to improve well-being in Russia.

Focus:

Synthesis of global trends (from Bhutan to Organization for Economic Co-operation and Development (OECD)) and Russian specifics, including digitalization, regional gaps, and cultural values.

Preamble

In 2023, Russia will be ranked 60th in the World Happiness Report, and in 2025, it will be 70th. Although according to the All-Russian Public Opinion Research Center data for 2024, 84% of Russians feel happy. However, happiness is not an abstraction but rather the key driver of the economy and stability. In the context of sanctions, digital transformation and demographic crisis, the issue of well-being becomes a strategic one.

Rationale: 89% of OECD (Organization for Co-operation and Economic Development) countries use the happiness index to evaluate policy.

Russian challenges:

Gap in life quality between Moscow and the regions (happiness index in Dagestan is 4.1 out of 10, in Moscow – 6.7, data of the Russian Academy of National Economy and Public Administration, 2023);

Increase in anxiety: 45% of Russians report deteriorating mental health (Sber-Strakhovanie survey).

Possibility: Use technology and cultural code to develop "Happiness ecosystem".

Hypothesis

Improvement of the happiness index in Russia is possible through the integration of social policy, digital tools, and cultural values, which will lead to reduced inequality, increased productivity, and strengthened national identity.

Analytics: Happiness components and Russian realities

1. Economic factors

Income: While the median salary rises to ₽75,000 (2023), 23% of citizens live below the poverty line.

Employment: Youth unemployment (16.4%) and age discrimination (latent unemployment among professionals 45+ reaches 13%) reduce subjective well-being.

2. Social factors

Health: 40% of rural residents do not have access to modern clinics.

Education: only 15% of schools in small towns are equipped with digital labs.

3. Environment and infrastructure

Air pollution levels in 67% of industrial cities (Chelyabinsk, Norilsk) are above the standard level.

"Comfortable Urban Environment" program has improved 12% of parks, but 56% of Russians are still dissatisfied with the improvement.

4. Psychological factors

58% of Russians believe that "happiness means family", but 30% of families face domestic violence (Ministry of Internal Affairs as of 2023).

Economic and social effects of increased happiness

Economics:

GDP growth: 1-point increase in the happiness index correlates with a 3% increase in efficiency (LSE research).

Reduced costs: happy citizens are less likely to fall ill – budget savings on healthcare could reach ₽200 bln/year.

Investment: regions with high levels of happiness attract 25% more business (example: Tatarstan).

Society:

- Reduced crime: cities with developed cultural infrastructure have 18% lower crime rates.
- Demography: satisfaction with life increases the birth rate – in "happy" regions the birth rate is 15% higher.
- Country image: the growth of positions in happiness ratings strengthens Russia's soft power (as in the case of the UAE).

Strategies for Russia: 4 directions for well-being

1. Happiness digitalization

Development of Hygge app, an aggregator of support measures (psychologist, club registration, benefits) with AI-recommendations.

Digital monitoring of happiness: air quality and noise sensors in cities with public analytics and facial recognition system.

2. Regional oases

Development of the "Happy North" program: double the allowances for employees working in the Arctic, provided that they develop social infrastructure.

Development of cultural clusters: transformation of small towns (Suzdal, Yelabuga, Veliky Novgorod) into ethnic and tourist centrers with grants for local residents.

3. Education for well-being

"Emotional Intelligence" courses in schools (an experiment in Tatarstan reduced bullying by 40%).

State support for hobbies: tax deductions for sports, music or crafts.

4. Culture as therapy

Art coupons: Free tickets to theatres and museums when prescribed by a physician (UK practice).

Local identity festivals: support of folk crafts such as Gzhel or Khokhloma to enhance pride in the region.

Expected results by 2030

Russia's growth in the world happiness rating to 40th place;

Reduction of the gap between regions by happiness index from 2.6 to 1.3 points;

Increase of the citizens categorizing themselves as "happy" from 48% to 65%.

Conclusion

Happiness is not a luxury but a basic KPI for sustainable development. For Russia, which stands at the intersection of tradition and innovation, the key task is to transform resources (from digitalization to cultural heritage) into tools for well-being. The experience of Georgia, which in 10 years rose from 134th to 60th place in the rating, has shown that this requires not funds but a will.

Final image: In 2030, a Russian citizen from Vorkuta who receives an "Art coupon" to visit an ice museum, a farmer from Tatarstan who sells crops through an AI platform, and a programmer from Novosibirsk who chooses to work in his native city due to digital oases – here is an image of a country where happiness has become a national project.

As Aristotle stated: "Happiness depends on ourselves". In the 21st century, this "ourselves" includes technology, the state, and every citizen".

RUSSIA

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Investments in Human Capital: the Engine that Drives Progress Worldwide

Human potential is the key element of economic progress and social prosperity in the context of modern challenges and prospects.

In the 21st century, in the era of rapid technological progress and globalization, human potential is not just a resource, but the key asset determining the success and prosperity of society. People with high levels of education, physical and mental health who are able to adapt to changing conditions and are motivated to achieve high results are the key contributors to innovation, productivity, and a stable and harmonious society. However, population ageing, digital inequality, increased automation, and other global trends pose serious challenges that require new approaches to human capital development. At the same time, new technologies and growing interaction between countries offer unique opportunities for investments in people, improving their well-being and developing their potential. The relevance of this topic arises due to the need to develop effective strategies and approaches to human development that will ensure sustainable economic growth and social justice in an ever-changing world.

The hypothesis of my essay is the idea of investing in human potential, including education, health, culture, and social support, which is a strategically significant

step that contributes to sustainable economic growth, innovative development, and improved quality of life of the population.

Education: reform of the education system: transition from rote learning to the development of critical thinking, creativity, problem-solving skills, and the ability to respond to changes. For example, the use of advanced technologies, individual approach to learning, emphasis on STEM-education. According to the Organization for Economic Co-operation and Development (OECD), each additional year of education increases GDP by 3-4% per capita.

Healthcare: prolonging life and improvement of its quality, reduction of morbidity and disability, prevention of diseases, popularization of a healthy lifestyle – all these are the priority tasks of modern society. Investments in advanced medical technologies such as telemedicine and personalized medicine play the key role in achievement of these goals. According to the World Health Organization, a 10% improvement in population health leads to GDP growth of 0.3-0.4%.

Culture: development of creativity, development of moral standards, preservation of cultural heritage, stimulation of innovations in the field of culture and art – all these are the key aspects that should be taken into account in the elaboration of strategies for the development of society. According to UNESCO, the contribution of cultural and creative industries to world GDP is about 3 %.

Social support: development of a social protection system that responds to the basic needs of all citizens and supports vulnerable groups is the key method in the reduction of poverty and inequality. According to the International Monetary Fund, 1 % reduction in inequality results in a 0.3 % increase in GDP per capita.

Population policy: supporting reproductive health, promoting active longevity, and adaptation to increased life expectancy are the key aspects that require attention and efforts. It is necessary to take active steps to support young families, provide conditions for a harmonious combination of professional activity and childcare, and develop a system of long-term care for older people. According to UN forecasts, population ageing in developed countries may lead to a slowdown in economic growth by 0.5-1% per year.

Migration: successful integration of migrants into the economic and social life of host countries, provision of conditions favorable to their adaptation and fulfillment of their potential, and attraction of highly qualified specialists are all important aspects that need to be taken into account in the development and implementation of migration policy. According to the World Bank, migration contributes to the GDP of host countries by 0.5 % on average.

Future labor market: training staff in new technologies, upgrading their skills for automation and digitalization, and creating new jobs are all becoming an integral part of today's labor market. McKinsey predicts that automation could lead to the loss of up to 800 million jobs by 2030. However, it also offers new job prospects in other sectors of the economy.

In terms of economic effect, we will be able to observe improved performance

indicators, accelerated implementation of innovative solutions, growth of gross domestic product per capita, establishment of new jobs, attraction of investments, development of economy that can successfully compete at the international level.

In terms of social effect, there will be an increase in living standards, reduction of social inequalities, increased longevity, development of education, cultural development, strengthening of social ties, and development of more equitable and stable society.

Thus, investments in human capital are not just expenditure, but these are strategic investments in the future aimed at creating a prosperous and innovative society based on the principles of social justice.

Investments in education, health, culture, and social support contribute to an active, educated, and healthy population adaptable to changing conditions and able to contribute to the development of society.

Expected results are as follows:

- Economic growth based on knowledge and innovation.
- Improvement of living standards and well-being of all citizens.
- Development of an active, educated, and healthy population adaptable to new challenges and opportunities.
- Establishment of a sustainable and socially cohesive society oriented towards long-term development.

We can guarantee stable economic growth, ensure stable economic growth, and develop a society where everyone can fulfill their talents and contribute to shared prosperity only by way of investments in human development.

RUSSIA

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Investments in human capital are investments in our future

It is often said that investments in human capital are the most reliable and fast-payback investments of our time, and few would disagree. After all, people are the most valuable resource we have today. And the more we invest in this "resource", the more we get in return.

This text reflects on the issue of youth unemployment. Young people represent our greatest investment in the future. However, in today's world, more and more young individuals are either unwilling to work or face barriers such as lack of experience, since employers are reluctant to hire those without work experience, and yet young people cannot gain that experience because no one will hire them. A vicious cycle. Other factors include studying for professions that are no longer in demand, an oversaturated labor market, and high competition.

This is a serious issue requiring attention from all sectors of society. Youth unemployment has numerous negative consequences across different areas of society, but the most critical are in the economic and social spheres. Many young people who are unable to find work begin to experience anxiety and depression. This eventually leads to lower self-esteem and mental health issues, which in turn makes the job search even harder. After repeated failures, many lose the motivation to keep trying.

From an economic standpoint, youth unemployment leads to increased government spending on social support, while tax revenues fall and no job means no income and no taxes.

In the long term, prolonged unemployment may lead to the loss of professional skills among young people, decreasing their employability and making it even harder to find a job later.

There are many possible solutions to this issue. Even without going too deep, we can already name several directions that are actively developing today. These include the growth of freelancing and remote work, which gives individuals more opportunities to work in fields they enjoy, often from anywhere in the country (or even the world) depending on the company. This type of employment can also serve as a transitional stage until a more suitable job is found. Other important solutions include improving working conditions and employer incentives, creating programs to support youth initiatives, ideas, and startups – something already gaining traction in our country. There are also opportunities for training and retraining for those who want to acquire a new profession or change career paths.

In conclusion, youth unemployment is a complex problem, but there are many solutions, and progress is already underway. Our country is taking active steps to encourage young people to work. All necessary conditions are being created for our youth to build successful careers.

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Making Way for the Young: Strategies to Reduce Youth Unemployment

This essay's relevance is determined by the fact that Russia is home to around 37 mln of young people aged 14 to 35, 19% of whom, according to the Russian Statistics Service, were unemployed in January 2025, meaning that one young professional out of five in Russia is jobless.

Youth unemployment is a serious problem, as it not only affects the economy, which is, undoubtedly, of vital importance, but also has the social and psychological consequences, as joblessness reduces life quality, destroys marriages, leads to deviant behaviour, increases crime levels, reduces birth rates, etc.

In the conclusion of her 2022 paper Employment and Unemployment Issues of Russian Youth, E. Knyazkova's wrote that the youth population of Russia has been decreasing annually in pace with the general population, and since 2017 youth unemployment tends to increase across the age groups, but especially for ages 15-19 and 20-24, recent graduates of schools/vocational schools or universities. These are the age groups I would like to focus on in this essay.

What causes unemployment? In her paper Preventing Youth Unemployment, A. Savelyeva lists the following causes: intense migration of professionals abroad, unwillingness to learn manual trades, expansion of industries, and low demographics.

To these, I would add lack of self-identification and high anxiety in the face of the future. In school, we learn only the theory of the world, knowing but little of the structures and features of different professions. Therefore, schoolchildren tend to get confused and choose professions by their current popularity or the parents' advice. Unfortunately, however, parents may be wrong, as they sometimes disregard the child's proclivities for certain trades in their pursuit of a career perceived as popular and well paid. In her paper Professional Self-Determination of Adolescents as a Function of Their Parents' Family, N. Alexandrova analyses the impact of a child's position in the family on their professional self-identification, saying that the parents' work ethic and career choice impact a young person's professional identity. The adolescents whose parents exert a negative influence have trouble choosing their path.

If a person does not fit in and has no desire to work and develop in the profession, chances are they will just become discouraged and either keep working because that's what everyone does or just quit, more and more regretfully thinking of what would have been had they followed their heart and chosen another profession.

I would propose the following options for solving this problem and relieving the youth crisis of self-identification and self-determination.

For people aged 14 to 16, only starting to think of their career and trying to understand what they want to be, I would recommend psychological and/or career counselling at school or in healthcare institutions to help them identify their strengths, discover professions, educational opportunities and procedures, and future options. This age category could also have a choice of professional courses at school to train the young men and women in a trade that could give them confidence that they can always turn to this career to make a living.

Later, at 16 to 18, young people could intern with companies, agencies and even factories to see the real work in practice, dispel any myths and concerns regarding specific organizations, see how things really are, and try themselves in different areas. It would also help HR form a pipeline of candidates.

Another option would be to have vocational school and university students who have free tuition (or even those who pay) do a mandatory period of work at an organization, which would guarantee 100% employment for these graduates and provide them with hand-on experience without which most companies won't hire youth anyway.

As to the companies themselves, we need to develop mentorship as a system of professional helping young newcomers adapt and fit in, for some youth face bullying in workplace by older colleagues or gender inequality, also undermining their productivity and willingness to stay.

It would also be beneficial if not only state-owned but also private companies hired young professional without experience, because how would one ever gain any if they are not hired? Granted, there are internships, but they are mostly

unpaid, which lowers the youth's motivation, as not everyone has external support during their internship.

A special focus must be made on youth outside Moscow and St. Petersburg who cannot move to the big cities. One of the employment solutions for such youth would be to increase the number of remote positions.

Another thing that could benefit youth is courses in resume building, job interviews, optimized work load planning, workplace conflict management, and employee rights. These kinds of knowledge would help them adapt to a new stage in life and build their confidence.

You can imagine young graduates of schools/vocational institutions/universities as blind kittens with only theoretical knowledge of the world and sometimes great trouble applying it in practice, because life doesn't come with a manual for all of its situations. It's a horrible stress, leaving some overwhelmed for months or even years, because they feel like they have no right to make mistakes and if they choose a profession that won't feed and satisfy them and provide a good workplace, then game is over, and there are no other options.

We cannot, of course, protect them from everything and set up safety nets everywhere, but if we can make their entrance into adult life at least partially easier, reduce gender inequality and bad incidents at work to which young professionals do not know how to react, youth unemployment will decrease.

And though we could say that the young need their share of bumps and bruises, because they will eventually learn what is right and what is not and gain experience, there is also vicarious learning, by observing older colleagues. And the vicious circle of bumps and bruises that can stunt development and undermines mental health of the youth may be broken.

To conclude, I will say that the youth is the future of a society, and it is up to it to decide how it will enter adulthood, as a blind kitten or as a confident individual, taught practical basic skills of adult life and not just theory at school or university. All of these proposals can be implemented in every country and city, which can reduce unemployment and raise life quality and professional qualifications.

RUSSIA

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Modern Education: (De) Actorization of Artificial Intelligence Systems in Education Process

Investments in human capital

Transforming education: new technologies changing education

Despite the optimistic statistics showing increased access to education through digitalization, modern education is facing big challenges not so much in the access to learning as in creating and maintaining motivation to learning, both within the walls of institutions and outside academic spaces [1]. Lack of motivation results not only in the unwillingness to fully process all the learning materials but also in the use of AI for educational tasks. As a multi-faceted phenomenon, motivation is impacted by many factors, one of which is definitely information overload. In other words, today's society lives in the era of information abundance. A single individual only reads 1-3% of all the written materials of the Russian National Library in their lifetime, while the average daily consumption of information in the Internet is about 34 Gb (c. 100,000 words)[2]. This abundance not only means that one cannot process all the experience accumulated by humanity to date but also complicates the design of an individual learning path, because people live in infor-

mation bubbles shaping their perception, desires and demands to new knowledge, as well as projected areas of its use.

Although it may seem that the problem arose with the creation of the so-called dotcoms and the promotion and general accessibility of technologies, the roots of it are deeper. The great German philosopher Johann Wolfgang von Goethe wrote in his Faust [3]:

Wagner: Ah, God! but Art is long,
And Life, alas! is fleeting.
And oft, with zeal my critic-duties meeting,
In head and breast there's something wrong.

How hard it is to compass the assistance
Whereby one rises to the source!
And, haply, ere one travels half the course
Must the poor devil quit existence.

These lines describe the aforesaid problem: despite the abundance of books (in other words, of information), we spend our lives in passing time rather than develop ourselves. The very perception of information has turned into imitation of the T. Veblen's 'leisure class', in which one always aims not to become better than they were yesterday but to match the conventional ideals of leisureliness, filling the emptiness left in life by the absence of labour with reading and insignificant conversations.

In retrospect, the root of the problem lies far beyond the great German philosopher. In the classical age, education encompassed 5 to 7 disciplines (varying depending on the civilizational nod). Learning implied studying the most prominent, classic works. However, already an informational surplus has emerged as early as the 1st millennium BC. In China and the 15th century in Europe. In Europe, it was caused by Guttenberg's printing revolution, and in China, by a big population, enough to inflate the bureaucracy that could spend time in creativity. As a result, learning gradually turned into a reading fetish and knowledge multiplication for reporting. The dotcom revolution only increased the scale of multiplication, not addressing the main issue – the need for constant processing of the ever-increasing information, engaging more and more human resources in ineffective labour, undermining student motivation, and raising the entrance threshold for the continuing education and retraining system.

A new technological revolution that has taken humanity decades – artificial intelligence – can drastically change the formats of education and our interaction with information, and thereby, the ways we spend our time. Previously, we used to look for information in a small number of hard-to-come-by books, then we made them publicly available in paper form, and later, in electronic one. Our search for information has been reduced to keywords. Today, with the right prompts (prompt engineering), it takes us minutes to extract the gist from a book that it would take

us a considerable time to read, and we don't even need direct access to its text. In this case, AI becomes not a tool but a direct actor of education.

Many great people, including Yu. Lotman and Jean-Paul Sartre, wrote that full-fledged direct processing of the original text is necessary and important, for a text is a completed thought in and of itself, contained in a certain physical form, the perception of which comes not from reading a synopsis but from reflecting over the whole text as a structure at the psychological (with oneself) and social (interacting with the author extratemporarily and conversing with likeminded people here and now) levels.

But let us not assume that the described set of problem will be solved any time soon. Like any inert system, an education system needs enough time resources for the necessary transformations and reactions to technological and sociocultural challenges. Online education, available since the 2000-s, has only become popular after its enforced introduction in 2020-2022. This phenomenon has not only attracted scientific interest to this area but also helped modernize it through market demand that has persisted even after the revolutionary necessity ceased to be one, because the habit of this technology had already become pervasive [4]. Therefore, by creating the right incentives, we could jointly address this challenge. However, it must be kept in mind that academic efforts and research seminars promoting AI technologies among the direct actors of education lead to situations where teachers get used to generating instructions with the new technology, while students get used to following them also using AI. It is plain to see that it is the AI that becomes the learning actor here. Therefore, together with the authors of the White Book on AI, we need to set the rights outcomes for the education process [5].

This line of work is very important to the Russian Federation, because in the current difficult geopolitical situation the technological window may contribute a lot to reinforcing its geopolitical position. Russia's broad network of partners, especially BRICS+, presents opportunities for promoting and developing Russian education, involving foreign students into education at Russian institutions, Today, BRICS+ is 3.7 bln people and 36.64% of the global GDP. On average, BRICS+ states spend 3 to 6% of their GDP on education [6]. The most educationally advanced BRICS+ countries, of course, already allocate their financial and human resources to these tasks, but Russia's uniqueness in all aspects could become the key factor in effective integration of AI in education and its modernization, leading the process, and reaping the most benefits [7].

If the Russian Ministry of Education mobilizes financial and human resources to modernize its curricula integrating AI and shifting its position from actor to assistant (which it is supposed to be), these methodologies could become not only reputable but cost-effective, because the technologies could be exported to the education systems of the other BRICS+ states, engaging partner countries in the use of Russian AI systems (Yandex and Sberbank) and educational curricula.

What is meant by modernizing curricula and integrating AI? The current

curricula are cluttered and oversaturated, which overwhelms the student. AI (like some technologies before it) has 'barged' into the learning process, disrupting effective teacher-student interaction by turning it into a teacher-mediator-student process. New AI-involving teaching methods must focus education on the obtention of basic knowledge, similar to a Renaissance, or even classical Ancient Greece education model. Assignments, including tests-assessments, must prevent the possibility of being done by AI alone as actor as much as possible, while also incentivizing the use of AI as a tool and enhancing student engagement in independent work on theoretical and practical assignments stimulating creativity. This educational methodology would also motivate teachers to participate in the educational process.

In other words, a system of education in the new reality must give students assignments that cannot be completed with a simple AI prompt that would make AI the actor. Rather, they should make students solve complex problems previously insolvable without AI. The content of education must thus become more complex for training way more skilled professionals.

Therefore, the right fundamental changes in education involving deactorization of AI would not only increase the effectiveness of education and support long-term motivation and interest in learning but also preserve the jobs of the people who have now been teaching nine to five, with low effectiveness. The new effective members of society will be active economic players creating demand for many goods of various categories and incentivizing businesses. The higher level of education will not only help address the country's internal challenges but will make our big country attractive for various immigrants, bringing in more and more resources of different kinds.

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MALAYSIA

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AI and the Quantum Leap in Education: Are We Ready?

Artificial intelligence (AI) is poised to transform nearly every facet of human life, including education, which serves as the foundation for next-generation human capital and societal advancement. But will AI merely transform the way we teach, learn, and interact with knowledge, or will it overhaul the traditional learning paradigm altogether?

This essay argues that the education sector must brace itself for seismic changes ahead. Failure to anticipate AI's disruptive potential may cause traditional institutions and methods — long-standing bastions of knowledge — to rapidly lose relevance. Thematic trends and real-world examples will underscore this argument.

Will AI Surpass the Traditional Tutor?

AI will revolutionize education by replacing traditional one-size-fits-all approaches with personalized learning modes tailored to each student's unique needs, addressing diverse learning styles, strengths, and weaknesses.

Intelligent platforms can analyze a student's performance, preferences and progress as well as learning patterns to create customized learning paths. For

example, adaptive learning systems from the Khan Academy and Duolingo use AI algorithms to adjust the difficulty of exercises based on a student's performance. If a student struggles with a particular concept, the system can provide additional resources, practice problems, or alternative explanations until the student masters the material. Conversely, if a student excels, the system can introduce more advanced topics to keep them challenged.

Moreover, AI can provide real-time feedback, allowing students to identify and correct mistakes immediately. This instant feedback loop not only enhances learning but also keeps students engaged and motivated. By catering to individual learning styles and paces, AI can help bridge the gap between high-achieving students and those who need more support, ultimately leading to better educational outcomes for all.

However, as AI educational tools become "smarter" via reinforced learning, it will acquire the ability to bypass the traditional human agency and directly teach the student. The AI tutor will not have traditional human limitations like time-constraints, impatience, bias and fatigue.

An AI language tutor, for example, can prompt a student to repeat a word or phrase until pronunciation and grammar are perfected. Using screen-based interaction, an AI tutor can activate a pop-up window with a 3D audio-visual presentation. This tool demonstrates the precise coordination of the tongue, throat, and lips needed to achieve accurate intonation, offering learners a dynamic and immersive way to master pronunciation. A student's particular struggle with certain prepositions or verbs can be overcome through highly-immersive or thought-provoking situational conversations. Within the first set of tutorials i.e. the Beginner Stage, AI will be able to detect a student's shortcomings and tailor a learning program accordingly.

A student learning how to play the erhu or piano online can similarly be tutored via multiple interfaces in order to optimise the learning outcome. Engineering students in the near future may use holographic interfaces to master or troubleshoot complex systems — a process conceptually similar to trainee pilots practising on flight simulators.

Potential Risks

Several unknowns and challenges however loom ahead. How will human tutors fare alongside their AI counterparts? For the first time in history, machines may replace humans in the mentor-role model sphere. While learning curves may accelerate, the space required for contemplative thinking could diminish with the introduction of instant feedback loops. What will be the consequences for tacit knowledge, which remains difficult to quantify? Machines lack the capacity to discern and process tacit knowledge. Can human ingenuity be nurtured by algorithmic tutelage alone?

Over-reliance on AI may dehumanize education. While AI tutors excel at delivering content, students should not depend on them entirely. Human interaction is essential for personal development, and excessive AI-based learning may foster social isolation and maladaptation. To mitigate this, learning programs should incorporate mandatory human tutelage and peer interactions. However, exceptions can be made for online programs tailored to individual needs, budgets, and circumstances.

The Great Equalizer?

AI has the potential to make education more accessible to people worldwide, regardless of their geographical location, socioeconomic status, or physical abilities. AI-powered translation tools can break down language barriers, enabling students to access educational content in their native languages. This will be a gamechanger in multilingual countries or regions with limited educational resources. AI tutors and satellite connections can ensure educational continuity during crises like pandemics or civil strife.

Additionally, AI can assist students with disabilities by providing tools that cater to their specific needs. For example, speech-to-text and text-to-speech technologies can help students with hearing or visual impairments participate fully in classroom activities. AI-driven applications can also provide real-time captioning for lectures, making them accessible to hearing-impaired students.

AI can democratize education by making high-quality learning accessible online. Platforms like Coursera and edX already use AI for personalized recommendations and assessments. As AI advances, these tools will deliver even more tailored experiences, especially benefiting those in remote areas lacking access to traditional institutions.

The administration of education can be automated for tasks like grading, attendance tracking, and scheduling, freeing educators to focus on teaching. AI-powered systems can accurately evaluate tests and essays, ensuring consistency and fairness, while also streamlining admissions and optimizing resource allocation. By reducing administrative burdens, AI allows teachers to dedicate more time to mentoring and instruction.

Will AI Empower Educators?

AI is not just a tool for students; it also empowers educators with advanced teaching tools and resources. AI can analyze classroom data to identify patterns and trends in student performance, helping teachers pinpoint areas where students need additional support. This data-driven approach facilitates informed decisions over teaching strategies and interventions.

AI enhances curriculum development by analyzing trends, identifying gaps,

and recommending updates or new topics. This ensures students receive the most current and relevant education through a dynamic program shaped by AI and human expertise. This is pivotal in an era of information overload.

There are potential downsides to this new paradigm. Tutors may become overwhelmed by the flood of AI-generated insights and recommendations, potentially leading them to cede too much authority to machines. In such scenarios, the human tutor risks being reduced to a dispensable cog in the AI machinery, undermining their role as mentors and guides.

The growing ubiquity of AI tutors may foster timidity among human educators. Faced with a seemingly flawless and tireless system that is available to students 24/7, human tutors may be intimidated by their own limitations in comparison. This may discourage them from introducing counterintuitive models or approaches to learning — a traditional prerequisite to the ability to "think outside the box." Human tutors should be empowered to make bold decisions, explore innovative learning pathways, and critically evaluate AI-generated tutoring methods and curricula. In fact, human feedback, critique, and suggested improvements to AI tools should become a mandatory part of the tutor's own evaluation process.

AI, in turn, can facilitate professional development for teachers by providing personalized training programs. These programs can help educators stay current with the latest teaching methodologies and technologies, ensuring that they are well-equipped to meet the needs of their students.

Challenges and Ethical Considerations

AI's potential in education is immense, but challenges like data privacy — stemming from its reliance on sensitive student data — must be addressed. Responsible collection, storage, and use of student data are essential to safeguarding privacy and trust. Students may display unguarded behaviours during online lessons before they develop composure and confidence over time. Such instances must remain private, and third party researchers must obtain explicit student consent before accessing them, with the guarantee that personal information will not be revealed in any official study or report.

Another challenge is the potential for bias in AI algorithms. If the data used to train AI systems is biased, the resulting algorithms may perpetuate or even exacerbate existing inequalities in education. For example, an AI system that recommends advanced courses based on historical data may favor certain demographic groups over others, leading to unequal opportunities for students.

Accreditations, Certifications and Global Databases

To ensure fairness, AI-driven assessments and outcomes must be universally standardised, accredited and accepted. This approach would enable a high-achiev-

ing student in a remote, under-resourced region to be recognized as equally qualified as their peers in developed nations. A global database of AI-certified students could serve as a skills passport, bypassing the current system's bureaucratic red tape, cross-border restrictions, and transcript translation requirement.

Conclusion

AI represents a quantum leap in terms of learning. In terms of accessibility, affordability and content quality, it is poised to be a great equalizer. However, AI-based learning is not without potential risks and downsides. It is recommended that "AI foresight" be embedded into educational institutions to manage the ongoing explosion in data and knowledge. Otherwise, our citadels of learning will be rendered obsolete and future generations may be reduced to being extensions of their machines.

PERU

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Investments in human capital... Investments in technology... Education. Demographics

"The main assumption of the new paradigm is that a man is basically good and capable of infinite improvement of the creativity of his mind and the beauty of his soul being the best developed geological force in the Universe, which is confirmed by correspondence and consistency of the laws of reason and the laws of the Universe, as well as the fact that all evil is a result of insufficient development, which means that it is possible to overcome it."

Helga Zepp LaRouche.
The tenth of the Ten Principles of a New
International Security and Development Architecture. November 22, 2022
Lima, Peru, March 6, 2025

Despite the turbulence and uncertainty on the world stage caused by the hysteria of globalism, the fact that we are evidencing the end of one era and the beginning of another seems undeniable. The end of the imperial unipolar world order, "the rule-based order" after the cold war that strived to eternalize its power through blood and fire under the leadership of the alliance of the Great Britain and

the United States and their satellites, until the current US administration decided to make peace, as a result of which we witnessed separation between the Great Britain and the US and orphancy of Europe.

It was this turning point that demonstrated the world disintegration of the unipolar order that strengthened BRICS, which now unites over 80 % of the planet's population and includes more than thirty countries of the Global South with clear goal to share with them the progress and include them in construction of a new security and development architecture for the entire humanity. It will guaranty cooperation and safety of all countries without any exclusions, without domination of any power and with undiminished respect for sovereignty. Thus, the idea that "Development is the name of the world" will be implemented.

Investments in education and values raise patriots and citizens of the world who build countries and increase the happiness index

However, increased scale of development mainly depends on two components:

- Development of adequate and universal educational policy that cultivates in our young people value orientations, appreciation of classical beauty, passion for research, discoveries, science, and engineering, as well as the latest generation of digital technologies. This process shall start in early childhood and shall direct children's innate curiosity towards finding solutions to practical issues, encourage them to take risks in inventing and making discoveries by reproducing simple

experiments previously performed by great minds of the past, that look simple, but have universal scientific value.

Priority areas shall include aesthetic education and revival of classical culture, which is required to bring our youth out of the cultural decadence imposed by Malthusian globalism. In his Letters Upon the Aesthetic Education of Man a German playwriter and poet Friedrich Schiller highlighted that education shall be understood as provision of values and principles that lead to harmonious interaction of morality and economics. Such educational policy would ensure that our youth will be enthusiastic about development of their private initiative, both inventive and entrepreneurial. "The point is to awaken in their sublime human qualities, their love for humanity." This is how we can educate patriots and citizens of the world.

- Expansion of development to cover the Global South provides for the establishment of infrastructure to connect all countries to the corridors of productive development in accordance with the principles of One Belt One Road initiative. Development of its industry shall be governed by the principle of complementarity. Our urban planning shall be rethought, where this is necessary, in view of higher relative density of population, thus ensuring increased per capita energy consumption and providing healthy and well-served habitat at a lower cost, as well as considering the pedestrian as the main actor in the city. Correspondingly, as far as this is possible, it is necessary to opt for the "walkable city" model with the

highest standards of green areas, cultural centers, medical and health services in general, sports centers, recreation areas, and all this against the background of a harmonious and beautiful urban landscape.

Population and development

Contrary to the claims of anti-natalists, who would like to make us believe that the reason behind our underdevelopment is overpopulation, population density is a condition for development, and vice versa. Indeed, comparison of the population density in countries having succeeded in industrialization suggests that we are at a clear disadvantage. At the same time, the history of countries having achieved sustainable industrial development suggests that efficiency and economic effectiveness of large-scale production process requires optimal population density. Although population density in itself does not guaranty economic growth, it is an advantage for initiation of this process.

Reduced birth rate in the West raises concerns, as it is even below the population reproduction level. Malthusian propaganda tries to fool the youth and governments with the Club of Rome's "Limits to Growth" theory, the false theory that the reason behind setting of the limits is finiteness of resources. Nothing could be further from the truth. Lyndon LaRouche responded to this book with another one called: There Are No Limits to Growth, because it is human creativity that opens and defines resources, and as long as it is endless, there are no limits to growth. This is supplemented by the counterculture that seeks to dehumanize young people providing them with unhealthy alternatives in order to displace their identity as human beings.

Countries with population density of over 100 people/km2 had superiority in successful launching and consolidation of industrial development processes, as it was not an obstacle, but it became an advantage. Hundred years ago, more than 118 people/km2 lived in Japan, and today there are more than 329 people/km2. Hundred years ago, there were approximately 160 people/km2 in Germany, and today there are more than 233 people/km2. Similar ratios were registered in France, Italy, etc. In all cases, to begin an economic takeoff it was necessary to either have population density close to 100 people/km2 or achieve concentration close to this range.

Some countries with vast areas were forced to concentrate their population within urban centers and increase density in the hubs. For example, in China current population density is 147 people/km2. Russia, the largest country in the world, although its population density is 8.6 people per square kilometer, was also forced to concentrate its population in major urban areas. In the US that have vast area population density is approximately 37 people/km2, while majority of the population is also concentrated in major cities. Current population density in Peru being a developing country is 26.5 people/km2, with the highest density in the capital city of Lima that is followed by the middle zone cities on the Pacific coast.

Technology and infrastructure

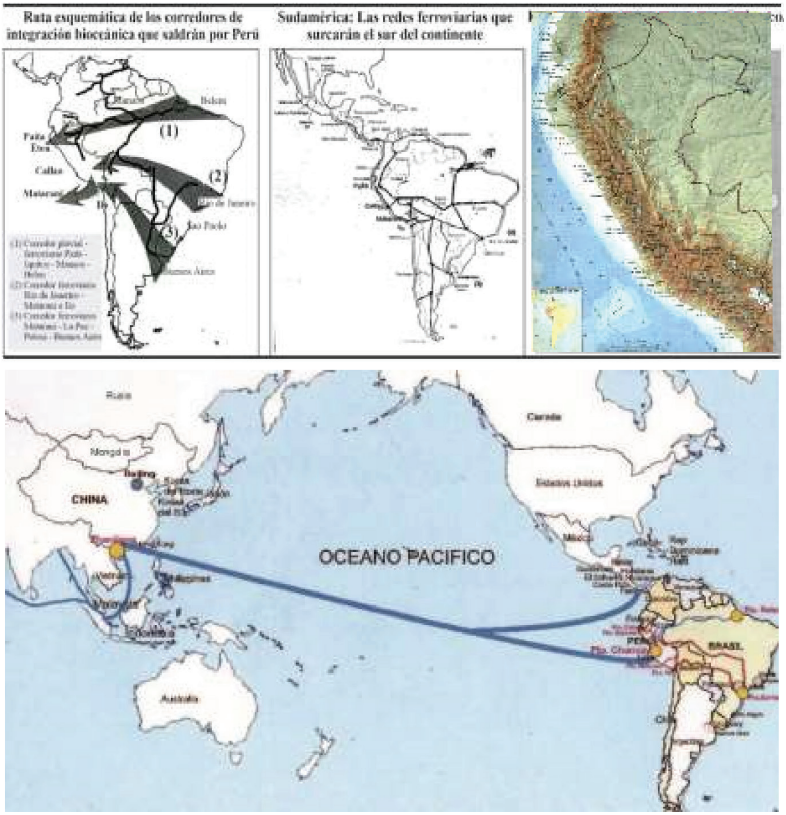
To clarify and illustrate the issues to be considered, I will use an example of Peru, a country that is a model Global South country with all its specifics.

The country of Peru, my country, features especially severe geographic location and is cut lengthwise by the massive Andes mountain range that, as may seem, should have become a barrier, but nevertheless provided the country with enormous mineral resources and diversity of ecological zones, which resulted in unique climatic diversity: 38 climatic zones and agricultural diversity: cold Humboldt Current passes through the Pacific Ocean that washes Peru, which, in addition to climatic specifics, provides Peruvian coast with a wide range of marine species.

Why is not Peru developing regardless of having so much resources? Indeed, just few decades ago, the world economy was developing in the direction of the Atlantic, with Peru behind it. But what were the external factors that hindered its development? The first factor that stopped the industrialization process that was ongoing in Peru was the brutal military onslaught of the British who used Chile as a tool to force Peru to join the famous Pacific War (1879-1884), the goal of which was to destroy railway infrastructure built in cooperation with the US and to level entire cities with the ground. The onslaught ended with the assassination of the US president James Garfield. Another "incident" that stopped the industrialization efforts occurred in 1972, when the US insisted that Japan stops the initiative

to build a bio-oceanic corridor that was to connect the Amazon River with a railway corridor planned to reach the Peruvian coast from the North.

At present, enormous development of Asian economies, especially the Chinese one, caused intensification of trade flows in the Pacific region. In this scenario Peru, geostrategic position of which in the center of South America makes it possible to shorten the distance to Asia, becomes a natural gateway from the South Atlantic to the South Pacific and further to Asia, as such path reduces the time of transportation. This explains the importance of already operational strategic megaport of Chancay (on the Pacific Ocean shore and 80 km from the capital city of Lima). It was built by China with 40% of Peruvian capital. After Chancay, enthusiasm regarding construction of road and railway infrastructure that would connect us within the country and to the countries of South America, in particular, connect Peru to giant Brazil, has only increased. South America's interoceanic integration is becoming a reality and a starting point for expansion of our development. But this is precisely what awakens the phantom of geopolitics that warns and threatens that the port of Changkai could in the future become a Chinese foothold and a possible confrontation in the Pacific Ocean, and thus, according to it, could pose a threat to its strategic security. The goal is to contain the expansion of One Belt One Road Initiative and BRICS in the region.



Top: Photo: Mercantilism manifesto for industrial Peru. Luis Ernesto Vásquez Medina Program brochure of the Solidarity Movement of the countries of America associated with the Schiller Institute, Lima, Peru. 1990.
Bottom: one of the current offers on transoceanic corridors to the port of Chancay and from there to Asia.

The employment horizon for our young people opens via education that leads to self-realization and happiness

This scenario not only opens the employment horizons for our youth, but also forces us to compensate the damage caused to education by the counterculture that invaded the West. Our youth have to get prepared for accelerated mastering of new technologies and industrial processes.

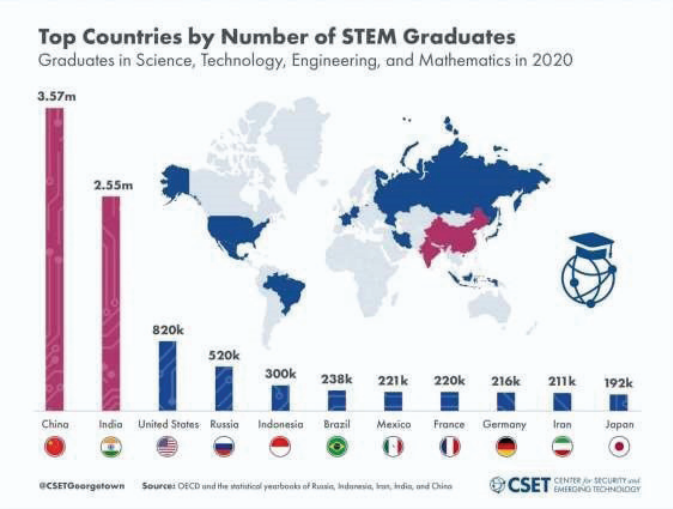
The state shall undertake the task to create hubs throughout its territory that will become the corridors for infrastructure development. These shall be research and development institutes, universities specializing in various sciences and engineering that are at the cutting edge of digital technologies and correspond

to the industrial processes developing in the regions, and technological institutes that prepare the youth for the process of continuous technological renewal.

For example, Peru needs to develop its metalworking and machine tool industries in order to make the process of industrial development sustainable and autonomous. This is directly connected to education and encouragement to pursuit professions in this area. Peru being a mining country shall strengthen mining industry. In essence, it is the mining and metallurgy sector that contain our greatest potential. This sector is one of the few, in which we have engineers, technicians, and skilled workers. At any rate, there is young population that is preparing to get education.

It is the state that shall direct and create conditions that will allow our young people to have such an opportunity. For example, it is necessary to establish research and development centers that will put our youth at the forefront of digital technologies. A network of specialized institutes shall be created in large cities adjacent to the development corridors. Specialization of these technological institutes will be determined by the priority industries in respective geographical areas. A promising example is the recently opened Technology Park at the National Agrarian University in Lima. There is also a project to build a technology city near the Chancay megaport.

Such projects will become a breeding ground for our inventors. Entrepreneurs for small, medium size, and large machine tool manufacturing enterprises of the country will also be trained there. Similar situation, with variations, can be observed in Latin America and the so-called Global South where majority of young people have no prospects for the future and have to join the ranks of the unemployed or those employed in temporary jobs. Our youth is our wealth. To ensure our development, it is only necessary to provide them with the opportunity to get education and decent jobs. To make big profits, it is necessary to invest vast amounts of funds in education. This can only be achieved by adoption of curriculum and educational methods that would from early childhood instill values and vocation for science, classical arts, research, and discovery. Geniuses are not born, they are made, and all our children can become them.



Source: https://cset.georgetown.edu/
Of the Latin American countries, it is only Brazil and Mexico that appear in the statistics.

Population density and development

Let us continue with the example of Peru. Peru has very low population density and underpopulation, which is one of the challenges faced by us when fulfilling a task of such magnitude. It may seem paradoxical, but we need more population to guarantee continuity of the industrial development project. Estimated population of Peru is 34 million. Out of them 16 million 876 thousand are men and 17 million 163 thousand are women. Population density is 26.5 people/km2. The Lima metropolitan area accounts for 30.2% of the population and population density there is optimal. More than a million people live in four cities: Lima, Callao, Arequipa, and Trujillo. It is estimated that 26 cities have a population of over 100,000 people. There are more than 2,000 "villorrios" (minor scattered villages). In 2023, approximately 18.2% of the population aged 15 to 29 were seeking employment (source: INEI National Institute of Statistics) or were unofficially engaged i
self-employment.

Obviously, there is minimum optimal population density, at which a city can justify itself as such and have an opportunity to provide the population with better services and infrastructure. It is completely economically inefficient and very difficult to distribute advanced technologies among scattered population, especially in view of specifics of our territory. It is necessary to achieve higher per capita energy density, i. e. cities with minimum radius of action, in order to ensure better quality of life for the population at lower costs. This means the need for relocation and concentration of the scattered population.

Planning of development, standard of living, and happiness index

The standard of living is closely linked to infrastructure and ordered urban planning. To quantify it is possible to measure per capita energy consumption. Chaotic and unplanned urban expansion driven by waves of migration from rural areas, began in 1950s. The sprawl under the "car city" model pushed aside the pedestrian and neglected provision of public transport corresponding to the scale of growth. Land seizure and unauthorized construction created an urban cordon around the official city. The so-called young districts have no green areas, which fails to comply with the minimum requirements of the regulations. The lack of cultural spaces and recreation areas is obvious. Ill-being is the common denominator.

It shall be clarified right away that the only way to promote development is to build comprehensive infrastructure in the country and the cities. It is necessary to start with land use planning across the country and connect it to development axes or corridors. This would be the prerequisite for real "economic miracles." Education plays the key role here. What is meant here are corridors of productive development, not just roads or railways, but comprehensive axes, an integrated network of economic infrastructure. These are communication paths (a combination of railway, road, river, and marine axes), fiber optic energy axes, industrial and agro-industrial complexes, as well as large and medium size cities located parallel to their trajectories. These are networks that cross the country and connect to similar regional and global axes. Such axes not only create favorable conditions for increased productivity of the crossed geographic zones, but, if necessary, reshape the economic and political geography of the country. This process shall be combined with appropriate credit policy aimed at investments in education, infrastructure, and projects in the manufacturing industry, both public and private.

While the West is solving Hamlet's question of "to be or not to be" on the eve of the crisis, China presents the largest continental package of mega-projects in the areas of One Belt One Road project that being inspired by the thousand-year-old "Silk Road" covers geography of entire Eurasia and now Africa. In 1992, the Schiller Institute launched the Eurasian Land Bridge project, a set of mega-projects united by productive development corridors. Years later, China formulated this concept in an expanded form for entire world within the framework of the project that is currently named as One Belt One Road and is aimed at the victory without losers.

Standard of living and urban planning

Our development corridors shall remind a necklace of large cities that, like pearls, will be strung from site to site being located parallel to the production axes. Our cities shall be a reflection of progress, include large green spaces, cultural centers and manifestations of the universal progress without cordons of poverty that

now surround them. Below are two cases that caught my attention:

The first striking example is China, where they had to rethink planning of large cities in course of their expansion. The number of public spaces, greenery, cultural facilities, and recreation areas in the cities is increasing. Construction of multi-apartment buildings that provide basic services within walking distance is another concept that is being implemented. Their smart cities are an example that shall be studied and replicated.

Another outstanding example of urban planning is Russia, in particular, Moscow with its ordered zoning and green spaces occupying about 50% of the urban area, public services for pedestrians, as well as cultural and entertainment centers. All this is combined with perfectly organized transport system, excellent metro system, and well-equipped multi-apartment buildings for common citizens.

As it can be seen, per capita energy consumption is an indicator of development. Thus, it is important to develop solid energy sources to ensure stable industrial development that is not subject to climate vagaries. Nuclear energy is not only safer and denser, but also inexhaustible, and this is the area, in which Russia has high world class standards that it can share with entire world.

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Make Way for Young People: Strategies for Reducing Youth Unemployment

The essay was prepared as part of the thematic section
'Investments in People: What approaches and projects within the new global growth platform will allow for investing in the development of human capital to make it the main beneficiary of economic progress?'

I wrote this essay not only because of my desire to further develop myself by studying the link between the social and economic spheres, but also to make a contribution that will help get young people more involved in this topic. The issue under consideration is important not only for young people, but also for the country and the world as a whole, since the material or non-material resources invested in the development of young people's intellectual abilities will help them see prospects where it might be difficult to notice them, find unconventional solutions, and cope with complex tasks. This will provide an incentive to learn and create something new that will contribute to the development of entrepreneurship among the younger generation, thereby reducing their unemployment.

The hypothesis is that incentivizing young entrepreneurs through financial grants and unconventional mentoring support opens up new opportunities not only for self-employment, but also for the creation of additional vacancies, which

ultimately affects the overall unemployment level among young people.

If we analyse youth unemployment statistics in Russia based on data from the statista website, we can see that the unemployment rate has declined significantly since 2020: from 16.91% in 2020 to 12.7% by 2023. This reflects the healthy state of the Russian economy, where new jobs are being created, young people have the opportunity to realize their potential, and entrepreneurial initiatives and innovative projects are developing. An analysis of the youth unemployment rate in other BRICS countries based on statista data revealed the following results. In Brazil, this figure was 17.9% in 2023, its lowest level since 2015, with a significant decline starting from 2020. In India as well, the figure fell from 24.67% in 2020 to 15.67% in 2023. In China, on the contrary, the youth unemployment rate has been increasing since 2018, from 9.71% in 2020 to 15.72% in 2023. South Africa continues to follow the same trend as China, with a gradual increase in the youth unemployment rate, which will reach 49.14% in 2023 [1]. The growth in this indicator in South Africa is affected by complex economic policies and high levels of corruption, which lead to insufficient support for youth programmes and initiatives. In China, despite successful economic reforms, there have been problems with integrating young people into the rapidly changing labour market.

BRICS countries are experiencing a boom in young entrepreneurship. More and more people aged 25 to 45 are starting their own businesses. This growth is due to two key factors: the spread of startup culture and greater access to educational programmes. This interest in entrepreneurship has been manifested through an increase in the number of business schools, incubators, accelerators, and venture financing, the lifting of administrative barriers, and the creation of communities that bring together like-minded people. Such things are becoming widespread in various educational institutions (schools and universities). The main constraints are administrative barriers, financial restrictions, infrastructure problems, and the reluctance of young people to take greater responsibility for themselves.

In such a situation, in order to propose new approaches and solutions that could help reduce youth unemployment, we first need to analyse what is already on the market. Russia has created the 'Movement of the First', a Russian movement of children and young people that unites youth organizations and movements. Brazil has established the 'Youth Station', which enables young people in the country to use a network of free spaces and coworking spaces. In India, the key objective is to develop digital expertise and youth innovative entrepreneurship, as well as to increase the number of young people with a higher education. In China, one of the key goals for the current period is to reduce the gap between the level of education of young people in different regions of the country. South Africa is introducing a system of incentives for employers who provide jobs for young people [2]. As we can see, the decisions of these countries largely aim to promote cooperation, which will help young people actively collaborate together, work in a team, and find like-minded people. In addition, China's policy seeks to increase the level of

education of young people, which I believe is a less effective method for quickly reducing the level of youth unemployment. South Africa is trying to reduce unemployment by increasing the number of young people with jobs. I think that Russia, Brazil, and India will achieve a faster and better effect by continuing to develop its policies. I believe that improving entrepreneurial skills will not only help to reduce youth unemployment, but will also solve a number of economic and social problems. Innovative ideas will appear that will be used to create enterprises, and jobs will be provided for the population of the country as a whole.

These days, young people value their freedom of choice, time, actions, etc., which means there is even greater demand to develop the entrepreneurial sector over time. Young people seek to realize their potential by working for themselves, opening their own businesses based on the market demand for a product or service, or developing a new product that could cause great hype on the consumer market.

The desire to gain financial freedom is an incentive for young people to develop entrepreneurial skills. However, the problem is that in order to gain true financial freedom, you have to study information that makes you look differently at the methods you choose to do this. Many of the aspects of becoming rich that people discuss are not actually correct. The masses say that you have to save money or open bank accounts and receive a certain fixed interest on them in order to gain financial freedom over a long period. However, these are not the only methods that will help you achieve the desired effect, since they take up several years of your life. Time is our most valuable resource, and the income you receive may have less value after such a long time due to the effects of inflation.

There are different savings strategies, but they only work if a person has a high level of financial literacy. So, the primary task for young people is to study the basics of financial mathematics, financial management, and other disciplines that will help them master the fundamental principles of various savings strategies and also avoid numerous mistakes in this regard.

M.J. DeMarco's book The Millionaire Fastlane talks about taking an unconventional approach to this issue, which I believe is a very good practical example. The author claims that the formula for compound interest on bank deposits will indeed help you gain financial freedom, but this method should not be used to establish capital, but to preserve and increase it. This means that you should only bank accounts when you already have a truly large sum of money. This is possible if a person initially creates a product that has value on the market and develops it on a large scale, making it promising for future expansion, which attracts investors and buyers for the project. By increasing a company's asset turnover, the company becomes more valuable during its subsequent sale, which is beneficial for the owner. Then, when the owner understands that demand for the company's products has peaked, he/she can choose the best offer and make a deal to sell it. In doing so, the owner gets a large sum of money that can be put into a deposit

and receive a large amount of fixed interest. The most important thing is that this method makes it possible to become financially independent within 10 years, while the other method described above can take 40 years or more, which is less appealing to young people who want to get everything straight away. To implement this plan, however, you need to master project management so that you can focus on a specific goal, correctly allocate resources, and achieve the desired result in a timely manner, i.e. take a set of actions to implement the project [3].

You might not always gain financial freedom using this method, but it is important for young people to understand that it is possible to become successful and rich in a fairly short time if you put the maximum effort into it and create products that will benefit society, i.e. will cover the needs of numerous people and satisfy their desires, which, in turn, will improve the country's economy, since new products and services will emerge that people are willing to pay for. And if we look at expanding the scale of these projects to the international level, BRICS countries will try to apply such methods to improve the social and economic sectors by reducing youth unemployment.

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CHINA

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Developing Youth Support in BRICS Countries

Introduction

Sixteen years have passed since the establishment of BRICS. Over that time, this group of developing economies have transformed from a marginal player on the international scene into a major force, which cannot be ignored in the process of shaping global multipolarity. The history of BRICS and its coming of age is closely linked the growing up of an entire generation of young people – the latter turning from naive kids into ambitious students while the former from an abstract textbook term into an accessible platform for global cooperation. The rise of BRICS reflects not only the structural changes in the world order, but also the hopes of millions of young people for the future.

Young people are the driving force of society and a barometer of the times. Today, the technological revolution and industrial transformation are gaining momentum, while the fast-evolving artificial intelligence (AI) not only creates new opportunities, but is also fraught with hidden challenges. The shrinking number of low-skilled jobs, mismatch between available skills and market needs, a steeply rising number of university graduates, and global economic uncertainty have turned the problem of youth unemployment into a deep chasm separating individual development and societal progress. BRICS countries, as representatives of developing economies with their huge populations, natural resources and market potential, should join efforts to resolve this problem.

A comprehensive solution would involve steps to create a tripartite strategic skills-industry-policy ecosystem to bridge the gap between education and the market through vocational education reform and lifelong learning; leverage the digital economy, artificial intelligence and other new sectors to create quality jobs; and protect employee rights under new work models through international cooperation and innovation policies. At the same time, young people need to remain open to change, building their competitive edge in the flow of technology that will make them indispensable.

This major transformation impacts individual lives as much as it does the world's future. The value of BRICS resides not only in its economic growth potential, but also in its ability to pave the way for young people to decent jobs and promising professional future. When the sparks produced by the clash of civilizations illuminate the vision of a united world, only harmony between the younger generation and the spirit of the age can ensure further development and success over the next 16 years.

Hello, BRICS

I am honored to be writing you a letter on your sixteenth birthday. You were officially founded in 2009 in the Russian city of Yekaterinburg when I was only 10 years old.

Over sixteen years, you have firmly established yourself on an unstable international arena, growing into a mighty tree that can shield from the winds and storms the children like I was then – millions of boys and girls around the world, dreaming of a wonderful future and looking with hope at the rapidly evolving multipolar world.

When I was ten, BRICS seemed like a distant echo of something that existed only in the news, international reports and textbooks. Now I am 24, studying for a master's degree in Russian at Tianjin Foreign Studies University. I am like a traveler who has always been fascinated by this mysterious and mighty "golden brick," and now I can finally walk through space and time to its source and hear the powerful echo of the global world. When I opened my Russian language textbook for the first time, you turned from a distant "golden brick" into BRICS.

As a student who is about to graduate and become part of the society, I have been hearing the same question since I entered the master's program: what do plan to do in the future? Indeed, work is the foundation of both individual existence and development as well as an important part of how society functions. Since early school years, we have made presentations and written essays about "What I want to become", and now we finally have to answer this question.

Young people are a driving force of society, which has innovation potential, energy and possibilities that are critical for national development, social progress,

technological innovation and cultural continuity. They are drivers of economic growth, creators of social values, the primary force behind technological innovation, the source of social energy, a hope for the future, bearers of cultural diversity and the core of national competitiveness. Youth employment is an important issue not only for China, but for the entire global community. It depends on national development, social stability, young people's personal maturity, and structural economic shifts. Better youth employment contributes to social justice, reduced social class differences, demographic well-being and fostering talent for national development. Government and society should improve the quality of youth employment through political support, vocational training, collaboration between schools and enterprises, providing employment and entrepreneurship opportunities and thus contributing to a high-quality economic development and social harmony.

At the national level, young people are the key part of the workforce and their employment has a direct impact on the viability and innovation potential of the national economy. High quality jobs for the young can stimulate industrial modernization and support economic restructuring. Globally, the young generation is a critical driver of global economic growth. Resolving youth employment challenges helps not only to ease economic pressures in different countries, but also to fuel economic recovery worldwide.

As one of millions of young people in the modern rapidly developing society, what employment challenges have I encountered?

We have been witnesses to the emergence and skyrocketing evolution technologies, suddenly waking up in the Era of AI. DeepSeek, ChatGPT and other AI systems know it all, from astronomy to geography. Faced with these "superintelligent" chatbots, people often wonder: "Can AI actually replace humans?" Could today's young people find themselves in a brave new world where graduation is synonymous with unemployment? While previously you had to compete with graduates of prestigious universities or those who studied abroad, today you might have the inanimate AI for a rival. The widespread application of AI and big data technologies has dramatically increased automation, with AI taking over multiple routine tasks. For example, this has led to a sharp drop in demand for assembly line workers, data entry operators and basic support staff. Meanwhile, traditional sectors like finance, healthcare and manufacturing are accelerating the intelligent transformation, further reducing low-skilled employment opportunities. This technological substitution not only eliminates jobs and professions, but exacerbates structural discrepancies in the labor market where a steady decline of low-skilled jobs is accompanied by a steeply rising demand for high-skilled candidates. By 2030, the number AI-based jobs is projected to reach 3 billion globally, while traditional roles will require increasingly complex advanced skills. However, young people have not adapted enough to new technologies and their skills are out of sync with the market demand. The gap between the education system and business needs makes it hard to fill the need for new, high-tech jobs. For example,

when traditional industrial facilities transition to smart manufacturing, low-skilled workers lack competences to operate and maintain intelligent machinery. Another important challenge is that learning to use new technologies, such as AI and big data, is not so easy and requires in-depth professional knowledge and capacity for continuous learning. Young people who have to deal with such sophisticated technologies, often don't have access to a systemic learning track and lack practical experience. On the web, one can often come across search queries like "How to use DeepSeek?" showing that, having suddenly entered the Age of AI, we have not yet learned to handle AI tools properly.

China, for instance, expects that in 2025 its universities are going to break a historical record, producing as many as 12.22 million graduates. The steady growth of the graduate population fuels an increasingly fierce competition on the job market, creating imbalances between supply and demand and resulting in high youth unemployment. The pressures of the economic downturn and global economic uncertainty reduce business hiring needs, especially among small and medium-sized enterprises which no longer try to expand and create only a limited number of new jobs. At the same time, the transformation of traditional sectors and the immaturity of new ones result in structural discrepancies in terms of employment.

BRICS countries, most of which are developing ones, have huge populations and fast-growing economies. Their weight in the global economy is constantly increasing and the voice of BRICS is more often heard in the international community. These countries contribute substantially to the global economic growth. China and India are the two most populous countries with enormous and rapidly growing economies, whereas Brazil, Russia and South Africa have a unique competitive edge based on resources and markets. BRICS has substantial advantages in terms of natural resources, human capital and market potential. For example, Brazil is a major exporter of agricultural produce and minerals, while Russia is a top global exporter of energy resources.

BRICS countries should certainly play a decisive role in supporting job creation for the young and reducing youth unemployment. They can leverage their strengths to improve the skills development system by adopting a common approach to education, employment, demographic and economic policies, creating a lifelong learning system, and promoting sustainable skills development. It is essential to strengthen digital competences by developing basic digital skills and increasing digital literacy among the general public in order adapt to the effects of digitalization and technological innovation on the labor market. Using their geographic potential, BRICS countries need to reform vocational education, establish local, regional and national systems of skills competitions, and raise the profile and prestige of vocational engineering education. Since most of BRICS are developing countries, they should implement targeted initiatives to strengthen skills and adopt policies to develop necessary skills among young people in rural and vulnerable regions by increasing the availability and quality of education.

With the emergence of new technologies and strengthening of new productive forces, BRICS countries would do well to support new forms of employment as a matter of priority. This could be achieved through social dialogue and trilateral cooperation involving steps to encourage governments, trade unions and employers to jointly develop and implement policies to protect employee rights under new employment models. Additionally, governments need to optimize employment services, provide labor policy counseling for employees and enterprises using new forms of employment, and raise the quality of public employment services. To succeed in the future, it is critical to proactively tackle emerging challenges posed by new technologies, contribute to the structural transformation of the economy and industrial modernization, and support new sectors, such as digital economy, AI, new energy sources and others, creating more high-quality jobs.

As long as BRICS countries support youth employment, their cooperation on infrastructure, digital and green economy would both create multiple high-quality jobs and make their economies more resilient and competitive. And this is sure to make a big difference for the global socio-economic situation. Such cooperation model will contribute to the multipolar development of the world economy and help to reduce dependency on the common economic system, creating a more balanced and inclusive system of global economic growth. This would also increase the global influence of the new economies, expanding their role in the world economy governance. The BRICS+ model enables more developing countries to engage in global economic cooperation and learn from BRICS' success, not only creating new jobs for the young, but also strengthening the voice of the Global South on the international arena, which contributes to the establishment of a more equitable global economic order. Additionally, this stimulates technological innovation and industrial modernization as cooperation within BRICS in technology sectors creates more high-quality jobs for the young generation and helps to raise the global level of technologies. For example, cooperation in AI, big data and clean energy boosts competitiveness of across different sectors and generates innovative solutions to global problems, such as climate change and energy security.

This model will accelerate the dissemination and adoption of new technologies, driving the global modernization of manufacturing industries. Finally, it helps to strengthen humanitarian ties and brings nations together as cooperation in education, cultural exchanges and tourism in BRICS countries offer young people more opportunities to study and work. For example, the established BRICS Alliance for Cooperation in the Field of Technical and Vocational Education (TVET) provides high-quality vocational training for young people, helping to build their professional skills. Cooperation in tourism and cultural exchanges contribute to better mutual understanding and integration between different civilizations, creating more opportunities for the young to work in a cross-cultural environment. BRICS cooperation on new forms of employment provides youth with more opportunities for flexible employment. For example, the development of guidelines on employee

rights protection under new employment models helps to safeguard the rights of the junior workforce in the digital and gig economy, promoting a healthy development of new forms of employment and creating new models of global labor market governance.

TikTok fans are migrating in droves to RedNote (Xiaohongshu), people around the world are sharing their knowledge, while the interaction between various civilizations, cultures and ideologies creates unique and inspiring experiences. A vision of a world in harmony with itself is unfolding before our eyes. As representative of new economies, BRICS countries will continue to play an important role on the international economic and political scene. I believe that by supporting youth employment we have a lot to gain: when you give somebody a rose your hands keep the aroma. With support from BRICS countries, the spirit of BRICS will spread throughout the world. Looking forward, BRICS is set to expand further to Asia, Africa, South America, Europe and other parts of the world. With new members, the scope of BRICS cooperation will widen, contributing to further development of a multipolar and inclusive world economy. Through deeper cooperation, BRICS countries will be able not only to stimulate their own economic development and social progress, but also provide new impetus and solutions for stability and sustainable development of the global economy. As the young generation of today, let us continuously improve ourselves and build our strength and endurance to further increase the value of BRICS nations.

MEXICO

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Migration Policy Impact on Labor Market Integration of Migrants

Introduction

Migration can be shortly defined as the "movement of population from one territory to another", however, this movement is caused by a variety of factors that make people leave their place of origin. The concept of migration may vary depending on the frame of reference. For example, from a political perspective, it is considered in terms of political asylum, refugees, forced displacement, historical processes, etc., whereas a philosophical approach raises a different set of questions: Why do people leave their home countries? What is pursuit of better life? What obstacles do migrants face and what are their motivations?

The labor integration of migrants is currently in the spotlight due to the new migration policies of the United States that aim to limit their access to the labor market, although, according to 2023 data, 1/5 of its workforce was of foreign origin.[1]

[1] Nagovitch, Paola, 2025, A Day Without Immigrants in the United States, El País, February 7, 2025. https://elpais.com/us/migracion/2025-02-08/un-dia-sin-inmigrantes-en-estados-unidos-pararia-al-pais.html

However, migration is a serious challenge facing not only the US, but also Spain, France, Mexico, Sudan, Greece and other countries affected by migration crises, which call for action and raise the following questions: How migration crises affect migrants themselves? Can they become part of a new society or should they be returned home? What should be their status while governments are looking for best solutions to this complex issue?

Also, we cannot ignore the cultural, linguistic and social barriers that can hinder the integration of migrants into society in destination countries. Therefore, I propose to develop integration and tolerance programs to gradually reduce discrimination and discover new talents among migrants that would help countries to use this labor potential more efficiently, contributing to higher productivity and competitiveness of their economies.

Getting a job is usually a first step towards integrating socially and economically into a new environment. International migrants currently make up about 3.6 percent of the world's population and two-thirds of them are migrant workers. Globally, international migrant workers account for 4.9 percent of the world's labor force.[2]

Given that the tightening of immigration policies by the United States may turn Mexico from a transit into a destination country, some of the measures proposed below could be replicated worldwide.

- Revise the economic role of migration: Governments should reconsider the significance of migrants' labor integration for economic development because optimized use of human talent, high performance work organization and effective job onboarding can make all the difference between the success and failure of a company. Remember that private capital has the capacity to either stimulate or slow down the economic development of a country.
- Promote the ideas of social and economic inclusion of migrants: Incentivize the private sector to hire migrant talent through government support programs, including hiring bonuses or tax benefits (such as tax reduction, tax credits or hiring cost deductions) that can help to address migration problems on the macro- as well as the micro-level.
- Regularization programs and mechanisms for migrants: Simplify procedures for obtaining work permits to enhance labor mobility and provide better access for migrant workers to areas with labor shortages. This will help to curb illegal immigration and give the state greater control over migration processes.

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[2] 2025, Social Integration and Social Cohesion, International Organization for Migrants, 17 June 2022, https://mexico.iom.int/es/integracion-laboral-y-cohesion-social.

It is also crucial that such programs consider demographic factors to make sure they meet specific needs of different social groups and contribute to the wellbeing of families as well as young people. For reference, the number of young migrants (15 to 24 years old) increased from 22.1 million in 1990 to 31.7 million in 2020.[3]

- International Collaboration: Multilateral agreements can establish the framework for mutual support between migrant destination and origin countries. With proper controls, such agreements could benefit all the parties involved and include provisions for voluntary repatriation (in special cases), access to basic services, and foreign credentials recognition to facilitate migrant's integration into the labor market. Among other useful tools are bridging (adaptation) programs designed to introduce migrants to local practices and upgrade their professional skills.
- Legal advice on migration-related human rights issues: Mobile apps, websites, multilingual brochures, workshops and telephone consultations can help migrants to learn about their rights. NGOs could play an important role in assisting and informing migrants about existing support mechanisms.
- Fulfilling the potential of migrant workers: Efficient use of human capital is a key to success for any organization. Recognition and development of migrants' skills enhances their productivity. "Recognized and valued employees are productive employees."

Cultural diversity also contributes to creativity, while the diversity of ideas generates innovative solutions, making companies more competitive.

Talent Retention

Countries with restrictive migration policies need to focus on retaining talent and providing more incentives for them to stay in their home region.

One option would be to create industrial zones with decently paying jobs based on economic and strategic needs of each region with close cooperation between local business and the government in areas with high migration potential. Another option could involve lending programs for small businesses that can generate jobs. In addition to all these measures, organizations should provide a working environment where employees have access to continuous training and career development opportunities.

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[3] 2025, Migrant Children, Migration Data Portal, 6 May 2021, https://www.migrationdataportal.org/es/themes/ninos-migrantes#:~:text=En%202019%2C%20los%20ni%C3%B1os%20migrantes,31%2C7%20millones%20 en%202020.

This approach would make people who are considering emigration think twice about all the pros and cons of leaving home and ask themselves: What is my best interest?

In fact, this is a kind of economic diplomacy as an alternative to restrictive measures because every country that creates decent jobs would be able to attract international funding in the longer term.

CONCLUSIONS

Migration and migration policy are a complex issue involving diverse aspects of labor integration, human rights, the use of communications technology and migrants' skills and expertise which can substantially contribute to national economies.

If done properly and aligned with the realities of each country, social integration can become a powerful driver of economic growth. Moreover, the interaction between different world views, cultures and ways of thinking shapes a new social identity, which, under favorable conditions, would enrich the community. Migration is a continuous challenge, but adoption of more inclusive policies and programs can turn it into an opportunity for societal advancement.

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African Migration, Human Capital, and Development: Strategic Role of Brics

Migration is a common phenomenon for humanity. Since Homo sapiens left the Eastern part of the African continent more than 70 000 years ago, migration processes have been getting more and more complex and multilevel. In recent years, there has been an increase in migration flows: according to estimates of the International Organization for Migration (IOM), at present, approximately 281 million people live outside their native countries. This index is in stark contrast with 128 million of migrants in 1990 (data as of 2024), which suggests increased scale of human mobility. Even during such unstable periods as COVID-19 pandemic that affected the entire world, migration processes didn't stop. People kept on relocating in search of better life and running away from violence or consequences of climate changes negatively affecting their native countries.

Against this background, African migration particularly stands out, as it became one of the most dynamic and transformative phenomena of recent decades. Although most of the relocations take place within the continent, in recent years, there has been a rise in the number of African migrants coming to America. This changes the previously established trends when the main regions for shifting were mostly Europe and Asia.

Under conditions of global interconnectedness and strengthening of the role of the Global South countries, members of extended BRICS+ (Brazil, Russia, India, China, South Africa, and allies) may play the key role in the development of strategies aimed at the use of the potential of migration in general and African migration flows in particular to stimulate global economic growth. Thus, the essay discusses modern challenges associated with African migration, as well as its economic and social consequences. Besides, possible solutions are suggested that are aimed at transformation of migration into a positive development force, especially under the guidance of BRICS countries.

Overview of African migration. Reasons and trends

Africa, the cradle of humankind, has been an arena for migration processes throughout the history. However, at present, this dynamics became more complex and multifaceted. African migration covers enormous amount of people annually leaving their place of residence mostly within the continent. According to IOM, approximately 40 million of Africans live outside their native regions. Most of them (approximately 21 million) moved to other African countries while approximately 19.5 million live in other parts of the world (2024).

Against this background, it becomes clear that African migration reflects the global trend where migration flows have increased significantly, which results from multiple factors, such as economic crises, political instability, internal conflicts, as well as recently added consequences of the climate change that are observed in such regions as Sahel and the Horn of Africa.

South Africa is the main country of relocation in Africa with the population of approximately 2.9 million of international migrants. It is followed by Gabon, Equatorial Guinea, Seychelles, and others (IOM, 2024). Besides, there are approximately 30 million refugees, internally displaced persons, and asylum seekers residing on the African continent, which, according to the Office of the United Nations High Commissioner for Refugees, makes up a third of the world's refugees (Office of the United Nations High Commissioner for Refugees, 2025).

In this situation, Europe, North America, and Asia can be called the most attractive regions for African migration, mostly due to the fact that they offer opportunity of employment, for example, in the service sector, construction or agriculture. Besides, many young people from Africa migrate to study at prestigious universities of China, India, and Europe. On the other hand, family reunification is an important factor for relocation, especially in such countries as France and even US. This becomes obvious in such regions as Canary Islands where the number of migrants arriving from Senegal, Mauritania, Morocco, and other countries has been increasing since 2005. They are mainly looking for an opportunity to improve quality of their life through better paying jobs and even try to start the asylum process in order to reunite with their families in France later on.

Against this background, Mexico also stands out as a transit country for African migrants aiming to reach US. Since 2016, there has been a significant increase in the number of migrants and asylum seekers arriving from Africa, especially from Ghana, Nigeria, Cameroon, Guinea, Sudan, Senegal, the Democratic Republic of Congo, and Angola. To illustrate the above, according to the data on migration policy of the government of Mexico, in 2024, they registered 43,332 people who arrived from the African continent with an unsettled status, of whom 8,097 were from Guinea, 7,867 – from Senegal, 6,385 – from Mauritania, 3,522 – from Angola, and 3,149 – from Ghana. This is the most representative data, as opposed to 2016, when migration authorities were addressed by 3,910 African migrants, of whom only 267 were Guineans, 358 Senegalese, and the majority of migrants arrived from the Democratic Republic of Congo, i. e. 1,009 people (Directorate of migration policy, 2024).

In this situation, the contribution of African migrants to the economies of the hosting countries is significant, and they play an important role in such sectors as agriculture in Spain, construction in Germany, and entrepreneurship in France, thus, stimulating the economy. Besides, money transfers by migrants constitute an important source of income for many African countries, which promotes local development of the native communities.

However, African migrants are facing serious obstacles, especially xenophobia and discrimination, as well as the risk of working in the informal sector, which deprives them of the opportunity to get better wages and protection from legal violations, abuse, and exploitation of labor. Thus, BRICS is crucial in terms of guiding global initiatives aimed at migrants' integration in the economy of hosting countries, especially African migrants.

In this connection, countries, such as India that is an example of innovations and technological development and plays an important role in migration process being one of the world's largest recipients of money transfers, have significant experience in search for solutions via cooperation. India could introduce measures to promote safe migration, as well as develop programs aimed at the exchange of knowledge and skills between African migrants and Indian experts.

People's Republic of China with its strong diplomatic, economic, and commercial presence in Africa due to investments in infrastructure can create job opportunities for African migrants within the continent and legally integrate them into economy of the hosting African countries, which would promote local development.

Brazil with its rich experience in cooperation and liaisons with African countries could use its cultural heritage to create synergies and strengthen cultural and educational liaisons with Africa. For example, by offering scholarships in such areas as agriculture, ecology, biofuels, and technical training programs similar to that offered by National Service for Industrial Training (SENAI) in order to support professional training, innovations, and transfer of industrial technology. As Brazil

is a cultural center and has vast experience in migrant integration, it could share the best practices of combating xenophobia and promoting social integration of migrants with African countries hosting migrants, first at the national level, and then expanding this experience to the regional and international levels. This would promote development of more open and humane migration policy.

South Africa, in its turn, being the leader on the continent and having significant diplomatic influence in the international arena, may head the efforts aimed at the management of intra-African migration and promote regional integration. Besides, it may share its experience of the main country hosting intra-African migration and playing the key role in management of African migration as a factor supporting their development. Based on its leadership in the African Union and BRICS cooperation blocks, it could promote migration policy that is aimed at economic integration of migrants and create programs for professional and technical training in such highly demanded sectors as mining, services, and construction, as well as promote development of entrepreneurship, which would contribute to the local economy.

Finally, the Russian Federation having vast experience in such industries as nuclear energy, mining, oil and gas, and defense could offer migrants training programs in these areas which would enable development of important skills and abilities to implement the same in their native countries. Besides, Russia has vast experience in agriculture. Several African countries, especially in East Africa, base their economy on this sector, thus transfer of experience in improvement of agricultural productivity, in particular, under extreme climatic conditions, would promote decrease in migration due to economic reasons, creation of job opportunities at the local level, and reduction in food security problems.

Besides, Moscow could use its broad presence and influence at global forums in order to support more fair migration policy, in which migrant workers would have decent working conditions, access to social protection, education, and inclusion in the economic life of the hosting countries, which would support development of these countries.

To summarize, migration in itself is a complex phenomenon that poses significant challenges, but also offers unique opportunities for economic and human development. In this context, BRICS with its influence, experience, and resources has an opportunity and is able to head global initiatives to transform migration into a positive force for growth of the economies, which would destroy negative stereotypes associated with migration. Thus, through investments in human capital, protection of labor rights, and international cooperation headed by the Global South countries (primarily under the leadership of BRICS) it is possible to create the future in which migration in general and African migration in particular would benefit the development of the hosting communities and native countries of migrants.

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Transformation of Education: How Technology is Reshaping Learning for 2045

Introduction

Education is undergoing a seismic shift, driven by rapid technological advancements that are redefining the way we teach and learn. As we navigate the 21st century, artificial intelligence (AI), the Fourth Industrial Revolution (IR 4.0), and the ubiquity of online learning platforms are reshaping classrooms and pedagogical approaches. But will this technological revolution fulfill its promise of equitable access, personalized learning, and future-ready graduates? Or will it deepen existing inequalities, leaving disadvantaged students further behind? This article explores the transformative potential of technology in education, weighing its opportunities and challenges in shaping the future of learning.

The Digital Revolution in Education

Education systems worldwide are increasingly embracing digital tools to enhance learning outcomes. In Finland, technology is seamlessly integrated with pedagogical methods to foster critical thinking and creativity.[1] Meanwhile, South

[1] Exploring Finnish Digital Education. (2025). Retrieved March 15, 2025, from Finnish National Agency for Education website: https://www.oph.fi/en/exploring-finnish-digital-education

Korea's investment in high-speed internet ensures that students—regardless of whether they live in urban centers or rural areas—have access to digital resources.[2]

However, while some countries have successfully harnessed digital learning, a widening digital divide persists. As scholars Susan B. Neuman and Donna C. Celano caution:

"The very tool designed to level the playing field is, in fact, un-leveling it."[3]

Their research reveals that digital inequality disproportionately affects marginalized communities, where limited access to devices, internet connectivity, and digital literacy skills undermines the potential of educational technology. In such regions, technology often exacerbates educational disparities rather than bridging them. To unlock the full potential of educational technology, policymakers must confront these inequities and ensure that digital advancements serve all learners—not just the privileged few.

The World Bank's report Reimagining Human Connections: Technology and Innovation in Education highlights the transformative role technology can sometimes play in addressing these disparities.[4] In Botswana, for instance, digital tools have been leveraged to reach students in remote areas, providing access to online courses and educational resources that were previously out of reach. [5] This development underscores the potential of technology to make education more inclusive and equitable—but only if systemic barriers to access are effectively addressed.

Artificial Intelligence and the Future of Personalized Learning

While digital tools have transformed access to education, AI is taking personalization to the next level, enabling more tailored learning experiences. In China, AI-driven platforms analyze student performance and adapt curriculum pacing to individual needs, enhancing comprehension and retention.[6] These cutting-edge AI systems are designed to meticulously analyze real-time data on each student's unique learning patterns, skill gaps, and knowledge retention levels, enabling them

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2 Kalenzi, C., Back, D., & Yim, M. (2020, November 13). Lessons from South Korea on the future of online education. Retrieved March 15, 2025, from World Economic Forum website: https://www.weforum.org/stories/2020/11/lessons-from-south-korea-on-the-future-of-online-education/

3 Neuman, S. B., & Celano, D. C. (2015). Giving our children a fighting chance: Poverty, literacy, and the development of information capital. Teachers College Press.

4 Reimagining human connections: Technology and innovation in education at the World Bank - World. (2020, December 2). Retrieved March 15, 2025, from ReliefWeb website: https://reliefweb.int/report/world/reimagining-human-connections-technology-and-innovation-education-world-bank

5 Landa, N., Zhou, S., & Newlin Marongwe. (2021). Education in emergencies: Lessons from COVID-19 in South Africa. International Review of Education, 67(1-2), 167–183. https://doi.org/10.1007/s11159-021-09903-z

6 Wu, S., Cao, Y., Cui, J., Li, R., Qian, H., Jiang, B., & Zhang, W. (2024). A comprehensive exploration of personalized learning in smart education: From student modeling to personalized recommendations. arXiv preprint arXiv:2402.01666.

to provide highly customized feedback and recommendations for educational resources tailored to the individual's strengths, weaknesses, and preferred learning styles.

The impact of AI extends further when combined with IR 4.0 technologies. Innovations such as the Internet of Things (IoT), big data analytics, blockchain, robotics, and cloud computing are revolutionizing interdisciplinary and experiential learning. Singapore's "Smart Nation" initiative integrates smart classrooms that simulate real-world scenarios, equipping students with skills relevant to modern workplaces.[7] Similarly, in Finland, AI-assisted teacher support systems help educators tailor their instruction to different learning paces, ensuring no student is left behind.[8] IoT-powered smart campuses in the United States leverage real-time student data to enhance classroom experiences, while blockchain technology is increasingly used to secure academic credentials and streamline administrative processes.[9]

Yet, AI-driven education presents ethical challenges. Data privacy concerns, algorithmic biases, and the risk of diminishing human interaction in learning environments necessitate careful oversight. Will AI truly personalize learning, or will it reinforce existing biases embedded in its training data? Ensuring AI-powered education remains inclusive and equitable is paramount.

Inclusive Online Learning: Ensuring No One Is Left Behind

The COVID-19 pandemic underscored both the potential and limitations of online learning. While students in technologically advanced nations adapted quickly to virtual classrooms, those from lower socioeconomic backgrounds faced obstacles due to limited access to devices and internet connectivity. A 2020 OECD report warns that, despite its flexibility, online learning risks deepening educational inequalities by leaving the most vulnerable students behind.[10]

Some countries have successfully addressed these challenges. Estonia, for example, has implemented a nationwide digital education strategy, ensuring unin-

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7 Gleason, N. W. (2018). Singapore's Higher Education Systems in the Era of the Fourth Industrial Revolution: Preparing Lifelong Learners. Springer EBooks, 145–169. https://doi.org/10.1007/978-981-13-0194-0_7

8 European School Education Platform. (2024). Preparing teacher education for a future with AI. European School Education Platform. Retrieved from https://school-education.ec.europa.eu/en/discover/news/preparing-teacher-education-future-ai

9 Technology Innovators. (2024, November 27). IoT in education: Transforming smart classrooms and campus management. https://www.technology-innovators.com/internet-of-things-iot-in-education-smart-classrooms-and-campus-management/

10 The impact of COVID-19 on student equity and inclusion: Supporting vulnerable students during school closures and school re-openings. (2020). Retrieved March 15, 2025, from OECD website: https://www.oecd.org/en/publications/the-impact-of-covid-19-on-student-equity-and-inclusion-supporting-vulnerable-students-during-school-closures-and-school-re-openings_d593b5c8-en.html

terrupted learning regardless of physical or socioeconomic barriers.[11] Canada's education policies showcase best practices by integrating adaptive learning technologies that accommodate students with disabilities and those from marginalized communities.[12] Similarly, in Russia's Kabardino-Balkarian Republic, digital tools have been effectively utilized to create more inclusive learning environments.[13]

To build on these advancements, governments and educational institutions must invest in digital infrastructure and innovative teaching methods to ensure that online learning becomes as engaging and effective as traditional classroom instruction. AI-powered assistive technologies—such as speech-to-text conversion, text-to-sign language translation, and personalized learning interfaces—present promising solutions for bridging these gaps. Making educational technology truly inclusive must be a global priority, requiring sustained collaboration among policymakers, educators, and technology developers.

TVET, STEM, and STREAM: Preparing Students for the Future Workforce

Beyond ensuring online accessibility, education must also equip students with the skills necessary for an evolving workforce. Countries worldwide are adopting innovative models to bridge the gap between academic learning and practical skills. Germany's dual education system, which blends vocational training with traditional academics, has been widely recognized as a successful approach.[14] Similarly, Southeast Asian countries are refining their TVET programs to align with evolving industry demands, ensuring students acquire both theoretical knowledge and practical expertise.[15]

Malaysia, too, is prioritizing TVET reforms to meet labor market needs, aligning with the MADANI[16] framework's (emphasis on innovation (Daya Cipta) and pros-

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11 OECD (2020), "Education Policy Outlook in Estonia", OECD Education Policy Perspectives, No. 13, OECD Publishing, Paris, https://doi.org/10.1787/9d472195-en.

12 McCrimmon, A. W. (2014). Inclusive Education in Canada: Issues in Teacher Preparation. Intervention in School and Clinic, 50(4), 234-237. https://doi.org/10.1177/1053451214546402 (Original work published 2015)

13 Mikhailenko, O., Bashiyeva, Z., Balkizova, F., & Nagoev, B. (2021). The implementation of inclusive education in the Kabardino-Balkarian Republic under the conditions of digitalization. E3S Web of Conferences, 273, 12115. https://doi.org/10.1051/e3sconf/202127312115

14 Du, W., & Liu, L. (2020). German Vocational Education in the New Century. Learning & Education, 9(3), 104-106. https://doi.org/10.18282/l-e.v9i3.1590

15 Schröder, T. (2018). Development of TVET systems in the ASEAN region. Routledge EBooks, 650–660. https://doi.org/10.4324/9781315694382-61

16 Malaysia's MADANI framework refers to Sustainability (KeMampanan), Prosperity (Kesejahteraan), Innovation (Daya cipta), Respect (HormAt), Trust (KeyakiNan), and Compassion (Ihsan). For more: Script: For a Better Malaysia - An Empowering Vision and Policy Framework for Action. (2022). Retrieved March 15, 2025, from ILHAM Books website: https://ilhambooks.com/script-for-a-better-malaysia-an-empowering-vision-and-policy-framework-for-action/

perity (Kesejahteraan)). Prime Minister Anwar Ibrahim has highlighted TVET's role in addressing labor shortages, particularly in engineering and AI-driven sectors. He urged ministries to prioritize training in AI and TVET, noting that multinational corporations like Microsoft require skilled workers to support investments (e.g., Microsoft's RM10.5 billion investment).[17] Anwar also highlighted the need for collaboration between government agencies and private-sector conglomerates (e.g., Khazanah Nasional, Bursa Malaysia) to reform TVET and AI education, ensuring graduates meet high-tech industry demands.

IR 4.0 technologies further revolutionized vocational training worldwide. In Germany, AI-driven digital twins—virtual replicas of physical systems—are used to simulate hands-on industrial training, allowing students to practice in risk-free virtual environments before applying their skills in real-world settings.[18] Similarly, AI and robotics are transforming medical education through haptic feedback systems, enabling students to perform virtual surgeries with precision. These innovations bridge the gap between theoretical knowledge and hands-on experience, preparing students for increasingly digitalized and automated industries.

As industries become increasingly interconnected, education must evolve beyond technical proficiency to cultivate creativity, critical thinking, and adaptability. This has driven the expansion of STEM into STREAM, integrating the Arts to foster well-rounded graduates prepared for the complexities of a rapidly changing workforce. By incorporating artistic and humanistic elements, STREAM nurtures innovation and interdisciplinary problem-solving—essential skills in today's dynamic work environments.[19]

Advocates argue that while STEM provides a strong foundation in science and technology, the inclusion of the Arts and Reading enhances students' ability to analyze, communicate, and think critically across disciplines. This holistic approach ensures that future professionals are not only technically competent but also capable of addressing real-world challenges with creativity and social awareness. By bridging technical knowledge with broader intellectual perspectives, STREAM prepares students for a workforce that increasingly values both technical expertise and the ability to think beyond conventional boundaries.

The Future of Education in 2045: A Vision for Tomorrow

Over the next two decades, education will become more interconnected, per-

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17 BERNAMA. (2024, May 5). Enhance Training Related To Ai, Tvet - Pm Anwar. Retrieved March 15, 2025, from BERNAMA website: https://www.bernama.com/en/news.php?id=2294291

18 Chen, X., & Psarommatis, F. (2023). Digital twin applications in manufacturing industry: A case study from a German multinational. Future Internet, 15(9), 282. https://doi.org/10.3390/fi15090282

19 Dyulgerova, K., Atanasova, D., & Milanova, M. (2023). STREAM Education - Potential for Engaging Students in Generating Innovative Green Ideas and Development of Transversal Skills. 2023 46th MIPRO ICT and Electronics Convention (MIPRO), 699-704.

sonalized, and accessible, driven by technological innovation. Several key transformations will define this evolution:

Adaptive AI-Driven Learning – AI will refine personalized education by analyzing student engagement, tailoring content, and providing real-time feedback, enhancing both efficiency and comprehension.

Immersive Learning Environments – Virtual Reality (VR) and Augmented Reality (AR) will create hands-on, experiential learning in diverse fields, from medicine to history, making high-quality education more widely available.

Global Collaborative Learning – Digital platforms will enable cross-border academic cooperation, fostering cultural exchange and granting students access to world-class educational resources.

Inclusive Technology – AI-powered accessibility tools will break down learning barriers for students with disabilities, ensuring equitable educational opportunities for all.

Sustainability in Education – Digital tools will integrate sustainability principles into curricula, equipping future generations with the knowledge and mindset to address global environmental challenges.

While technology holds immense promise, its success depends on addressing key challenges. Ethical considerations, inclusivity, and the preservation of human-centered learning must remain central to educational reforms. AI-driven learning must be designed to mitigate biases and protect data privacy, while IR 4.0's interdisciplinary approach should cultivate creativity, collaboration, and critical thinking.

Equitable access to education is crucial in a digital age. Online learning must not deepen existing inequalities, and investments in TVET and STREAM education will be vital to preparing students for a rapidly evolving job market. As automation reshapes industries, education must adapt to ensure that students are equipped with both technical expertise and the agility to navigate an uncertain future.

Malaysia's MADANI framework—emphasizing Sustainability (KeMampanan), Prosperity (Kesejahteraan), Innovation (Daya cipta), Respect (HormAt), Trust (KeyakiNan), and Compassion (Ihsan)—offers a model for balancing technological progress with ethical responsibility. The future of education must go beyond mere digital transformation; it should nurture not only skilled professionals but also conscientious global citizens who contribute to a just and inclusive society.

Ultimately, the question is not simply how we incorporate technology into education, but how we leverage it to create a fair and forward-thinking learning ecosystem. The future of education lies not in passive adaptation to technological change but in actively shaping it to serve as a force for equity, progress, and human dignity.

As we prepare for this future, we must recognize that each generation learns in a world vastly different from the one before it. A timeless teaching from Islamic tradition reminds us:

"Do not raise your children the way you were raised, for they are born in a different time."

This wisdom underscores the need for education to continuously evolve, ensuring that learning remains relevant, inclusive, and transformative in the face of technological change.

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The Organization for Economic Co-operation and Development (OECD) defines "human capital" as the stock of knowledge, skills, and other personal characteristics embodied in people that help them to be productive.[1] This definition is very broad and does not specify how this knowledge and these personal characteristics are linked to the concept of production. One often hears that being productive means contributing to society, helping grow the economy, and advocating for human development.

When discussing production, human capital must consider the role of education and employment in every society. The Center of Strategic and International Studies (CSIS)[2] states that "Countries that have invested heavily in education have

1 Organisation for Economic Co-operation and Development (OECD). (n.d.). Human capital and educational policies.

2 Center for Strategic and International Studies (CSIS). (n.d.). Investing in quality education for economic development, peace, and stability.

been able to contribute to advances in science and knowledge and create new products and technologies. Globally, investments in education underpin social cohesion, economic growth, competitiveness, and innovation." It makes perfect sense that countries with more educated individuals will have higher productivity levels.

Education has been proven to be a key factor in development and economic growth internationally. However, what happens next? it is not enough for a country to have a well-educated workforce if the labor market is not prepared to employ them. In more and more countries, unemployment rates for recent graduates continue to rise. In 2023, the employment rate for recent graduates aged 20-34 years in the European Union was 83.5%, leaving 16.5% of the young professionals unemployed.[3]

In my home country, Mexico, according to our National Institute of Statistics and Geography, there were 884,000 young professionals without paid work in 2022. It has been recognized as significant, leading the Mexican government to prioritize the development of formal and stable jobs for young people.[4]

One of the main causes of this problem is that graduates face a complicated overview market upon completing university. One thing the COVID-19 pandemic demonstrated is that unemployment rates rise when economic inactivity declines. After the pandemic, many pre-existing challenges in the labor market—such as low salaries, poor working conditions, job insecurity, and informality—worsened significantly.

The International Labour Organization (ILO) states in its Global Employment Trends for Youth 2024 report that "there are not enough high-skilled jobs for the supply of educated youth, especially in middle-income countries".[5] This issue becomes more concerning when considering the current economic and political changes worldwide, which contribute to a complex international landscape. War, poverty, global warming, gender inequality, geopolitical shifts and hunger are just some of the challenges we as a human race face today and are just some of the challenges humanity faces today and will likely continue to confront for decades.

What will happen if the next generation of professional leaders is not ade-

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3 Eurostat. (2023). Employment rates of recent graduates.

4 Milenio. (2023). Persiste desempleo en jóvenes profesionales: INEGI.

5 International Labour Organization. (2024, August 12). Number of youth not in employment, education, or training (NEET) a cause for concern, despite falling jobless rate.

quately prepared to face these challenges? Enabling young professionals to enter the workforce and acquire the necessary knowledge and skills is crucial. Otherwise, we risk leaving the future of our world in the hands of unprepared politicians, engineers, doctors, professors, and other professionals. The growing rates of unemployment threaten young people's futures and can push them into extreme actions such as migration.

The substantial migration of young professionals or skilled migration, a phenomenon colloquially known as "brain drain" is defined as "the international transfer of human capital resources, and it applies mainly to the migration of highly educated individuals from developing to developed countries".[6] Although this phenomenon is not new, it has gained significance in the context of a globalized economy and aging societies. Countries with an aging demographic experience an urgent need to retain young professionals by offering them satisfactory working conditions.

Brain drain takes particular relevance regarding human capital investments because it represents a loss for the country of origin. These individuals who migrate are generally educated in their native countries, often in public institutions and schools in which the state pays the majority of their education with public funding. However, upon graduation, faced with a challenging job market, they seek better wages and living standards abroad, failing to contribute to the society that invested in their education.

Brain drain also affects progress in the states of origin of the migrants, leading to a shortage of professionals in various scientific and humanistic fields. This, in turn, negatively impacts citizens who are left without proper services from specialists in different sectors. Moreover, it increases inequality between states, gives certain countries a technological advantage over others, and generally damages the world economy and all of the efforts being made to pursue economic growth and development.

Therefore, reducing brain drain and increasing the employment rates for recent graduates should be priorities for every society. Without educated workers, institutions collapse, and so does the national economy. So, what could be done to reverse this situation? First, governments must recognize the investment made in the education and employment of young citizens. Programs designed to help them integrate into the labor market immediately after graduation are essential. Regulating wages and workplace formalization, establishing job boards or job fairs, and defining public policies to assist young professionals could help prevent unemployment and the loss of human capital.

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[6] Aghion, P., & Caselli, F. (2018). Brain drain from developing countries: Causes and policy responses. IZA World of Labor.

Additionally, schools should prepare students to meet the demands of the modern workforce. This includes providing training in artificial intelligence, new technologies entrepreneurship, and green and digital management. Strengthening the link between education and the labor market is crucial to building a robust educational system. Supporting young people will contribute to national economic development rather than forcing them to migrate.

Creating specific programs dedicated to this matter could be the difference between economic growth and decline. Take, for example, Mexico. In 2018, the government, concerned about youth unemployment and low salaries, established a national program aimed at training and integrating individuals aged 18 to 29 who neither work nor study into different productive sectors, increasing their opportunities for stable employment.

This program, called "Jóvenes Construyendo el Futuro" or "Youth building the future", promotes employment and encourages private-sector social responsibility for young people's inclusion in the workforce. The program provides a monthly financial contribution from the government to participants, who gain technical and soft skills in a public or private work environment for up to 12 months.

During this period, participants contribute to the operation of their host institutions, which may ultimately hire them, reducing the need for new employee training. Additionally, the program guarantees health insurance for the 12 month period and it incorporates gender equality measures, because it determines that at least 60% of the participants must be young women, which is the most vulnerable unemployed population in Mexico.

"Jóvenes Construyendo el Futuro" represents a significant effort by the Mexican government to reduce youth unemployment. While it is still too early to assess its full impact, the program has improved the quality of life for this previously underserved social sector. It operates in coordination with 32 state and multiple municipal authorities and has even expanded to countries in Central America—such as El Salvador, Honduras, Guatemala, Belize, and Cuba—as part of an international cooperation initiative to reduce migration flows to the United States.

Nonetheless, no single program can solve the complex issue of youth unemployment. Addressing this challenge requires a comprehensive, long-term political, social, and economic strategy to integrate young people into the labor market. It necessitates coordination and cooperation not only among institutions but also between nations. Above all, it requires a collective commitment to change and progress with a forward- looking perspective.

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REPUBLIC OF BELARUS

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Happiness index: ways to improve the well-being of the population

Preamble

In today's rapidly changing world, where technological innovation and globalisation have a sig-nificant impact on economic processes, investment in people is becoming a key factor for achieving sus-tainable growth and development. Contemporary challenges such as inequality, demographic change and environmental issues call for countries to rethink their traditional approaches to economic develop-ment. In this context, improving people's well-being through investment in education, health and social programmes becomes not only a necessity but also a strategic priority. This paper analyses key aspects that highlight the importance of such investments in shaping a sustainable and inclusive future.

Improving the welfare of the population of the Republic of Belarus is closely linked to the con-cept of the social state, which is one of the main characteristics of this country. The social state implies effective state intervention in economic and social life in order to ensure social justice, protect the rights of citizens and create conditions for the comfortable functioning of the population in a multipolar world.

The Institute of Sociology of the National Academy of Sciences of Belarus conducted a survey in 2024, in which more than 1,500 respondents answered the question "Do you feel happy?" According to the survey results, the overwhelming majority – 78.3% – responded positively. According to the global study of the Happy Planet Index, conducted by the UK-based New Economics Foundation, the Re-public of Belarus ranks 73rd out of 147 countries participating in the analysis, having left behind world powers such as the United States, Turkey, India and Pakistan. So, amid growing military conflicts be-tween countries and in the wake of the recent coronavirus epidemic, Belarus pursues a policy aimed at preserving its internal stability, maintaining neutrality and enhancing relations with its key allies, while also trying to minimise the impact of external factors on its security and economy. Based on this study, let us examine in detail how the mechanism of state power of the Republic of Belarus functions in order to maintain the welfare of the population.

The system of public administration in the regions plays a pivotal role in shaping people's lives. The effectiveness of regulation and support of the population at the republican level directly affects the livelihood of citizens and social stability. It is these mechanisms that determine how comfortable and safe people will live and how confident they will feel about the future. In today's world, where social tensions are gradually escalating, competent management becomes the key to the harmonious develop-ment of society and its well-being.

Alexander Lukashenko, President of the Republic of Belarus, is pursuing a policy aimed at pro-moting the development of various spheres of social and public life, starting from the establishment of diplomatic relations, including with the BRICS countries (on 11 November 2024, Belarus received the official status of a BRICS partner country) to the development of infrastructure in rural settlements. The head of state constantly focuses on the need to improve the living standards of citizens. As for the upcoming five-year plan, on 17 January, President of Belarus Alexander Lukashenko signed Decree No. 31 declaring the period from 2025 to 2029 the Five-Year Plan of Quality. The main goals of this stage are to improve people's living conditions, make the country's economy more competitive and en-hance social relations. In particular, the main perspectives of the state's activities for the coming year are outlined in Decree No. 1 of the President of the Republic of Belarus, which declares 2025 the "Year of Improvement." Major efforts are planned for 2025 to streamline the territory, improve settlements and production facilities, and develop infrastructure along motorways and railways.

There are 1.5 million citizens aged 65 and over in the Republic of Belarus, which is 15.5% of the total population, and this figure will rise to 21% by 2030. In addition, 6% of the total population have disabilities. Taking into account age limits, health status and income level, elderly citizens, disabled people and low-income families objectively need state support. Therefore, the President of Belarus signed Decree "On raising pensions" on 20 January. The document provides for the recalculation

of la-bour pensions and their increase by 10% on average from 1 February 2025. According to preliminary estimates, the average retirement pension will amount to BYN 930. About BYN 2.2 billion will be allo-cated for the payment of pensions in February this year. According to the Ministry of Labour and So-cial Protection of the Republic of Belarus, the minimum subsistence level in the Republic is BYN 447.64, so that every pensioner can afford a comfortable standard of living. The Decree "On social support" also provides for the abolition of the pension limit for working pensioners, which will make the labour of retirement-age persons more efficient on the job market. This initiative will allow approx-imately 10,000 pensioners to enter the labour market and increase their incomes.

In the Human Development Index compiled by the United Nations Development Programme, Belarus ranks 69th among 193 countries (2023/2024). In this context, educational outcomes play a sig-nificant role. The adult literacy rate in Belarus is one of the highest in the world – 99.7%. The coverage of basic, general secondary and vocational education reaches 98% of the country's population. Belarus has introduced compulsory general secondary education in recent years.

The state heavily invests in education and health care, which is an important aspect of welfare improvement. A high level of education contributes to the development of a skilled labour force, stimu-lating economic growth. The President of Belarus regularly emphasises the importance of improving the quality of the education system, bearing in mind that the era of generational change is coming. "We need to prepare the young generation that will take Belarus in their hands and will cherish and appreci-ate it," said Alexander Lukashenko on 7 January 2025 talking to parishioners at the Church of St. Nicholas the Wonderworker. It should be noted that Belarus' education system is in high demand with foreigners. Over 30,000 foreign students currently study in Belarus on a fee-paying basis. In 2023, they paid USD 90 million for education. In the 2024 academic year, Belarusian educational institutions en-rolled students from more than 110 countries. The most popular fields of study included information technology, medicine and agriculture. Belarusian higher education diplomas are recognised in most countries. In the CIS countries, educational documents are recognised on a reciprocal basis. Belarus has also signed diploma recognition agreements with Poland, China, Pakistan, Ecuador and Venezuela. Such recognition of diplomas provides employment opportunities abroad and opens new horizons for graduates, increasing their incomes and thus improving their living standards. It can also trigger an in-flow of foreign currency into the country through remittances from citizens working abroad. Interna-tional recognition of diplomas can make Belarusian educational institutions more attractive for foreign students, which will boost revenues from educational services, promoting the development of the high-er education sector. However, it is also important to address the risks associated with brain drain – the departure of highly qualified specialists may lead to a shortage of personnel in the country. For exam-ple, foreign countries, not only

Poland and the EU, but also rich monarchies of the Middle East, have announced a "hunt" for Belarusian medical personnel.

Health care in Belarus has its own specific features and successes. Belarus has a system of com-pulsory health insurance, which ensures access to medical services for all citizens. The main emphasis is on free medical care in state institutions. Education of medical workers is provided through higher edu-cation institutions and colleges. The country has advanced training programmes for doctors and nurses. In recent years, new medical technologies, including telemedicine and electronic medical records, have been introduced to help improve the quality of patient care. For example, Belarus-based integrated circuit manufacturer Integral produces various devices for medical care. The Integral 12 medical monitor is designed to measure and assess vital physiological parameters of patients in operating theatres, inten-sive care units and other departments where long-term monitoring is required. The mobile ventilator is designed for respiratory support of children and adults in emergency situations. It provides necessary assistance in case of respiratory disorders. EKhG INTEGRAL electrosurgical generator is designed for cutting tissues and vessels when performing operations on organs and systems in patients with surgical, traumatological, urological, oncological, gynaecological, cardiac surgery or other pathologies.

As regards programmes developed by state authorities, in 2017, the Ministry of Health of Belarus in cooperation with the Development Bank developed the Healthy Baby programme aimed at equip-ping perinatal centres with modern high-tech equipment. The main goal of the programme is to improve the quality of medical services, reduce infant and child mortality, and reduce child disability. In 2021, RUB 5.5 million was allocated for the implementation of the programme for healthcare institutions in Minsk and the Grodno region. In 2016, with the support of the Development Bank, special medical equipment was purchased and premises were upgraded for the magnetic resonance imaging room at the Republican Scientific and Practical Centre for Children's Oncology, Haematology and Immunology. The introduction of a new MRI machine made it possible to perform 800 to 1,000 examinations per year, minimising radiation exposure and reducing the risk of post-radiation complications.

The Development Bank also sponsored the renovation of the N.N. Aleksandrov Republican Sci-entific and Practical Centre for Oncology and Medical Radiology. The renovation of departments where high-tech operations are performed has improved conditions for patients with oncological diseas-es, increasing the quality of specialised care and expanding opportunities for exporting medical services. In this way, investments in healthcare help improve the health of citizens, leading to higher labour productivity. Healthy workers are less likely to fall ill, which reduces sickness absence. Disease preven-tion and early diagnosis help avoid more serious and costly medical interventions.

Moreover, the health system can attract foreign investors interested in cooperation and the intro-duction of new technologies and services. At a business forum between Belarus and Myanmar on 6 March 2025, an agreement on the registration of medicines was signed between Belmedpreparaty and Areh Care Company, with an annex on 6 antitumour medicines. This agreement will boost the devel-opment of health care, improving the quality of services for people with serious illnesses. The high qual-ity of education is confirmed by the assessments of the country's residents. The National Academy of Sciences of Belarus conducted a survey, the results of which showed that 71.4% of Belarusians are sat-isfied with the work of polyclinics and rural health centres.

The most important indicator of a country's successful development in the context of global growth is economic stability. A social state endeavours to create economic stability, which is the basis for raising living standards. Employment policies, support for small and medium-sized businesses and social initiatives help create jobs and increase people's incomes. "It is necessary to create conditions for the work of all budgetary organisations, and your task as Minister is to automate their activities as much as possible," the President of the Republic of Belarus said on 3 March at the meeting dedicated to cer-tain appointments to the new Government. The Republic of Belarus pays key attention to tax legisla-tion.

Optimising tax incentives is a key step towards creating a more understandable and accessible tax system for entrepreneurs. Public authorities in the economic sector emphasise the importance of devel-oping conditions under which anyone wishing to do business can easily understand their tax obliga-tions. A transparent and clear taxation system helps attract new investment and promotes the growth of the economy as a whole.

Inflation is also under strict government control. When inflation in the country began to gain mo-mentum, the President insisted on strict price control. Without his decisive measures and constant moni-toring, it would have been impossible to cope with this challenge. Practice has shown that the prescrip-tive model introduced in 2022 did its job at a critical moment. According to statistics, inflation was 5.2% last year, below the planned 6%. The beginning of 2025 is also characterised by a stable economic situation. So these measures had a positive impact on the country's economy and the welfare of the population. The containment of inflation allowed to preserve the purchasing power of citizens, prevent-ing a sharp rise in prices for goods and services. Stable prices boosted consumer confidence, supported demand for goods and services, and created more favourable conditions for business and the economy as a whole. The President also emphasises the need to develop convenience stores, keeping prices as in regular stores. "I do not want convenience stores to disappear, I do not want them to be monopolised by large chains," the head of state said at a meeting with the representatives of private enterprises on 17 February 2025. Why is this so important to the economy and the population? First, convenience stores are often local businesses that support

the regional economy and create jobs. Second, such stores often purchase goods from local producers and farmers. This creates demand for local products, supports ag-riculture and small businesses, strengthening the local economy. And finally, convenience stores can be a launching pad for new entrepreneurs, fostering a business ecosystem and innovation.

Concluding the description of the economic sector of the Republic of Belarus, special attention should be paid to the country's GDP. Despite the sanctions imposed by the Western countries to sup-press our national economy, the key sectors are still growing, and the GDP in 2024 was 104%. "Despite all their efforts to cut off our oxygen, Belarusian products were exported to 154 countries for a total of over USD 50 billion. And we have even entered 14 new markets," stressed Alexander Lukashenko. So, the economy of Belarus is markedly resilient thanks to the initiatives taken by the Head of State and the executive capacity of the relevant authorities. The country has advanced production capacities, es-pecially in such sectors as machine building, chemical industry and information technologies and, as practice has shown, is able to withstand any global challenges, demonstrating the resilience and adapta-bility of its economy to external threats. Belarus is actively developing its foreign economic relations, which helps attract investment and expand exports.

The Republic of Belarus is a member of more than 63 international organisations, which raises the status of the country in the international arena. On 11 November 2024, Belarus received the official sta-tus of a partner country of the BRICS association. The main objective of BRICS is to develop mutually beneficial relations and reform international financial institutions. At a summit in Russia in October 2024, Belarus was granted the status of a BRICS partner country, which opens up new opportunities for participation in the organisation's events and exchange of experience. The partner status will allow Belarus to actively participate in policy discussions and initiatives aimed at addressing global challeng-es. This partnership will provide additional opportunities for trade and investment, which is particularly important for the diversification of the country's economic ties. In this way, becoming a BRICS partner is an important step for Belarus towards economic development and stronger political ties in the inter-national arena.

Belarus is also actively establishing and strengthening cooperation with other countries, especially with the countries of the global South, such as China, Pakistan, the Russian Federation, African coun-tries including Uganda, where the Office of the Honorary Consul of Belarus was opened on 21 Febru-ary 2025, as well as many other countries with which the Republic of Belarus has established close co-operation in the fields of technology, medicine, humanitarian aid, export and import of consumer goods. Diplomatic relations with China are particularly strong. Among other things, this is due to the fact that China was one of the first countries to recognise Belarus on 20 January 1992. In the period from 2015 to 2021, China signed directives on the development of bilateral relations with the Republic of

Belarus. In 2013, Belarus and China also signed a declaration on a comprehensive strategic partner-ship. In September 2022, Alexander Lukashenko and Chinese leader Xi Jinping agreed to raise the level of bilateral relations to a comprehensive strategic partnership. Importantly, the Republic of Belarus is among the top three countries on the official level of relations with China – this list includes Belarus, Pakistan, and Uzbekistan. This fact confirms the Chinese authorities' loyalty and particular appreciation of Belarus. Moreover, our country was one of the first to support the One Belt, One Road initiative that aims to create a global space and community of a common destiny of mankind – something that China will try to achieve by 2049 by connecting Asia to Europe and Africa with a single network of roads, railways, sea routes and pipelines. At a forum in Beijing on 14 May 2017, President Alexander Lukashenko offered a number of proposals to develop the global initiative, including the creation of digital transport corridors between China and Europe, the abolition of the permit system for interna-tional road transport and the strengthening of infrastructure. These measures are aimed at reducing de-livery times and developing transport and logistics activities. Due to its geographical location, Belarus plays a strategic role in transit between the EU, Russia and Asia. Yuri Shevtsov, Director of the Centre for European Integration, notes that despite economic challenges, Belarus has become an important hub for overland transit, which strengthens its position in the international arena. The developing relations with China are also confirmed by an agreement to establish a free trade zone for services and invest-ment, which was signed between the Republic of Belarus and China on 22 August 2024 at a meeting with Chinese Premier Li Qiang. "We expect exports of Belarusian services to China to grow by at least 12-15% over the next five years, and investments in Belarus by at least 30%," said President Alexander Lukashenko.

Of course, special attention should be paid to the relations between Belarus and Russia. On 8 De-cember 1999, the heads of both countries signed the Treaty on the Creation of the Union State. This was the beginning of mutually beneficial cooperation between the allied countries. The partnership be-tween Belarus and Russia is based on the principles of preserving sovereignty and fulfilling interna-tion-al obligations. Russia remains Belarus's main trade partner, accounting for more than half of the coun-try's foreign trade. Cooperation is rapidly developing in the areas of energy, transport, and industrial cooperation, and projects to produce import-substituting products continue to be implemented. Within the framework of the Union State, a regional grouping of troops of Belarus and Russia has been creat-ed, which actively cooperates in the field of air defence and conducts joint exercises, practising opera-tional and combat skills. Following threats from Western countries, the Head of State of the Republic of Belarus signed an agreement on the deployment of nuclear warheads and the Iskander operational and tactical missile system on the territory of the Republic of Belarus, provided that Belarus has control over these weapons. In late December 2024, Alexander Grigorievich also

agreed with Russian President Vladimir Putin on the deployment of the Oreshnik missile system – 11 installations. So, building up mil-itary capacity enhances citizens' trust in the state, which leads to social stability and reduces protest sentiments. The creation of a regional grouping of troops and joint exercises strengthens military coop-eration between Belarus and Russia. This promotes closer strategic ties and security coordination. Moreover, the deployment of nuclear weapons and modern missile systems could be perceived as a step towards a more serious political alliance with Russia, which could bolster Belarus's position in the in-ternational arena. Along with defence and security cooperation, other important tasks include ensuring equal rights for citizens, creating a unified system of social guarantees, and harmonising legislation in the social and labour sphere. Citizens of both countries have similar opportunities for employment, resi-dence, education and medical care. There are no border controls or migration cards to be filled in when crossing the border between Belarus and Russia. An agreement on mutual recognition of visas for citi-zens of both countries came into force on 11 January 2025. Cultural cooperation is developing rapidly, including the Slavonic Bazaar in Vitebsk festival and other international events. One of the recent de-velopments is the adoption of a resolution on 6 December 2024 at the meeting of the Supreme State Council of the Union State in Minsk to establish comfortable tariffs for communication and data trans-fer, eliminating roaming. The abolition of roaming makes communication between citizens of the two countries more accessible and convenient. This helps strengthen personal and business ties, promoting economic cooperation. Belarus maintains diplomatic relations with 183 countries and has 74 foreign in-stitutions, including 57 embassies, 2 permanent missions, 14 consulates general and 1 consulate in 57 countries. Taking into account the accreditation of part-time ambassadors, Belarus is represented in more than 90 countries.

Therefore, in the course of our research we have analysed the domestic and foreign policy of the Republic of Belarus aimed at improving the welfare of the population, establishing diplomatic ties with neighbouring states and countries of the Great South, and strengthening the country's position in the international arena. In today's world, where numerous problems require prompt and effective response, a competent and honest state policy is a key condition for achieving the level of well-being that charac-terises the Republic of Belarus. As President of Belarus Alexander Lukashenko puts it, "Time has cho-sen us!" Time has indeed chosen us, and the future of the country depends on our actions now. Only through our joint efforts we will be able to overcome difficulties and build a strong, stable and prosper-ous society.

GHANA

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Investments in Human Capital

In today's rapidly evolving economy and globalization, the significance of human capital development cannot be underestimated. Policymakers, decision makers, entrepreneurs, influencers are astronomically, focusing on strategies and modalities that prioritize and invest in human capital because they recognized that skills, knowledge, experience and somewhat adaptable workforce are crucial for enhancing sustainable economic growth. The New platform for Global Growth provides the framework for channeling resources and initiatives designed to improve educational outcomes, capacity building, workforce skills, and overall human capabilities. This essay explores strategies, modalities and frameworks that have the propensity of making human capital development a primary beneficiary of economic development.

Understanding Human Capital

Human capital is the requisite knowledge, skills, experience, enormous deliverables, traits and other features individuals have in their possession that yield

productivity at workplaces as well as economic value. Investing in human capital means pumping resources into areas such as education, healthcare, training and other key strategic areas to empower individuals to contribute effectively to the local and global economy. As economies tend to evolve in relation to digital transformation and globalization, a highly competent and skilled labor or workforce becomes an added advantage to stay competitive in the job market. These are some of the strategic areas to invest in order to boost human capital development.

1. Strengthening Education Systems

One of the foundational strategies for human capital development is the improvement of education systems; initiatives that focus on improving quality education at all levels, ranging from primary, secondary, and tertiary are essential for sustainable and economic growth. This can be achieved through.

i. Investment in Infrastructure

Governments and organizations should invest in the physical infrastructure of educational institutions to provide a conducive learning environment. To begin with, Enhanced Learning Environment such as quality infrastructure, including well-designed classrooms, libraries, and laboratories, creates a conducive learning atmosphere. This can significantly improve student engagement and academic performance. Access to resources is another factor that provides access to vital educational content and technology, books and other materials foster comprehensive leaning experiences and also prepares students to adapt to modern challenges and opportunities. Furthermore, the safety and health of both students and staff due to a good investment in physical infrastructure; clean facilities, safe playgrounds as well as a well-ventilated classroom contributes to the overall well-being of stakeholders in the school. Moreover, quality investment in infrastructure allows rooms for more inclusiveness as physically challenged will not be neglected. This subsequently will ensure equal opportunities for everyone irrespective of their physical limitation.

ii. Curriculum Reforms

Schools have to update their curricula to meet modern trends and industry needs for students to be relevant in the job market. By this, it is imperative for educational institutions to embrace STEM (Science, Technology, Engineering, Mathematics) as well as digital literacy.

Over the years, STEM education has proven to be more relevant than non-STEM education because the kinds of opportunities in STEM are enormous. Also, while countries are tilting towards STEM future, it becomes evidential for citizens to engage in such education in order to stay relevant in their countries and the outside world. In the US for instance, STEM jobs are projected to grow 10.4% between 2023 and 2033, almost 3x faster than non-STEM jobs.

More profoundly, in December 2023, the head of the Federal Agency for Subsoil Use of the Russian Federation, Evgeny Petrov, and the Minister of Innovation and Technology of the Federal Democratic Republic of Ethiopia, Belete Mollem led the commissions from Russia and Ethiopia, met with the co-chairs of the Intergovernmental Russian-Ethiopian Commission on Economic, Scientific, and Technical Cooperation and Trade in Addis Ababa, the capital of Ethiopia. The meeting takes into consideration the cooperation between the two countries on how to develop contemporary electronic technology in the field of public administration.

"The development of contemporary electronic technologies and their use in the field of public administration to construct a complete infrastructure of the digital state may be one of the contemporary vectors of partnership between the two nations. This area generally meets the modern requirements of global development and, in the future, will further contribute to the formation of a unified context for the development of the BRICS association" - Andrey Khlutlov, International Relations expert.

2. Promoting Lifelong Learning

As the job market continues to surge forward due to technological advancements and globalization, promoting and advocating for a culture of lifelong learning is vital. Some of the initiatives that support continuous learning include, but are not limited to the following

i. Vocational Training and Technical skills Programs: Providing access to vocational training and technical skills opportunities helps individuals to be more dynamic, flexible and to be able to adapt to changing job requirements at any given time.

ii. Online Learning Platforms: Engaging in online courses and training have the propensity of breaking down barriers to access to some of these skills and thus. allowing a wider audience the chance of skill development.

iii. Partnerships with Industry: Educational institutions in collaboration with industries can facilitate internships, apprenticeship programs, projects that can bridge the gap between theory and practice as well as education and employment.

Statistics show that 49% of UK adults have engaged in learning over the past three years, the highest rate since 1996 (Learning and Work Institute).

Undoubtedly, skills are becoming more crucial in the job market at the expense of academic and formal qualifications. Therefore, it is imperative for professionals to invest in their resources in their professional development in order to stay relevant in the industry which goes beyond just acquiring a degree. These skills include, but are not limited to digital skills, UK government research (UK Digital Strategy). Technological advancement gives lifelong learners more competitive advantages and opportunities than those without lifelong learning because those

with lifelong learning experience tend to develop traits of resilience and adaptability in situations, they find themselves, while those without lifelong learning experience virtually find themselves in difficult positions to adapt. Adaptability is not only for tech jobs, industries such as education, banking, health, hotel and so on rapidly changing and for that matter it is important that professionals in such industries equipped themselves with the requisite knowledge and skills in order to stay updated.

3. Addressing Inequality in Human Capital Development

To ensure that human capital development impacts the whole segments of the population, it is imperative to tackle both social and economic in a society. Some of these strategies include Targeted Programs for Underserved countries and communities. This in furtherance has to do with developing programs to cater for the vulnerable groups that can help them to overcome barriers to education, security threats, employment and so on. Examples of such areas include

i. Security Issues

Moscow and Central African Republic have made progress relative to security cooperation where Moscow has, since 2017, been regarded as the number one supporter, helping CAR to combat political rebels, growing terrorism, Islamist extremists, that has been jeopardizing the country of any form of sustainable development. Moreover, there is an agreement between the two countries on military-technical cooperation. This agreement sees Moscow providing specified military weapons and equipments, training of personnel in Russia's military institutions as well as building military base in the country. The CAR, however, will support this agreement with natural resources. It is estimated that 2,500 Russian instructors are working in CAR to honor their side of agreement.

ii. Access to Health and Well-Being Services:

Acknowledging the relationship between health and productivity, policies and initiatives that enhance healthcare access and also promote personal well-being are essential for individuals to perform at their maximum level.

Ethiopia's medical infrastructure has seen a significant investment with the opening of 2,000 health posts due to Russia's investment in Ethiopian Healthcare infrastructure. Ethiopian Bonga University, in collaboration with the Russian Pan-African PPP Development Center, and the Russian "Heroes" Charitable Foundation for Medical Staff Assistance are working on a project, that seeks to expand access to primary healthcare in Ethiopia. For the project to focus mainly on crucial areas such as midwifery and prenatal care. In order to handle vital areas like midwifery and prenatal care, the health posts that will be built in Ethiopia are envisaged to concentrate on paramedical and obstetric centers. This in further-

ance means that millions of people in the country could be impacted through this project by having better access to healthcare.

4. Fostering Entrepreneurship and Innovation

Initiatives and strategies that nurture entrepreneurial talents and improve innovation that can significantly enhance human capital are being underscored by the New Platform for Global Growth as a means that contributes to economic development.

i. The creation of Accelerators and Business Incubators: these programs provide mentorship schemes and resources that make entrepreneurs flexible and dynamic to be able to adapt to situational changes in the business environment.

ii. Access to Funding and Financial Literacy: securing finance for business startups as well as educating young and potential entrepreneurs regarding financial management and other financial issues has the propensity to help them to sustain their business.

iii. Encouraging Creativity and Critical Thinking: inculcating critical thinking and creativity in the educational curricula ensures that learners and future generations are equipped to innovate, dissect, demystify, analyze and solve complex problems.

This is in consonance with Schmpeterian Theory of Innovation which posits entrepreneurship as vital promoting development and economic growth at the national level. New products, services, and processes by entrepreneurs drive economic transformation. (Lianos & Sloev, 2024; Rocchetta, 2024). And this kind of innovation creates job opportunities as well as have a positive impact on the overall well-being of an individual. A typical example is the introduction of the Beyond Meat project. This project has addressed and championed health and environmental related issues associated with meat consumptions which in furtherance encouraged sustainable growth. Inasmuch as this project has created more job possibilities, it has also advanced global sustainability goals, economic growth as well as the well-being of the environment.

Also, utilizing local resources has the propensity of addressing particular challenges in a locality. At the regional level, entrepreneurship also boosts economic growth and encourages flexibility, thereby reducing the burden on a single sector. Nairobi's Technological Hub is a clear-cut example where there have been the creation job opportunities, granting easy financial access as well as attraction of foreign investors by the spread of mobile technology through M-Pesa that has had a significant impact on the local economy. IHUb and Nairobi Garage have provided a supportive environment for technological companies which in furtherance has boosted economic development.

Economic Effects

Some of the economic benefits of investing in human capital include, but are not limited to the increment in productivity; well educated, highly competent and skilled labor has the propensity of enhancing productivity, resulting in greater output and economic growth. Also, there is an advantage in salaries, remuneration, emoluments, allowances, wages to individuals on the evidence of quality education and training, notwithstanding better job opportunities. Furthermore, Innovation and Competitiveness as human capital development and capacity building tends to develop new ideas, products and services which promotes country's competitiveness in the global market. Moreover, unemployment rate will reduce because individuals by then have requisite skills and the enormous deliverables that are needed by employers. More profoundly, individuals skills can equally start business on their own without necessarily wanting to work under someone else.

Social Effects

Regarding the social benefits, there would be an improvement in health-related issues as individuals with better education will make informed health decisions, leading to a healthier population. Empowerment and Social Mobility will not be left off the hook; marginalized groups and communities will be given opportunities thereby reducing social inequalities. Moving on, Civic engagement will be in ascendancy as more educated persons are more likely to take part in civic activities. Some of these civic activities include, but are not limited voting, communal labor and other community engagement. In a nutshell, there will be an enhanced quality of life due to the fact that human capital development and capacity building breeds a higher quality of life, personal growth as well as social belonging and personal well-being

Conclusion

The investment in human capital development within the framework of the New Platform for Global Growth is crucial because it ensures prudent use of resources and economic advancement that translate into tangible benefit for individuals and societies. Some of the areas of focus include, but are not limited to education, lifelong learning, entrepreneurship, and addressing inequalities. When focused on the thematic vectors or modules mentioned, we can create robust and a flexible labor or workforce with the propensity of dissecting and navigating into the economic trend. These strategies will not only enhance human capital but will pave way for sustainability and inclusivity in economic growth.

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SULTANATE OF OMAN

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Attracting Investments in Human Capital: Methods and Tools

What if a nation's true wealth lies not beneath the earth, nor in its reserves of oil or gas, but rather in the human minds that form the real foundation of a strong and sustainable economy? In light of this inevitable shift toward a knowledge-based economy, human intellect has become the true wealth of nations, making human capital the primary driver of sustainable economic growth.

According to data provided by the World Bank, human capital (represented by education, health, and skills) accounts for approximately two-thirds of a country's wealth worldwide, clearly surpassing both physical and natural capital. This highlights the significant role of human beings as the main catalyst for development and progress . This is evident in the relationship between education and economic growth: studies show that each additional year of schooling is associated with a 10% increase in individual income annually, while improving the quality of education contributes to economic growth at a rate of 0.3% to 0.4% per year . Therefore, investing in people is not just a step toward improving quality of life, but the foundation for building a nation's competitiveness in today's knowledge-driven age.

From this perspective, there is a growing need for a new vision capable of transforming human capital into a strategic tool for growth – not merely a line item in national budgets. So, is it possible to establish innovative policies and mechanisms that encourage investment in people, retain national talent, and reshape educa-

tional and healthcare systems to meet future demands? This is the core question this article aims to explore, by reviewing the major challenges facing human capital investment, identifying effective strategies to attract such investments, and shedding light on global success stories in this field.

Main Challenges Facing Investment in Human Capital

Despite widespread consensus on the importance of investing in human capital, this field faces several complex challenges, making the attraction of such investments a difficult task that requires multidimensional collaboration. Among the most prominent challenges are:

1. Long-term returns: Investing in education and healthcare do not yield immediate returns, but rather their benefits unfold gradually over time. Improvements in education or healthcare might not become evident until decades later, when those who have been educated enter the labor market. This long timeline makes it difficult to measure returns at both the individual and societal levels . Thus, the delayed nature of returns often discourages investors and policymakers who seek rapid, tangible achievements.

2. Limited resources and budget constraints: Many governments – especially in developing countries – suffer from a shortage of financial resources that can be allocated to the education and health sectors. Under these fiscal pressures investment programs in human capital are often considered flexible items that can be reduced in favor of other more urgent priorities, such as infrastructure or defense spending.

3. Brain drain: One of the most prominent challenges facing developing countries is the "brain drain," where skilled individuals such as researchers, doctors, and engineers migrate to developed countries in search of better opportunities. This movement deprives developing nations of the expected returns from their investments in training and developing their citizens.

4. Social inequality and exclusion: Unequal access to quality education and healthcare services increases social disparities among different classes and groups. Studies show that gender gaps and rural-urban divides hinder the equitable utilization of human capital, thereby weakening the overall developmental impact.

5. Mismatch between education and market needs: Although countries allocate large budgets to education and training, the educational system often fails to align with the needs of the modern labor market. This mismatch creates a gap between the skills that learners acquire and the skills employers seek, thus reducing the effectiveness of human capital investment.

Methods and tools for Attracting Investments in Human Capital

In the face of these challenges, many countries have adopted innovative policies and tools to stimulate investment in human capital. The most prominent of

these tools are:

1. Government commitment and sustainable public financing: Government policies that allocate a sustainable share of GDP to investment in education and health are fundamental to encouraging investment in human capital. This commitment requires building long-term national strategies translated into well-thought-out implementation plans, as sustainable funding is essential for attracting investments in this vital sector.

2. Public-Private Partnerships (PPPs): Through effective partnerships between governments and private companies, the efficiency of spending on education and training can be improved and directed toward developing the skills needed in the labor market. Accordingly, the German dual education model is a prominent example of this successful cooperation, which delivers tangible results in improving workforce skills.

3. Financial and legislative incentives: Governments can encourage investment in human capital by offering tax incentives to companies that contribute to improving education and training. This approach motivates the private sector to actively participate in human capital development, helping to build a highly skilled professional workforce.

4. Innovative financing: Productive tools such as "Social Impact Bonds" offer an innovative mechanism to attract private capital, where investor returns are based on the level of success achieved in educational and social programs. This incentivizes investors to fund such activities.

5. International cooperation and development aid: International financial institutions like the World Bank provide financial and technical support to developing countries in education and health sectors, helping these countries bridge funding gaps and ensure the continuity of development programs.

Practical Examples from Different Countries

Successful experiences in some countries serve as an inspiration in the field of human capital investment:

• Singapore: After gaining independence, Singapore adopted a focused human investment strategy by establishing a robust education system emphasizing science and mathematics. Through the "SkillsFuture" program, the government provided continuous training budgets for citizens throughout their careers. This strategy turned Singapore into one of the most globally competitive economies, with GDP per capita exceeding $60,000 today.

• Costa Rica: Costa Rica allocated a significant portion of its budget to building a high-quality education and healthcare system, spending approximately 7% of its GDP on education. This led to significant development in its workforce and helped attract foreign investments, including Intel, which established a plant there in the 1990s.

• Finland: Finland is considered one of the most prominent countries in the field of investment in education, maintaining significant investment in education from the foundational levels to higher education. This made it a global leader in academic performance assessments. Such investment helped transform Finland into an innovation-driven economy, with major tech companies like Nokia emerging as a result.

• Qatar: Qatar used its oil revenues to invest in building exceptional educational and research infrastructure. It established the Qatar Foundation for Education, Science, and Community Development, which hosts branches of top international universities, making it a leading destination for higher education and scientific research.

In conclusion, as we move toward new and unprecedented transformations, one profound truth remains at the core of human progress: Humanity cannot advance unless it reconsiders the value of human capital as the primary driver of all sustainable economic and social transformation. Knowledge accumulation and innovation are the cornerstones of the future that must underpin every developmental vision. Human capital development is no longer a tactical choice subject to shifting budgets – it is an existential necessity that cannot be postponed or handled with half-measures.

From the successful global experiences – from Singapore to Finland, and from Qatar to Costa Rica – it is clear that every dollar invested in education, health, and vocational training contributes to building real wealth. This translates into increased productivity, the stimulation of innovation, the reduction of social inequality, and the enhancement of international competitiveness. This is what makes investing in people the smartest investment a nation can make. It is an investment in the future, in competitiveness, and in maintaining a central role within the rapidly evolving knowledge economy.

In a world searching for solutions to volatile economic cycles, recurring financial crises, and accelerating demographic challenges, one truth remains constant: the nations that recognize human capital as the primary engine of progress are the ones that will continue to be resilient, innovative, and advanced – transforming from mere followers in the global economy to key players in the equation of sustainable growth and prosperity.

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ITALY

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Importance and Value of Education

Investing in human capital means creating the conditions for individuals to perform their duties to the best of their ability, whatever they may be, in order to achieve optimal results.

In any kind of activity - from work requiring high intellectual competence to manual and repetitive labour, from mechanical operations to artistic creation - personal abilities and qualities are always an asset. Even a physical labourer must be able to make decisions, assess circumstances and plan his or her actions to achieve a set goal.

Training and education play a decisive role in the development of personal resources, equipping each person not only with specific skills but also with the critical thinking as a prerequisite to understanding his or her role in the social structure and its goals. Those who know their destination will be more effective than those who move blindly.

In today's world - given the rapid pace of technological development in recent decades – we see a tendency in all spheres to favour technical and vocational education, scientific disciplines, and digital skills. They seem essential for the optimal and modern management of all activities, including those that are traditionally considered “antiquated” and are being now reinvented in line with modern requirements. However, we should not forget about liberal education, which, developing in parallel with the formation of the personality, fosters sensitivity, thinking and taste.

Undoubtedly, the school plays a fundamental role in shaping a personality, strengthening the abilities and qualities first of the child, then of the adolescent, accompanying him or her in the process of growing up and at the same time instilling respect for collective rules and shared values – consistent fulfilment of obligations, tolerance, respect for authority and politeness.

Investing in school education (from primary to tertiary) means, on the one hand, allocating resources to improve infrastructure and enrich learning materials; and on the other hand, improving the effectiveness of the teaching force by creating the conditions under which educators, with the necessary consistency and appropriate tools, can best fulfil their educational mission.

In Italy, the school education budgets are decreasing from year to year, and their management raises serious questions as more and more costs are shifted to the students' families, and the state of school buildings and equipment is deteriorating. Unfortunately, in parallel, we are seeing a decline in the professional status of the teacher, deprived of disciplinary autonomy and subjected to humiliation, indiscriminate and destructive criticism, limited in creativity and organisational autonomy in implementing curricula.

As a teacher and mother who has accompanied her children throughout their schooling, I see a progressive and rapid decline in the quality of education due mainly to the following factors.

1. The introduction of an Anglo-Saxon testing and assessment system (with true/false tests and purely quantitative assessment criteria), even in the humanities, which significantly limits the development of students' skills of articulating their thoughts, minimising both written and oral communication.

2. Massive penetration of English and American terms in all spheres of life. They are used not only where necessary (e.g. in digital terminology), but also to arbitrarily and unnecessarily replace the Italian words. Moreover, we can see a rapid increase in the number of Italian words that are no longer in use, with even native speakers no longer knowing their meaning.

3. The division and redistribution of history, philosophy, literature and art programmes, which until recent reforms developed in parallel, enabling an interdisciplinary approach, where using comparisons helped to stimulate students' critical thinking. Now, however, these courses are now separated and fragmented.

4. The gradual disappearance of teacher explanations - the teacher's role is increasingly reduced to adding to the electronic logbook new topics for self-study, which students often do not understand and therefore do not master.

This stifles personal growth, causing boredom and frustration instead of curiosity and interest. Students' level of education is steadily declining, and problems such as poor language and the inability to develop even a minimal personal culture are no longer perceived as significant.

As a result, getting into university and entering the labour market becomes a tough qualifying process. Without effective pre-orientation (despite the use-

less "Open Days" that are just a waste of time), the competitive examinations and the probation period reveal gaps so deep that they cannot be filled. This devalues subsequent efforts that at best result in providing unilateral and highly specialised training, which by definition remains imperfect.

By limiting the abilities for reflection, inner comprehension, written and oral expression, we inevitably create a society that communicates sparingly, fragmentarily and sometimes rudely, unable to express considered and balanced judgements about current events or substantiate an opinion. It is surprising and disappointing that even adults, when discussing world events that should be of interest to everyone, are often content to repeat what they have heard, without seeking to go deeper into understanding the causes and origins of what is happening. The part of the population that should be most engaged and active is totally dependent on the mass media and social media, using language (reflecting almost disconnected critical thinking) that is as globalised as it is unoriginal.

Globalisation and unification are eroding the potential of human capital, destroying the valuable diversity that defines the identity of every person and every culture, erasing the age-old roots from which history, art and tradition have grown, replacing the ability to think and appreciate the beautiful with empty templates. This means losing something that created the present and could have provided us with information and criteria for understanding and improving it.

What benefit and progress can we make by turning human capital into "non-thinking" capital? In addition to creating dependence on a constant demand for unnecessary goods that are never enough – a paradigm of consumerism that has worsened the state of the world – we eliminate concepts inherent in human intelligence and perception: the need for inner harmony, the capacity for introspection, understanding of self and others, enjoyment of social life, the value of emotions and feelings.

Paradoxically, the rapid growth of machine intelligence is now inversely proportional to the development of societal intelligence, which appears increasingly amorphous, distracted and indifferent, despite the fact that we are all constantly connected to the digital universe.

At this stage, the crisis affects the very concept of human capital, which is in danger of becoming an unnecessary factor, an excessive burden that will sooner or later lose all rights and the ability to influence its own destiny. Is this really the goal to which we aspire in the future?

VENEZUELA

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Venezuela in the Geopolitics of the Brics+: Energy Future and Social Model for Humanity

I. A Necessary Preamble

The BRICS bloc emerged from a significant effort that began at the start of the 21st century. Initially referred to as "BRIC," the acronym represented Brazil, Russia, India, and China. The first two summits in 2009 and 2010 included only these four nations. In 2011, South Africa joined the group, prompting the renaming of the bloc to "BRICS."

Following the 15th BRICS Summit held in Johannesburg, South Africa, on August 22–24, 2023, new members – Egypt, Ethiopia, Iran, Saudi Arabia, and United Arab Emirates, – were invited to join. Their membership became official on 1 January 2024, expanding BRICS to ten countries. This enlarged group is now referred to as "BRICS+" or "BRICS Plus" to reflect its expanded composition.

However, the BRICS+ alliance represents more than just an economic partnership; it signifies a new geopolitical and geostrategic framework that brings hope not only to emerging economies seeking to strengthen their economic systems but also to those who are in pursuit of a more balanced and harmonious global energy landscape. Furthermore, it envisions a human-centred social model that prioritises individuals over financial systems and emphasises ethical interaction with the

environment.

Of course, the BRICS+ alliance aims not merely to challenge Western hegemony in the global system but to transcend the prevailing hegemonic logic altogether. It seeks to promote alternative societal models rooted in a commitment to human rights, true democracy distinct from Western-style representative systems, and a more sustainable relationship with the environment, emphasising renewable energy production. Increasingly, the scientific community acknowledges that the capitalist development model is incompatible with maintaining the ecological balance necessary for life on Earth – a reality now recognised by institutions like the United Nations. Notably, the BRICS has established itself as a leader in renewable energy initiatives.

In their philosophy and work, the BRICS alliance embodies a commitment to fostering a multipolar world order, acknowledging the rising geopolitical and geo-economic significance of Global South nations. This diverse group of countries, with their unique historical, cultural, and ideological backgrounds, resists interventions from the Global North. The BRICS' growing influence in global geopolitics has become a source of concern for Western powers, particularly the United States, as it challenges their established hegemony in the world economy. The BRICS+ initiative extends beyond a mere economic, energy, political, and social alliance. Its geostrategic focus involves planning and executing strategies to achieve objectives that encompass broader strategic decisions. We believe that there are strong reasons for this, spanning energy and geopolitical considerations, that also highlight the importance of Venezuela's bilateral relationship with BRICS+ nations, particularly with Russia, China, and Iran. These partnerships underscore the strategic relevance of Venezuela formalising its entry into BRICS, as this move would not only strengthen the bloc but also allow Venezuela to benefit from its membership.

Following President Maduro's electoral victory on July 28 last year, Venezuela received an invitation from Russian President Vladimir Putin to attend the 16th BRICS Plus Summit, held on 23-24 October in Kazan, Russia. Importantly, this invitation coincided with Russia assuming the rotating presidency of BRICS on 1 January 2024, a year marked by the bloc's expansion to include new members: Egypt, Ethiopia, Iran, Saudi Arabia, and United Arab Emirates. Russia's presidency took place under the motto "Strengthening Multilateralism for Equitable Global Development and Security". In addition, Russia is set to assume the presidency of the New Development Bank (NDB) starting in July 2025. Until then, the position will continue to be held by former Brazilian President Dilma Rousseff, whose leadership has generated significant optimism. The BRICS+ framework represents a valuable opportunity for Venezuela. Anyhow, BRICS+ represents an important opportunity and possibility, particularly for Venezuela, in enabling oil transactions to be priced in currencies other than the U.S. dollar in the near future.

Regarding our country's participation in the 16th BRICS Plus Summit, Pres-

ident Nicolás Maduro attended this significant event, but the country did not formally join as a partner nation due to a pause in BRICS+ membership expansion. Nevertheless, Venezuela was part of a delegation of over 30 countries discussing the future of global cooperation and exploring new economic opportunities. Through its presence, Venezuela emphasised the importance of the summit, describing it as "the configuration of a new world of legality and a new international economic order," as highlighted by Executive Vice President and Minister of Hydrocarbons Delcy Rodríguez. This aligns with the seventh transformation (Geopolitics and Global Leadership) outlined in Venezuela's broader geopolitical strategy, known as the Seven Transformations. This transformation focuses on Venezuela's integration into a multicentric global order (for instance, as part of BRICS+), strengthening Bolivarian Diplomacy of Peace, and rebuilding Latin American and Caribbean cooperation through organisations such as the Community of Latin American and Caribbean States (CELAC) and the Union of South American Nations (UNASUR).

In addition, on 7 November, during the 18th Meeting of the Venezuela-Russia High-Level Intergovernmental Commission (CIAN) in Caracas, multiple cooperation agreements were signed across various sectors, with a particular focus on energy. The event was led by Venezuela's Executive Vice President and Minister of Hydrocarbons Delcy Rodríguez, alongside Russian Deputy Prime Minister Dmitry Chernyshenko. Key agreements included a Memorandum of Understanding between PDVSA and Rosneft aimed at education, training, and technical advice to enhance energy sector security. Additionally, another Memorandum of Understanding was signed between the two oil companies to advance oil services and technologies for the enhanced recovery of extra-heavy crude oil.

Also, at the beginning of January 2025, Brazil assumed the presidency of BRICS+ under the theme "Strengthening Global South Cooperation for More Inclusive and Sustainable Governance." The Brazilian presidency is expected to be focused on two key priorities: fostering cooperation among Global South nations and advancing reforms in global governance. Additionally, as of January 2025, new partner countries joined the BRICS+ framework, including Algeria, Belarus, Bolivia, Cuba, Indonesia , Kazakhstan, Malaysia, Nigeria, Thailand, Türkiye, Uzbekistan, and Vietnam. These expansions are part of the agreements reached during the 16th BRICS Summit.

In the context of the BRICS+, Venezuela's Bolivarian Revolution nation could hold significant geopolitical value, not only due to the country's vast natural resources, particularly hydrocarbons, but also because of its commitment to the 21st-century socialism model. This commitment is enshrined in the Constituent Law for the Homeland Plan, the Third Socialist Plan for the Economic and Social Development of the Nation 2019-2025, specifically in historical objective 2: to continue building XXI century Bolivarian socialism in Venezuela as an alternative to the destructive and aggressive capitalist system, so that to ensure "the greatest possible sum of happiness, social security, and political stability" for our people.

Additionally, this vision promotes the construction of a more equitable society that rejects consumerism and hyper-individualism, both of which threaten the environment and, consequently, life on Earth and humanity itself. The urgency lies in fostering a more humane society rooted in humanist ethics.

At the same time, the BRICS presents a significant opportunity for Venezuela, allowing the country to advance in line with its Homeland Plan 2019–2025. Specifically, it aligns with historical objective 3, which seeks to position Venezuela as a social, economic, and political power within the emerging Latin American and Caribbean (LAC) bloc, while fostering the creation of a zone of peace in the region. Additionally, the BRICS supports historical objective 4, which focuses on contributing to the development of a new international geopolitical framework that promotes a multicentric and pluripolar world order, which allows to achieve global balance and ensure planetary peace. Furthermore, it aligns with historical objective 5, which requires contributing to the preservation of life on the planet and the salvation of the human species.

Needless to say, in the 21st century, BRICS membership aligns closely with the principles outlined in the preamble of Venezuela's Constitution (CRBV), in articles 152 to 155, which guide the nation's international relations and form the foundation of its foreign policy and Bolivarian diplomacy of peace. These principles emphasise respect for the self-determination of peoples. The BRICS has made significant progress in establishing and consolidating a new institutional framework for the often-debated concept of "global governance." For Venezuela, this is particularly critical, as the country remains excluded from the global financial system due to over a thousand unilateral coercive measures (UCMs) taken against it.

It is, therefore, crucial not only to ensure resistance from the South but also to construct a genuine epistemology from the South, as proposed by thinkers such as Boaventura de Sousa Santos. This involves developing ethics from the South and daring to think from within our own perspective. In our country, it is essential to approach the BRICS from a theoretical, epistemological, and methodological standpoint that reflects the vision and unique categories of the South, rather than relying on Eurocentric parameters and controversial Western rationality, which often render us invisible or inferior as compared to Western countries. To achieve this, we should consider the analeptic method developed by the late philosopher Enrique Dussel, particularly his philosophy of liberation of Latin American and, more broadly, the South.

II. BRICS for Venezuela and Venezuela in BRICS+

In the governmental discourse of our Bolivarian Republic of Venezuela, which began with President Hugo Chávez's inaugural speech on 2 February 1999, he emphasised the need for Venezuela to act towards creating a world that is neither bipolar, as it was during much of the 20th century due to the Cold War division, nor

unipolar, as it was between 1989 and 1991 after the Soviet Union's collapse. Instead, great Hugo Chávez stressed that the 21st century must be defined by a pluripolar world.

Thus, Bolivarian Venezuela, driven by its emancipatory logic and rooted in the legacy of Bolivarian philosophy and political practice, combined with indigenous and Marxist thought from Latin America, has been advancing the concept of a multipolar and pluripolar world since the late 20th century. This approach distances itself from imperial hegemony and neoliberal cosmovision. In essence, even before the emergence of BRICS, Bolivarian Venezuela was already promoting and laying the groundwork for a multicentric and pluripolar world order.

Participating in the BRICS+ is crucial for Venezuela's international integration and contribution to a multipolar and pluripolar world. This involves diversifying alliances with various global power centres, guided by balance, boldness, intelligence, and realism, while prioritising national interests. Once Venezuela joins the interbank cooperation mechanism established by the New Development Bank of the BRICS countries, it can reduce its reliance on the U.S. dollar. This mechanism allows member banks to extend credit in local currencies, which helps strengthen trade and economic ties, mitigate foreign exchange risks in cross-border transactions, and decrease dependence on the U.S.-controlled SWIFT platform. By doing so, Venezuela can minimise the impact of UCMs.

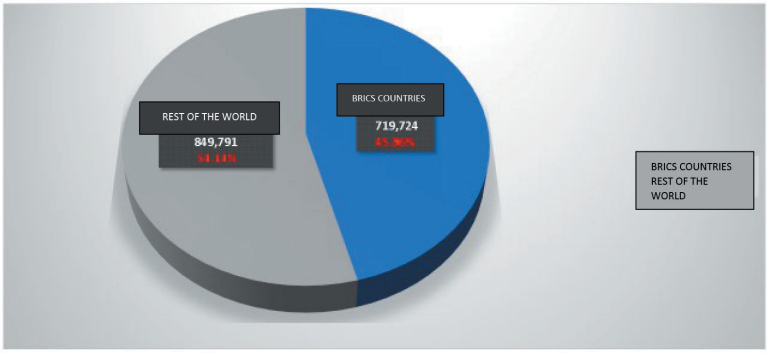
From this perspective, it is anticipated that as the BRICS+ nations continue to consolidate, the de-dollarisation process will become irreversible. This will present a unique opportunity for the oil trade to diversify its currency basket or, at the very least, consider alternatives to the oil pricing system that has been widely adopted since 1974. While the U.S. dollar will remain in circulation alongside other currencies, emerging BRICS+ economies are likely to reduce their reliance on the dollar and adopt a unified currency framework agreed upon within the bloc. The BRICS, primarily a geopolitical union rather than an economic one, has the potential to establish mechanisms such as a major Southern bank and shift oil pricing away from exclusive dependence on the U.S. dollar. This diversification through a basket of currencies would benefit not only Venezuela but also other OPEC and OPEC+ countries, including Russia and our country as a founding member of OPEC.

Currently, discussions are underway regarding the development of BRICS Pay, a new digital payment system designed to facilitate transactions in local currencies among member states. This system would enable financial exchanges without reliance on the U.S. dollar. It is rightly believed that integrating 160 countries into the BRICS Pay platform could significantly expand opportunities

As of January 2025, the BRICS+ represents approximately 45% of the global population, controls 30% of the world's arable land, and accounts for 40% of cereal production, 50% of fish production, and 50% of dairy production. Additionally, the BRICS+ contributes to 34% of global GDP and 37% of global purchasing power. By 2023, the bloc held 46% of the world's certified oil reserves (see Chart 1), produced

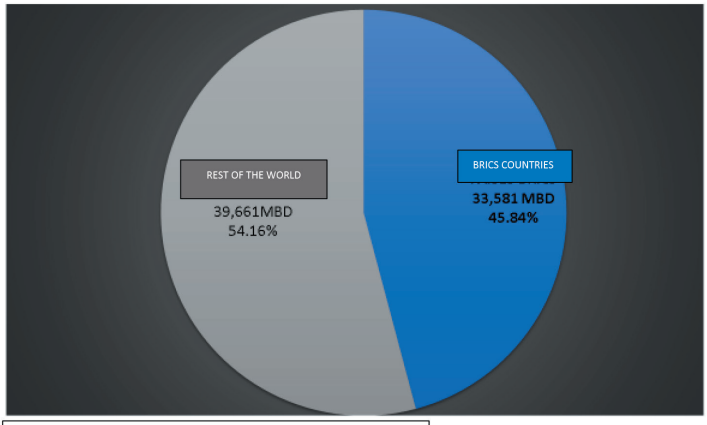
46% of global oil (see Chart 2), exported 39% of crude oil (see Chart 3), and consumed 36% of the world's oil (see Chart 4). Furthermore, it possesses nearly half (49.687%) of the world's natural gas reserves, a hydrocarbon that is indispensable for both the present and future. The oil and gas sectors have been significantly bolstered by the inclusion, as of 1 January, of three major oil-producing nations – Saudi Arabia, the United Arab Emirates, and Iran – all of which are members of OPEC and OPEC+. These developments will remain relevant for 2024, as updated statistics are yet to be published.

CHART 1. OIL RESERVES IN THE BRICS COUNTRIES AS OF 2023 (MILLION BARRELS)

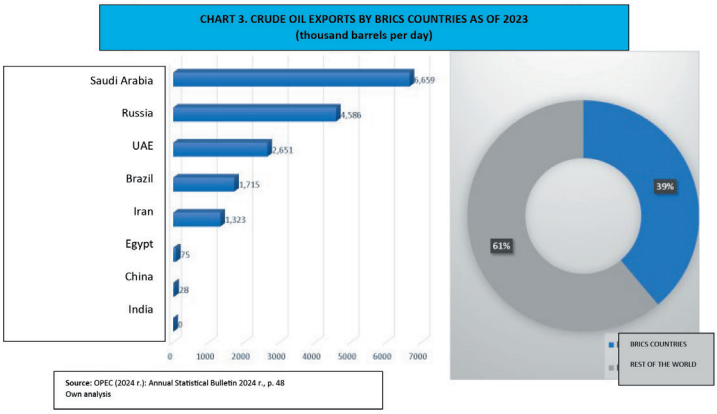


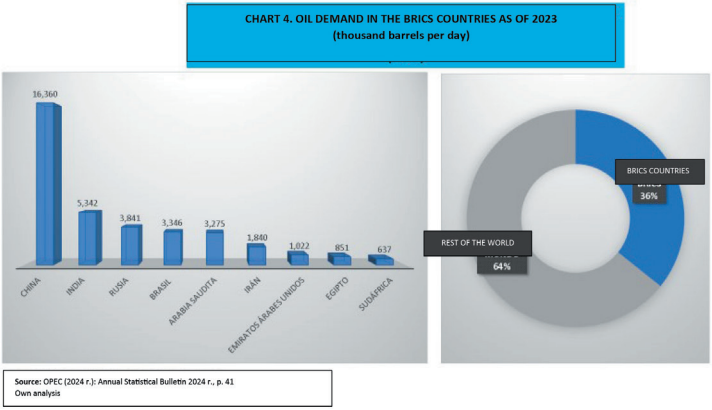
Source: OPEC (2024 r.): Annual Statistical Bulletin 2024 r., p. 22
Own analysis

CHART 2. CRUDE OIL PRODUCTION IN THE BRICS COUNTRIES AS OF 2023 (thousand barrels per day)



Source: OPEC (2024 r.): Annual Statistical Bulletin 2024 r., p. 26





It is also estimated that the BRICS+ countries hold over 40% of the world's coal reserves. In addition, with the recent expansion of BRICS, the group's geopolitical and geostrategic influence has been significantly reinforced, particularly due to the geographic advantages of certain members. For instance, Iran's proximity to the Strait of Hormuz, a critical passage for 40% of Europe's oil consumption, and the Suez Canal in Egypt, through which 12% of global trade flows, enhance the bloc's strategic importance. Additionally, the overlap between BRICS countries and OPEC or OPEC+ members facilitates greater coordination in the oil sector and, more broadly, in energy markets. This new configuration strengthens their ability to secure benefits in the global energy landscape, positively impacting international oil markets and advancing the interests of member nations.

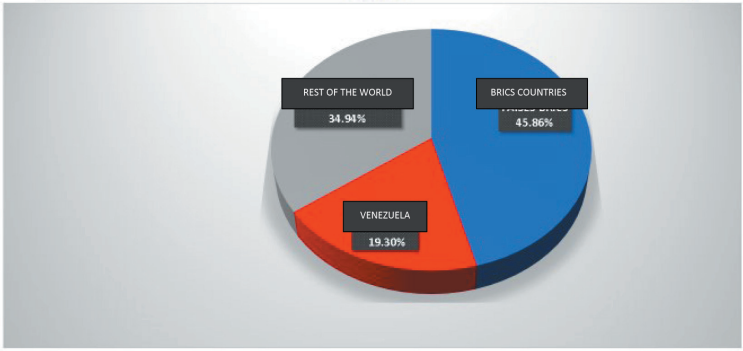
Furthermore, Russia and China play a dominant role in global uranium pro-

duction, together accounting for approximately 70% of the world's output. This positions BRICS as a major force in the energy sector, not only in conventional fossil fuels but also in the critical area of nuclear energy resources. The BRICS+ is also emerging as a leader in renewable energy production, surpassing the combined output of G7 countries. Brazil, China, and India, as key members of BRICS, collectively produce more renewable energy than all G7 nations combined. This highlights the alliance's commitment to sustainability and its potential to reshape the global energy landscape in the years ahead.

However, it is clear that with Venezuela's inclusion in the BRICS+ in the near future, the bloc's energy potential will be significantly enhanced. Let us not forget that Venezuela holds nearly 20% of the world's certified oil reserves, totalling slightly over 303 billion barrels (303,008 million barrels), equivalent to 19.3% of global reserves. As a result, Venezuela's integration into the BRICS+ would raise the coalition's share of global certified oil reserves from 46% to 66% (see Chart 5). Additionally, the BRICS+ would account for approximately 53% of the world's certified natural gas reserves, as Venezuela is currently certifying new reserves that could elevate its global ranking from ninth to fourth, surpassing its current certified reserve of 5.476 trillion cubic metres.

CHART 5. OIL RESERVES IN BRICS COUNTRIES / VENEZUELA AS OF 2023

(million barrels)



Fuente: OPEC (2024). Annual Statistical Bulletin 2024, p 22.
Elaboración propia.

III. By Way of Epilogue

The BRICS group has the potential to address the persistent historical challenges faced by developing oil-producing nations in the 21st century. Like other raw material exporters, these nations remain economically dependent and subject to unequal trade dynamics with the world's major economic powers. This imbal-

ance is evident in the deteriorating terms of trade, where oil-producing countries export low-value raw materials but must import higher-value manufactured goods, often paid for in currencies like the U.S. dollar, whose purchasing power has significantly declined in recent years. The 20th century and the current era continue to exemplify this disparity.

Indeed, in recent years, particularly following the COVID-19 pandemic, a global macroeconomic issue has emerged, marked by rising interest rates, inflation, and decreased confidence in markets and banks. These factors have significantly impacted the stability of the U.S. dollar. In Latin America and the Caribbean (LAC), the depreciation of the dollar has been pronounced since March 2020. Since the collapse of the Bretton Woods agreements in 1971, the dollar has lacked the stability it once had, with its depreciation becoming more evident after the 2008 crisis. This instability exacerbates the inequity in trade and in the real value of exports, including Venezuelan oil, despite the protections afforded by current oil legislation, which is rooted in the oil sovereignty framework established by the Bolivarian Revolution.

Since the 20th century, oil-producing nations have faced economic challenges that led to the establishment of the Organization of Petroleum Exporting Countries (OPEC) in 1960 and later OPEC+ in late 2016. OPEC+ now includes the 12 OPEC members along with 10 non-OPEC countries, led by Russia. These organisations were created to defend oil prices and promote greater stability in the international oil market, thereby contributing to global economic stability. However, these efforts alone have proven insufficient, underscoring the necessity of integrating these nations into the BRICS+ coalition. The inclusion of oil-producing countries in BRICS+ is both justified and essential, as the BRICS+ is not merely an economic or energy alliance but a geopolitical and geostrategic bloc. Currently, the BRICS+ accounts for 46% of global oil production, positioning it to facilitate a shift toward quoting the oil bill in a basket of currencies. This would pave the way for de-dollarisation and put an end to U.S. hegemony.

In any case, the BRICS+ block holds significant importance for the LAC region, particularly for Venezuela, given its status as an oil-producing nation. Venezuela's BRICS+ membership would substantially enhance the oil reserves of the block, and our country's strategic geographical location as a gateway to South America would be highly beneficial. As an oil producer, Venezuela now has the opportunity to quote its oil bill in currencies other than the U.S. dollar for the first time, which would protect the country from UCMs. Currently, Venezuela is effectively excluded from the global financial system or faces severe difficulties within it due to UCMs. If BRICS+ succeeds in breaking dependence on the U.S. dollar and establishes an oil bill based on a basket of currencies, it would provide significant advantages for Venezuela and other nations. Notably, several dozen countries are currently seeking to join the BRICS+ coalition.

This is why Venezuela's role in BRICS+ geopolitics is so timely, as it contributes to shaping the energy future and a social model for humanity. Despite the global

push for energy transition, oil will remain the cornerstone of the energy matrix for at least the next three decades. With the world's largest oil reserves and currently ranking eighth in natural gas reserves – soon expected to rise to fourth – Venezuela is poised to play a leading role in this energy future. Furthermore, its political model of Bolivarian Socialism in the 21st century positions Venezuela as a key contributor to building a multipolar and pluripolar world. It is important to clarify that "multipolarity" refers specifically to economic dynamics, emphasising international policies aimed at overcoming dependence and fostering interdependence among centres of economic growth. In contrast, "pluripolarity" encompasses a broader conceptual framework, addressing international relations across all aspects of national life, including politics, governance systems, economy, culture, and ecology. Therefore, multipolarity is a subset within the larger concept of pluripolarity.

In this context, it should be noted that our country has an unparalleled and century-long experience in oil production and business, dating back nearly 150 years to the founding of Petrolia del Táchira (Compañía Nacional Minera Petrolia del Táchira) in 1878. This occurred when Venezuela was still predominantly an agricultural economy, with coffee leading exports after replacing cocoa as the main export product in the early 19th century. Coffee dominated Venezuelan exports until 1925, when oil became the central pillar of the nation's economy and, more broadly, its society.

The opportunities presented by the BRICS+ for Venezuela, as well as Venezuela's role within the coalition, highlight the need to move beyond rentierism, which contradicts the vision of a socialist productive society. Rentierism is a regressive model that does not align with the new social framework Venezuela seeks to establish, leveraging the geopolitical and economic prospects offered by the BRICS+. In this context, production and the diversification of the economy are central to Venezuela's Homeland Plan. However, this transformation must occur under models of social production rather than capitalist frameworks, breaking away from the neoliberal cosmovision. This remains a critical challenge for the Bolivarian Revolution.

We emphasise this because, from an economic and financial perspective, the Bolivarian government's efforts to implement a popular and communal economy are consistently obstructed by the structures and norms imposed by the global financial system. This underscores the critical importance of Venezuela's formal entry into BRICS+, which serves as a liberating instrument with the potential to establish new rules and procedures within the global financial framework. The BRICS+ offers a tangible opportunity to dismantle dependence on dollar hegemony in the near future, with oil trade serving as a key mechanism to achieve this goal, as oil remains, and will continue to be, the primary energy vector for several decades. In this context, the BRICS+ provides Venezuela and other oil-dependent economies with a transformative opportunity in the 21st century – one that surpasses what OPEC offered in the 20th century. Accordingly, the BRICS+ represents a significant opportunity for Bolivarian Venezuela.

In the same sense, the LAC region holds immense importance in global oil geopolitics in the 21st century. Clearly, geopolitics, as a discipline that examines the geographical, economic, political, cultural, and social factors influencing state actions and societal behaviours on the international stage, highlights the undeniable geostrategic significance of LAC. This importance is underscored by the region's emergence as the second-largest holder of hydrocarbon reserves globally, which has led to significant attention from major powers. We, therefore, believe that there is a strong interplay between phenomena and processes such as globalisation, neoliberalism, geopolitics, the oil market, financialisation, and economic crises, among others. These factors collectively form a comprehensive framework for understanding and analysing the significance of the LAC region as the second-largest holder of certified oil reserves worldwide.

However, within the framework of the Global South, an academic concept introduced over four decades ago, the BRICS+ should not be viewed solely through the lens of economic and oil sectors. The Global South, despite its diversity, encompasses a broader spectrum of political, cultural, economic, historical, identity-based, and epistemic dimensions. Therefore, studying the Global South in conjunction with the evolution of the BRICS+ is crucial for understanding contemporary geopolitical power dynamics within the international system.

Additionally, it should be noted that in recent years, critical perspectives on the Global South have emerged from centres of power, casting doubt on the term's relevance and seeking to undermine its significance in international relations. This is part of an effort to discredit its emancipatory potential. It is essential to recognise that the members of the Global South are actors in the international system who have historically faced exclusion, stigmatisation, colonisation, and exploitation by the developed world. This is why consolidating the BRICS+ coalition and securing the support of Venezuela's Bolivarian government is crucial for the country's prospective membership. Joining this group, which holds great promise in shaping new international dynamics, would contribute to building a more balanced world grounded in greater social justice.

It is, therefore, essential to clarify that, despite the theoretical and practical similarities between the Global South and the former Third World, the Global South represents a new geopolitical framework. In this context, it is challenging to draw a clear geographical distinction between developed and underdeveloped countries. Development and underdevelopment now coexist within each country, regardless of whether it is located in the South or the North. This concept is akin to recognising that peripheries have their own centres, and conversely, centres also contain peripheries. For instance, phenomena such as inequality, exclusion, and poverty, as highlighted by scholars like Stiglitz, Piketty, and Boaventura de Sousa, are inherent to the entire global society. The category of the Global South is, therefore, dialectical, meaning it does not represent a static geographical classification but is a dynamic term that has evolved over time and space.

It goes without saying that, from a critical and decolonial perspective and in view of the above, constructing our own narrative using our own categories is essential. This involves boldly developing our own theoretical, epistemological, and methodological frameworks based on the perspectives and categories of the South. We must avoid relying on Eurocentric parameters and Western rationality, which distort reality and justify the severe aggressions committed against the Global South under the guise of capitalist logic. This is why it is crucial not only to resist from the South but also to boldly construct a genuine epistemology from the South, an ethics from the South, and, ultimately, to have the courage to think from within our own Southern perspective.

Despite entering a new century marked by significant technological and scientific advancements, as well as the development of innovative political forms and participatory methods aligned with new energy paradigms, the persistence of exclusion in the Global South remains undeniable. This reality underscores the importance of Venezuela's role in BRICS+ geopolitics – not only as a key player in shaping the energy future but also as a social model for humanity through its unique political framework. Venezuela's Bolivarian Peace Diplomacy and anti-imperialist stance, rooted in its commitment to a multicentric and pluripolar world, have defined its foreign policy since the advent of the Bolivarian Revolution in 1999 under President Hugo Chávez, a vision continued by President Nicolás Maduro since 2013.

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1 Since its establishment in 2004, the Venezuela-Russia High-Level Intergovernmental Commission has played a crucial role in enhancing bilateral relations between the two countries. The CIAN comprises 13 sub-commissions that cover a wide range of sectors, including finance, energy, health, and digital development. This meeting will facilitate the completion of intergovernmental meetings aimed at bolstering bilateral cooperation and fostering people-to-people exchanges. The efforts will help solidify an inclusive economic and diplomatic partnership between Venezuela and Russia.

2 On 6 January, Brazil announced that Indonesia had officially become a full member of BRICS+, expanding the group to include 11 nations: Brazil, Russia, India, China, South Africa, Saudi Arabia, Egypt, United Arab Emirates, Ethiopia, Indonesia, and Iran.

3 OPEC+ was established in late 2016 and currently consists of 22 oil-producing nations. The alliance includes the 12 OPEC members (Algeria, Congo, Equatorial Guinea, Gabon, Iran, Iraq, Kuwait, Libya, Nigeria, Saudi Arabia, the United Arab Emirates, and Venezuela) alongside 10 non-OPEC oil producers (Azerbaijan, Bahrain, Brunei, Kazakhstan, Malaysia, Mexico, Oman, Russia, Sudan, and South Sudan). OPEC+ accounts for over 60% of global oil production and approximately 70% of the world's traded oil. Additionally, its member countries hold around 90% of the world's certified oil reserves.

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Attracting Investment in Human Capital: Approaches and Tools

Introduction

As the world becomes very interconnected, the need for proper human resourse is of vital concern among countries to ensure economic growth and competitiveness. The benefits of investment in human resources are not only financial but also ensure a fast and effective labour force that in turn ensure the economy remains strong despite challenges. For example in Central-Eastern Europe, increase in foreign direct investment (FDI) stimulate other regional economies while fostering competition among localities to attract these critical resources (Capik et al., 2007).

Additionally, there are plenty of measurement and evaluation strategies useful for attracting the right human resources, highlighting novel techniques that can enhance program design and data usage (Weston A et al., 2017). Therefore it is crucial to understand and utilize these tools so as to develop a strong and healthy economy capable of competing globally with other countries.

This paper seeks to define human capital and further look into human capital investments and how organizations can attract investments in human capital for sustainability and economic growth. Further it seeks to look into various policies

and incentives governments can implement to ensure it attracts and retains the right human capital

Definition and Importance of Human Capital Investment

Human resource refers to those persons who are able to adapt accordingly to provide sustainability in an organization . In business it it common to come across the terms human resource and human capital and it is therefore important to know the difference in meaning of these terms(Kucharc˘íková, A.; et al.,2023). According to Armstrong & Baron (2007) as cited by Kucharc˘íková, A.; et al.,(2023) human capital refers to the inward qualities that people possess that they apply in their work. This means therefore that human capital are the abilities, talents and skills that a person contributes to their work place.

Human capital investments is defined as the planned allocation of a country's resources geared in developing individuals skills, knowledge and expertise within the labour market. This concept is critical in today's knowledge-based economy, where success often hinges on the capabilities and creativity of employees(Kosarko G et al., 2011).

Human capital investment oriented institutions not only foster innovation but also create a competitive edge in dynamic markets. For example, the city of Chicago in the United States exemplifies the profound impact of such investment, demonstrating resilience through economic diversity and high levels of human capital, particularly in knowledge-based sectors (Kosarko G et al., 2011).

Furthermore, universities play a crucial role in this ecosystem, acting as anchor institutions that contribute significantly to local economies by enhancing civic engagement and fostering partnerships that lead to measurable economic growth (Green et al., 2024). Thus, understanding human capital investment's diverse nature is essential for attracting and sustaining economic vitality.

Approaches to Attracting Investment in Human Capital

The strategic enhancement of human capital investment is crucial for driving economic growth and competitiveness within nations. A fundamental approach involves creating a robust policy framework that includes tax incentives aimed at workforce development, as this can significantly appeal to potential investors seeking skilled labor. Moreover, collaboration between educational institutions and industry plays a critical role, as it facilitates the alignment of curricula with market needs. As highlighted, investing in human capital through education and training is crucial for economic growth and competitiveness.

Additionally, the shift from merely attracting quantitative foreign direct investment (FDI) to prioritizing quality FDI—such as research and development

centers—underscores the importance of nurturing innovation and skilled sectors. Investment promotion agencies must therefore adapt their strategies to focus on long-term relationship building and continuous learning to meet the evolving demands of the global economy, thus enhancing their human, structural, and relational capital ((Capik et al., 2007), (Filippov et al.)).

Government Policies and Incentives

The effectiveness of government policies and incentives plays a crucial role in attracting investment in human capital. By creating a favorable regulatory environment, governments can stimulate foreign direct investment (FDI) and enhance the development of human resources. For instance, investments in infrastructure and fiscal incentives, as highlighted in recent studies, have been shown to significantly impact FDI flows.

Specifically, research indicates that countries focusing on improving physical infrastructure and implementing supportive monetary policies are better positioned to attract foreign capital (Chimbalu et al., 2019).

Additionally, while human capital alone may not be a direct factor in attracting FDI, its indirect benefits, such as through enhanced research and development activities, underscore the importance of educational policies and partnerships with institutions like universities (Teixeira AA et al.). Thus, proactive government approaches that foster skilled labor development and infrastructure growth are essential for creating a robust investment climate in human capital.

Policy Type	Description	Potential Impact	Example Country
Tax Credits	Deductions for employee training expenses	Encourages businesses to invest in workforce development	United States
Grants	Direct funding for education and skills programs	Supports targeted skill development in key sectors	Germany
Subsidized Education	Reduced or free higher education	Increases accessibility to advanced skills and knowledge	Norway
Apprenticeship Programs	Structured on-the-job training partnerships	Bridges skills gap between education and industry needs	Switzerland
R&D Incentives	Tax breaks for research and development activities	Stimulates innovation and high-skill job creation	South Korea

Government Policies and Incentives for Human Capital Investment

Tools for Enhancing Human Capital Investment

In order to effectively attract investment in human capital, it is crucial for communities to adopt strategic tools that facilitate this enhancement. Among these, comprehensive economic development plans represent a fundamental approach. As highlighted in recent studies by Wiles et al.,(2013) communities lacking formal strategies face challenges in optimizing resource allocation, thereby inhibiting growth opportunities. A tailored economic development plan not only incorporates community assessments but also emphasizes the importance of stakeholder engagement (Wiles et al., 2013).

Furthermore, investment in sustainable small and medium enterprises significantly contributes to human capital by creating job opportunities and fostering skills development. Financial intermediaries play a vital role in this process, yet barriers often hinder their lending practices. Addressing these obstacles can lead to a more robust framework for human capital investment, facilitating economic, social, and environmental benefits that are essential for sectoral growth (Richards B et al., 2009). In summary, these tools and strategies collectively enhance the investment landscape in human capital.

Education and Training Programs

The development of effective education and training programs is paramount to enhancing human capital and driving sustainable economic growth. As economies evolve, particularly in regions transitioning from industrial bases to knowledge and service-oriented sectors, these programs must adapt to meet emerging labor market demands. Investment in education fosters a workforce that is not only skilled but also capable of innovation, essential in todays competitive environment. For instance, a comprehensive approach to training, as outlined in GO TO 2040, highlights the need for integrating educational initiatives with economic planning to bolster regional prosperity. As noted, Investments in education and training are critical for boosting economic growth and competitiveness. Therefore, aligning educational outcomes with the specific needs of industries, such as those identified in (Kosarko G et al., 2011) and (Patrick E et al., 2004), is crucial for maximizing the impact of human capital investments. Through strategic educational frameworks, regions can cultivate a resilient workforce capable of thriving in a fast-paced global economy.

Conclusion

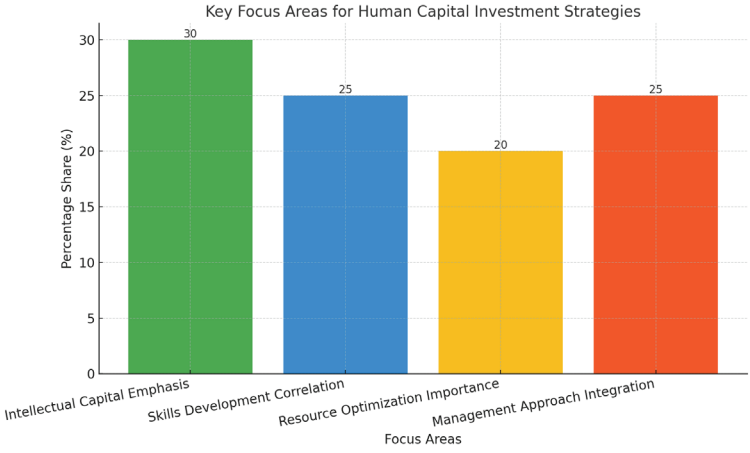
In conclusion, attracting investment in human capital is not only crucial for economic growth but is also a multifaceted endeavor that requires strategic approaches and effective tools. By leveraging innovative mechanisms such as

incentive prizes, stakeholders can drive significant advancements in various sectors, thereby spurring public, private, and donor investments (Parker A et al., 2014). This transformation underscores the adaptability of such approaches in meeting diverse human capital needs, allowing them to resonate across contexts. Moreover, recognizing the intricate link between foreign direct investment and advancements in information and communication technology (ICT) further highlights the importance of integrating these elements to attract investment ((Gholami et al.)). Ultimately, a comprehensive understanding of these dynamics will enable policymakers and leaders to foster environments conducive to investment, thereby enhancing the overall quality of human capital and ensuring sustainable economic development.

Future Directions for Human Capital Investment Strategies

As organizations seek to enhance their competitiveness in an ever-evolving economic landscape, future directions for human capital investment strategies are critical to attracting and sustaining investment. Emphasizing the role of intellectual capital is paramount; organizations must acknowledge that the development of skills and competencies among employees directly correlates to innovation and efficiency. This aligns with findings that the optimal use of resources, including human capital, is essential for sustainable growth, particularly in sectors facing environmental sustainability challenges, such as agriculture (Lunkin V, 2024).

Furthermore, the integration of management approaches that focus on social and human capital can significantly enhance a communities investment attractiveness, allowing for a more robust socio-economic framework (D Shelenko et al., 2024). Therefore, targeted investment in human capital will not only bolster individual employee productivity but also contribute to broader organizational resilience and adaptability in the face of global economic changes.



This bar chart illustrates the key focus areas for future human capital investment strategies, highlighting the emphasis on intellectual capital, skills development correlation, resource optimization importance, and management approach integration. Each category's percentage share is clearly shown, providing insight into strategic priorities for enhancing organizational performance and growth.

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BENIN

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Transformation of education: how new technologies will change learning?

Thematic vector

Impact of digital technology on development of the knowledge level, labor market adaptation, and decrease in educational inequality.

Introduction

In the constantly changing world, education is at the intersection of all roads. Increased popularity of digital technology, online learning platforms, and artificial intelligence (AI) has both positive and negative sides to it. These technologies affect not only teaching methods, but also the ways of knowledge receipt and dissemination.

In the face of the constantly changing world it is necessary to revise and even re-create traditional educational systems in order to adapt obtained knowledge to the needs of the labor market. Such reconfiguration of education comprises a perfect opportunity to enrich human capital, and thus to improve economic performance. At the same time, the reconfiguration creates difficult challenges, in particular, that pertaining to accessibility, equality, and quality of education.

Essence of the hypothesis

The main hypothesis of our analysis is that digital technology integration in education may radically change education and make it more customized, interactive, and accessible. Online education, educational platforms, and artificial intelligence offer new opportunities for pedagogical content adaptation to individual needs of the students. Statistics suggests positive correlation between the use of educational technologies and increased academic performance. For example, students using adaptive learning platforms demonstrate faster progress as compared to those studying within the framework of traditional education.

Analytics

Access and accessibility: Digital technologies make it possible to overcome geographical and economic barriers and provide access to high-quality education to a larger number of people. Online courses offer flexible, relaxing, and accessible learning opportunities. According to report of the World Bank, application of online education made it possible to increase the number of students in remote areas where access to education is historically limited up to several millions. For example, such platforms as Coursera and Khan Academy made available

high-quality courses that provide access to education for people from all sections of the society.

In 2023, report of UNESCO on technologies in education stated that "in the past 20 years, learners, educators and institutions have widely adopted digital technology tools. The number of students in MOOCs increased from 0 in 2012 to at least 220 million in 2021. The language learning application Duolingo had 20 million daily active users in 2023, and Wikipedia had 244 million page views per day in 2021."

Customization of education: AI algorithms can analyze students' indices and offer them customized educational programs to provide everyone with the opportunity to progress at their own pace. Thus, AI and adaptive learning make it possible to create educational programs on the basis of individual approach. Studies suggest that these approaches can improve students' indices on the average by 30% (source: McKinsey & Company). Data analyst gathers information on educational preferences of the students, thus facilitating individual adjustments.

Practical and joint knowledge: Such immersive technologies as virtual reality (VR) and augmented reality (AR) enable practical and joint experiments. Studies from the University of Milan suggest that students using virtual spaces are better in mastering complex notions, which increases their involvement and understanding.

Examples of technological innovations popular in the educational environment: It is possible to imagine a class, where students do not only listen to the lessons, but also actively interact with the content through augmented reality.

According to the latest research, 72% of teachers note improved students' engagement in case of using innovative technologies in education. Such tools as education management platforms, e. g. EDUC MASTER, VORECOL LEARNING, enable teachers to customize courses depending on individual needs of the students, which makes the learning process more interactive and relevant.

Besides, online textbooks and educational applications has completely changed the way students access information. It is noted that this approach offers flexibility: thousands of students can learn at their own pace regardless of their location. Due to such cloud services as those offered by VORECOL one can access learning resources at any time, which facilitates self-study. This is a good illustration of how technologies are radically changing the educational structure and making education more accessible and efficient than ever before.

Economic and social impact

Investments in human capital through technological education are not only a pedagogical task. They significantly affect the economy. Studies suggest that return on investment of each dollar invested in digital education may reach 10 dollars in terms of labor performance (source: Organization for Economic Cooperation and Development, OCDE).

Besides, in social terms this transformation promotes students' involvement and make their chances equal. Education is becoming available to all, regardless of social and economic conditions, which reduces inequality and creates more fair society.

In addition, labor force that is better educated and adapted to the labor market needs increases performance and competitiveness of the enterprises. Access to high-quality education for all through digital technologies may also promote reduction in social and economic inequality.

In the end, educational technologies make it possible to teach people the skills that are required by enterprises, which facilitates their employment.

General conclusion

To summarize, I would like to say that investments in human capital through transformation of education with the use of new technologies constitute serious expected results. Investments in human capital through integration of new technologies in education are an important tool to solve major challenges of the 21st century. Multiple expected results:

- Significant improvement in academic performance and quality of education.
- More qualified, adaptive, and competitive labor force.
- Reduced social and economic inequality.

- Sustainable and inclusive economic growth.

To achieve these goals, it is necessary to introduce ambitious educational policy, train teachers in new technologies, ensure equal access to digital resources, and accompany this technological transformation with sustainable educational policy, investments in digital infrastructure, and special focus on equality.

REPUBLIC OF MOLDOVA

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Essay – Investments in Human Capital by Nikita Nikitin

Under conditions of rapid geopolitical and technological transformations investments in human capital are becoming an integral part of countries' strategic development. Formation of efficient youth policy and training of qualified staff are the key determinants of sustainable growth of national economies, especially in countries with dynamically changing social and economic structure, such as Republic of Moldova and the Russian Federation. Today, a country's competitiveness is defined not only by the level of its material resources, but primarily by the quality of human capital, youth's adaptivity to the challenges of the global economy, and the level of young expert involvement in the processes of innovative development.

Relevance of this topic is supported by demographic and economic indices. According to Moldova National Statistics Bureau, in 2023, the share of youth aged 14–34 years was approximately 23.4% of the entire population, while the level of young expert employment remains unstable and the outflow of highly skilled aff abroad is still growing.[1] In Russia, according to Rosstat, the amount of youth aged

[1] Moldova National Statistics Bureau / Official Internet portal. URL – https://statistica.gov.md/ru/molodez-v-respublike-moldova-v-2023-godu-9578_61426.html (Date of access: 23.02.2025)

15–29 years increased from 36.3 million people in 2010 up to 37.9 million in 2023, which raises the issue of the need for comprehensive support of youth initiatives, educational programs, and career trajectories.[2] In 2024, the government of Russia approved the Strategy of Implementation of Youth Policy for the period up to 2030 that is aimed at the establishment of favorable conditions for self-realization of young citizens, however, without active participation of business and civil society institutions these measures will be insufficient.[3] In this context, it is critically important to build a comprehensive system of investments in the youth that is oriented not only on traditional educational approaches, but also on development of competencies demanded under conditions of the Fourth Industrial Revolution. Programs aimed at the development of entrepreneurial potential, digital skills, and leadership qualities shall become the priority areas of public and private support. The future of countries immediately depends on the ability of the society to educate experts and like-minded people, who are capable not only of mastering modern technology, but also forming new development philosophy.

Investments in youth policy are strategic investments in the future of a country that define the level of its economic competitiveness, social stability, and innovative development. In the current situation, one of the key tasks is to establish a staff training system that not only meets current labor market requirements, but also lays the foundation for long-term growth of human capital. For Russia and Moldova this issue is of special importance in view of the demographic changes, migration processes, and transformation of their economic models. Establishment of efficient educational and career trajectories that can provide young people with opportunities for professional and personal growth shall become one of the main areas of the youth policy. In Russia, a special role in this context is plaid by the system of university support centers, scientific and educational consortiums, and acceleration programs for young experts. For example, the "Priority 2030" program is aimed at the support of higher education institutions that are oriented on the integration of science and business, which makes it possible for the alumni not only to get high quality education, but also to become a part of the real sector of the economy.[4] In Moldova, adaptation of educational programs to the requirements of the European and international labor markets remains one of the challenges, as significant part of the alumni seeks employment outside the country. Besides, it is important to provide the youth not only with professional, but also entrepreneurial competencies. Project management, critical thinking, and team work are the

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2 Federal State Statistics Service of the Russian Federation / Official Internet portal. URL – https://28.rosstat.gov.ru/folder/20802/document/67356 (Date of access: 23.02.2025)

3 Government of the Russian Federation / Official Internet portal. URL – http://static.government.ru/media/files/jBrmuJi7WMLGBOFtXWhrMIzKFCgIgqO7.pdf (Date of access: 23.02.2025)

4 "Priority 2030" program / Official Internet portal. URL – https://priority2030.ru/ (Date of access: 23.02.2025)

skills relevant under conditions of digital transformation of the economy. In Russia, they implement "My Business" program[5] that is meant to support young entrepreneurs, and in Moldova initiatives are being developed, such as "Startup Moldova"[6] to establish favorable conditions for technology entrepreneurship and innovative startups. However, without comprehensive state strategy and active participation of the private sector potential of these programs remains limited. Establishment of a mentorship system and a system for education of like-minded people, who will ensure progress of the country, is another important aspect of the youth policy. Youth communities, professional clubs, and social movements play the key role in the development of leadership skills and strengthening of social cohesion. For example, in Russia, platforms like "Russia – Land of Opportunity"[7] are being actively developed to offer educational and career lifts for ambitious young people. In Moldova, similar initiatives are still at the stage of formation, which creates a risk of missed opportunities for talented youth.

Republic of Moldova pursues integration in international educational and scientific spaces and actively participates in various programs aimed at human capital development. However, sustainable growth and competitiveness of the national economy require diversified approach to international partnership. In this context, cooperation with the Russian Federation represents significant potential, as it possesses a powerful education system, advanced research centers, and vast opportunities for implementation of youth initiatives. Integration of Moldavian educational institutions into international research consortia, as well as expansion of academic exchange programs, can become the key areas of cooperation. Russian universities offer a wide range of scholarship programs for foreign students, which can be an important tool for advanced training of experts from Moldova. In 2024, over 389 thousand foreign students[8] were studying in Russian institutions for higher education, a significant part of which were from the CIS countries. This experience can be useful for Moldovan students and young researchers seeking high quality education and improvement of their professional competencies. Besides, development of cooperation between business circles of the two countries may create additional opportunities for the professional growth of the youth. In the current conditions it is important to ensure that educational programs are integrated with practical internships enabling alumni not only to master new tech-

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5 "My Business" program / Official Internet portal. URL - https://мойбизнес.рф/ (Date of access: 23.02.2025)

6 "Startup Moldova" / Official Internet portal. URL -https://www.startupmoldova.digital/ (Date of access: 23.02.2025)

7 "Russia – Land of Opportunity" platform / Official Internet portal. URL -https://rsv.ru/?utm_source=yandex.ru&utm_medium=organic&utm_campaign=yandex.ru&utm_referrer=yandex.ru (Date of access: 23.02.2025)

8 TADVISER magazine / Official Internet portal. URL -https://www.tadviser.ru/index.php/Статья:Иностранные_студенты_в_России (Date of access: 23.02.2025)

nology, but also to gain competencies required for work in innovative industries. Programs aimed at the development of technological entrepreneurship may promote expansion of economic ties, creation of new jobs, and implementation of cutting-edge developments.

Modern youth policy of the Republic of Moldova features several structural problems that hinder formation of an efficient system for investments in human capital. Regardless of the availability of the regulatory and legal framework meant to support the youth, actual implementation of the strategy remains insufficient, which results in limited employment opportunities, non-compliance of educational programs with the labor market requirements, and high levels of young experts' migration. The main document regulating the state youth policy is Law on Youth No. 215 of 29 July 2016[9] that defines the key areas of state support to young citizens, including access to education, employment, housing, and social services. However, according to the report of the Ministry of Education and Research of the Republic of Moldova for 2023[10], implementation of the provisions of the law faces certain limitations associated with insufficient financing of the programs aimed at the support of the youth and poor coordination between different state structures. The "Youth 2030" Development Strategy adopted in 2023[11] is an important tool in this area, as it includes measures to improve quality of education, create opportunities for self-realization of the youth, and establish mechanisms of participation in state decision-making.

High level of youth unemployment remains one of the key challenges of the youth policy. According to the National Statistics Bureau, in 2023, the level of unemployment among citizens aged 15–24 was 12.8%[12]. The key reasons behind this include following:

Non-compliance of educational programs with the labor market requirements – according to the National Statistics Bureau, approximately 25 per cent of alumni of Moldovan institutions for higher education do not work in their specialty or face difficulties with employment.[13]

Mass labor migration – in 2023, the number of young citizens who left the country in search for employment exceeded 5.9, which aggravates the "brain drain"

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9 Law of the Republic of Moldova on Youth No. 215 of 29 July 2016. 2023 / Official document. URL – https://www.legis.md/cautare/getResults?doc_id=138532&lang=ru (Date of access: 23.02.2025)

10 Report of the Ministry of Education and Research of the Republic of Moldova for 2023 / Official document. URL – https://mec.gov.md/sites/default/files/raport_anual_mec_2023_semnat.pdf (Date of access: 23.02.2025)

11 The "Youth 2030" Development Strategy / Official document. URL – https://mecc.gov.md/sites/default/files/strategia_de_tineret_ro_1.pdf (Date of access: 23.02.2025)

12 RABOTA.MD / Official Internet portal. URL – https://blog.rabota.md/ru/blog/ce-se-intampla-cu-piata-mincii-din-moldova (Date of access: 23.02.2025)

13 RABOTA.MD / Official Internet portal. URL – https://blog.rabota.md/ru/blog/tineri-nici-nu-invata-nici-nu-lucreaza (Date of access: 23.02.2025)

problem. In order to deal with all these challenges, it is necessary to strengthen practically oriented educational programs, expansion of internships, and cooperation of institutions for higher education with employers.

In this context, it can be useful to study Russian experience, where the federal project "Professionality"[14] aimed at the integration of education and business is ongoing. Regardless of the availability of several programs to support youth entrepreneurship, such as "Startup Moldova" initiative, financial support of startups remains insufficient. In 2023, the share of young entrepreneurs (up to 35 years old) among the owners of small and medium size business was 12.6%, which is significantly lower as compared to Eastern European countries (25–30% on the average). Reasons behind the low level of entrepreneurial activity among the youth include following:

Limited access to financial resources (grants, loans, and investments). Insufficient awareness of the business support options available.

Lack of special educational programs in entrepreneurship.

To overcome these barriers, it is feasible to establish a public-private partnership (PPP) system to provide financing for youth startups, as well as to expand educational initiatives aimed at the development of entrepreneurial competencies similar to "My Business" program in Russia.

Investments in human capital constitute an integral part of sustainable development of the countries, especially under conditions of rapid economic and technological transformations. Republic of Moldova is facing demographic challenges, high level of youth migration, and non-compliance of educational programs with the labor market requirements, thus it requires comprehensive modernization of its youth policy. Regardless of the availability of regulatory and legal framework and strategic documents, such as Law on Youth No. 215 and the "Youth 2030" Development Strategy, practical implementation of these initiatives remains insufficient. High level of unemployment among the youth, limited access to the mechanisms of state support for entrepreneurship, and poor integration of education with the business environment require new solutions and approaches. Development of the youth policy in Moldova shall be based on the international experience and multilateral cooperation. In this context, strengthening of educational and scientific liaisons with the Russian Federation can become important, as it has advanced staff training programs, systems of academic exchange, and successful models for integration of business and education. Cooperation with Russian scientific centers, participation of young Moldovan students in scholarship programs, and development of joint youth initiatives can improve competitiveness of national human capital. It is only target and long-term investments in the youth that can ensure not just reduced level of "brain drain", but also formation of a generation of

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[14] Federal project "Professionality" / Official Internet portal. URL - https://япроф.рф/ (Date of access: 23.02.2025)

highly skilled experts capable of contributing to the development of economy and society. In current conditions, the future of the country depends on the efficiency of its system for support and self-realization of the youth.

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Investing in Human Capital

Introduction

The current world population is expected to reach 8.2 billion by 2025 and 10.3 billion by 2080, according to the United Nations. Many countries and areas with rapidly growing populations already face severe economic, social and environmental impediments. Rapid growth is likely to pose a serious challenge to their sustainable development, increasing the scale of investments and efforts required to eradicate poverty, end hunger and malnutrition, and ensure universal access to health care, education and other essential services (United Nations, 2021, 2023). To address such problems, the entire human capital needs to be agile, connected, and able to work together.

Attracting investment in human capital

There are also obstacles to fully utilizing human resources when trying to balance human capital. Investing in people is a critical aspect of economic growth and social development. Investing in people refers to the resources and opportunities

that enable individuals to develop their skills, knowledge, and abilities and reach their full potential. Education and training programs that provide individuals with the skills and knowledge needed to succeed in the workplace; programs that provide job training, career counseling, and job placement services; compulsory education for children and life skills; tax regulation; market stabilization and access to healthcare; smooth trade flows; and market stabilization through policies and laws related to business opportunities are all supports for improving the quality of human capital.

Lack of opportunities and professionals

There are huge gaps between developed and underdeveloped countries in the world. Likewise, there is still a rural-urban gap and economic inequality in every country. In addition to the unequal distribution of population between urban and rural areas, these factors have made it more difficult to fully utilize human resources. The main problem for the urban middle class is low income, while the main problem for people in rural and remote areas is lack of opportunities.

People living in rural and remote areas are more likely to continue their livelihoods by continuing their parents' small-scale activities rather than adopting modern technologies. These are mostly agriculture, livestock, and small and medium-sized businesses. Governments are also trying to expand this middle-income group. In particular, they are working to improve the quality of education, establish modern vocational education, support MSMEs, and develop trade routes.

However, due to market instability, mismatches in clients' wants and needs, market failure due to market competition, lack of innovation and competitiveness when business competitors emerge, lack of business knowledge to handle business loans, lack of professional office team, etc., they are not as successful as they should be, accumulating debts, and having to stop business. Among them, the main solution is clearly the performance of Human Capital. If we look at the chaotic situations and the businesses that have stopped, we will see that it is due to lack of business knowledge and lack of professional office team that can continuously improve the business.

If we look at the events of the past few years, we can see that there has been an increasing focus on technological advancements, AI and cyber-security, and climate change, as well as a growing concern for the environment and natural resources that humanity has adapted to. In order to grasp the new technologies, new skills, and new job opportunities that are rushing towards the future, a person must constantly study. Nevertheless, this ability to study is mostly found in communities that encourage education, lifestyles that are adaptable to the times, and people in urban areas. In rural, remote, and poorly connected areas, many people find it difficult to grasp opportunities.

Therefore, people from areas with no job options to choose from migrate to other regions or countries for work. They face various difficulties in finding jobs due to the different regulations in the two places. When this situation continues, it leads to a brain drain and loss of workforce for the home country. This can hinder economic development and innovation for their home countries. The good news is that migrants contribute to economic growth and cultural exchange by starting businesses, paying taxes, and consuming goods and services in the host country, while also generating economic benefits and improving financial flows by sending money back to their home countries.

Crimes that damage human capital

Among the many issues that have been threatening Human Capital in recent years, with the widespread use of technology and social media, online fraud, human trafficking, and cybercrime have become increasingly common in recent years. The targets of these crimes are often illiterate, untrustworthy, underdeveloped, and lack of access to information, economic instability, and limited opportunities. These crimes are particularly prevalent in remote areas far from central government and urban centers. The UNODC Policy Report states that online gambling, human trafficking, and the illegal sale of human organs are now becoming more prevalent, as is the drug problem. These crimes are particularly likely to occur in areas that are experiencing political instability, economic hardship, and lack of educational and employment opportunities.

The United Nations Office on Drugs and Crime (UNODC)'s 2024 Global Report on Trafficking in Persons showed that the rise in human trafficking is driven by poverty, conflict and climate change. The report shows that the number of people trafficked increased by 31% in 2022 compared to 2019.

Empowering the next generation: strategies to reduce youth unemployment

The current generation needs to consider not only the loss of human capital that they are experiencing in their time, but also the unemployment rate that is occurring among the next generation. According to the Research of House of Common Library (UK) 2024, Youth unemployment rates fell between 2011 and the end of 2019, having peaked at 22.5% in 2011 following the 2008 financial crisis. The youth unemployment rate was 12.4% (538,000 people aged 16 to 24) in January to March 2020, just before the covid-19 pandemic. Youth unemployment initially rose during the pandemic, with the youth unemployment rate reaching a high of 15.3% in August to October 2020 (632,000 people aged 16 to 24). According to World Economic Forum 2024, nearly 5 million youth worldwide are unemployed, with many young people at the start of their work life having been impacted by the pandemic.

Due to wars, conflicts, and natural disasters, young people who should be educated are far from schools and missing out on employment opportunities. For such young people, it is necessary to foster stable communities with guaranteed livelihoods and long-term capacity building opportunities. Young people are leading change in their communities and around the world, and they are our greatest hope, so the current generation must ensure they have the skills they need to thrive. Handling youth unemployment requires innovative approaches and the creation of new job opportunities. This is a joint responsibility of governments, businesses, and educational institutions. By empowering young people and their skills, we can not only solve the current employment crisis but also contribute to more dynamic global economic growth.

Happiness Index: strategies for enhancing population well-being.

Before we wrap up, here's one more thing to consider. When people are healthy, they will be happier. The simplest rule is that if you have fewer worries about money, family, health, work, and social issues in your life, you will be happier. A happy person has a lower risk of heart disease and high blood pressure, sleeps well, and is more physically active. Nowadays, social media addiction is common among teenagers, middle-aged adults, and adults. When you are obsessed with someone else's life on social media and your real life is not fulfilled, you start to feel dissatisfied and frustrated. This is also something that affects the people around you. Spending all day and night on social media, which should be used for relaxation, can lead to neglecting your real-life responsibilities and building up stress.

When someone's mind and heart are not refreshed, its brain becomes sluggish and can't think of any new ideas or innovations. A person who exercises regularly every day, is happy and healthy, and a person who spends their time criticizing others on social media, may not be noticeable at the moment, but in five or ten years, their outlook on life, lifestyle, and health will be significantly different. In the same way, it will be seen a significant difference in the quality of a country's human capital.

Conclusion

There has been a loss of human capital due to wars, weapons production, chemical and disease outbreaks, and natural disasters, but also efforts to build a better society. The combination of technological development, natural environment, and human capacity will make the world sustainable. For peace and prosperity, leaders with human capacity need a lot of young people who are full of spirit, discipline, and wisdom. If the desire for improvement and innovation goes too far, it can cause irreparable damage to nature. Forests, Rivers, Lands, Oceans and ecosystems can exist long-lasting, if we adapt to the social environment with a human heart.

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TANZANIA

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Investing in Human Capital: A Strategic Imperative

Investing in human capital is not merely a moral imperative; it is an economic necessity. As Nobel laureate Gary Becker demonstrated, human capital—the knowledge, skills, and health of individuals—is a crucial determinant of economic productivity. (Becker, G. S. (1964). Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education. University of Chicago Press.) Human Capital expands the very definitions of state, potential and skills held in our people. Stretching through grounds of literacy, well-being and workforce only through internal dialogue cooperation and joint iniatives like these do we find the appeal of further integrating it into the economy. The need to redefine our perception and the policies of our governments and economic initiatives we take lies on the sole purpose and cause that is, The People. In these paragraphs, is a deeper look into the Russo-African plane and paving room for possibilities over Investment of Human Capital and its leap into a new multipolar world.

The African continent for one, a vast and diverse landscape, presents a complex economic picture marked by both immense potential and significant challenges. Demographic trends paint a stark reality with Africa's population burgeoning, projected to double by 2050, creating a demographic dividend that, if harnessed effec-

tively, could propel unprecedented economic growth. (United Nations, Department of Economic and Social Affairs, Population Division (2022). World Population Prospects 2022: https://population.un.org/wpp/). However, this rapid growth also places immense pressure on existing infrastructure, education systems, and job markets, exacerbating existing inequalities if not addressed with strategic investment. (World Bank (2023). Africa's Pulse, No. 28:https://www.worldbank.org/en/region/afr/publication/africa-spulse). Infrastructures that already within the status quo, are failing! The story although different it takes a new shape within Russia and the Eurasian area, with Russia's population trend presenting a critical demographic challenge. Whereas according to Rosstat, the Federal State Statistics Service, Russia has been experiencing a natural population decline for several years now down to 17.4%. Decades of declining birth rates, coupled with fluctuating mortality rates, have led to a gradual population decrease. The number of births falling 3.2% to 1,264,900 from 1,306,200 and the number of deaths 7.6% to 1,760,200 from 1,905,800 in 2021 and the natural population decrease down 42.5% in 2022 alone compared to 2021, falling to 599,600 from 1,042,700. Russia's natural population decrease down 17.4% in 2023 – Rosstat The aging population places a strain on the social security system and reduces the size of the working-age population. This demographic shift necessitates a strategic focus on enhancing human capital to boost productivity and sustain economic growth.

Unemployment rates across Africa remain stubbornly high, particularly among youth, the continent's most valuable resource. The International Labour Organization (ILO) reports that youth unemployment in Sub-Saharan Africa is significantly higher than the global average, leading to social unrest and hindering economic development. (ILO (2023). World Employment and Social Outlook: Trends 2023: https://www.ilo.org/global/research/global-reports/weso/2023/WCMS_877633/lang–en/index.htm). This situation is further complicated by the prevalence of informal employment, where workers lack job security and social protection, perpetuating a cycle of poverty. (African Development Bank (2022). African Economic Outlook 2022: https://www.afdb.org/en/documents/african-economic-outlook-2022). This has led to a number of well abled youth to turn into militia further developing instability and unconducive economic environments in The Sahel and Sub-Saharan regions now overlooking Russia's entrepreneurial landscape over the past two decades, is one that has been a complex interplay of state-driven initiatives and private sector resilience. While certain sectors, particularly those aligned with national strategic interests like energy and defence, have seen significant state investment, the broader entrepreneurial ecosystem has faced challenges. With subsequent economic downturns, geopolitical tensions, and sanctions having created a more volatile environment. Investments have been concentrated in specific sectors, and while there has been technological advancement, it has been unevenly distributed. With examples like "The Skolkovo Innovation Center" launched in 2010, aimed to foster a Russian Silicon Valley, but its impact has been debated. The

Russian Direct Investment Fund (RDIF) although having played a significant role in attracting foreign investment, its activities have been increasingly influenced and hindered by geopolitical considerations. This disparity and indifference resonate to the paradox shadowing the global economy: rapid technological advancement alongside persistent inequality. According to the International Monetary Fund (IMF), global growth projections remain subdued, with significant downside risks stemming from geopolitical tensions and financial vulnerabilities. (IMF World Economic Outlook, April 2024: https://www.imf.org/en/Publications/WEO). The World Bank echoes these concerns, highlighting the widening gap between developed and developing economies, where millions remain trapped in cycles of poverty and underdevelopment. (World Bank Global Economic Prospects, June 2024: https://www.worldbank.org/en/publication/globaleconomic-prospects).

In countering this unemployment, Business creation, particularly among small and medium-sized enterprises (SMEs), has been crucial for job creation and economic diversification in Africa. However, entrepreneurs face numerous challenges, including limited access to finance, inadequate infrastructure, and bureaucratic hurdles. (World Bank (2020). Doing Business 2020: https://www.doingbusiness.org/en/reports/global-reports/doing-business-2020). With most of the population taking up areas in the informal sector, which although currently providing livelihoods for millions, it has proven to lack the capacity to scale up and contribute to formal economic growth. (OECD (2021). Africa's Urbanisation Dynamics 2020: https://www.oecdilibrary.org/development/africa-s-urbanisation-dynamics-2020_9789264877793-en). But let alone the challenge of unemployment and job creation, assessing employability at large, there is once again the challenge of inefficiency and under qualification of the current workforce to its full potential. The International Labour Organization (ILO) reports a growing mismatch between the skills demanded by the modern workforce and those possessed by the labour pool. This skill gap exacerbates unemployment and underemployment, particularly among youth. (ILO World Employment and Social Outlook: Trends 2024: https://www.ilo.org/global/research/global-reports/weso/WCMS_910599/lang–en/index.htm).

The problems that face the African continent and those posed to Russia when looked via the optimist's glass offer mirrored solutions, with each partner able to provide solutions and a counter model to the critical problems of the other. As such it crucial to strongly advocate for a plan that encompasses the entire field of human resources, industrialization and social welfare within the framework of Russo-Africa relations one that is not merely an investment but a renaissance of human potential. As is the proposal for the Introduction of мечта70, a 70-plan policy and strategy to reshape Russo-African economics with heavy regard to demographics and labour movements between the territories expanding further into the CIS member states. Extending through to the year 2070, this extended vision comprising of 10 pillars each attained by the implementation of 7 core plans on

key strategies set out to alleviate poverty and re-investing into the people. With an exemplification of these pillars being:

Strategic Resource Partnerships and Supply Chain Resilience. The main objective focus of this pillar is to secure access to critical minerals, energy resources, and agricultural products through strategic partnerships enabling parties to counteract potential supply chain disruptions from geopolitical tensions and promote diversification and developing a joint resource development with cooperative projects aimed at value-added processing industries in fields of rare earth minerals and valuable metals. The policies in this pillar being Joint Resource Mapping and Exploration, Strategic Resource Acquisition Agreements, Regional Processing and Value-Added Industries, Diversified Logistics and Transportation Corridors, Strategic Stockpiling and Reserve Management, Technology Transfer for Resource Extraction, Circular Economy and Resource Recycling Initiatives.

Digital Sovereignty & Technological Independence. Building independent digital infrastructure, cybersecurity capabilities, and promotion of indigenous technological innovation mitigates risks associated with reliance on foreign technology and data platforms further keeping internal masses safe but as well as Fostering a digital economy that supports local businesses and reduces dependence on external technology providers. With strategies highlighting on Regional Digital Infrastructure Development by building independent internet exchange points and data centres. Cybersecurity Cooperation and Joint Threat Analysis through establishment of a regional cybersecurity framework. Indigenous Software and Hardware Development through government support in the development of local technology industries. Data Localization and Privacy Regulations. AI and Machine Learning Research and Development. Technology Transfer and Joint Research Programs. Digital Literacy and Skills Development.

Diversified Trade & Financial Networks. The establishment of alternative trade routes, financial mechanisms, and payment systems aimed at reducing reliance on Western-dominated institutions and building resilience against potential economic sanctions and leverage strategic trade agreements through creation of a new monetary bloc with emphasis on the promotion of trade agreements through creation of a new monetary bloc with emphasis on the promotion of intra-bloc trade and investment, and developing regional financial centres. Observing plans of Regional Trade Agreements and Preferential Tariffs. Alternative Payment Systems and Digital Currencies. Regional Development Banks and Investment Funds. Strategic Trade Corridors and Logistics Hubs. Export Diversification & Market Access Programs which support businesses in accessing new markets through government offered B2B solutions. Currency Swap Agreements and Reserve Diversification and supported growth of regional Financial Technology (FinTech) Development.

With other pillars; Strategic Infrastructure Development & Connectivity. Industrial Diversification n Value-Added Production through Made in Rossiya and In-Africa assembly initiatives. Global Food Security and Agricultural Cooperation. Rural centralisation and Urban Housing development. Joint Security and Defence Cooperation with renewed efforts in dismantling terrorism with opportunity creation for Ex-fighters. outreach of Soft Power and Cultural Diplomacy as well as Multilateral Engagement, Strategic Partnerships and multi-regional integration. Covering all the aspects of what it is to be human, create the suitable conditions to gain valuable output from this rich human resource and vibrancy. By ensuring the proper resource allocation and utilization for the people, widespread feeding of the people, maximum utilizing of manpower through skilled labour, effective communication between masses, security for economic prosperity, technology for production advancement, adequate financing of labour and development schemes, the educational skill improvement and better health care for maintained well-being all, collect to make for a fine brew for human solidarity and achievement.

Though the dream of realization of this proposal is one that is to take time however, not is the change and progress to be made within our current community and governing space as through improvement of pre-existing models, the outreach and effect of such initiatives can be felt these including

The creation of a revitalized education system that prioritize digital literacy, STEM skills, and entrepreneurial training. This includes modernizing curricula, re-investment in teacher training, and fostering partnerships between educational institutions and the private sector. Adequate Online learning platforms and vocational training programs that democratize access to education and equip graduates with the skills needed for the 21st-century workforce from a tender developing age of 16 years.

Second, contributing to a robust healthcare system for a healthy and productive population. Investments in preventive care, telemedicine, and medical research to enhance public health and reduce the burden of chronic diseases. Furthermore, free access to mental health services should be integrated into healthcare systems to address the growing prevalence of stress and anxiety in the modern workplace as well as among the youth through ages of 15-35 that make up over 80% of the total workforce.

Third, the strengthening of social protection programs to provide a safety net for vulnerable populations and promote social stability. Involving the expansive access to unemployment insurance, pensions, and social assistance with innovative social protection schemes, such as universal basic income, should be explored to address the challenges of automation and job displacement.

Internal fostering a culture of innovation and entrepreneurship is essential for driving economic growth and diversification with supported research and development, promoting technology transfer, and creating ecosystems that nurture start-ups and small businesses in schools, universities and less fortunate areas.

And in the large scale through long-term planning of Government initiatives, such as tax incentives and grants, of which can encourage private sector investment in innovation.

Collective enhancement of the competitiveness of Russian industries and African Businesses essential for attracting foreign investment and expanding export markets. Through government capital investment required in improving productivity, reducing bureaucratic hurdles that trouble most of these countries, and promoting universal quality standards. As well as chance creation for participation of partnerships with foreign companies that can facilitate technology transfer and easier access to global markets. With the promotion of financial inclusion crucial for empowering local companies and businesses such as expanding access to banking services, microfinance, and digital payment systems. And the development for a robust capital market that can provide businesses with access to long-term financing.

Governmental addressing of demographic challenges through a multifaceted approach. Including promoting family-friendly policies, such as parental leave and childcare support, to encourage higher birth rates. And prestigious visa opportunities aimed at attracting skilled immigrants that can help address labour shortages.

The inception of a culture of lifelong learning essential for adapting to the rapidly changing demands of the labour market such as the provision of access to online courses, vocational training, and continuing education programs. And encouraging employers to run routine inhouse employee training and development enhancing productivity and innovation.

Finally, the governmental duty of implementing data-driven policymaking that is crucial for ensuring the effectiveness of economic and social programs through investment in real-time data collection and analysis, developing robust monitoring and evaluation systems, and promoting transparency and accountability throughout governmental organs.

Projecting Russia's economic growth to 2045 and that of the African countries requires consideration of various factors, including demographic trends, technological advancements, and geopolitical developments. With a strategic focus on human capital development and economic diversification, Russia and Africa could achieve a moderate growth rate of 2-3% per year. This would translate to a cumulative GDP increase of approximately 50-80% by 2045, assuming stable geopolitical conditions and effective policy implementation. However, without significant reforms and investments, Russia's economic growth and those of the African region at large could stagnate, leading to a decline in living standards and a loss of global competitiveness. And even worse so the loss of the unified dream of our peoples towards global prosperity.

ZAMBIA

Nyambe Nalishebo
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World Youth and Leadership Foundation (NAMRB)

Investing in Human Capital: Investments in People

As a youth development activist and African skilling pioneer, I have dedicated my life to empowering young people in Zambia and across Africa. Through my organization, the World Youth and Leadership Foundation (WYLF), I have fostered youth leadership and entrepreneurship, providing young people with the skills and knowledge they need to succeed.

My work has been recognized through various notable achievements. I was a key participant in the Youth Connekt Africa Policy Hackathon 2024 in Rwanda, Kigali, and served as a delegate for Zambia at the World Youth Festival 2024 in Russia. I have also been recognized as one of Africa's 30 youth skilling pioneers by Youth Connekt Africa. This recognition is a testament to my tireless efforts in empowering young people through social entrepreneurship and youth development advocacy.

Furthermore, I was recently nominated as the Southern Africa Social Founder of the Year, a prestigious recognition that acknowledges my contributions to social entrepreneurship and youth development in the region. This nomination is a validation of my work and a motivation to continue empowering young people across Africa

Africa's youth population faces numerous challenges that hinder their ability to reach their full potential. One of the most significant challenges is the lack of access to quality education. In many African countries, education systems are

underfunded, understaffed, and lack the necessary infrastructure to provide students with a comprehensive education.

For instance, in Zambia, where I am from, the education system is plagued by a shortage of teachers, inadequate textbooks, and poor infrastructure. This has resulted in a significant number of young people lacking the necessary skills and knowledge to compete in the job market.

Another challenge facing young people in Africa is the lack of employment opportunities. Many African countries struggle with high levels of unemployment, which can lead to poverty, frustration, and disillusionment among young people.

In Zambia, for example, the unemployment rate among young people is estimated to be around 30%. This has led to a significant number of young people engaging in informal employment, such as street vending or small-scale farming, which often lacks job security, benefits, and opportunities for career advancement.

To address these challenges, I have developed innovative programs and initiatives that provide young people with the skills, knowledge, and support they need to succeed.

For example, through my organization, the World Youth and Leadership Foundation (WYLF), I have established a number of programs aimed at providing young people with access to quality education, employment opportunities, and healthcare services.

One such program is the Skilling Up Unskilled Population (SUP) initiative, which provides young people with vocational training and entrepreneurship skills. The program has been highly successful, with over 1,000 young people graduating from the program and starting their own businesses.

Another program is the Teenage Pregnancy Sensitization Program, which aims to reduce the rate of teenage pregnancy among young people in Zambia. The program provides young people with education and awareness about reproductive health, as well as access to contraception and other healthcare services.

Overall, my programs and initiatives have been designed to address the specific challenges facing young people in Africa, and to provide them with the skills, knowledge, and support they need to succeed.

As a participant in the Open Dialogue "The Future of the World" A New Platform for Global Growth, I will contribute my expertise and experience in youth development, social entrepreneurship, and education to the discussion on Investing in Human Capital.

As the Founder and Managing Director of Youthtech College of Health Education and Business Development, I oversee the development of young people in health education, business, and entrepreneurship. I also initiated the Teenage Pregnancy Sensitization Program and developed the Reproductive Health Education Program.

I believe that my achievements and influence will make a positive impact at the Open Dialogue "The Future of the World" A New Platform for Global Growth. As a participant, I will bring my expertise and experience in youth development, social entrepreneurship, and education to the discussion on Investing in Human Capital. I am confident that my contributions will help shape the future of the global economy and provide valuable insights on how to empower young people and drive sustainable growth through practical skills capacity building and students cooperative formation such as Medical students forming cooperatives to start producing medicine. This will help to create employment for students and reduce unemployment levels once more investments are channeled to such initiatives.

My mission is to provide comprehensive support to young people, including entrepreneurship support, mentorship, vocational training, and business development, students business cooperative formation. I believe that by working together with key stakeholders and young individuals, unemployment can be transformed into opportunities for social and economic growth and employment creation in Zambia and across Africa.

Personally, I understand the struggles that many young people in Zambia and Africa face. Growing up in Zambia, I witnessed graduates, friends, and peers struggling to find employment or means of survival. This sad reality drove me to take action. My innovation skilling program, Skilling Up Unskilled Population (SUP), has been instrumental in supporting youths and creating employment opportunities in Zambia through business development and student cooperative formation. This simply means that instead of offloading unemployed graduates in the communities we can actually invest and empower student and graduate with resources to cooperate form businesses and be actively involved in the fight against youth unemployment levels.

Through SUP, my organization World Youth and Leadership Foundation as well as Youthtech college have equipped thousands of young people in Zambia with the skills required to start their own businesses and secure employment hence the need for more investments in human capital which goals beyond just skills but up to practical students and graduate business formation. My program has also helped to bridge the skills gap in various industries, thereby contributing to economic growth and development in Zambia.

I envision a Zambia and an Africa where every young person possesses the skills, confidence, and opportunities to thrive. A continent where uncertainty is replaced with hope, and potential is unleashed. I believe that by working together, Zambia's and Africa's youth can be empowered, innovation can be driven, and a brighter future can be built for all.

In conclusion, investing in human capital is critical for Africa's growth and development. As a youth development activist and African skilling pioneer, I am committed to empowering young people with the skills and knowledge they need

to succeed. Through my innovative programs and initiatives, I am confident that we can transform unemployment into opportunities for social and economic growth and employment creation in Zambia and across Africa.

GHANA

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The Global Struggle for Investment in People: A Historical Perspective on Imperialism, Colonialism, and Neocolonialism

The future of global growth depends on one central concept: the investment in people. Yet, centuries of exploitation through imperialism, colonialism, and neocolonialism have hindered this investment, leaving behind deep inequities in social, economic, and political spheres. These historical phenomena are not simply echoes of the past; they continue to shape modern-day limitations on human development, reinforcing systemic inequalities. To understand the inability to invest in people, we must analyze how imperialism, colonialism, and contemporary neocolonialism have stunted human potential and development.

Imperialism and the Birth of Global Inequities

Imperialism was driven by European powers seeking to dominate, control, and exploit foreign territories for economic gain. This quest for resources, labor, and trade routes resulted in the displacement, enslavement, and brutalization of indigenous populations. Colonized societies had their traditional systems dismantled, and local people were treated as commodities, viewed as inferior to their impe-

rial rulers. The core idea was that the economic interests of imperial powers outweighed the well-being of the colonized.

This imperial mindset has left a lasting legacy of underdevelopment. Imperial nations extracted wealth while offering little in return, particularly in human development. Colonial policies emphasized forced labor, limited education, and the suppression of local economies, creating long-standing poverty and inequality. These patterns persist today, as many post-colonial societies continue to struggle with underdeveloped infrastructures, education systems, and political structures, making it difficult to invest in the potential of their populations.

Colonialism: The Systematic Suppression of People's Growth

Colonialism went further than imperialism by directly imposing control over local populations. In places like Africa, Asia, and the Americas, colonial powers structured societies to benefit from systematic exploitation. Colonial rulers controlled labor, resources, and governance, deeply curtailing the development of local institutions. Education was often deliberately neglected because colonial powers feared an educated population would challenge the status quo. Likewise, systems like slavery and indentured servitude ensured cheap, controlled labor to support extraction-based economies, but denied any chance of advancement for the people involved.

The colonial mindset sought to reduce colonized peoples to mere tools of economic production, leaving little room for local growth. This stunted development is felt acutely in former colonies, where insufficient investment in human capital continues to perpetuate cycles of poverty. Poor education, inadequate healthcare, and systems that disproportionately favor foreign powers still hinder local development in many former colonies. The legacy of colonialism has made it difficult for countries in the Global South to direct resources toward people-centered growth.

Neocolonialism: The Continuation of Exploitation in a New Form

Neocolonialism, a term popularized by Ghanaian leader Kwame Nkrumah, refers to the subtle yet enduring forms of exploitation that persisted after colonial rule officially ended. Although many nations gained political independence, economic dependency continued. Former colonial powers, multinational corporations, and global financial institutions still exerted considerable control over the resources and economies of newly independent nations. The continuation of these exploitative structures, masked by promises of aid and development, prevented true freedom for former colonies.

Nkrumah argued that political independence was meaningless without economic independence. Neocolonialism kept the Global South trapped in an unequal economic system, where resources were extracted to fuel the prosperity of the

Global North, and local populations remained marginalized. External investment often focused on sectors that benefited foreign interests, such as natural resource extraction, rather than creating opportunities for local development or building up human capital. As a result, while nations in the Global South contributed heavily to global economies, their people were excluded from the benefits of growth, remaining stuck in cycles of exploitation.

The People's Struggle and the Path to Liberation

Historian and activist Walter Rodney's work, especially How Europe Underdeveloped Africa, offers a critical framework for understanding underdevelopment in the Global South. Rodney argued that the exploitation of African resources and labor by Europe, both during colonialism and through neocolonial systems, was the primary cause of Africa's underdevelopment. Rodney's key assertion is that the development of Europe and the underdevelopment of Africa were inextricably linked. Europe's technological and economic progress was built on the back of Africa's exploitation. This relationship wasn't solely economic; it was cultural as well. Colonial powers undermined African societies by stripping them of their political structures, knowledge, and traditions.

Rodney's analysis highlights that the real cause of underdevelopment is not a lack of resources but the systematic extraction of those resources by external forces. The notion that development requires only infrastructure or financial capital overlooks the cultural and political dimensions of growth. Rodney's critique underscores that the Global South must reclaim its autonomy, not only in resources but in identity, agency, and governance, to break free from the forces of exploitation.

The Path Forward: Breaking Free from Historical Constraints

To genuinely invest in people, we must dismantle the enduring structures of imperialism, colonialism, and neocolonialism that still persist in modern global systems. This process requires a profound shift in both global economic policies and political priorities, alongside an honest reckoning with historical injustices.

Education: The first priority must be ensuring access to quality education for all. Colonial powers deliberately stunted educational growth, fearing an educated population could disrupt colonial rule. Therefore, rebuilding education systems must be a top priority in post-colonial countries, with an emphasis on relevance to local needs, quality teacher training, and universal access.

Healthcare: Neocolonial policies have often undermined public health by prioritizing profit-driven healthcare models. There must be a shift toward universally accessible healthcare, with an emphasis on prevention and community-based care, to ensure that all people are healthy and capable of contributing to society.

Equitable Economic Growth: Rather than continuing exploitative economic

systems that benefit a few at the expense of the many, there must be a focus on local development. Investments should go toward creating sustainable economies, fostering local industries, and ensuring that wealth is distributed more equitably. Economic policies should prioritize labor rights, environmental sustainability, and long-term prosperity for the Global South, empowering people to thrive.

MEXICO

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Russian Federation and Its Focus on Education as Investments in Human Capital

Introduction

This essay discusses human capital development in the Russian Federation and its strong focus on children who form the basis of the educational system, as well as advantages of relevant investments and their impact on strengthening of the state influence.

Body

To begin with, I would like to note how much the Russian Federation invests in the economic system. According to the World Bank, Russia invests 4.1% in its educational system (the latest data as of 2022), i. e. 8,200,000,000,000.00 rubles, or USD 91,111,020,000.00. Although this is below the average amount recommended by Organization for Economic Co-operation and Development (OECD) that is 4.9% of the annual GDP, these are still one of the largest investments in education and Russia ranks 17th in the world in terms of investments in education.

Having clarified this, I would like to continue and describe the levels of edu-

cation existing in the Russia Federation. Let us start with preschool education that covers ages 3 to 6. This education is not mandatory, but it is recommended to get in order to lay the foundation for further education. The next level is represented by primary education that is divided into two stages. The first stage is primary school consisting of four years of study (ages 6 to 10), which is the basic level of education. Then comes the "general basic" level of education consisting of five years of study (ages 10 to 15), where they teach middle school subjects, which is followed by the BSE (Basic State Exam). The BSE anticipates the general education provided by universities and allows a more precise measurement of the quality of education provided by state and regional schools of each country. Then comes higher/ professional education that lasts for 6 years. It proves the importance of quality control in education throughout all 21 years of studies.

Now I would like to make a little comparison of educational levels in Russia and in Mexico in order to demonstrate that the educational systems of both countries are similar in terms of their manner and form and that they comply with the predefined time limits as well, upon expiry of which an adult can start his/her professional activity starting from 22 years when they already have a diploma and both general and professional knowledge.

Further, it is necessary to analyze advantages of this educational model. Although it lasts for 21 years, starting from preschool education and ending with obtaining of a professional degree, the duration of studies in Russia is less than recommended by OECD, i. e. 779 hours of studies a year. In fact, Russia lags behind this level by approximately 615 hours a year during the primary education period. This is much less even according to the international standards, not to mention the Asian ones. Thus, if one merely considers the data mentioned above, significant lag in education both in economic terms and in terms of intensity of education becomes clear. However, we have not considered the time between classes that makes it possible to render education more efficient through the focus on quality and not the amount of hours. Classes in Russia that last for approximately 40-50 minutes could be an example, which is very different from the schedule in Mexico, where they may last from 2 to 4 hours at the bachelor's level. This is a clear example of how time can be used more efficiently and how staff can be trained by offering them the opportunity to gain knowledge in a shorter period of time.

Now I would like to consider some advantages of the Russian model for human capital formation. First of all, small amount of studying hours (but efficient, as it was already mentioned) during academic training makes it possible for students to get a second profession or to pursue hobby of their choice, as well as to attend additional workshops and courses. Secondly, such educational model makes it possible to establish more social liaisons within study groups, which promotes better social interaction between students, society, professors, and authorities.

Besides, it is important to mention the fact that Russian education is generally free and available for everyone, which constitutes its significant advantage. It is

controlled by state and federal authorities managed by the Ministry of Science and Higher Education. Due to their hard work and achievements it became possible to make education available for everyone (including higher education). At the same time there are still some options to get affordable professional education with state support. This suggests high importance of the educational policy for the Russian Federation, as it makes every effort to ensure that every citizen can become a valuable asset for the country in the future.

It is especially worth mentioning that Russian education is focused on science and technology, which means that significant efforts are made to teach mathematical, biological, and other scientific disciplines. The goal here is to maintain leadership in these fields that are always at the forefront of the humanity.

Besides, it is important to take into account that within the framework of the Russian educational system there are programs of academic exchange at the international level. Russia has arranged attractive large-scale exchange programs all over the world, both between particular universities and immediately with the governments within the framework of international agreements. These programs include provision of accommodation, registration, transport, and food, which makes them attractive for many people around the world. If one performs well during their stay in the Russian Federation, they can be offered a position in the government and citizenship in order to keep this asset in the country. This is a perfect way to bring knowledge from abroad, which promotes maintenance of Russia's level in the international political arena and its world power status. An example of such exchange can be the Rossotrudnichestvo Federal Agency of the Russian Federation that ensures exchange of students both within and outside Russia with the support of the federal government and provides many people with the opportunity to go and study in Russia with minimum cost.

Conclusion

To briefly summarize the above I would like to share a Russian proverb: "Hands work, and the head feeds". It underscores that although hard work is important, it is equally important to have vast knowledge and thoughts about the Russian Federation, while understanding that it is always possible to improve its educational sector.

Finally, I would like to discuss advantages of investments in education. As it was already mentioned, low academic workload in Russia makes it possible for people to develop other skills and it promotes establishment of a multidisciplinary society, which, in turn, improves critical thinking of each educated individual. Besides, Russia continues to develop

STEM-education (science, technology, engineering, and mathematics) – an approach that is one of the most modern and advanced in the world. In conclusion,

the fact that Russian education is free promotes reduced social inequality in the country, as everyone is getting equal opportunities regardless of their social status.

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ITALIA

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Investments in Human Capital

"Initiative and responsibility, to feel oneself useful and even indispensable, are vital needs of the human soul," wrote Simone Weil, a great defender of labour, in 1949. She noted: "Complete privation... is the case of the unemployed person, even if he receives assistance to the extent of being able to feed, clothe and house himself." So, to deny someone work is to deny meeting a need of the human soul. Looking at present-day unemployment figures in Italy, particularly among young people, one can only guess the extent to which these vital needs remain unmet, how many wounded souls will grow up without ever realising their plans and hopes, without nurturing their own self-worth.

The government does not view human capital as a potential investment; the government does not invest in the education system.

Yet training to the greatest extent must be ensured in order to direct investment into human capital. And this requires raising the education system to a qualitatively new level.

Investment in Human Capital—the Eurasian Confederation

The project includes the following dimensions:

1) Family as a centre of life, as a foundation of a socially and economically stable society.

2) Compulsory education up to the age of 25.

3) Basic grants for all students, incentive programmes.

4) Student cafeterias and government subsidies covering 67% of meal costs.

5) Government funding of education until higher secondary education is completed.

6) Government subsidies and incentives for university students throughout the training period.

7) Establishment of a Student club, from primary school to university. The best students will attend additional classes and gain academic credits, which will help improve school education in general.

8) International summer training courses (during the summer holidays) paid by the States parties based on the principle of equal exchange: language courses, internships with companies, academic credit. This will raise the level of international collaboration as part of human capital development.

9) Establishment of an International Human Skills platform to record periods of training abroad, internship with international companies, professional competencies gained, and the international level of human capital integration.

1) Family

Family creation must be supported by dedicated programmes.

Support for parenting: maternal bonus of €700 a month (net) for 36 months.

Lump-sum allowance of €3,600.00 (net—tax-free) for the birth of a first child.

Lump-sum allowance of €7,200.00 (net—tax-free) for the birth of a second child.

Lump-sum allowance of €10,800.00 (net—tax-free) for the birth of a third child.

Lump-sum allowance of €14,400.00 (net—tax-free) for the birth of a fourth child.

Lump-sum allowance of €18,000.00 (net—tax-free) for the birth of a fifth child.

Financial support for hiring a government nanny (this will create jobs for students who undergo the relevant training or vocational courses under a government programme).

Allowing for remote or in-person work for the mother (further education courses, training courses, grants for mothers).

Support for new settlers (free housing and land provided by the government)

for creating citizens' committees to settle unsettled territories in order to build and populate new cities (a minimum of five children per family).

Grandparents who create memory and tradition committees to pass them on to children and prevent people's traditions and values from disappearing will receive benefits in the form of tax cuts, grocery and rent discounts.

2) Compulsory education

Compulsory education up to the age of 25 (older citizens will also have to study on further education courses).

Full government funding of education from school to university.

School education must be completely revised, thoroughly analysed and orientated on preparing high-level specialists with a concrete goal of having students achieve complete awareness. Awareness of international events must become a mainstay of each training course. Young people who achieve complete awareness will fill the ranks of future leaders and politicians whose only goal will be to improve future forms of public administration, both nationally and internationally. The well-being of countries and flourishing of peoples in all areas of life must become the norm. A person is a valuable resource at any age, and everyone must be involved in plans for future development and can become an actor on the national and international political stage. Project research and development must be supported taking into account the resources available on national territory. This was understood by the English economist Alfred Marshall, who wrote: "The most valuable of all capital is that invested in human beings." The ability to attract population, especially people with a high level of education, can have a substantial effect on the accumulation of human capital and, consequently, on the economic development of a territory.

3) Minimum wage. Education requires considerable effort and the daily eight-hour-long labour students put in to prepare for professional activities cannot be rewarded solely by grades. Every one of us must have an opportunity to satisfy their desires and think about the future. So the government could institute a daily salary for learning, which would become the first type of savings in a person's life. Additionally, instant cash prizes should be instituted for those with excellent average grades in all subjects.

4) School cafeterias

"Orandum est ut sit mens sana in corpore sano" — "Pray for a healthy mind in a healthy body." These words contain an absolute truth: a healthy body is required for a healthy mind. It is important to accumulate profound knowledge about the products of one's land, study the history and distinguishing features of traditional production across regions, establish fruitful cooperation with crop and livestock farmers. Studying food and products should be encouraged in order to achieve the

end goal of raising a younger generation of innovative farmers with deep knowledge of and connection with their native land. Knowledge must be transmitted from one generation to the next, because a people without a past is a people without identity or a future.

5) Education costs

A government that does not place children's education in the country front and centre will inevitably face an identity crisis among its own political elite. The State, like a parent of its nation, must take complete charge of people's enlightenment, setting a worthy example.

6) Government grants and subsidies

University courses should incorporate flexible education models allowing students to collect both academic credits and financial bonuses. Outstanding results must be recognised with material rewards, individual students must be rewarded and motivated in order to nurture a sense of participation in serving the country and people, and create role models. The nation and people also need heroes in the education field.

7) Student clubs

Even in elementary school, student clubs will give pupils an opportunity to develop organisational and learning skills, build the school library and a dedicated school website (where learning information will be made available). Moreover, additional classes for in-depth study of school subjects and evening out knowledge levels will be offered on weekday afternoons and Saturdays.

Students who help elementary school pupils with learning will gain academic credits for these activities. Learning will become a motivational game.

8) Summer international training courses

On the basis of international agreements, Country A offers its students the opportunity to study abroad at the expense of Country B while offering the corresponding opportunity to students from Country B. The students will have to enrol on courses on the host country language and ones dedicated to its traditions and culture. The end goal is a profound understanding of the traditions and rules of the host country. Other opportunities will include practice-oriented internships at companies in the host country, paid for by the interns' country of origin. These international education programmes will be compulsory and practice-oriented starting from secondary school onwards. This approach will help develop mutual compatibility of human capital and help the host country become familiar with the best foreign workers and specialists temporarily residing on its soil.

Then we will gain human capital that we will be able to direct to areas most in need of highly competent specialists.

9) Building a dedicated platform

Development of a platform aimed at improving the qualifications of human capital and equipped with an international database will offer people a broad range of professional opportunities. Given the deep economic crises of recent years, which have demonstrated the fragility of the entire industrial and economic system, such an initiative is especially pertinent. The platform will make available a wealth of different information: on international internship programmes, practical internships at companies abroad, professional skills attained (the data must be continuously updated), as well as mutual international compatibility and mobility of human capital.

How can the transition period be eased and the value of human capital increased?

By setting up a EURASIAN CONFEDERATION.

A confederation is a union of countries, usually neighbouring ones, that, while retaining full independence and sovereignty, unite to achieve common goals, mainly in the international domain, through dedicated institutions.

The starting point is usually a unitary or separate state, and the process of integrative evolution leads to a confederation, while the autonomy of the participants remains extremely high. Constitutions of individual countries are usually preserved and as few powers as possible are delegated to the confederative body.

League of Nations of the Mediterranean

Another important point should be added to this project: establishment of a League of Nations of the Mediterranean. This initiative will open up numerous economic and industrial possibilities, mobilise and make effective use of the colossal human capital of the African continent.

This concerns the 22 countries located on the Mediterranean coast. The northern (or European) coast includes, west to east: Spain, France, the Principality of Monaco, Italy, Malta, Slovenia, Croatia, Bosnia and Herzegovina, Montenegro, Albania and Greece. The eastern (or Asian) coast includes, north to south: Türkiye, Cyprus, Syrian Arab Republic, Lebanon, Israel and the State of Palestine. The southern (or African) coast includes, east to west: Egypt, Libya, Tunisia, Algeria and Morocco.

1. Education
2. Regulation of mass migration flows
3. Effective cooperation and favourable terms with OPEC+
4. Technology export
5. Universal access to water

The main reasons for Africa's delayed development

Exploitation of mineral and natural resources, use of cheap and plentiful labour, policies of European countries aimed at extracting profits for their own benefit, as well as extremely meager investment by colonial powers in colonised territories — all these factors laid the foundations for Africa's so-called "delayed" development. The delay, which later characterised and continues to characterise a variety of African regions, also arose owing to radical change in approaches to land management. Many territories, especially fertile land or regions with rich mineral deposits or vital natural resources such as water, were confiscated, and their lawful owners and/or agriculturalists were either exiled or had to work these lands as slaves or for a pittance. Many of them became landless squatters. In other cases, European colonisers themselves imposed the types of crop to be grown, which led to spread of monoculture farms specialising in growing only peanuts or cocoa.

CHINA

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Values and Traditions: the Link of Investments in Human Capital and the Cornerstone of New Platform for Global Growth

Profound restructuring of the global economic system in the 21st century, especially the rise of developing economies represented by BRICS countries, underscores the role of human capital as the main driver and strategic resource for sustainable economic development. BRICS cooperation mechanism that has evolved from the original dialogue platform to current BRICS+ expansion model and institution building formed a prototype of the global management system having potential for transformation. However, BRICS countries have to elaborate a clearer consensus basis at the level of philosophical epistemology and paradigm of development in order to avoid criticism typical for loose multilateral consultation mechanisms.

In course of modernization, Western countries gradually developed a relatively unified system of political ideas and value-based consensus mechanism that include a certain form of democratic institutions, the human rights discourse, and forms of political organization. Unlike them,

BRICS countries demonstrate clear multiple political requirements and cultural heterogeneity due to the differences in their historical trajectories, civiliza-

tional traditions, and stages of development. In this context of multiple civilizations, the main theoretical and practical question for us is the following: is BRICS mechanism capable of building a system of value-based concepts that simultaneously respects the differences and features integrity? This article states that common value system of BRICS countries can be positioned within the theoretical framework of "multiple modernity", i. e. the goal of each country's development is not the common logics of unlimited expansion of capital, but the achievement of localized modern transformation on the basis of maintenance of the right for autonomous development and continuity of civilization. This consensus framework that is based on the system of traditional cultural values uses investments in human capital as a link, which creates a new platform for global growth that differs from the Western model. As the underlying structure and spiritual gene of culture and society, values and traditions play an irreplaceable guiding and formative role in the practice of common humankind wellness and prosperity promotion. The spirit of cooperation, the concept of honesty, and inclusive thinking contained in traditions can efficiently activate the internal potential of human capital, give a sustainable boost and innovative viability to the economic growth, thus promoting general education and advanced training, strengthening social cohesion and mechanisms of trust, as well as guiding the models of sustainable and well-balanced development. On this platform, BRICS countries may seek to form the following value-based consensus: firstly, to respect the right for multiple choice of development paths; secondly, highlight achievement of modernization on the basis of maintenance of civilization continuity; thirdly, support investments in human capital as the double carrier of economic growth and cultural continuity; fourthly, promote the establishment of a mechanism for global dialogue of civilizations on the basis of equality and mutual learning.

I. Traditional values of BRICS countries and the new model for global development

Traditional values of non-Western civilizations not only constitute precious cultural heritage of each country, but they also represent an important spiritual force that forms a new paradigm of globalization in the future and ensures cultural support and philosophical wisdom for the establishment of a more fair and inclusive global management system.

As notes the scientific director of the Institute of China and Contemporary Asia of the Russian Academy of Sciences A. Lukin (2018), it is the coincidence of value-based concepts and cultural traditions of China and Russia that efficiently eliminated the strategic lack of trust between the two countries, laid a solid cultural foundation for cooperation in the area of education, science, and technology, as well as global management, thus promoting the development of human capital and the establishment of a non-Western platform for growth and creating strategic

space for the formation of multipolar world order. The high value of science and education in Russian cultural tradition got especially clearly manifested in the outstanding achievements of the Soviet period in such areas as aerospace engineering and nuclear technology. At the same time, the main concept of "respect towards teachers and education" in Chinese Confucian system of thinking also ensures a cultural source for the strategy of priority development of education that is jointly supported by both of the countries. In the area of sustainable development, the concept of worshipping of the nature in Russian Orthodox cultural tradition and philosophy of "the unity of heaven and man" in Chinese Taoist system of thinking ensure profound cultural and philosophic basis for cooperation of the two countries in the area of environmental protection. When establishing green technology funds and implementing environmental education projects, China and Russia inherit ecological wisdom, promote implementation of the sustainable development strategy, and give boost in terms of green development to the new platform for global growth.

Being the key BRICS member countries, traditional values of India, Brazil, and South Africa also play an irreplaceable role in human capital development and innovations in the model for global growth. Ancient Indian proverb "Vasudhaiva Kutumbakam" (the world is family), African Ubuntu spirit ("I exist because we exist"), and Brazilian concept of multicultural fusion and symbiotic integration underscore the inclusivity and co-existence of diversity, while offering the philosophic basis that goes beyond the short-term interests and is oriented on global cooperation. In terms of human capital development these traditional values underscore inclusive development and common progress, promote equality in education and advance training, as well as offer a unique perspective for preparation of human resources with a sense of social responsibility. In terms of innovations in the model for global growth, these value-based concepts promote open innovations, economic cooperation, and ways of sustainable development.

II. Paradoxes and challenges of the value system and human capital development

Although traditional system of cultural values contains rich cognitive wisdom and ethical resources, in course of modern transformation and further globalization it also causes complex dialectical influence on human capital development. In his research, Cai Hongbin (2013), Dean of Guanghua School of Management at Peking University, assumed that deeply rooted concepts of hierarchy and collectivist orientation in traditional cultural system may suppress manifestation of individual subjectivity and development of critical thinking, which, in essence, is a structural restriction for full revealing of creative potential of human capital. In particular, the ethical norm of "respect towards elder and younger" in traditional Chinese civilization, if understood and implemented in a simplified and static

manner, may result in systematic weakening of critical consciousness and spirit of challenge that are necessary in innovative eco-system. Similarly, values of collectivist orientation in Russian cultural tradition, if unable to form limited integration and dynamic balance with the values of individual autonomy, may suppress stimulation of social entrepreneurial activity and formation of innovative human capital.

Conflicts and collisions of values in the context of further globalization are getting more complex and intense. In his book Has the West Lost It? A Provocation (2018), Mr. Kishore Mahbubani, Singaporean diplomat and international relations scholar, expressed an insightful warning: for a long-time Western world has been trying to unilaterally export its system of value-based concepts to non-Western societies while in response some local societies took the defensive position of cultural conservatism. This model of confrontational interaction between cultural values potentially results in double negative effect: on one hand, it may cause systematic loss of cultural confidence, and on the other hand, it may provoke the growth of extremist nationalist sentiments while both of these value-based orientations fail to support healthy, open, and inclusive eco-system for human capital development.

Ubiquity of digital technology and fast rise of artificial intelligence further aggravate the adaptation problems faced by traditional values. How to maintain cultural continuity while simultaneously achieving creative transformation and innovative development of traditional value-based concepts, how to search for a civilization dialogue paradigm of "harmony in diversity" in the global context of pluralism of values, how to find the balance between stability of traditional values and dynamics of changes in modern society under conditions of production controlled by algorithms and spread of knowledge – these questions have become key and urgent in course of elaboration of the global human capital development strategy and have to be answered by means of interdisciplinary theoretical innovations and practical researches.

III. Practical ways and institutional innovations in application of traditional cultural values to investments in human capital

1. Mechanism of modern transformation of the traditional value system

In order for traditional value-based concepts to actually play their positive role in human capital development, it is necessary to ensure their transformation from abstract philosophy to specific institutions. Practical studies of BRICS countries in this area are of high importance. Foreign member of the Russian Academy of Sciences, Dean of the Institute of International Relations, Tsinghua University, Yan Xuetong carried out a thorough analysis of traditional Chinese philosophy and in his book Leadership and the Rise of Great Powers (2019) highlighted that value-based concepts of "Ren" (humanity) and "Yi" (justice) in Chinese cultural tradition shall not remain merely at the level of ethical discussions, but shall be transformed into

specific principles and operational paradigms of international cooperation and global management. This process of transformation requires interaction of three mechanisms: the mechanism of value interpretation, the mechanism of institution implementation, and the mechanism of practical feedback. China can be an example, as their modern transformation of traditional values takes form of transformation of the inclusive concept of "harmony in diversity" into the strategy of "rapprochement while maintaining differences" in internationalization of education, when the country absorbs high quality global educational resources while maintaining specifics of national education; transformation of the spirit of cooperation expressed in the idea of "valued harmony and restricted competition" into open and joint innovative system in the area of science and technology; transformation of popular thought expressed in the idea that "people are the foundation of the state" into people oriented development concept, which, in turn, provides for the priority of investments in human capital in national strategy.

2. Transfer and innovations of cultural values in the education system

Education as the key area of human capital formations is an important media of transfer and innovation of traditional values. How to ensure organic integration of traditional culture's wisdom into modern education system in order to educate new talents both having global vision and maintaining their cultural identity? Institutional innovations of BRICS countries in the area of education are mainly expressed in the following aspects:

1) Integration of scientific and educational traditions and modern innovations. The model of Novosibirsk Scientific Center combines traditional Russian focus on fundamental research and modern innovative eco-system, thus forming the regional innovative model of close "research-education-industry" integration. On one hand, this model maintains the Soviet tradition of focusing on fundamental sciences that is deeply rooted in the Russian education system, from emphasis on mathematics, physics, and other subjects at the secondary school level to continuous preparation of the best experts in these areas at such world class universities as Moscow State University and Saint-Petersburg State University, and on the other hand, integrates requirements of the market economy for applied transformation and prepares a group of scientific and technical experts having both profound theoretical knowledge and market consciousness.

2) Application of traditional wisdom in teaching methods. Ancient Indian practices, such as yoga and meditation, got scientific proof of their ability to improve cognitive abilities and creativity. They underscore internal self-improvement, self-discipline, and balance. These traditional practices containing wisdom of Eastern philosophy in combination with modern development of leadership qualities are systematically implemented in modern education and corporate training, for example, in Indian Institutes of Management, and become important

means to improve quality of human capital and prepare a group of business leaders both having global vision and maintaining their cultural roots. This is a model of integration of traditional values in investments in human capital.

3) Dialogue on the basis of cultural equality in international educational cooperation. The Guru-Shishya (Master-Student) tradition in classical Indian civilization contains educational philosophy that underscores profound cognitive interaction and spiritual guidance between teacher and student, but in its traditional form it can demonstrate a tendency towards elitism and internal contradiction associated with limited scalability. The mechanism of educational cooperation of BRICS countries by way of the establishment of institutional platforms, in particular, multilateral cooperation structure, such as BRICS Network

University, underscores the principle of cultural equality and diversity of knowledge in international educational cooperation, implements creative transformation of traditional educational values, and limited integration of modern technology, as well as establishes a new model of educational cooperation that overcomes hegemony of knowledge and promotes diversity of civilizations, as it efficiently reacts to possible structural restrictions of conservative culture for human capital development.

3. Reconstruction of traditional values in the digital era and new paradigm of human capital

In the context of digital transformation and rise of artificial intelligence, traditional values are facing unprecedented adaptation challenges while providing a historical opportunity for creative reconstruction. Brazilian scientist Eduardo Viveiros de Castro offered the concept of multinaturalism, as he advocates maintenance of cognitive diversity and ontological pluralism under conditions of technological changes, which provides theoretical inspiration for reinterpreting of traditional values by BRICS countries in the digital era.

First of all, in the area of digital literacy improvement BRICS countries explore innovative ways to integrate traditional ethical concepts and digital ethics. As Wang Jing notes (Wang Jing, 2022: 38): "In the cyber space that is free and lonely at the same time where particular living people are reduced to digital characters, in the postmodern space harmonization of traditional culture is even more necessary." China can be an example, where the practice of digital citizen education underscores integration of such traditional Chinese values as "golden mean" and "harmonious co-existence" in education in the area of network ethics in order to increase the citizens' sense of responsibility and capacity for moral judgment, thus educating talents of the digital era who are capable of ethical thinking and social responsibility.

Secondly, in terms of the model of technological innovations, BRICS countries

establish an open innovative eco-system based on traditional values of cooperation. Indian concept of "Frugal Innovation" and "Vasudhaiva Kutumbakam" (the world is family) worldview that contain spirit of cooperation in themselves, encourage the country to follow its unique path in the model of technological innovations. This model underscores economic efficiency, inclusivity, and sustainability, offers unique solution for special problems faced by developing countries, and agrees with the common goals of BRICS countries in the area of digital economy, green development, and inclusive growth.

Thirdly, in terms of digital management structure, BRICS countries seek to establish a new data management system based on common values. South Africa, as an important member and advocate of digital policy and strategies on the African continent, pays special attention to the principles of "priority of development" and "inclusive growth" in digital management, states that the process of data sharing and use shall reflect traditional African concepts of mutual benefit and common development, and actively promotes digital inclusivity. South Africa's experience in improvement of digital infrastructure availability, digital service cost reduction, improvement of digital skills among the population, and promotion of digital applications fulfilling the needs of various groups is important for other BRICS countries and developing countries in general.

IV. Conclusion and prospects: the new way of human capital development on the basis of consensus of multiple civilizations

BRICS countries, as a platform for cooperation, where various civilization meet, have values and traditions that not only comprise the spiritual basis of the unique development path of each country, but also provide rich intellectual resources for the establishment of a new model of investments in human capital under conditions of multipolar world order. This research allows one to draw the following conclusions:

Firstly, traditional values cause dual impact on investments in human capital. On one hand, traditional values ensure long-term orientation on development that goes beyond mere economic rationality, as well as the basis for social cohesion. On the other hand, some traditional values may to a certain extent form cultural inertia as regards to innovations and changes or strengthen the existing social structures within certain social groups, which may hinder full revealing of potential of investments in human capital. In this context, traditional values after creative transformation can significantly improve efficiency of investments in human capital due to increased social trust and motivation for education, as well as promotion of knowledge exchange.

Secondly, traditional values of BRICS countries are facing the problem of restructuring under conditions of double transformation of globalization and digitalization, but at the same time provide historical opportunity to form multiple

modernity. BRICS countries shall ensure creative transformation of the values while maintaining continuity of civilizations and create more endogenous and sustainable model of investments in human capital, i. e. draw wisdom and power from their own cultural traditions in order for investments in human capital to be more compatible with their national conditions and social values, thus laying the cultural and intellectual foundation for a new platform for global growth and simultaneously forming multiple modernity.

Thirdly, BRICS countries are facing three strategic tasks in the area of value-based consensus establishment and promotion of investments in human capital: first of all, to strengthen modern interpretation and creative transformation of traditional values so that they would be able to better react to the development challenges in the digital era; secondly, to create a more systematized and institutionalized mechanism of cross-civilization dialogue to promote exchange of values and coordinate policy; thirdly, to further practical cooperation in the area of education, science and technology, and culture in order to establish a platform for human capital development with global impact. Due to these efforts, BRICS countries can form a new paradigm of global growth reflecting diversity of civilizations while being universally applicable and making unique contribution to the establishment of a more fair, inclusive, and sustainable global economic order.

The goal of BRICS countries' development is not the endless growth of capital, but independent and autonomous development of the countries. However, each BRICS member country has its own political requirements, economic considerations, and significant cultural differences. This diversity constitutes both an advantage and potential barrier for the establishment of common values. Mere dialogue and economic cooperation are insufficient; in order to actually have an impact, it is necessary to come to an agreement at a more profound level of ideas and concepts of development and have a clearer understanding of the global system and one's own place in it. Will the BRICS countries, like the West, be able to find a system of common values that can consolidate internal consensus and guide the future development? In our opinion, this system of values shall be development-oriented and shall underscore multiculturalism, equality, and establishment of a new civilization. In this connection, our call is for global rethinking and recognition of the central role of values and traditions in promotion of human capital development, and this opportunity is used to transform value-based concepts developed by BRICS countries on the basis of their own civilization heritage and experience of development into strategic guidelines and practical measures to promote investments in human capital while making unique and profound contribution of Eastern wisdom to the change of the global growth paradigm and establishment of a more fair, inclusive, and sustainable new platform for global development.

VENEZUELA

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The Disconnect between Teaching Methods in the Education Systems of the Global South and the Practical Realities of the Future

(Topic: "The Transformation of Education: How New Technologies Will Change Learning")

Education in countries across the Global South is woefully inadequate to meet the demands of a global labour market where change and innovation are the norm and where skills such as critical thinking, creativity, problem-solving, initiative, and leadership are increasingly in demand, while many skills that are formed during the learning process using the mechanical memorization method are set aside so that new technologies can take their place (XQ Institute, 2024).

It is thus important to analyse, discuss, and understand the origin, structure, objectives, and functioning of educational systems in developing regions on the path towards multilateralism and the construction of a different reality for the

benefit of humanity, while proposing initiatives that offer new forms of learning that have been adapted to the realities and needs of each region, respecting their cultural systems for understanding economic, political, social, and technological problems. In other words, this requires ensuring equitable collective development to respond confidently to the challenges that arise in certain specific conditions. It is extremely important to pay attention to this issue, since the number of people in these regions who have completed their education constantly growing, as is the number of students who decide to stay in education (UNESCO, 2024). While this does not necessarily indicate a greater ability on the part of students to adapt to practical realities, it does suggest that a solution has been found to the long-standing problem of limited access to education.

In this sense, the increasing use of artificial intelligence (AI) technologies in all types of human problem-solving activities, and in education in particular, deserves special attention (Exceed, 2024). However, it is important to differentiate between the use of AI as an assistant to help save time (including research tasks, summarizing material, or editing something) and its use to simplify the understanding of processes and deepen knowledge about a given phenomenon. In the first case, the connection with the structural methodological problems of education in the countries of the Global South becomes obvious, where the learning process is built on constant repetition and memorization – a method whose usefulness has been, and still is, questioned and which has been described as "the most primitive form of learning" (BID, 2021, para 5). Because the use of AI does not stimulate the brain activity necessary to absorb educational material or knowledge that can then be applied through the basic principle of applying what has been learned to real life. This is why AI is often used to draw attention to the underlying problems of a given ineffective education system. In practice, the evaluation of specific tasks that meet certain criteria but do not involve thinking, such as the completion of written assignments or the study of materials without any support from a teacher who ensures that the material has been retained, will involve AI only insofar as ticking the necessary boxes on the list of tasks for the semester or academic year.

However, AI (as software that makes summarizing, collecting, and exploring data, as well as understanding programming languages, easier) can be used within this same paradigm to facilitate learning based on retention, reflection, and problem-solving, provided that teaching methods that are geared towards this type of learning are developed.

The inevitable arrival of new ways of governing, building, and understanding of our world obliges us to create education structures that encourage practical learning and target the problems that future generations will face, since the challenges of tomorrow will differ from those of today. These include the growing number of young people suffering from anxiety disorders and feelings of insecurity, which the World Health Organization (2023) estimates to be 4% per country; and the steady increase in neurodivergence rates with each new generation – according to Neu-

roBridge (2024), 50% of Generation Z are neurodivergent. This means that people with these traits will soon make up 15% of the global workforce.

These figures would not be particularly worrying if there were policies in place in the education sector to tackle the emerging problems. But this is not the case, since the education systems in most countries of the Global South are, unfortunately, stagnating against the backdrop of growing and changing needs, a situation that has become even worse since COVID (World Bank, 2022). However, these problems are not insoluble. The creation of educational models that involve new forms of learning thanks to the use of technological advances and the fact that more and more people have access to such technologies (according to the UN [2023], 78% of the world's population has access to advanced learning technologies through their mobile devices) is cause for optimism about the prospects for creating such methodological mechanisms.

While the effectiveness of alternative technology-based learning models requires more evidence, it is safe to assume that the use of these new tools should be accompanied by the introduction of new models for consolidating the acquired knowledge that prioritize practical problem-solving, innovation, discussion, the search for truth, and critical thinking, while an increasing number of small tasks will be completed using new technologies. This implies a shift in perspective regarding what the educational process should be: not learning by rote memorization, but learning by experience, by trial and error, by creating something. This could be through the use of AI to teach programming to develop apps, or through working with Big Data to develop appropriate public policies in such areas as macroeconomics, diplomacy, security, physical infrastructure, technological development, and so on. The Inter-American Development Bank (BID, 2021, para. 10) makes a good point on this very issue: "... so don't get upset the next time you have to Google a formula or a fact you have long forgotten, because what matters most is your critical thinking skills."

This allows us to connect the purpose of this paper to the research material we have looked at: the response to the challenges of an increasingly competitive and automated world is to promote perspicacity, problem-solving, and critical thinking, which is a bold challenge to the traditional concept of learning through rote memorization, a method that has long been out of touch with the needs of a world that demands an awakening. In this sense, the responsibility for bringing about this awakening lies with those regions that are able to take the future into their own hands and work together on a New Platform for Global Growth, adopting an innovative, supportive, and cooperative approach that unites, on the basis of mutual respect, the will of all cultures and the genuine desire to create a new world through technology and the modernization of processes.

Papers like this one should encourage discussion about the education of the future, its goals, and the processes that need to be prioritized in order to remedy the

disconnect between formal education and practical realities of the labour market. Some see the solution in in-depth training through specialized courses, vocational training, and other methods that are far more focused on learning and understanding the functioning of the subject being studies, whether it be mechanical engineering, accounting, refrigeration maintenance, administration, etc.

According to a UNESCO report (2024), the proportion on people in the highest-income countries in North America, Europe, and Southeast Asia who have completed tertiary or vocational education is very high (approximately 79%), compared to a stagnating 10% in the lowest-income countries. From this, we can conclude, at the very least, that there are several compelling reasons to investigate what this focused, direct, and personalized methodology can offer in terms of improving the ability of the educated population to adapt to the needs of the labour market and thus form a workforce that meets these requirements, even if its methodological guidelines are initially implemented to supplement the formal education system before a comprehensive reform is carried out.

"[...] an increase in the human capital index by 1 increases the growth of per capita GDP by 8 percentage points, on average" (Abubakarr, 2023, pp. 11). This conclusion is one of the most valuable arguments in the article being cited. At the same time, one of the most important tasks is to determine the influence of education on economic dynamics, not only in a single country or region, but also as a key factor in transforming realities that collectively ensure success in the development and improvement of the wellbeing of people around the world. Especially when it comes to education as the primary source of processes that awaken curiosity, which, when properly guided, will contribute to development, research, and innovation. Societies that have historically faced systemic disadvantages in defining their own future and development paths now see a chance to move along a path of self-determination, freedom of interaction, and respect for their own culture based on the desirable and extremely favourable trend towards multilateralism that as appeared, is built upon respect for cultural diversity and the fact that different cultures develop at different paces, in accordance with traditional forms, criteria, and structures.

The dynamics presented, for example, by the New Platform for Global Growth are perfectly suited to discussing and testing initiatives aimed at addressing these types of problems.

"[...] How can we regenerate education which is only an instrument, a tool of change, if the object of that change – namely, man in society –is subject to constraints of a kind which makes the possibility of resolving them with the instrument of regenerated education alone an illusion?" (Sylvain & UNESCO, 1974, p. 541)

The task of those who will be involved in transforming education is to turn learning into an instrument of change so that the possibility of resolving restraints is no longer an "illusion" for the "man in society."

In conclusion, we would like to stress that education is a fundamental condition for the development of the Global South. The disconnect between the education system and the practical realities and needs of the labour market is an objective fact, and students do not feel that they are being properly prepared to enter the workforce (UNICEF, 2020). The concept that education is a process of constant memorization is harmful. In an ideal world, education would be a process of continuous questioning, discussion, and practical problem solving through direct interaction with the object of study. Organizing the education process in this way is key to ensuring that information and knowledge are retained, which plays a decisive role in solving problems that are relevant for employers. It will also make tomorrow's workers more focused and more confident in their abilities, since mastery of one's field and direct interaction with it guarantee that the material learned will be applied effectively in practice. The New Platform for Global Growth can promote discussions, initiatives, and trends needed to spread the message about the importance of having an education system that meets regional and national development goals.

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Potential of the Housing Sector and Low-Rise Housing Development for Improving Living Standards in the Russian Federation and BRICS+ Countries

The housing sector represents one of the fundamental components of a market system: it both largely determines population welfare levels and serves as an indicator of economic and financial sector well-being.[1] Residential property ownership, alongside financial assets, land, and vehicles, constitutes one of the four main components of household wealth,[2] which is regularly calculated by

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1 Пилипенко И. В. Жилищное строительство в России за 100 лет: динамика, итоги и социально-экономические проблемы (Pilipenko, I. V., Housing Construction in Russia Over 100 Years: Dynamics, Results, and Socio-Economic Problems) // Вопросы экономики. 2025. № 1. С. 134–158 (in Russian).

2 De Soto H. The Mystery of Capital: Why Capitalism Triumphs in the West and Fails Everywhere Else. New York; London: Basic Books, 2000; Piketty T., Yang l., Zucman G. Capital accumulation, private property, and rising inequality in China, 1978–2015 // American Economic Review, 2019, Vol. 109, No. 7, pp. 2469–2496.

organizations such as the Swiss banking group Credit Suisse (now part of UBS).[3]

Residents of the Russian Federation and other BRICS+ countries spend approximately half to two-thirds of their lives in their apartments and houses. With COVID-19 pandemic restrictions and the shift toward partially remote work in many countries, housing's role in ensuring adequate living standards has become even more significant. Nevertheless, housing issues — including affordability and provision problems — typically remain peripheral in discussions about international cooperation and experience exchange, as housing policy generally falls under the jurisdiction of national authorities.[4] This is reflected in the topics proposed for the Open Dialogue The Future of the World: New Platform for Global Growth, which places our essay at the intersection of three topics for discussion: "Investments in Human Capital," "Investments in Technology," and "Investments in Environment".

According to the United Nations Human Settlements Programme (UN-Habitat), approximately 318 million people worldwide currently lack their own housing, about 1.1 billion live in slums and informal settlements, around 2.2 billion lack proper access to drinking water, about 2.8 billion face inadequate housing conditions, and 3.5 billion lack access to sanitation systems.[5]

It should be noted that BRICS+ countries face remarkably similar housing challenges. In China, significant urban housing price increases over the past 15 years6 have substantially reduced housing affordability (the housing affordability coefficient — the ratio of apartment costs to average annual household income — reached 7.2 years in the late 2010s, compared to an optimal level of three years).[7] The default of major real estate developer Evergrande Group in December 2021 triggered a construction industry crisis that inevitably affected both China's financial sector and its broader macroeconomic indicators.

South Africa's housing sector, which is currently undergoing active urbanization, faces challenges related to housing size (most government projects offer small one-room apartments), construction quality issues, and poor location of new

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3 Global wealth report 2023: Leading perspectives to navigate the future / UBS, 2023. Available at https://www.ubs.com/global/en/family-office-uhnw/reports/global-wealth-report-2023.html.

4 Пилипенко И. В. Ранжирование и типология регионов Российской Федерации по жилищной обеспеченности и доступности жилья в 1990–2020-х годах (Pilipenko, I. V., Ranking and Typology of Russian Federation Regions by Housing Provision and Housing Affordability in the 1990s–2020s) // Экономика региона. 2024. №3. С. 763–786 (in Russian); Hoekstra J. Comparing Local Instead of National Housing Regimes? Towards International Comparative Housing Research 2.0 // Critical Housing Analysis, 2020, Vol. 7. No. 1, pp. 74–85.

5 UN-Habitat Annual Report 2023. United Nations Human Settlements Programme, 2024. 43 p.

6 Fang H., Gu Q., Xiong W., Zhou L-A. Demystifying the Chinese Housing Boom // NBER Macroeconomics Annual, 2015, Vo. 30, pp. 105–166.

7 Li S. Housing Affordability in Chinese Cities. Lincoln Institute of Land Policy Working Paper WP20LS1. April 2020. 25 p.

developments.[8] Major Indian cities also suffer from low housing affordability,[9] as urbanization accelerates (urban population is expected to reach 40% of the country's total by 2030[10]). Brazil11 faces similar challenges, with broad coverage about how its favelas (informal settlements) lack adequate infrastructure.

Countries that joined BRICS during 2024–2025 also face acute housing issues[12] (with the exception of the United Arab Emirates, where most residents are immigrants). Iran exemplifies these challenges, where high inflation in recent years has significantly increased building materials prices, driving up housing costs (prices increased 14-fold during 2016–2022) and reducing affordability. These processes have also driven rental prices upward, with households spending an average of 51% of their income on housing rent during the 2022–2023 fiscal year.[13]

The Russian Federation differs significantly in this context, both in household structure – with the majority owning their housing – and in the quality of urban infrastructure.14 According to Rosstat's Comprehensive Survey of Living Conditions (KOUZ) conducted in 2022, 84.6% of Russian households directly owned

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8 Manomano T., Tanga P.T., Tanyi P. Housing Problems and Programs in South Africa: A Literature Review // Journal of Sociology and Social Anthropology, 2016, Vol. 7, Issue 2, pp. 111–117; Marutlulle N.K. A critical analysis of housing inadequacy in South Africa and its ramifications // Africa's Public Service Delivery and Performance Review, 2021, Vol. 9, No. 1, a372.

9 Housing Affordability in Major Indian Cities / MagicBricks, August 2024. Available at https://property.magicbricks.com/microsite/research-insights/src/pdf/HOUSING_AFFORDABILITY.pdf

10 Affordable Housing in India / Knight Frank, December 2024. Available at https://content.knightfrank.com/research/2940/documents/en/affordable-housing-in-india-2024-11745.pdf

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13 Iran Economic Monitor: Sustaining Growth Amid Rising Geopolitical Tensions. With a Special Focus on Recent Poverty and Inequality Trends in Iran (2020–2022). IBRD / The World Bank, Spring 2024. P. 3.

14 Similarly to other former USSR republics and countries of Central and Eastern Europe that developed housing construction and municipal infrastructure systems under planned economy [for more details see: Пилипенко И. В. Переходный процесс и институты: к вопросу об уровне жизни в странах Центрально-Восточной Европы – членах Европейского союза (Pilipenko, I. V., Transition Process and Institutions: Examining Living Standards in Central-Eastern European EU Member States) // Балтийский регион. 2021. № 1. Т. 13. С. 153–179 (in Russian)].

their homes, 6.3% were paying mortgages, and 9.0% rented housing from individuals, the state, or municipalities.[15]

Recent years have seen record housing construction volumes in the Russian Federation (102.7 million square metres of new housing in 2022 and 110.4 million square metres in 2023),[16] exceeding late 1980s planned economy levels (71–73 million square metres annually) by nearly 50%.[17] However, developer-built multi-apartment buildings (MABs) currently remain at late 1970s to early 1980s levels (51–52 million square metres yearly),[18] whereas in the late 1980s, the RSFSR state and housing cooperatives built 60–63 million square metres of housing, and another 4–5 million square metres (primarily low-rise multi-apartment buildings) were commissioned annually by collective farms. Thus, the current high figures largely reflect housing commissioned by individuals using personal and borrowed funds.

The formal increase in housing provision from 16.4 square metres per person in 1990 to 28.2 square metres in 2022 masks significant disparities in actual housing provision among Russian citizens. Rosstat's KOUZ surveys in 2014, 2016, 2018, 2020, and 2022 show that total housing area per household member remained virtually unchanged during this period, ranging between 22.9–24.3 square metres per person.19

Furthermore, the past two decades have witnessed an increase in one-room apartments (typically in high-rise buildings) from 20% of new housing in 2000 to

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15 Calculated by the author based on: Распределение домохозяйств по видам занимаемых жилых помещений: по типу населенных пунктов. Комплексное наблюдение условий жизни населения – 2022 (Distribution of Households by Types of Occupied Residential Premises: By Settlement Type. Comprehensive Survey of Population Living Conditions – 2022) // Росстат, 2023. URL: https://rosstat.gov.ru/free_doc/new_site/GKS_KOUZH_2022/Files/75.1.xlsx (in Russian).

16 Ввод в действие жилых домов в городской и сельской местности в Российской Федерации (Housing Commissioning in Urban and Rural Areas in the Russian Federation). Росстат, 2024. https://rosstat.gov.ru/storage/mediabank/Stroi_132.xls (дата обращения: 15.03.2024) (in Russian).

17 Пилипенко И. В. Жилищное строительство в республиках СССР за 70 лет: макроанализ (Pilipenko, I. V., Housing Construction in the Republics of the USSR over 70 Years: Macroanalysis). Москва: Издательский дом «Научная библиотека», 2023. 600 с. (in Russian).

18 Calculated by the author based on: Ввод в действие жилых домов в городской и сельской местности в Российской Федерации (Housing Commissioning in Urban and Rural Areas in the Russian Federation). Росстат, 2024. https://rosstat.gov.ru/storage/mediabank/Stroi_132.xls (дата обращения: 15.03.2024) (in Russian).

19 Author's calculations based on: Таблица 75.1. Распределение домохозяйств по видам занимаемых жилых помещений (по типу населенных пунктов) (Table 75.1. Distribution of Households by Types of Occupied Residential Premises (by Settlement Type)) // КОУЖ-2022, Росстат, 2023. URL: https://rosstat.gov.ru/free_doc/new_site/GKS_KOUZH_2022/Files/75.1.xls (in Russian), and according to data from the corresponding Comprehensive Surveys of Population Living Conditions for 2012, 2014, 2016, 2018, and 2020.

43–47% in 2018–2020.20 The share of two-room apartments remained stable at approximately 30%, while that of three-room apartments decreased from 34% to 17% during 2000–2020, and four-room apartments declined from 17% to 8–11%. Additionally, the proportion of family mortgage programme borrowers purchasing one- or two-room apartments increased from 68% to 76% between 2018–2023, according to Sberbank data[21]

Finally, over the past 20 years, the average floor area in newly constructed MABs has also consistently decreased, falling 36% during 2002–2023 – from 69.3 to 50.3 square metres. According to the DOM.RF website, apartments between 35–45 square metres constitute 29% of all units under construction nationwide[22] This trend reflects rapid urban housing price increases that have outpaced household income growth. The proliferation of studio apartments in major cities – which often command higher per-square-metre prices than one-room apartments while offering less functionality – further exacerbates the situation. Cramped housing negatively affects reproductive behaviour, discourages the establishment of families with 2–3 children, limits household members' creative pursuits and self-realization during leisure time, and runs counter to the national priority of increasing birth rates.

The solution lies in systematically developing low-rise housing (one- to three-story buildings) and individual housing construction (IHC), along with promoting mid-rise buildings in suburban areas that better accommodate families with children. Housing construction by individuals using personal and borrowed funds increased 10.9-fold between 1991–2023 (from 5.4 to 58.7 million square metres), with its share of total Russian housing construction rising from 10.9% to 52.1% (peaking at 55.6% in 2022). The average size of individually commissioned houses increased from 119 square metres in 2000 to 137 square metres in 2021–2023 – 2.6 times larger than average MAB apartments. However, this segment has primarily developed as suburban/secondary housing near major cities rather than primary urban residences[23]

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20 Since 2021, this indicator is no longer published by Rosstat.

21 Аналитики Сбера и ДОМ.РФ изучили «Семейную ипотеку» с момента запуска программы (Analysts from Sberbank and DOM.RF Studied the "Family Mortgage" Programme Since Its Launch) // Журнал Домклик Ипотека, 10.07.2023. URL: https://blog.domclick.ru/ipoteka/post/analitiki-sbera-i-domrf-izuchili-semejnuyu-ipoteku-s-momenta-zapuska-programmy?ysclid=lwzjc9yopn204928353 (in Russian).

22 Обзор многоквартирного жилищного строительства в Российской Федерации. II квартал 2024 года (Overview of Multi-Apartment Housing Development in the Russian Federation. Second Quarter of 2024) // ДОМ.РФ, май 2024. С. 16. URL: https://дом.рф/upload/iblock/bf9/v7gu3fuf3o02475b5ag8eqhsq1tl1wwh.pdf (in Russian).

23 Пилипенко И. В. Развитие индивидуального жилищного строительства в Российской Федерации в 1990-2020-х годах: тенденции и перспективы (часть II) (Pilipenko, I. V., Development of Individual Housing Construction in the Russian Federation in the 1990-2020s: Trends and Prospects (Part II)) // Экономика и управление: проблемы, решения. 2024. Т. 15. № 11 (152). С. 5–17 (in Russian).

Developing the low-rise housing segment could address several systemic problems in the Russian economy by: (1) increasing actual housing provision and (2) the number of rooms per dwelling; (3) reducing apartment prices in city centres; and (4) supporting higher birth rates, as lower per-square-metre costs in suburban areas allow families to afford larger homes than MAB apartments, positively affecting demographic trends[24] Russia's vast territory and sociological survey results further support prioritizing low-rise housing development.[25]

Successfully addressing these issues would not only help resolve Russia's demographic challenges long-term but also provide a model for other BRICS+ countries facing housing issues — both those experiencing urban population growth and those with significant informal housing in urban areas.

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24 Пилипенко И. В. Крупные и крупнейшие городские агломерации как приоритет государственной политики пространственного развития Российской Федерации: проблемы и возможные решения (часть II) (Pilipenko, I. V., Large and Major Urban Agglomerations as a Priority of the State Policy of Spatial Development of the Russian Federation: Problems and Possible Solutions (Part II)) // Проблемы современной экономики. 2024. № 2 (90). С. 92–99 (in Russian).

25 See, for example, Запрос горожан на индивидуальные дома: социологический опрос (Urban Residents' Demand for Individual Houses: Sociological Survey) // ВЦИОМ, «ДОМ.РФ», август 2022, с. 3. URL: https://дом.рф/upload/iblock/7d1/cvzv7alda0iermcrqct2ijpr299nct5w.pdf (in Russian).

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Investments in Human Capital

Introduction

Today, every financially literate person understands the importance of managing finances wisely and continuously growing one's savings. Moreover, in the modern world, it is hard to imagine any state whose economy could exist without investment.

Not everyone realizes that in today's world, everyone engages in investing to some extent. Education itself is essentially a type of investment, a contribution to the future, because a quality education helps secure a well-paying job.

This same principle applies to sports. By training regularly, a person is investing in their health and physical appearance. For professional athletes, every workout is an investment in future victories.

Thus, investing reflects one of the most fundamental laws of human life: you cannot gain something in the future without doing something for it in the present.

Unfortunately, in Russia and other post-Soviet countries, financial literacy remains quite low. As a result, there is a lack of understanding about the opportunities offered by investment.

Most people in this region believe that only credit institutions, government bodies, and large companies are able to engage in investment activities.

There is also a common belief that only wealthy individuals can earn money from investing. In reality, however, anyone can get involved in investing.

Research objective: To uncover the role and essence of investments in economic development and assess the profitability of investments.

To achieve this goal, the following tasks must be completed:

– Explore the history of the emergence and development of investments;
– Classify types of investments;
– Consider investment as a factor of economic growth;
–Identify the key factors and ways to increase investment activity;
– Conduct a survey among school students to assess their level of financial literacy.

Object of study: Investments and their types.

Subject of study: Specifics of the investment process.

The issue of investing has always been a central topic in economics. Questions of transforming savings into investments were first raised by classical English political economists: A. Smith, D. Ricardo, and J.S. Mill. A significant contribution to understanding the contradictory nature of the market mechanism for transforming savings into investments was made by K. Marx, whose ideas remain relevant today. J.M. Keynes also made a profound contribution to developing the theory of this transformation.

Other notable economists who contributed to the theory and methodology of investment policy include: I. Fisher, K. Wicksell, T. Veblen, A. Pigou, J.M. Keynes, J. Hicks, P. Samuelson, T. Koopmans, M. Friedman, J. von Neumann, O. Morgenstern, J. Tobin, K. Arrow, R. Solow. Their work was expanded upon by scholars such as J.R. Boudeville, A. Weber, R. Vernon, R. Grotz, E. Hoover, S. Denison, H. Siebert, G. Cameron, W. Christaller, W. Launhardt, A. Lösch, G. Myrdal, T. Pallapder, F. Perroux, P. Pottier, A. Predöhl, H. Richardson, E. Robinson, D. Smith, M. Storper, E. Taaffe, J.H. von Thünen, R. Walksra, J. Friedman, H. Hotelling, T. Hägerstrand, and others.

Research methods used include: Synthesis, analysis of statistical data, deduction, and system and comparative analysis.

The information base included textbooks, educational materials, publications, online resources, and scientific articles.

Do you live for today or think about the future? If you think about the future, then you are familiar with the concept of investment.

Investment is the allocation of funds into an asset to receive profit in the future. Examples include purchasing property for rental, foreign currency, stocks, gold, artwork, and more. However, these are not always reliable: currencies fluctuate, properties can be damaged or destroyed, etc. But investment is not limited to material assets: people themselves can also be the object of investment.

What does it mean to invest in oneself? Everyone has their own interpretation. Generally, it means investing in your inner self to pursue various goals. And those goals are just as unique.

So, what are the most profitable and reliable investments? I agree with Warren Buffett's statement, "The best investment you can make is in yourself". Such investments are immune to inflation, they cannot be stolen or lost. They are always with you and can be applied in any situation.

What are the options for self-investment? First, investing in knowledge. A well-read and knowledgeable person has better career prospects. Second, investing in health. Regular physical activity is crucial. Third, investing in appearance. It is more pleasant to interact with someone who looks and smells good. Fourth, investing in your social circle – building diverse connections across industries.

It may seem like self-investment is uncertain. When we invest in stocks, real estate, or currency, we often see immediate results: dividends, interest, or profit. With self-investment, results may not be visible right away, especially in areas like health or knowledge. These are only the first step; they must be applied to yield results. For example, a polished appearance alone will not matter if you underperform at work.

In the end, investing in yourself gives you invaluable knowledge and skills that stay with you for life and can help you in any situation.

Investments in human capital is a long-term national priority because it is the key to sustainable development and progress. When a country invests in its citizens, it fosters their growth and development, which in turn contributes to a more prosperous and stable society.

In this essay, I want to highlight the importance of investing in human capital and the benefits it brings both to individuals and to the nation as a whole.

Investments in human capital means ensuring access to education and professional training. I believe education is the foundation of human capital and a driver of economic growth. It equips people with the knowledge and skills they need to contribute to society and the economy. By investing in education and training, people can develop their talents, improve job prospects, and increase their income.

Investments in human capital also includes access to healthcare and social services. Good health is essential for prosperity and contribution to society. When people have access to quality medical care and support, they are more likely to live healthy and productive lives, which benefits the entire economy.

Furthermore, investing in human capital means creating an environment that encourages innovation and entrepreneurship. I believe innovation and entrepreneurship are vital engines of growth. By supporting research and development, as well as startups and small businesses, countries can cultivate a culture of creativity and progress.

In conclusion, investing in human capital is a long-term national strategy. By providing people with access to education, healthcare, and social services; by creating an environment that fosters innovation and entrepreneurship; and by supporting personal and professional development, countries can build a solid foundation of human capital that drives sustainable economic growth and social progress.

Thus, investments in human capital are not only the right thing to do, these are also wise investments in the future.

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Investments in Democracy

(Thematic vector: INVESTMENTS IN HUMAN CAPITAL)

In accordance with Articles 1, 3, 32 and 130 of the Constitution of the Russian Federation,[1] Russia is a democratic state where its multinational people are the holders of sovereignty and the only source of authority; citizens have the right to take part in the management of the affairs of the state both directly and through their representatives; local self-government ensures the independent resolution of local

[1] [Electronic source] URL: https://www.consultant.ru/document/cons_doc_LAW_28399 (reference date 28.02.2025)

issues by the population. However, in the last twenty years, the direct participation of citizens in the management of the affairs of the state and local self-government has been given special attention, as in the conditions of increasing complexity of social processes and new economic challenges, it is becoming increasingly difficult for authorities at all levels to fulfil the powers entrusted to them.

Research and practice show that in order to solve this problem, a new model of democracy is necessary, where citizens not only participate in the establishment of government bodies through elections, but also take direct part in all stages of the management cycle of government bodies (designing decisions, making decisions, implementation of decisions and evaluation of the performance of decisions). In this case, state and municipal governance becomes a joint activity of authorities and citizens, based on the involvement of intellectual, informational and organizational potential of civil society.

In order to develop this model of democracy, the Concept of Administrative Reform of the Russian Federation for 2006-2008 was approved in 2005.[2] The Concept of Administrative Reform of the Russian Federation for 2006-2008 included the measure "Improvement of Efficiency of Interaction between the Executive Authorities and Society". In 2014, the Concept of Transparency of Federal Executive Authorities[3] outlined the principle of civil society involvement, which is understood as securing the possibility of participation of Russian citizens, public associations and the business community in the development and implementation of management decisions in order to take into account their opinions and priorities, as well as to develop a system of constant information and dialogue. In 2017, the President of the Russian Federation in his Decree No. 13[4] stated that "achievement of regional development goals is possible only with maximum involvement of the population in solution of regional and local tasks" and in the same year, the Concept for Introducing the Principles of Transparency in State and Municipal Governance in the Constituent Entity of the Russian Federation and Methodological Recommendations for its implementation were approved. In 2020, a provision was added to the Constitution of the Russian Federation in Article 114 (e.1), which obliges the Government of the Russian Federation to ensure the participation of civil society institutions in the development and implementation of state policy.

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2 Order of the Government of the Russian Federation No. 1789 dated 25.10.2005 "On the Concept of Administrative Reform of the Russian Federation for 2006-2008 and the Plan of Measures for Administrative Reform in 2006-2008". [Electronic source] URL: https://login.consultant.ru/link/?req=doc&base=LAW&n=158273&demo=1 (reference date 28.02.2025).

3 Order of the Government of the Russian Federation No. 93-r dated 30.01.2014 "On Approval of the Concept of Transparency of Federal Executive Bodies". [Electronic source] URL:https://www.consultant.ru/document/cons_doc_LAW_158273/(reference date 28.02.2025).

4 Presidential Decree No. 13 dated 16.01.2017 "On Approval of the Fundamentals of the State Policy of Regional Development of the Russian Federation for the Period until 2025" [Electronic source] URL: https://www.consultant.ru/document/cons_doc_LAW_210967/ (reference date 28.02.2025).

As part of the implementation of these and other documents, mechanisms were established for public discussions of draft decisions, public expertise, regulatory impact assessment, independent anti-corruption expertise, public control, independent assessment of the quality of conditions for the provision of state and municipal services; public councils and public chambers were established, members of which took part in the boards of supervisory bodies, in working groups in the preparation of decisions of the authorities, etc.

However, unfortunately, it should be recognized that many of these mechanisms and organizational forms have failed to meet their expectations, because during their development

- technologies for the participation of citizens and civil society institutions in the formulation and implementation of state and municipal policy have not been properly developed;

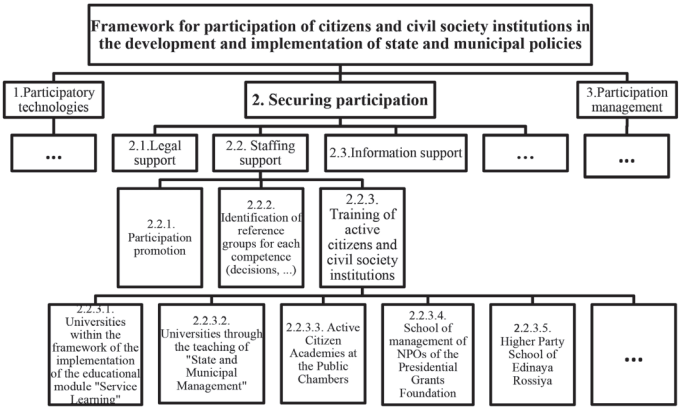
- no system for ensuring joint activities of the authorities and representatives of civil society has been developed.

In particular, state and municipal governance today is quite complex, where many tasks are innovative and their solutions are unknown. Consequently, citizens wishing to take part in the affairs of the state and local self-government should have special knowledge and skills, which they should receive in the appropriate education system. But such a system does not exist today, and the task of its establishment has not even been set.

The above information makes it possible to draw the following CONCLUSIONS:

1) existing model of democracy in Russia should be completed, using the methodology of systems engineering for this purpose;

2) block diagram of the system of participation of citizens and civil society institutions in the development and implementation of state and municipal policy can be represented as follows



Due to the limited volume of the essay in the flowchart, the decomposition of only the block "2.2. Staffing support" in the part "2.2.3. Active Citizen Academies at the Public Chambers" was shown, as there are already several elements for the development of such a training system.

The first element (2.2.3.1) can be the educational module "Service Learning", which according to the order of the President of the Russian Federation Pr-173gs, clause 85 has been developed and tested in pilot mode in 130 universities of the country, and from September 1, 2024 should be introduced in all universities. This module requires students to develop socially-oriented projects, including those requested by the authorities. Obviously, in order to develop such projects, students will have to study the structure and activities of the authorities. On the other hand, the implementation of these projects will be nothing but a form of citizen participation in state and municipal governance.

The second element (2.2.3.2) can be the educational and methodological complex "State and Municipal Management", which is being developed under the order of the Ministry of Education and Science of Russia No. MN-11/184 dated 23.01.2024 within the framework of the "DNA of Russia" project. The purpose of mastering this discipline, which will be mandatory for all areas of training, is the development of competences, knowledge, skills and abilities in the field of state and municipal management, provided by the Federal State Educational Standards of Higher Education, providing the student with the ability to navigate in the system of public authorities and use this knowledge in their professional activities.

The Academy of Active Citizen (the name is conditional) at public chambers of all levels (Block 2.2.3.3.) is necessary for training citizens who wish to participate in state and municipal governance, but who have already exceeded the student age.

In 2021, the Far Eastern Scientific Centre for Local Self-Governance developed a project to create an Academy of Active Citizen at the Khabarovsk Public Chamber, within the framework of which it was supposed to develop and implement educational programs, as well as hold consultations on popular forms of citizen participation in local self-governance (Territorial Self-Government, public chamber and public councils, initiative projects, public hearings, regulatory impact assessment, anti-corruption expertise of Laws and Statutory Instruments, participation in independent assessment of the quality of municipal services, etc.). In the course of such education, students could develop proposals and initiative projects aimed at improving the efficiency of addressing issues of local importance. Unfortunately, no investor has yet been found to implement this project.

The fourth element of the system (2.2.3.4) can be the School of Management of Non-Profit Organizations of the Presidential Grants Foundation, which is being established in accordance with the Decree of the President of the Russian Federa-

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[5] [Electronic source] URL: http://www.kremlin.ru/acts/assignments/orders/70421 (reference date 28.02.2025)

tion No. 26 dated 16.01.2025 "On the Development of Infrastructure for Supporting Non-Profit Organizations". For this purpose, there should be an educational program (module) on the participation of NPOs in the management of state affairs and local self-governance in the NPO management education program.

The Higher School of the Edinaya Rossiya Party can be the fifth element (2.2.3.5) of the system of training active citizens for participation in state and municipal governance, as long as an appropriate educational and public awareness programme is provided there.

Conclusion. In case of implementation of the above proposals on investment in democracy, it is possible to ensure the development of the existing model of democratic state in Russia. As a result, citizens will not only take part in the development of government bodies at elections, but also take direct part in all stages of state and municipal governance (designing decisions, decision-making, implementation of decisions and evaluation of the performance of decisions). Such a model of democracy will contribute to a new wave of economic and social development of the country.

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Education as a Driver of Global Growth: Creativity Instead of Templates

Area of interest: The role of pedagogical creativity and innovative methodological projects in the formation of a competitive workforce and a sustainable economy. Teacher creativity = GDP growth

Relevance of the topic. The modern global economy is at the threshold of the Fourth Industrial Revolution, where human capital and innovations, rather than raw materials, will become key resources. However, the traditional education system, which is based on templates developed in the 19th century, fails to meet the challenges:

Robotics will threaten 800 million jobs by 2030 [1].

The digital divide between countries exacerbates inequality [2].

Climate resources require creative solutions that are not taught in textbooks [3].

In this context, pedagogical creativity becomes not just a skill but a strategic resource. According to a study carried out in Uzbekistan [4], the retraining of teachers through innovative methodological projects increases their creativity by 15.1% (Pearson's χ^2, $p<0.05$). This proves that investment in teachers is investment in the economy of tomorrow. Investments in teacher creativity do not simply address cur-

rent challenges but lay a foundation for sustainable economic growth and social progress.

Research hypothesis. The targeted inclusion of innovative methodological projects in professional development courses for teachers helps to significantly increase their pedagogical creativity and their readiness to use creative techniques in the teaching process.

To confirm this hypothesis, a study was carried out in three regions of Uzbekistan, which included an analysis of the effectiveness of the module "Professional Creativity and Pedagogical Competency." Pedagogical creativity was diagnosed using several tools, including Vishnikova's creativity test, Kashapov's creative competencies questionnaire for teachers, and the methodology for evaluating the creative potential developed by Potyomkina and Potyomkina [4].

A total of 429 teachers participated in the study, including 250 (58%) females and 158 (36%) males (22 dropped out for various reasons). Qualification courses were held in three regions of Uzbekistan (Tashkent, Samarkand and Bukhara) from September 2021 to October 2023.

As part of the experimental module, the teachers developed innovative methodological projects that included creative teaching techniques and boosted professional creativity. By using a differentiated approach to teaching and evaluating pedagogical creativity, learners could be split into groups and incentivized to achieve the best results depending on their level of creativity and competencies.

Table 1 lists results of the pedagogical experimental test administered at all the experimental testing sites, which reflects the levels of pedagogical creativity of the participants after completing the specialized training module.

Table 1.

Pedagogical creativity levels	Control group c = 196				Treatment group e = 211			
	Pro-test		Post-test		Pro-test		Post-test	
High (presentative)	24	12.24%	39	19.90%	26	12.32%	68	32.23%
Medium (quasi-professional)	73	37.24%	108	55.10%	79	37.44%	119	56.40%
Low (investigatory)	99	50.51%	49	25.00%	106	50.24%	24	11.37%

The first stage of the study (pre-test) revealed no statistically significant differences between the treatment (e = 211) and control c = 196) groups in terms of pedagogical creativity.

The treatment group underwent training according to a specially developed

methodology (module + hands-on tasks + project activities). In the control group, training was administered in the traditional format.

Based on the final test (post-test), the proportion of teachers with a "high" level of pedagogical creativity was found to be 15.1% greater relative to the control group. A chi-squared test (Pearson's chi-squared) confirmed the statistical significance of the findings ($p < 0.05$).

Thus, the hypothesis about the effectiveness of the innovative methodological projects for improving the level of professional creativity in teachers is confirmed by empirical data.

It is predicted that the dissemination of this teaching method to other educational institutions and regions will strengthen human capital by developing the creative potential of teachers, which will, in turn, improve the quality of education and contribute to global economic growth. If the experiment is expanded to cover 80% of the teachers, it may bring an additional $1.2 billion to the economy by 2030 due to improvements in the quality of human capital [5]. By 2035, a total of 60% of jobs will require skills not taught today. Innovation-based projects in education will close this gap by preparing personnel for the "green" economy, the AI sector, and creative industries [6].

The results presented demonstrate that investments in pedagogical creativity may transform the education system and contribute to creating a more innovative and adaptive economy. The results of the Uzbekistan study agree with OECD data [1]: countries that invest in teacher creativity demonstrate greater rates of economic growth.

Investments in the development of the pedagogical creativity of teachers, apart from improving the quality of education, contribute to **economic growth** through the following aspects:

Improvement of the quality of education. The development of pedagogical creativity has a direct effect on the quality of teaching and on demand for the graduates. This bolsters the competitive standing of higher education institutions and creates preconditions for an inflow of investments in the education sector.

Reduced costs of professional development. Teachers who are comfortable with innovative methodologies can master new technologies and academic programmes faster and more efficiently, which reduces the cost of their continuous professional development.

Expansion of the labour market. Graduates who have received training from creative teachers are better adapted to present-day conditions, have advanced creative thinking and become more valuable members of the workforce.

The social effect is achieved thanks to the following factors**:**

Increased prestige of the teaching profession. The introduction of innovative projects makes teaching more attractive as a job and helps increase motivation and professional satisfaction. This contributes to retaining staff in education and reducing outflow of professionals.

Improving the level of "population care." Creative teaching methods contribute to producing a flexible, thinking generation. This is not simply about developing academic knowledge, it is also about instilling the necessary values that enable young people to efficiently solve socioeconomic problems.

Growth of social cohesion. The use of project-oriented teaching methods improves communication and cooperation skills, which is important for strengthening social cohesion and building civic responsibility.

Creative teachers prepare students who are capable of creating innovative products and services, which directly affects GDP growth. One example is Finland, where the fact that teachers have a high degree of autonomy when it comes to choosing teaching methods, which has propelled the country to the leading spot in the Global Innovation Index (2023). One in three startups in Helsinki is founded by graduates of schools that emphasize project-oriented learning [7].

The results of the study show that the method for developing professional creativity through innovative methodological projects contribute to the formation of professional creativity, improving the overall efficiency of the teaching process.

In the long term, the introduction of innovative methods and projects in teacher training will serve as a catalyst for the growth of the nation's intellectual and creative potential. The expansion of programmes like this will strengthen human capital and improve the competitive position of educational institution on a global level.

In order to scale this methodology, a national programme must be established, which should include online courses, sharing best practices and grants for teachers. Russia Expo can become a platform for international sharing of experience, which will accelerate a global transition to creativity-based teaching.

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SERBIA

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Tradition and Economic Development: Why are identities important in the globalized World?

Preamble: The current technological (or fourth industrial) revolution affects not only economic but also social changes. The challenges that arise, which concern the future of the world - are completely new, humanity has not encountered anything like this during its development, and therefore the outcomes are extremely unpredictable. The technological revolution is becoming the basis for a social revolution. This essay is dedicated to presenting two growth models - an economy based on the idea of development and an economy based on the idea of progress, and pointing out the consequences of uncritical acceptance of the progressivist paradigm based on the concepts of globalism and transhumanism. In this framework, it is insisted on preserving traditions and values that stem from traditions, as basic elements in maintaining historical identities and original cultures. The preservation of traditions and values represents a kind of guarantee that globalization will take place through the establishment of a balance of power in international relations, negotiations on the helpfulness of using certain (technological) solutions and limiting the abuse of technologies, as well as the protection of the collective rights of nations and individuals who are members of those nations. The hypothesis being proven is: an economy based on development represents a desir-

able framework for projecting further economic growth in a globalized world. An illustration of the basic differences between the two models is presented in Table 1:

economy based on the idea of development	**economy based on the idea of progress**
accepting differences	insisting on uniformity
functioning in multiverse	imposing universality
globalization and global governance	globalism and global authority
principle of good	principle of utility
anthropocentrism	cyberization and transhumanism

Essey:

The struggle for resources and control of trade routes determined international relations in the 19th century. The struggle for technologies and markets characterized world politics in the 20th century. The struggle for identity and culture will mark the 21st century. In this context, it is necessary to reflect on the issue of economic growth. Of course, just as in history before the 19th century there was always a desire to seize or control resources and trade routes, there is also a whole series of events that can prove that technologies were purposefully developed and markets conquered before the 20th century. Also, the processes that are associated here with the 19th and 20th centuries continued later, they last until today. Today, there could be no green innovations or the development of artificial intelligence without access to strategic and critical raw materials. There could be no growth in international trade without distribution chains, logistics centers and new infrastructure projects, from ports to railway corridors. This is not about precisely determining the beginning and end of certain processes, but about describing trends that have had a key impact on international relations and, consequently, determined the character of economic growth on a global scale in certain time periods. When talking about the current time period and the struggle for identity and culture, what lies in core of it all is actually a desire to maintain traditions.

Tradition is a set of knowledge, experiences and achievements – both material and immaterial, thanks to which the continuity of a culture is maintained. The continuity of a culture ensures the perpetuation and development of the collective identity, the identity of the people who create that culture. Without these customs and beliefs, there can be no spirit of community as a prerequisite for organizing society and continuing the nation-building process. Tradition is transmitted, it lives by repeating the tradition from one generation to another. It is a link between the past, the present and the future (Berk 2001, p. 72). A legacy that has been maintained for at least three generations can already be called a tradition, although declaring something traditional usually requires a longer period of time.

Tradition is perceived in the collective consciousness as unchangeable, because it gives societies and individuals the impression of a connection with the past, with the primordial, because it offers meaning, the purpose of existence. This makes it easier to find answers to elementary questions regarding identity. An individual is part of an unbroken chain that includes generations of his ancestors and which will be continued by his descendants. He belongs to people that has built its own culture and its own system of values. The purpose of its existence is to further nurture and develop that culture, and maintain the system of values. This aspiration manifests itself as a desire for development, for living conditions to be better than those of the previous generation, but respecting the inherited culture and the formed system of values.

The role of tradition is to make things certain and future events predictable. Tradition ensures the stability of society, thus maintaining order. Because there is no permanent stability, and periodic social conflicts are inevitable in nation-building processes, tradition plays a major role. The eternal repetition of the same is evidence of duration in time, the relativity of challenges, risks and threats.

Because of the role it plays, tradition shows great resilience and infiltration. Even when formally banned, or abolished by revolutionary measures, traditions have found their way to transform the newly established or imposed. Abolishing traditions destroys a culture, but resilience and infiltration of traditions nevertheless show that their abolition is not easy to do.

Why will the struggle for identity and culture, or rather for the preservation of traditions, determine the character of economic growth in the 21st century? Here it is necessary to return to the previous statement about how the desire to maintain tradition manifests itself as a desire for development.

Konstantin Leontiev makes a difference between the concepts of development and progress. For him, these are even two irreconcilable concepts. "Development is strengthening of organized, disciplined dissimilarity", and "Progress is the pursuit of all-merging in uniformity, destruction of all that is diverse." (Leontiev 2015, p. 24) "It is noticeable that the two last modern empires, the United States and the Soviet Union – give preference to the progress in relation to development. Progressiveness is declared as universality, with the difference that the Communist Empire has been imposing the concept of class equality, and the neoliberal empire declared a material value as the only measure of everything in our lives "(Proroković 2019).

The economy can be based or on the idea of development or on the idea of progress. Economic growth can be determined either by the development strategy or the strategy of progress. The syntagma "Development Economy" at first glance seems like an oxymoron. The economy as a set of applied knowledge and practices is used to define development goals. Since human beings are also homo oeconomicus, they are dedicated to economic development. Humans want to own and earn more, to live better. Therefore, societies are dedicated to development as well

and individuals have a desire to pursue development. The technological development with which we make living conditions better than before - it is the result of such commitment.

However, if the issue of an acceptable economic model is observed from the point of view of the paradigm of Konstantin Leontiev, then a different depiction is attained[1]. Technological revolutions throughout history have immensely contributed to the implementation of the concept based on progress. Application of new technologies helped achieving comparative advantage, then excessive concentration of capital in the hands of those who possessed new technologies and afterwards it contributed to striving for monopolization. Monopolization has led to uniformity, i.e. universalism. This could be seen in 19th and 20th centuries, during the period of previous fights after the first (for resources and trading routes) and second industrial revolution (for technologies and markets). That is why economy based on progress in addition to technological revolutions caused also social revolutions.

By intertwining these revolutions or even by merging them in one process (most obvious is the case in the Soviet Communist System, but also in the entire row of states during decolonization), interdependence between the technological and social components is further reinforced. In post-bipolar time, when only one modern empire remained in the international order, thanks to American dominance (political, ideological, military, financial, cultural) universalism was manifested through the elaboration of the concept of globalism. As the difference between development and progress must be made, it is necessary to distinguish globalization and globalism.

Since both concepts are ambiguous, it is first necessary to point out their meaning. The globalization implies the process of increasing interdependence between economies, societies and cultures of different countries around the world (Scholte 2008, pp. 1471-1499). Comprehensive and all-pervading, in the era of third, and soon after it the fourth industrial revolution - globalization becomes inevitable, unavoidable and irreversible. Global interdependence, in the context of international trade, exchanging ideas, security or capital fluctuations is becoming increasingly pronounced in late 20th century. The global development takes place within globalization. In contrast, globalism in the context of this paper and the pre-

[1] An economy based on progress should not be confused with the concept of economic progressivism, which concerns the advocacy of a fairer distribution of wealth, which is achieved by adopting the necessary legal regulations (therefore, the term fiscal progressivism is also used as a synonym for this concept). Economic progressivism can be part of an economy based on development. Strengthening "organized, that is, disciplined diversity" also includes improving competitiveness through the application of the principle of fairness, and providing the same conditions for all bidders through the application of the principle of equality, and preventing unfair competition by preventing the corporatization of the entire system.

sented classifications is seen from the point of view of the neoliberal ideological matrix, within which it first found application when the conceptualization of economic globalization was considered at the beginning of 21st century (Steger and James 2019, pp. 4-8). "The notion of globalism means: (1) creating a new type of global society ('post-industrial, information society'), (2) creating a world community, having in mind planetary space and equalization of all values and activities, (3) creating one world system. In other words, the idea of globalism is an effort to constitute a supranational creation with a unique space that abolishes historically constructed institutions, values, understandings" (Avramović 2013, pp. 3-4). Economy (based on idea of progress) and globalism are becoming unbreakably connected, which accelerates social changes around the world and opens the issue of traditions, values and identities.

In addition to the process of globalization and the globalism conceived with it, a characteristic of today's world is the technological (fourth industrial) revolution that is taking place. The latest technologies are changing the world like never before, and societies are facing changes that have never been seen before. Bioengineering, biosynthetic and biosensor technologies are being developed, additive technologies thanks to which it will be possible to produce numerous things practically without human participation in the production chain, then nanotechnology, digital, information and communication technologies, and artificial intelligence is already taking over some of the jobs that were previously performed by people. Exponential scientific development is not only aimed at satisfying the most diverse needs of people and improving the quality of life, but also changes the habits of individuals and transforms societies. Improving life by relying on the development of technologies brings us revolutionary changes. So revolutionary that Yuval Noah Harari enthusiastically states: "There is no reason to think that homo sapiens is the last station" (Harari 2018, p. 61). Thanks to constant innovations, human life will be extended, life will be more carefree, living conditions will be far more comfortable than they are today.

The economy of progress encourages both – the unlimited (and uncritical) application of new technologies and social changes that will enable such application. Under the pressure of globalism and the fourth industrial revolution, existing economic and social models are changing, states are basing their economies on the paradigm of progress, therefore transforming their policies and strategic aspirations. In fact, by accepting the concept of globalism as the basis for designing economic policy, and under the pretext that such actions open the door to technological modernization, the influx of investments, the arrival of multinational corporations, increased exports, and the like, states are de-sovereignizing themselves, they voluntarily relinquish part of their own competencies in favor of the global elite, international organizations, or multinational corporations. In order for de-sovereignization to be legitimized, which is in the interest of proponents of the concept of globalism and multinational corporations, it is necessary that such a

process is supported or at least not contested by a significant part of the population of a country. The change in the economic model, therefore, must be accompanied by changes in the social model, which boils down to the dissolution of traditions, the breakdown of identity and the suppression of cultures. Societies that renounce their own traditions lose the originality of their identity, and therefore the diversity on which organization and internal hierarchy are based (stratification based on tradition and historical experiences). What is offered to them through globalism serves to melt them into uniformity.

Why do individuals agree to this? The individual, viewed from a progressive point of view, will no longer have any need to protect his interests by acting within traditional social groups, because technological changes, which are the basis of economic changes, do not come as a consequence of cultivating traditions, but as a result of the work of a narrow circle of people, their knowledge and targeted investment in innovations. Innovations are not presented and/or perceived as either the achievements of the state or the achievements of the nation, and as a result, the individual gains an advantage over the collective, which strengthens the culture of individualism. Ultimately, individual choice is a matter of technological upgrading of homo sapiens and cyberization of man. Those who wish to do so will use the reach of the technological revolution to acquire new skills and knowledge and thus either become more competitive in the labor market or improve their quality of life. Ultimately, this means that the economy of progress paves the way for transhumanism and the establishment of a completely new order that will no longer be fundamentally anthropocentric. Individuals approve of the economy of progress because, like Harari, they are convinced that transhumanism brings betterment. They base their view on the principle of utility, and everything that is useful is also good.

However, what is useful does not always have to be good. Social relations are based on the principle of good and the concept of right. The traditions of peoples, the identities of nations and their cultures are based on the principle of good and the concept of right. Bishop Nikolaj Velimirović emphasizes: "Eugenius means noble. Cacogenius means evil-born. Genius means self-born. Genius does not have its own path. It must follow the path of either eugenius or cacogenius. The ancient Greeks also called demons geniuses. It is obvious, therefore, that some geniuses can also be cacogenius, that is, evil-born, or born of evil. In Europe, all the most gifted people were called geniuses, but without distinction in terms of nobility and villainy." Immanuel Kant contrasted genius with imitation (Kant 2005). Therefore, genius of original scope influences the transformation of conventions, geniuses bring innovations and technological revolutions. However, it does not necessarily mean that all innovations and/or technologies are good just because they are useful. Accordingly to how good it is, one can determine the character of genius.

This is important when we talk about economic growth and the future of a globalized world. Globalization does not have to and must not imply globalism. The

technological revolution cannot and must not shape the social revolution that will legitimize and legalize transhumanism. Globalism, based on the principle of utility (and by declaring only that which is useful to be good) can also contribute to economic growth, short-term or long-term – it depends on the circumstances. But we should ask ourselves: what and how much will the price of such economic growth be for humans? Will humans even survive? Or will we, by upgrading homo sapiens, first get a cyberized human, and in the next iteration – a cyborg. Is the world becoming non-anthropocentric? Is the human species losing the place and role it has had so far? Or perhaps we will witness a different scenario: those who are the first to use new technological innovations to control the population and shape social hierarchy will establish global dominance thanks to which they will essentially manage all political, economic and technological processes.

Humanity is, without any dilemmas, facing epochal changes. In fact, these changes are already taking place and shaping our everyday lives. Managing these changes, which have different dimensions – technological, economic, social, cultural, political – is one of the priority challenges. At one end is the concept of globalism and the imagined framework of universal global governance based on the economy of progress and transhumanism. At the other end is the multiverse of different levels of technological modernization, economic development, social organization, cultural models and political systems, which makes it a very complex task to devise an effective way of global governance. However, the fact that this task is complex does not mean that it can be abandoned. The alternative is very pessimistic, one can freely conclude that it is unacceptable. In order to begin this complex task, it is necessary to insist on traditions and the principle of good that arises from these traditions. The struggle for identity and culture prevents the development of an unfavorable scenario. Therefore, the struggle for identity and culture will mark the 21st century and determine the character of economic growth in the future. Preserving traditions is a kind of guarantee that globalization will take place through the economy of development, establishing a balance of power in international relations, negotiations on the expediency of using certain (technological) solutions and limiting the abuse of technologies, as well as protecting the collective rights of nations and individuals who are members of these nations. The abolition of traditions will lead to the inauguration of an economy of progress and a social revolution that will contribute to the birth of a new world, the likes of which we have never known before and at the center of which will not be (only) human with their needs and interests.

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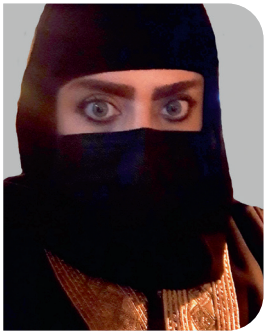
SULTANATE OF OMAN



Qatan Tafool
Graphic designer

In the name of God, the Most Gracious, athe Most Merciful

Warm greetings,

In this world, where radical changes are occurring and variables shift every minute, hour, day, week, year, decade, and century, there exists a constant rift and reconciliation between two opposing roots that operate through various changes. From this platform, we call for certain proposals that may serve as a human passageway toward the reconstruction of this Earth and the fulfillment of the noble message that God has innately bestowed upon each of us - each in the role that He has entrusted to us throughout different times, places, countries, and poles of the world. From here, through this new platform for global growth and the future of the world, we stand – even if only for a moment – alongside the rest of the communities, peoples, races, ethnicities, minorities, and religions across the globe, united in the same noble human goal and path. Let us remember that no matter how different, dispersed, or multiplied we may become as peoples and races, we are all connected by the origin of creation: our father Adam, peace be upon him. As the Almighty said: "We made you into nations and tribes so that you may know one

another" (Qur'an, 49:13). And He also said: "We have certainly created man in the best of stature" (Qur'an, 95:4).

From this perspective, we now turn to discuss the topic of: –

Investing in people

The human being is the most precious treasure, the greatest and most valuable wealth on Earth – and I dare say, in the vastness of this universe with all its horizons and oceans, the human remains the most important.

Investing in humans is more valuable than fuel, metals, and all the treasures and riches of the world. In this current era – marked by climate changes, storms, water scarcity in parts of the Earth, desertification, as well as pandemics, epidemics, and mutated viruses – we emphasize and direct all our focus toward investing in the human being. Yet, this world is not without its economic and political tensions, ambitions, conflicting interests, and lately, sanctions, austerity, and crises that affect even the basic well-being of humanity – until smoke arises, which does not appear without fire, causes, and escalations that may threaten the sovereignty of entire regions and nations. Such circumstances have led to wars, as happened in the bloody First and Second World Wars, which spared neither stone, human, nor tree – leading to the spread of ignorance, poverty, and disease. These plagues affect humans, who are the cornerstone of all past and future investments. When we invest in the human being – who is the greatest wealth of nations and peoples – we create change. If you develop even one individual in a society, the awareness of the people expands. They become educated and capable of creating healthy, peaceful, and more understanding environments. Let us remember the Prophet Muhammad (peace be upon him) when the Angel Gabriel came to him with the Qur'an. The first word revealed was "Read, read, read in the name of your Lord who created" – repeated three times to the final Messenger, emphasizing reading, learning, and knowledge. He emphasizes reading and studying and in general learning, and knowledge is seas and sciences. From every garden, we can pick a flower, as they say. The first drop begins the rain, and from every field of knowledge, we take the best of what it offers.

From here, we explain how investing in humans is the greatest wealth, we recall the stories of our ancestors who came before us – how they lived primitive lives, adapted to nature, forests, and caves, and discovered resources that helped them cope with changing weather and the four seasons. From there, this creative human being began to explore nature through herding and farming, sensing the treasures of the earth and uncovering its secrets. As we all know, humanity was once in Paradise, and the mistake committed by Iblis (Satan) against our father Adam – tempting him with the Tree of Eternity and a kingdom that would never perish – was, in fact, a terrible investment for our father Adam. So he said in his defiance: By Your might, O Lord, I will continue to mislead the children of Adam – except for those who are devout believers. From here we find conflicts and strug-

gles of good and evil, such as love and war which have given birth to destruction, disease, extreme poverty, illicit trade, ignorance, and more. What we truly fear is that ignorance becomes the cause of chaos and confusion – as the saying goes, when things become so mixed up you can't tell one from the other. To illustrate this, consider the parable of the sheep: when the flock was tricked into fearing the shepherd and trusting the wolf instead. The sheep were deceived into believing the shepherd was the threat, and so they killed him, and the wolf ate them. This is how ignorance spreads: through misleading and negative guidance with ulterior motives. False and fabricated stories may be circulated for the sake of certain interests – serving the agendas of those, inside or outside, who aim to destabilize the sovereignty and stability of all nations of the world. In this way, Satan whispers from platforms of sedition – as it is said, sedition is worse than killing. So, the killer may not know why he killed, and the victim may not know why he was killed, because, as it was said, this is the result of inciting public opinion through false claims, stirring unrest, and sparking revolutions that don't serve the people but rather hidden agendas. Many past regime changes were said to be planned. Let us emphasize the story of the Great Wall of China and the wisdom behind it. Every profound thought and powerful vision that invests in humanity has helped create civilizations –like that of the Pharaohs and their pyramids, among other cultures throughout time. These civilizations elevated humans in every era and place, investing in even the most basic beginnings – caves, mountains, seas, and deserts – until the mind of the human, through science and learning, evolved. During the time of the caravans, people would ride animals and navigate using the stars, traveling far for knowledge, trade, and to gather what they needed. Civilization began from this investment in human beings – through learning, labor, medicine, astronomy, and economics. Cultures intertwined and blended, hand in hand. Individuals from among these peoples would go out to build strong relationships that benefited their nations – exchanging ideas, goods, education, labor, and crafts. Everyone would contribute and excel in their field.

Investing in humans is neither a difficult matter nor an entirely easy or simple one. As we know, God created us as individuals from groups, into peoples, tribes, nations, and countries spread across this world – each within diverse environments, surrounded by different languages and cultures. Diversity is a mercy, not a conflict, and it serves a purpose. God created this diversity for a wise reason. Here is the wisdom of God creating twins at the same birth and moment, nearly identical in every way, yet with unique fingerprints. In the same way, humans differ, just as each finger differs in form and function. People have varied natures and temperaments. At times, we try to understand and preserve certain beliefs or cultures that are rooted in specific environments and lifestyles – customs, traditions, or heritage that people feel compelled to preserve, having grown up within them. From here, we see that we can focus on enabling humans to adapt to all of life's circumstances. This is where investing in people becomes one of the most vital forms of invest-

ment. It opens doors to development in social life, technology, and communication. And it is from here that the path begins to branch into multiple horizons – starting with a single human being and expanding into all the realms of life.

In conclusion, I hope that through this report, I have touched upon and highlighted some key ideas – perhaps putting the dots on some of the letters and outlining the headlines of important matters. We know that as human beings, we are always striving for noble goals, creating and transforming together, hand in hand, toward fertile ground, vast horizons, and an ever-widening universe.

Peace and blessings be upon you!

BANGLADESH

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Investments in Human Capital: The Key to Sustainable Development

Preamble

In an era marked by rapid technological advancements and shifting global economic paradigms, investment in human capital has emerged as a cornerstone of sustainable development. Nations that prioritize education, healthcare, and workforce development create the foundation for innovation, productivity, and long-term economic resilience. This essay explores the significance of human capital investments, emphasizing their economic and social effects, supported by analytical insights and statistical data.

Investment in human capital is not merely a strategy for national growth but a fundamental necessity in the modern knowledge-based economy. In a world increasingly driven by artificial intelligence, automation, and digital transformation, the demand for highly skilled workers is rising at an unprecedented pace. Countries that fail to invest in human capital face risks such as economic stagnation, workforce obsolescence, and social instability. On the other hand, societies that actively foster educational advancements, skill training programs, and health interventions ensure sustainable progress for future generations.

The Core Hypothesis

Human capital investment is the most effective strategy for fostering economic growth, social stability, and national prosperity. Countries that allocate resources toward education, skills development, and healthcare witness higher productivity, increased innovation, and reduced inequality. By understanding the interconnectivity of human capital and sustainable development, policymakers can create long-term strategies that benefit both individuals and the global economy.

Analytical Insights and Statistical Data

1. Education as the Foundation of Human Capital

Education is the bedrock of human capital development. The World Bank estimates that each additional year of schooling increases an individual's earnings by approximately 10%. Finland, for example, has achieved remarkable economic growth by investing heavily in education, ranking among the top performers in global innovation indices.

Furthermore, digital learning and artificial intelligence (AI)-driven education platforms have revolutionized skill acquisition, making quality education accessible across socio-economic divides. A UNESCO report predicts that by 2030, digital education will play a pivotal role in bridging the global knowledge gap.

Additionally, the role of higher education institutions in human capital development is pivotal. Universities and research centers not only cultivate critical thinking skills but also promote innovation and economic diversification. Countries that have well-funded university research programs contribute significantly to global scientific advancements, creating opportunities for economic and technological growth.

2. Workforce Development and the Future of Jobs

Technological disruptions demand continuous skill enhancement. The World Economic Forum's Future of Jobs Report (2023) predicts that 44% of core job skills will change within the next five years. Nations that proactively invest in vocational training and professional development will remain competitive in the global economy.

Germany's dual education system, which integrates classroom instruction with on-the-job training, serves as a model for effective workforce development. As a result, Germany maintains one of the lowest youth unemployment rates in the European Union (6.6% as of 2023).

The gig economy is another critical aspect of the modern workforce that requires strategic investment. As the nature of work shifts toward freelance,

remote, and contract-based employment, skill adaptability has become a necessity. Governments and private sectors must collaborate to establish lifelong learning platforms, ensuring workers remain competitive in the evolving job market.

3. Healthcare as an Economic Catalyst

Investments in healthcare yield direct economic benefits. A healthy workforce enhances productivity and reduces absenteeism. According to the Lancet Global Health Report, every dollar invested in healthcare results in a fourfold return in economic growth.

Countries like Japan, which boasts one of the highest life expectancies globally, attribute their economic stability to substantial investments in healthcare and preventive medicine. By prioritizing mental health, nutrition, and universal healthcare coverage, nations can ensure a robust labor force.

Furthermore, mental health has emerged as a crucial aspect of workforce productivity. The World Health Organization (WHO) reports that depression and anxiety disorders cost the global economy an estimated $1 trillion per year in lost productivity. By incorporating mental health programs into workplace policies, businesses and governments can significantly enhance labor output and economic growth.

The integration of telemedicine and digital healthcare solutions also plays a critical role in expanding healthcare accessibility. Remote consultations, AI-driven diagnostics, and wearable health monitoring devices are revolutionizing how medical care is delivered, reducing costs and improving efficiency in managing population health.

4. Innovation and Entrepreneurship: The Next Frontier

Investing in human capital fosters innovation. The United States and China, global leaders in research and development (R&D), allocate over 2% of their GDP to innovation-driven human capital projects. Startups and small businesses, fueled by skilled entrepreneurs, contribute significantly to GDP growth and job creation.

Predictive models suggest that by 2040, economies with high human capital investment will experience a 35% increase in GDP compared to those that neglect such initiatives. This underscores the need for strategic policies encouraging lifelong learning and R&D collaboration between public and private sectors.

Government incentives, such as tax breaks for research initiatives and funding for innovative startups, can amplify the impact of human capital investments. Additionally, fostering a culture of entrepreneurship in educational institutions can inspire younger generations to drive economic transformation through business ventures and technology-driven enterprises.

Economic and Social Effects of Human Capital Investment

Economic Impact:

- Increased GDP growth: Countries investing in human capital see an average 1.5% increase in annual GDP growth rates.
- Reduced poverty levels: Education and skill development directly correlate with higher income levels and reduced economic disparities.
- Enhanced labor market adaptability: Well-trained workforces can rapidly adjust to market changes, minimizing unemployment rates.
- Growth in foreign investment: Nations with highly skilled labor forces attract multinational corporations seeking a talented workforce, leading to increased foreign direct investment (FDI).

Social Impact:

- Greater social mobility: Investments in education empower individuals to improve their socioeconomic status.
- Improved health outcomes: Societies prioritizing healthcare investments experience lower mortality rates and higher life expectancy.
- Strengthened democratic institutions: An educated population fosters civic engagement, reducing corruption and political instability.
- Increased gender equality: Education and workforce training contribute significantly to bridging gender gaps in employment and leadership roles.
- Enhanced quality of life: Societies with better education and healthcare experience lower crime rates, higher job satisfaction, and improved overall well-being.

Conclusion: The Future of Human Capital Investment

As the world navigates unprecedented challenges, from climate change to artificial intelligence-driven economies, investing in human capital remains a crucial determinant of success. Countries that prioritize education, workforce development, and healthcare will emerge as global leaders, fostering sustainable economic growth and social stability.

Moving forward, policymakers must adopt a long-term vision, ensuring equitable access to human capital investments. By doing so, societies can unlock the full potential of their citizens, paving the way for an inclusive and prosperous future. International cooperation, technological innovation, and strategic economic policies must align to create an ecosystem where human capital thrives, ultimately shaping a resilient global economy for generations to come.

SRI LANKA

Rajapaksha Mudiyanselage Viraj Milinda
Co-organizer

NextGenSL

Investments in Human Capital: A Catalyst For Global Economic Growth

Specifying a Thematic Vector

The global economy is undergoing a paradigm shift, with the BRICS nations and other emerging economies driving growth. At the heart of this transformation lies human capital—the primary determinant of a nation's economic prosperity. As part of the New Platform for Global Growth, investments in human capital must be prioritized to ensure inclusive and sustainable development. This essay explores key strategies and initiatives that can facilitate the effective investment in human capital, ensuring that it becomes the principal beneficiary of economic advancement. Special attention will be given to the BRICS nations, South Asia, and Sri Lanka as part of the broader effort to achieve equitable economic development.

Preamble: Prerequisites for Writing the Essay

Human capital investment is essential for creating a knowledge-driven economy, fostering innovation, and ensuring long-term economic sustainability. The relevance of this topic lies in the dual challenge and opportunity it presents. The digital revolution, aging populations, shifting labor markets, and migration trends

necessitate a re-evaluation of investment strategies in education, health, and workforce development. If addressed effectively, these investments can lead to improved living standards, reduced inequalities, and enhanced economic resilience.

The BRICS economies—Brazil, Russia, India, China, and South Africa— represent over 40% of the world's population and contribute more than 31.5% to global GDP. By 2050, BRICS is projected to contribute over 50% to the world economy, largely due to investments in human capital. For South Asia, which is home to nearly 2 billion people, including dynamic economies like India and Sri Lanka, human capital development will be a critical factor in sustaining growth and reducing economic disparity.

Core Hypothesis: Investing in Human Capital as the Key Driver of Economic Growth

Investing in human capital is not just a moral obligation but an economic necessity. This hypothesis is supported by multiple analytical insights, statistical data, and predictive models. The World Bank estimates that countries that fail to invest in human capital suffer losses equivalent to 15% of GDP annually due to unrealized potential in labor productivity. The correlation between high levels of education and strong economic performance is evident in countries like China, where significant investments in higher education and vocational training have helped elevate the country to the second-largest economy in the world.

1. Attracting Investments in Human Capital: Approaches and Tools

Governments and private entities must collaborate to establish public- private partnerships (PPPs) that drive investments in education, vocational training, and healthcare. Fiscal incentives, such as tax breaks for companies investing in employee development, can further boost human capital formation. In Sri Lanka, for example, vocational training programs have proven effective in reducing youth unemployment, which stands at approximately 25% among those aged 15-24.

2. The Significance of Values and Traditions in People-Saving

Cultural values play a pivotal role in shaping human capital. Societies that prioritize education, community engagement, and social responsibility tend to have higher levels of economic productivity and

social stability. Countries like India and Sri Lanka have long traditions of prioritizing education, which has contributed to high literacy rates— nearly 92% in Sri Lanka.

3. Demographic Policy in an Aging World

As populations age, governments must implement policies that promote workforce participation among older adults. Lifelong learning programs and flexible retirement policies can help maintain economic productivity despite demographic shifts. China and Russia have already started implementing policies to extend retirement age and promote lifelong education to sustain economic output.

4. Migration: Challenges and Opportunities for Economic Development

Properly managed migration can be an asset rather than a burden. Skilled migration policies, integration programs, and inclusive labor markets can harness the potential of migrants to contribute to economic growth. South Asia has a significant migrant workforce, with millions of workers from Sri Lanka, India, and Bangladesh contributing to economies in the Middle East and beyond. Inward remittances in Sri Lanka contribute nearly 9% of GDP, underscoring the economic importance of migration.

5. The Labor Market of the Future: The Impact of AI and Training

Artificial intelligence is reshaping job markets, necessitating reskilling and upskilling programs to ensure that workers remain relevant in an evolving economy. Investment in STEM education and digital literacy will be crucial. India, for example, is projected to create over 2 million AI-related jobs by 2030, while Sri Lanka must also adapt its workforce to AI-driven changes in key industries such as apparel and IT.

6. Overcoming the Digital Divide: Steps Towards Equal Opportunities

Digital inequality exacerbates socio-economic disparities. Governments must invest in digital infrastructure, ensuring that rural and marginalized communities have access to the internet, digital tools, and online education. In South Asia, approximately 30% of the population still lacks access to the internet, limiting opportunities for economic participation.

7. Empowering the Next Generation: Strategies to Reduce Youth Unemployment

Youth unemployment remains a pressing issue. Vocational training, entrepreneurship incentives, and internship programs can equip young people with skills required in the modern economy. In Sri Lanka, expanding access to technical education and facilitating job placement programs will be essential to reducing youth unemployment.

8. Transformation of Education: How New Technologies Will Change Learning

The adoption of EdTech, artificial intelligence, and adaptive learning platforms can personalize education, making it more effective and accessible to a broader population. China and India are leading the way in online education platforms, with significant investments in AI-driven learning models that could be replicated in South Asia.

9. Happiness Index: Strategies for Enhancing Population Well-Being Economic development should not be measured solely by GDP but by broader well-being indicators, such as mental health, social inclusion, and work-life balance. The World Happiness Report ranks South Asian countries relatively low, indicating a need for policy reforms that prioritize citizen well-being alongside economic growth.

10. The Economics of Well-Being: Prospects and Effects of Promoting a Healthy Lifestyle

Preventive healthcare initiatives and policies that promote a healthy lifestyle can lead to a more productive workforce and lower healthcare costs in the long run. In BRICS nations, preventive healthcare has gained traction, with Brazil and China implementing national fitness programs. Sri Lanka can adopt similar models to enhance workforce productivity and public health outcomes.

11. Russia's Role in Human Capital Development

Russia, as a key BRICS member and a global leader in education and technological research, has a critical role to play in fostering human capital development. Russian universities are among the top in STEM education, attracting international students, including those from Sri Lanka and South Asia. Furthermore, Russia's advancements in AI, digital economy, and scientific innovation offer collaboration opportunities for developing economies to enhance their workforce skills. By fostering educational exchange programs, technology transfer, and joint research initiatives, Russia can significantly contribute to the human capital growth of emerging economies, ensuring shared prosperity.

General Conclusions and Expected Results

A strategic focus on human capital investment is imperative for achieving sustainable economic development. By channeling resources into education, healthcare, workforce development, and digital inclusion, nations can create a resilient economy that is adaptable to future challenges. The BRICS nations and South Asian economies, particularly Sri Lanka, have an opportunity to lead this transformation, ensuring that human capital remains at the forefront of global eco-

nomic advancement. Russia, in particular, can serve as a key partner in this journey through knowledge sharing, technological collaboration, and investment in human capital development. If executed effectively, these investments will foster inclusive growth, enhance societal well-being, and position human capital as the ultimate driver of prosperity in the 21st century.

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Russia on the Global Stage: Between Power and Transformation

Introduction: Russia as a Counterweight to U.S. Hegemony

"There will be times when the struggle seems impossible. I know this already. Alone, unsure, dwarfed by the scale of the enemy. Remember this. Freedom is a pure idea. It occurs spontaneously and without instruction. Random acts of insurrection are occurring constantly throughout the galaxy. There are whole armies, battalions that have no idea that they've already enlisted in the cause. Remember that the frontier of the Rebellion is everywhere. And even the smallest act of insurrection pushes our lines forward. And then remember this. The Imperial need for control is so desperate because it is so unnatural. Tyranny requires constant effort. It breaks, it leaks. Authority is brittle. Oppression is the mask of fear. Remember that. And know this, the day will come when all these skirmishes and battles, these moments of defiance will have flooded the banks of the Empire's authority and then there will be one too many. One single thing will break the siege. Remember this. Try."

(Andor, 2022, Nemik's manifesto).

Since the end of the Cold War, Russia has been trying to redefine its role in the world. While the United States has been busy consolidating its global hegemony on the basis of military might, cultural influence, and leadership in the digital economy, Russia has chosen a different path based on asserting sovereignty, exploiting its energy resources, and the ability to intervene in strategic conflicts.

In a world that is moving towards a multipolar system, Russia seeks to become a counterweight to Western hegemony. Its alliances with China, India, and Iran, along with its growing presence in Africa and Latin America, are part of a strategy to weaken American dominance. However, its leadership potential depends not only on foreign policy and military strength, but also on internal development

Russia's place on the global stage is inextricably linked to two key factors: its ability to develop human capital, and the strength of its state institutions. Despite its rich natural resources and long history of scientific achievements, Russia is staring at a talent crisis, widespread corruption, and economic dependence, which could limit is influence in the long term. Can Russia really become a global superpower? Or is it at a turning point that will determine whether it will remain a key player or become a secondary actor in the 21st century?

In this paper, we will look at why investing in human capital and fighting corruption are critical to Russia's future, exploring the challenges, opportunities, and reforms needed to strengthen its position in the world.

Investing in Human Capital: Talent as the Basis of National Strength

The main wealth of any nation is its people. Knowledge, innovation, and creativity are more important today than ever is a world where technology determines a country's global competitiveness. Russia, with its rich traditions of scientific and technological education, would seem to occupy an advantageous position in this regard. However, in practice, the country faces serious problems that threaten its competitiveness in the 21st century.

The Brain Drain: A Problem Derailing the Future

One of the main challenges for Russia is the talent drain. Every year, thousands of scientists, engineers, and young professionals leave in search of better opportunities in the West or in countries with more dynamic economies, such as China. Not only does this loss of qualified professionals slow down the country's technological and scientific development, but it also weakens its ability to innovate and adapt to global changes.

There are many reasons for this migration. First, low salaries and insufficient funding for research make work in Russia unattractive for highly qualified specialists. Second, the restrictions on political freedom and expression stifle intellectual and academic development, creating an environment in which many feel they are not able to fully realize their potential. And, finally, economic instability and excessive red tape make it difficult to open a business and invest in innovative projects.

Countries like China and the United States have recognized the importance of retraining cadres and have developed aggressive programmes to attract foreign scientists and engineers. Russia, meanwhile, has failed to implement an effective strategy to either prevent the brain drain or attract international talent.

The Role of Education and Innovation

Despite these problems, Russia continues to be a leader in scientific and technological education. It universities are renowned across the globe in fields such as mathematics, physics, and engineering, and the country holds strong positions in strategic sectors, including cybersecurity and artificial intelligence. However, the Russian education faces many challenges that it must overcome if the country wants to compete globally.

One of the main problems is the gap between academia and industry. In countries such as the Germany and the United States, for example, the connection between universities and tech companies is extremely strong. This is not the case in Russia, where much research remains theoretical and never finds practical application in the real economy. This creates a gap between existing knowledge and its impact on industry, placing a cap on the country's competitiveness.

If Russia wants to establish itself as a technological powerhouse, it needs to reform the education system to meet the demands of the 21st century. This means increasing investment in research and development, stimulating cooperation between universities and businesses, and creating incentives for young people to stay in the country and contribute to the national economy.

Corruption and Transparency: An Obstacle to Global Stability

The economic and technological development of a country depends not only on the talent of its citizens, but also on the strength of its institutions. Corruption remains one of the main problems in Russia in this regard.

The Impact of Corruption on the Economy and Society

Russia has always been a country where political connections are more

important that merit. Corruption permeates all levels of government and the economy, from the energy sector to the awarding of state contracts. This creates an environment in which access to opportunities is determined not by ability or innovative potential, but by how close you are to those in power.

One of the sectors that is most affected by corruption is foreign investment. Many Western companies are reluctant to invest in Russia because of the opaque legal system and the difficulty of operating in an environment where rules can change without any apparent reason. At the domestic level, corruption also hinders investment and innovation, as small businesses face bureaucratic barriers and hidden costs that make it difficult for them to grow.

Reforms that Are Needed to Ensure Transparency

If Russia wants to strengthen its economy and global influence, it needs to take concrete steps to eliminate corruption. This includes reforming the judiciary to ensure the fair application of laws, increasing transparency in public administration and creating a culture of accountability.

Some countries, for example Singapore, have been able to reduce corruption dramatically thanks to institutional reforms and zero-tolerance policies. Russia could adopt similar models to improve its governance and strengthen trust in its institutions.

Strengthening Russian Identity: The Basis of Unity and Global Influence

Strengthening Russian identity, both at home and abroad, is critical for the country's future. A nation that successfully shapes its cultural, historical, and social identity not only unites its citizens, but also creates a coherent and respected image of itself in the world. In the case of Russia, a strong identity is the key to internal stability and external influence.

Inside the Country: Shaping an Inclusive and Modern Identity

On the domestic front, strengthening Russian identity should focus on integrating different regions and peoples, recognizing their cultural diversity and developing a sense of common belonging. While the country has a rich historical heritage, from the imperial tradition to the Soviet era, it is important for this identity to evolve to reflect modern challenges and achievements. Key to this is the rethinking of Russian culture without sliding into exclusionary nationalism. Not only does this mean promoting the art, literature, music, and philosophy that have shaped the soul of the nation, but it also involves recognizing the diversity of iden-

tities within Russia, including different ethnic groups and religious communities. Moreover, efforts must be made to bolster democratic values and human rights as fundamental elements of modern Russian identity, which would strengthen the social fabric and improve cohesion within the country.

Beyond Russia: Projecting Russian Identity in a Globalized World

At the external level, Russian identity plays a key role in its foreign policy and international relations. Russian history is full of episodes that evoke national pride, from the fight against Nazism to scientific and technological achievements. However, in an increasingly globalized world, the expression of its identity must go beyond the simple opposition to the West, or traditional Cold War values.

To fortify its image globally, Russia could focus on promoting its culture and heritage as a bridge for dialogue and understanding. Establishing Russian cultural centres around the world, promoting modern Russian artists and opinion leaders, and encouraging educational and scientific exchanges could improve the perception of Russia and bolster its influence in key regions, such as Europe, Asia, and Latin America.

Ultimately, strengthening Russian identity is a two-way process. It must be inclusive and respectful within its borders while at the same time presenting itself a modern and dynamic country on the global stage. Such an approach would not only promote internal cohesion, but it would also give Russia a stronger and more respected voice in international politics, balancing its power with cultural diplomacy and global leadership.

What Future Awaits Russia?

Throughout this analysis, I have demonstrated that Russia faces multiple serious challenges, from brain drain and corruption to dependence on natural resources and the disconnect between the education system and the needs of the global market. While these problems are significant, there are not insurmountable. With a clearly defined approach, structural reforms, and a commitment to sustainable development, Russia has the potential to overcome these obstacles and achieve a prosperous and balanced future.

To begin with, education and stimulating innovation must become the foundation on which the country's future is built. Russia needs to invest heavily in modernizing its education system, adapting it to technological advances and encouraging creativity and critical thinking. This includes updating science and technology curricula, as well as promoting closer cooperation between universities, the private sector, and government agencies. An enabling environment for

entrepreneurs needs to be created, with policies that encourage investment in R&D, support the creation of tech startups, and prioritize education in science, technology, engineering, and mathematics. Not only will these investments allow Russia to diversify its economy, but they will also help counteract the brain drain by providing young people with opportunities to develop without having to leave the country.

At the same time, the fight against corruption must become a national priority. Reforms will never succeed if there is not a transparent and fair system in place. The Russian government to take a more decisive and systematic approach to rooting out corruption at all levels, starting with strengthening the judiciary and institutional independence. Key steps in this direction include the introduction of a reliable system of public control and increasing accountability in public administration. In addition, it is extremely important that Russia encourages civic participation in political and administrative life by creating mechanisms of public control and improving trust between the government and the population.

To this end, Russia could learn from the successful experience of other countries in fighting corruption, for instance in Singapore or Estonia, which have reduced corruption significantly through technology, transparent policies, and the digitalization of government processes. Investments in digital platforms that enable citizens themselves to monitor public policy, together with secure complaint systems, could be an effective starting point for ensuring that transparency and ethics are the foundation on which the country's future is built.

Finally, Russia is in dire need of economic diversification. Despite its abundance of natural resources, Russia needs to set about reducing its dependence on oil and natural gas to avoid vulnerability to changes in world prices. Investments in key sectors such as technology, renewable energy and green industries, precision agriculture, and biotechnology will not only diversify the economy, but will also contribute to the long-term sustainability of the country. By the same token, improving infrastructure and connecting remote regions to global markets could stimulate the growth of manufacturing industries in various sectors, ensuring that development is not concentrated solely in Moscow and St. Petersburg.

Conclusions

These solutions are not easy to implement, and they will not be achieved overnight. However, if Russia adopts a long-term strategic approach that encourages investment in people, institutional transparency, and economic diversification, it will be able to overcome the obstacles that are currently in its way. And, instead

of lagging behind, it will become a dynamic and competitive player on the global stage.

Russia's future ultimately depends on its ability to recognize its weaknesses and work diligently to rectify them. With the proper reforms, it can both overcome its domestic challenges and emerge a stronger, more resilient country that is ready to play a leading role in the world. In an increasingly interconnected and globalized century, a country's real strength lies not only in its natural resources, but also in its ability to adapt and evolve. Russia has a unique opportunity to write a new chapter in its history and become a model of transformation and progress.

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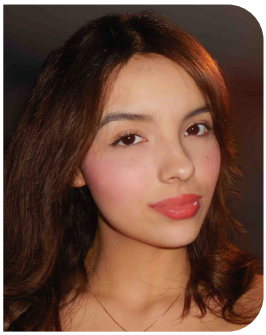

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The Post-Pandemic Human Capital Investment Paradigm: Global Challenges and Future Strategies.

Human Capital Investment.

Human capital investment drives economic, political, and social prosperity globally. National states and organizations recognize that high levels of IQ, abilities, and intellectual competence, are essential to their future success. Human Capital investment is a topic that deserves global attention because it directly impacts over the national growth, social development, and long term sustainability (OECD, 1997). This term has aged significantly because it has emerged as a catalyst since the 20th century, we have witnessed unprecedented advancements in different fields.

Thematic Vector and hypothesis

To understand the evolution of human capital investment in the post-pandemic world, this essay focuses on the economic and social implications of workforce transformations, shifting educational models, and digital adaptation. It emphasizes the necessity of reevaluating human capital investment strategies to foster resilience, social cohesion, and sustainable development.

Prosperity as a sense of life.

Since we are little, we get taught how we should live our lives, how all this life cycle we didn't choose to be born in, has to be monotonous and so historically structured until we get older. As we grow older, we get exposed to different contexts, environments, incentives and opportunities which will after, lead us to external shocks. One of these shocks is how all of these social narratives will continue to be materialized in how a government makes its policies.

Human capital investment is an incentive to the government to keep investing to get a developed nation based on how it actually gives humans an actual prosperity to build a framed sense of life including dreams, goals, and common life purposes. This directly impacts over the social cohesion making society globally connected by a life purpose.

Development can be achieved maximizing social cohesion, if people start sharing their life experiences and how having the government investing in activities that often maximize their abilities and capacities, has actually shaped their lives. This directly impacts one of the most important points of diplomacy that is cooperation. A cooperation based on the feeling of when someone feels that they belong somewhere, (in this case, to the nation). It is exclusively investing in human capital how we can achieve this because in actuality, if there's no opportunities or incentives, there's no feeling of wanting to become a better person, furthermore, there's no social cohesion based on partnership principles.

1. Pandemic affected the materialization of human investment.

The COVID-19 pandemic fundamentally reshaped global labor markets and educational structures, exposing deep vulnerabilities in human capital investment. One of the most significant changes has been the rapid adoption of remote work and hybrid models. As organizations scrambled to maintain operations, many discovered that productivity could be maintained and even enhanced through digital collaboration. This shift has not only redefined the geographic boundaries of work but has also increased the demand for digital skills and technological employees (World Economic Forum, 2023).

To justify this, the accelerated evolution of artificial intelligence has molded traditional roles that go back to the past centuries. This has led to reshaping dynamic labors and highlighting the importance of investment in relearning skills and bringing on topic initiatives to reinforce future employment opportunities.

Bootcamps, certifications, and online learning platforms offer targeted, training that directly meets industry needs. It is parallel to educational investments and this is an incentive to companies so that they cab ensure a more dynamic and adaptable workforce. In effect, these alternative models of education provide a

direct return on investment by equipping individuals with immediately relevant skills (Bessen, 2019).

Implications for the Future of Work.

Companies like Google, Tesla, and Apple, keep increasingly prioritizing skills over degrees. For example, employers nowadays are valuing specialized skills and practical experience, educational institutions may need to evolve by integrating more experiential learning, meaning testing past experience and how human investment gives these experiences an opportunity to impact in a global scale. I'm sure this shift could lead to a more flexible, responsive, and inclusive model of workforce development.

Countries with a high number of human capital investments are developed nations. These nations had already built resilient infrastructures, they have been benefited from widespread digital access, advanced healthcare systems, and continuous workforce training initiatives. When the pandemic was at its peak, their established systems allowed for a swift transfer to remote work, online education, and digital health services, thereby mitigating the adverse effects of the crisis. However, strong digital ecosystems enabled these countries to transition quickly to online platforms, ensuring continuity in both economic activity and educational progress (UNESCO, 2020).

On the other hand, countries with lower levels of prior investment in human capital were the most affected. Seeing it materialized in a very low percent of access to quality education, poor digital connectivity, and underfunded public health, systems made it difficult for these nations to adapt to the constantly changing environment. (World Health Organization, 2021).

Governments and enterprises should prioritize human capital investment.

Human capital investment can serve as a counterweight to the technocracy. The governments and companies must reorient their strategies toward nurturing human potential. According to Gary Becker (1964), investing in human capital is pivotal not only for enhancing productivity but also for fostering long term economic and social resilience. In this perspective, human capital investment can serve as a counterweight to a technocratic model by emphasizing human creativity, adaptability, and well-being over a sole reliance on technology decision making.

1. **Prioritizing mental health as a tangible economic investment.**

Companies and governments use to increasingly recognize that mental health is not an afterthought but a key factor in productivity and economic growth. Nowadays, they are finally realizing that mental health isn't just an extra, it's the fuel that

keeps everything running. When employees are mentally well, they're more creative, engaged, and efficient. This is directly intertwined with the capitalist system which is what governments are searching for to maintain their market and economies recurrent. Investing in human capital is key for growth, but if your people aren't mentally fit, no amount of technology is going to fix that.

Conclusions.

To build a resilient and adaptable workforce, governments and businesses must rethink their approach to human capital investment. Prioritizing digital skills, lifelong learning, and mental well-being is no longer optional, it is essential for economic stability and social cohesion. Traditional education models must evolve to meet the demands of a rapidly changing labor market, ensuring individuals are equipped with the skills needed to succeed. The post-pandemic world presents a unique opportunity to rebuild systems that are not only efficient but also inclusive while considering future needs. If governments, businesses, and institutions align their efforts, human capital will be an effective force for sustainable progress.

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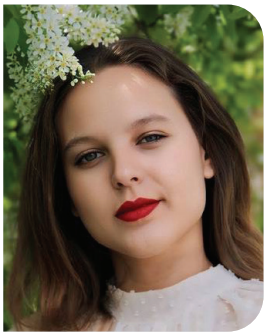

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Human Capital: The Crucial Investment

This essay's thematic vector is investing into people as the basis of developing human capital and social progress. In the world that is currently undergoing rapid changes driven by technological innovations and globalization, we can clearly see that a given society's success and sustainable development depend on our willingness to invest in developing the human potential.

We base our essay on the premises derived from observing today's trends and the challenges our society faces. Economic crises, social inequality, and changes on the labor market emphasize the need to rethink our approaches to developing human capital. As a psychology major, I am aware that human capital is not merely a set of skills and knowledge, but also emotional and social well-being that has a direct effect on productivity and quality of life.

Many factors confirm that "investing into people" is a highly relevant subject. The World Bank reports that countries that invest heavily in education and healthcare have higher economic growth indicators. For instance, studies show that investing 10% of a country's GDP into education could increase economic growth pace by 1-2% annually. These findings drive home the fact that investing into people is not only ethically necessary, but also economically expedient.

This essay's hypothesis is that investing into people advances both economic growth and social progress which ultimately results in society's sustainable devel-

opment. The essence of the hypothesis is that human capital development is directly linked with improving quality of life, social justice, and economic stability.

Analytics and statistical data support our hypothesis. Studies show that each additional 1% invested in education could result long-term in a 0.3% GDP increase. Northern Europe invests heavily into education and social programs and demonstrates sustainable economic growth and high living standards. These data confirm that investments into human development and education hold strategic importance for the future.

Predictions for the future also support our hypothesis. The World Economic Forum predicts that by 2025, automation may eliminate over 85 million jobs, while 97 million jobs may be created through changes in labor operations. It emphasizes the need to invest in employee education and reskilling to enable them to adapt to the new market requirements. It is important to note that not only technical skills, but also soft skills such as EQ and ability to cooperate are becoming increasingly important.

Investments into people have diverse economic and social effects. Economically, such investments increase productivity and innovativeness, and improve competitive edge. Socially, investments into education and healthcare help reduce poverty, improve public health, and strengthen social ties. These factors, in turn, help create a more harmonious and stable society.

Additionally, investments into people have long-term effects on health and well-being. For instance, the World Health Organization reports that each dollar invested in health yields economic profit of four dollars. This emphasizes the need to integrate educational and medical programs intended to develop human potential, which ultimately improves quality of life.

We should also note that investments into people help shape an active civil society. Educated and healthy citizens are more inclined to be involved in public life, which bolsters democratic processes and advances social justice. Involvement in public life both improves individuals' quality of life and creates more sustainable and just societies.

In conclusion, I would like to say that investments into people are not merely a matter of economic policy, it is a strategic must of sustainable development. Such investments both promote economic growth and improve social conditions, which makes them the crucial task of countries and societies at large. In future, success will be determined not only by material resources, but also by the quality of human capital. Investing into people means investing into the future we want to create, and these investments should be a priority for everyone striving for a sustainable and just society.

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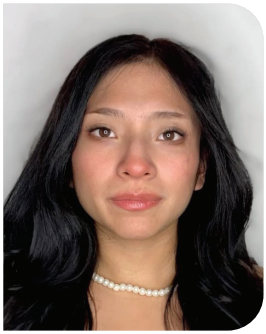

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Global Competition for Talents: Russia and Multipolarity in the Age of Human Capital

In the 21st century, human capital became the most valuable resource of countries. Unlike in the previous eras, when power was measured by natural resources and industrial capacity, today, success of a country is defined by knowledge, innovations, and adaptability. Societies that invest in education and training of scientists, engineers, and experts in technology achieve sustainable economic growth and gain important geopolitical advantage.

In this context, competition between the Russian Federation, US, and China is in terms of their ability to attract and retain talents in such strategic areas as artificial intelligence, biotechnology, and cybersecurity (Carnegie Moscow Center, 2023). The struggle for talents constitutes economic and political competition. Lack of opportunities and educational inequality may cause social tensions, while well educated population strengthens institutions and promotes national cohesion. This paper studies how Russia is facing this challenge and what are the lessons that can be learnt from its experience.

Human capital as a strategic resource

The task for the countries is to form human capital and integrate it into their long term strategies. Those countries that are unable to do so will face economic backwardness and loss of influence in the international arena.

Russia has developed a strategy of asymmetric competition using hybrid tactics: political influence, cyber operations, and pragmatic diplomacy, which enables it to establish temporary alliances with various players: from China to some Middle Eastern and African countries.

The role of Russia in multipolarity is also defined by its ability to challenge traditional Western structures via its policy that is aimed at weakening of the cohesion of NATO and the European Union, as well as establishment of strategic relations with developing countries seeking a counterweight to Washington and Brussels.

In this multipolar world, global competition is no longer defined in military or economic terms, but depends on the players' ability to maneuver in the system that becomes more and more fragmented and complex. Russia with its resources, geopolitical vision, and willingness to challenge the established order will remain the key factor in the formation of the 21st century.

Scientific heritage of Russia: from Peter the Great to the USSR

Scientific tradition of Russia is one of the most solid and oldest in the world, as its deep roots go back to the 18th century, when in 1724 Peter the Great founded the Academy of Sciences in St. Petersburg. Since then, science became an important pillar in development of the country. Great mathematicians, such as Pafnuty Chebyshev and Andrey Kolmogorov, made significant contribution to the probability theory and statistics and laid the foundations that remain relevant in various disciplines till present. Russia has given the world brilliant minds in the area of physics, for example, Lev Landau, whose works in the area of quantum mechanics and thermodynamics remain influential at the global level.

This scientific momentum got strengthened during the Soviet era, when USSR adopted a pragmatic and highly competitive approach to knowledge development. The space race was a perfect example of this strategy: in 1957, they launched Sputnik-1, the first man-made Earth satellite, which became an important stage in space exploration. Later, in 1961, Yuri Gagarin became the first person to go into space due to the work of such dreamers as Sergey Korolev — the engineer behind the Soviet space program.

However, innovations were not limited to the space. USSR achieved significant success in the area of computer engineering and cybernetics, as starting from 1960-s it was developing its own artificial intelligence systems. In the 21st century, this base allowed Russia to maintain leadership in strategic sectors.

Today, Russia remains at the forefront of scientific research in various areas. Rosatom is the world leader in nuclear energy and is present in many countries. Such institutions as Skolkovo Institute of Science and Technology aim to keep Russia a key player in digital transformation in the area of artificial intelligence and quantum computing. Besides, in the area of biomedicine Russian scientists developed the Sputnik V vaccine against COVID-19, which demonstrated the country's ability to quickly and efficiently respond to global challenges in the area of public healthcare.

Global competition for talents in the 21st century

Globalisation has changed the way countries compete, and today human capital became a strategic resource similar to energy and technology. In the multipolar world, countries compete for markets, geopolitical influence, as well as for attraction and retention of the most skilled professionals in the key areas.

For example, US maintain their leadership largely due to the ability to attract foreign experts. Such universities as MIT, Stanford, and Harvard became magnets for scientists and engineers from around the world, while the system of visas for highly skilled workers, for example, H-1B visa, allowed such technology companies as Google and Apple to attract experts in various areas.

In turn, China has chosen another approach. For decades many of the best Chinese scientists studied abroad, but in recent years they have launched programs, for example the Thousand Talents Plan, in order to bring back Chinese researchers, who are offered favourable conditions. Besides, China actively invests in innovation centers, such as Shenzhen High-Tech Zone, and world class universities, for example, Tsinghua University.

The European Union is also participating in this competition, especially Germany and France that offer incentives to attract experts in artificial intelligence and renewable energy. Such programs as Blue Card that simplify the process of obtaining residence permit for highly skilled experts made EU an attractive place for scientists and engineers from all over the world.

As for Russia, highly qualified scientific elite has been formed in the country historically, however the problem was to retain it. In recent years, initiatives were launched to combat the brain drain and strengthen the country's own innovation ecosystem. Russia understands that investments in human capital are both an educational issue and geopolitical strategy. In the multipolar world, the one who controls innovations and knowledge will have advantage. Thus, multiple initiatives were launched to strengthen the scientific base, attract talents, and develop strategic sectors.

Skolkovo Innovation Center in the Moscow Region is one of the most interesting projects. The complex that is also known as Russian Silicon Valley includes over 3000 tech startups and cooperates with universities and companies all over the

world in the areas of artificial intelligence, biotechnology and renewable energy. In 2023, the government invested over 100 billion rubles (about USD 1.3 billion) in this innovative ecosystem.

As for higher education, Russia has strengthened its universities through the Priority 2030 program that is aimed at modernisation of education and promotion of international cooperation. At present, Russia provides over 18 000 scholarships for foreign students annually with a strong focus on Eurasia, Africa, and Latin America, which helps to strengthen its global presence and attract international talents to educational institutions.

Scientific cooperation also plays an important role. Russia maintains scientific agreements with China, India, and Iran, especially in such areas as quantum technologies, space research and vaccine development. A perfect example is cooperation with China within the framework of the International Scientific Lunar Station, a project aimed at the competition with space missions of the United States and the European Union.

As for ecology, technological development must go hand in hand with sustainability. Russia has increased its investments in clean energy and development of carbon capture technologies, in which Rosatom is actively involved. In 2023, the government assigned over 300 billion rubles (about USD 4 billion) for the initiatives in the area of renewable energy sources and emission reduction.

In terms of general expenses, over the past decade, Russia has increased its investments in education and science. At present, approximately 1% of GDP is allocated for research and development (R&D), which is approximately USD 17 billion annually.

Conclusion. The future of human capital in the multipolar world

Of course, at present access to knowledge is better than ever before, and tools that were previously unimaginable are now available to us the youth. This provides us with a unique opportunity to influence the course of history, but also suggests significant responsibility.

However, this issue shall be considered from a critical point of view. The multipolar world creates fierce competition for talents, and not all young people will have the same opportunities to stand out. Under conditions of global mobility, the brightest minds tend to emigrate to places, where conditions are more favourable, which may result in drain of personnel that is the key for the development of any country, including Russia. The gap between those who have access to high quality education and those who don't remains a challenge that cannot be ignored.

Thus, in my opinion, the key issue will be how governments and societies support the youth in order for it to develop in a competitive environment without leaving its native country. It is essential that state policy is aimed at creation of local opportunities for innovations and professional growth. For example, in Russia they

actively work in this direction: the youth is provided with access to high quality education and opportunities to apply the knowledge gained and make an impact on the society and the world in general.

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RUSSIA

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Student

A Barrier-Free and Inclusive Environment—Luxury or Necessity

I was born in Russia in 2003. At the time, the country was still feeling the aftershock from the crisis of 1998, and the external and domestic economic situation was bad. The change of power was recent. Chechnya was going through a tough time, and the Caucasus was burning. There was the Kursk submarine catastrophe, and the fire in Ostankino Tower. The same year expected to see a sharp demographic decline and the beginning of the rapid collapse of the old pension system. Amid all of this, my family faced another problem that our young country had not yet had time to pay attention to: disability in kids and its problem in society.

I can't exactly say that it was hard for me as a child. I don't remember anything bad about my childhood. All I remember is my smiling mom and nice doctors who were hoping to get me back on my feet after each operation I had. I also remember them being a little sad after they didn't work. But from what my mom tells me, I know it was hard. There was the usual—getting around the city in a wheelchair, trying to get me onto a high pavement from a pedestrian crossing because there was no ramp; high steps in the hospitals. We couldn't go into a shop or get a wheelchair into an elevator because it didn't fit.

Then there was the most painful part: physically healthy people's attitude toward a kid like me. After all, these adults were not used to seeing people with obvious physical problems outside in the open: there were homes for people with

disabilities in the Soviet Union, and they stayed there from a certain period of life until their death. In 1948, the Soviet government and its law enforcement agencies were getting ready to celebrate Stalin's jubilee, so they decided to remove all beggars and people with disabilities from the city streets.

There were hundreds of thousands of them. It all happened overnight: special police outfits visited them, took them to railroad stations, loaded them onto a train, and sent them to boarding homes. They took their IDs away and left them in those boarding homes to live for the rest of their lives. They did the same thing to kids with disabilities whom they deemed to be socially doomed. However, I believe that an assessment like that was not based on anything objective.

So when those homes eventually closed down, people with all kinds of disabilities flooded the streets. Neurotypical, healthy people did not know how to talk with them or what these people were like. Some people with disabilities formed communities; some sought help from charities or local communities, while also facing discrimination.

People had a different reaction to the problem. Some showed compassion and tried to help, offering a job or food. Generally speaking, however, public opinion was shaped by stereotypes, prejudice, ignorance, fear of doing something bad to a person with disabilities, which is why there was rejection. Kids of the 90s and 80s didn't know what to make of their parents' reaction, so all they could do was to have a flight response: “walk away and stay away from people like that”.

I realized it when I heard my classmates wishing me to die on the operating table or saying that a normal person should walk on their own legs, and I was abnormal, because I couldn't. Now I understand perfectly well that the children were just parroting what their parents were saying, the same parents that were kids in the 80s. There was no way they could treat people like me in the right way during that turbulent period. The school administration supported them, so they tried to get me home-schooled.

At first, they would tell my mom that it must be hard for her to take me to school every day, with the wheelchair and all. Then they removed the ramp, saying it was broken, so I got on crutches and started climbing the stairs to school. I was late for some lessons because I had little time to go up the stairs to the second floor, to the next classroom. They ended up giving us an ultimatum: a learning disability school or home-schooling. We chose the second option.

I won't go into great detail, but I will ask you this. Isn't what I described above a major indicator of what once was? It is. It is a lack of a barrier-free environment, which means that significant objects are accessible: from public transportation and buildings to parks and streets. It's a complete rejection of inclusion, which includes psychosocial aspects such as participation in public life, accessible education, level-playing field when it comes to jobs.

As I grew up, I thought it was all a luxury available only to wealthy countries or certain regions. However, when I'm looking at our country now, I think I was wrong:

accessibility and inclusion are becoming important factors for sustainable development of society. Many people think that inclusion is unnecessary because it only breeds stupid people, but why do they think that? Probably because our society only wants to see people with disabilities that cannot be around their social circle. What they fail to notice is that it is possible to give a person with disabilities an opportunity to get education and to take an even more difficult step: to find a job and to prove their worth as a person. In modern society, where every person strives to realize their potential, a barrier-free and inclusive environment becomes both a necessity and a manifestation of humanity and social responsibility.

There are a lot of great examples:

Edward Roberts. At the age of 12, after suffering from polio, he found himself with artificial lungs and in a wheelchair. However, Roberts got a university degree and went on to head the World Institute on Disability.

Thomas Edison. He went almost completely deaf at the age of 20. He worked in telegraphy, developed audio devices, invented the incandescent light bulb, and started the film industry.

Ralph Braun. After being diagnosed with muscular dystrophy, he developed revolutionary transportation devices. He fought for the training and employment of people with disabilities in science, technology, construction, and math.

Lee Sang-mook. An accident in 2006 left his entire body below the neck paralyzed. This life experience opened Lee to a "higher purpose" as a scientist and educator. He fought to create assistive technology for science and engineering education while continuing his own research.

Stephen Hawking. After being diagnosed with amyotrophic lateral sclerosis at the age of 21, he worked in math and physics for decades. Stephen used a wheelchair, voice synthesizers, and other technology to do research, write, and communicate.

Temple Grandin. A professor of Animal Science at Colorado State University and author of several books, she was one of the first people to publicly share her personal experience with autism. She later got a PhD in Animal Science and dedicated her life to making farming more humane.

Claire Cunningham. A dancer and choreographer from Scotland who has to perform on crutches due to a progressive bone disease called osteoporosis. Her performances challenge normativity and explore the potential of experimental dance techniques.

One of the most famous disabled scientists in Russia was Ivan Anikkin. In 1958, he created the first prosthetic hand, which was a medical breakthrough. This discovery has enabled many people who have lost limbs due to various causes to regain their normal lives. Ivan Anikkin continued his scientific research and made a significant contribution to the development of robotics.

Looking at this small list, we can't help but wonder: why do we only see foreign names? Maybe it is because their country, people around them learned from the mistakes of the past because history shows that they made the same mistakes: Paris's The Hôtel des Invalides, Germany's The Invalid House, etc. Only after going through a similar period, they did not repeat it. They were able to realize that, although a person with disabilities is not able to stand in formation or do something with their own hands, they can still think, study, and create something with the hands of other people if they just explain what they mean and want.

At the end of the day, I believe a barrier-free and inclusive environment is not a luxury but a necessity. If people can learn a little more tolerance and respect, it will lead our country to more development, and can finally result in the following:

Human rights will be fully exercised: Everyone has the right to access services and spaces. A person with disabilities is a human, too, are they not? A barrier-free environment provides equal opportunities not only for people with disabilities, elderly people, mothers, military. It makes their lives more comfortable. According to the World Health Organization, more than one billion people have difficulty accessing various services, which limits their opportunities for self-development and participation in society.

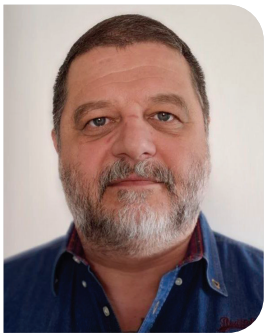
Social responsibility: Creating an inclusive environment is a sign that the society cares for everyone. This promotes unity and reduces bias and discrimination.

Cost-efficacy: Inclusion of people with disabilities can lead to significant economic benefits. They can become active participants in the economy, which contributes to business development and increased revenue. The belief that building a barrier-free environment is just an additional luxury can lead to significant social and economic losses.

Quality of life: Creating an accessible environment improves the quality of life both for people with disabilities and for all members of society. Convenient spaces and services are good for everyone—moms pushing strollers, elderly people, etc.

Social innovation: Developing solutions to create barrier-free environments often leads to innovations and new technologies that can improve the lives of all people.

GERMANY



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Human Capital or The Economic Designer Man as The Best Version of Himself for General Social Welfare

The germination of the fruit to result or the potential for success lies in the correct understanding of the nature and purpose of a factor. The judgements and conclusions concerning the factor human capital are not exempt from that. In contrast to financial capital, human capital is not only a means to an end but also an end in itself, firstly qua natura, because the economy ultimately has to serve people and not the other way round, and secondly because, apart from the aforementioned moral aspect, human capital is the source of economic processes. According to the definition of the interplay of useful knowledge and skills, human capital must be considered in the context of socially complex dynamics and, therefore, organisational requirements. In concrete terms, this means that the strategic approaches to political action must be localised primarily in the areas of general education, apprenticeship and further training, social skills including capabilities of networking, motivated performance and resilience, which require physical health and mental balance, and last but not least, fair participation in the domestic prod-

uct providing perspectives for the future. Otherwise, regarding the participation aspect, an unhealthy allocation of capital will be countered, as the flipside of the coin, by a capital-deficient lack of demand in the long term, which regularly resets the system of rampant imbalances via economic crises, only to start all over again. Here, it is essential to remember Henry Ford's insight: 'Cars don't buy cars.'

Human Capital as a Primary Factor

In the debate on economic theory, the concept of capital often appears in the context of production factors alongside land and labour. However, contrary to the common practice of placing these factors on an equal footing and subsuming human capital under the production factor capital, according to the author`s opinion, it should not be missed that the factor capital is a derivative of the other two production factors and that human capital is more likely to be attributed to the factor labour than capital. It is relevant not to lose sight of the fact that capital, as a means to an end, has to fulfil a 'serving' function. Further, regarding the fundamental question of any investment, i.e. the 'return on investment', it is essential to ensure that capital is not overvalued in relation to or even at the expense of the factor of labour, which means including human capital.

Increasing the Potential

Global growth must, therefore, be strived for in the sense of that particular balance to be more than just a sectorally changing economic flash in the pan and

can only be achieved based on the pillar of human capital by increasing the potential of the interplay of knowledge and skills of the participants in the economic process mentioned in the first paragraph. As a source of genrating capital, people must, therefore, be placed at the centre of political incentives to become the best versions of themselves. Only as such is to realise the potential understood by human capital optimally. A willingness to perform and adequate prosperity-related participation in the GDP are closely linked, so the political focus should be on incentives for continuous commitment to qualification, both, on the part of the company and the employee.

Values, Orientation, Performance

From a company's point of view, a high-quality formal qualification when entering working life at a young age helps to compensate for the lack of professional experience, which aids to counter the problem of youth unemployment. However, the somehow paradoxical phenomenon of youth unemployment in an increasingly ageing society cannot be attributed solely as a faiure of the economy

alone. About schools and curricula, there is often a lack of career-orientated information to give young people a perspective, as well as a lack of motivation and will to performance on the part of young people. The latter cannot be taught via a curriculum but results from an exemplary education based on an overall social model that passes on a particular work ethic as an essential foundation of its system of values. In the economy, great importance is to attach to planning security concerning framework conditions. Values and traditions represent solid cornerstones within a society, which are not only not unknown variables but are also identity-forming and are recognised by entrepreneurs, workers and consumers alike, enabling loyalty to a location, which makes a national economy in the sense of an 'extended corporate identity' possible. Pride in one's profession, awareness of state welfare and personal happiness, and trust in the cooperative spirit of one's nation, precisely because generally recognised values unite, are the fertile soil for a posotove perspective into the future.

Active Population Policy

On the other hand, positive future prospects are a fundamental prerequisite for thriving families, without which an ageing society cannot be managed in the long term. Migration policy can never fully replace that, if only because of the unifying values discussed above. The regenerative capacity of a nation and the next generation for its economy must purposefully strived for maily from within the nation itself. The crucial formative phase of a person is in the first years of life when the foundations of mother tongue and communicative competence are laid - fewer language barriers, less 'clash of civilisations', but more identification. A fatalistic acceptance of an ageing society would be tantamount to a capitulation of politics concerning social self-organisation of its framework conditions. As the nucleus of the nation, the family must also experience the wealth of children as the highest form of wealth in everyday life, which is why social recognition of child-rearing achievements, especially those of mothers, must also be reflected in monetary terms. Tax credits for parental leave, family start-up loans that can be reduced depending on the number of children and tax relief for companies that employ workers with large numbers of children are examples of child-friendly family policy measures.

An increasingly ageing society can represent a noticeable obstacle to its innovative capacity. So additionally to a career-friendly, the same a parent- friendly access to the labour market must be a component of active population policy. Regarding the start-up dynamics among promising young entrepreneurs in the innovation-orientated technological sectors of the future, close cooperation with universities, colleges, and research and development institutions makes sense. In particular, the political promotion of such cooperation can be expected to result in

multiple benefits for the institutions as well, in terms of location loyalty, technology transfer, and future acquisition of third-party funding.

Leading Cultural as Location Factor

Migration harbours more challenges and dangers than opportunities, whereby the respective degree of the consequences is measured not only by the number of immigrants but also by their cultural proximity and adaptability to assimilate. Here, too, integration is only successful if there is an accepted guiding cultural identity to offer, which in turn emphasises the importance of values and traditions. Regarding the social system of the target country of immigration, only highly qualified immigrants are likely to be beneficial in terms of years of work performance and contribution to the social system. Further, it is to bear in mind that too much 'brain drain' from developing and emerging countries is contrary to the goal of a global economy, as it prevents chronically backward nations from being able to utilise their potential to a relevant extent to catch up and act as consumers on the worldwide markets. As a rule, high immigration levels only intensify competition in the less qualified segment, where the situation is worsening anyway, not least due to technological progress.

Increasing inhomogeneity and increased precariousness can significantly jeopardise the social coherence of a society. As far as the immigration of highly qualified people is concerned, the so-called soft location factors, i.e. a country's range of cultural facilities, are particularly important for such a clientele to fulfil the demand for sophisticated leisure, which usually goes hand in hand with a high-calibre intellectual background.

No Progress Without Progressing

The potential of people without work is at risk of withering away, i.e. their 'human capital' is dwindling. Artificial intelligence and technological and organisational efficiency improvements that increase labour productivity may, undoubtedly, improve international competitiveness. Still, if that leads to noticeably higher unemployment, a nation leaves potential human capital unused in the long term. Progress must be linked to the fulfilment of tasks so that society, as a whole, can 'move forward', and to avoid progress to remain solely a project of the elite. Otherwise, it is progress without progressing. Despite the importance of humanities disciplines, it is undoubtedly crucial to ensure that schools have a solid curriculum in maths, physics, and computer science, not to to be left behind by the increasingly rapid pace of technological development.

However, just like demographics, the labour market of the future must not be seen fatalistically as unchangeable, which merely tolerates adaptation to quasi self-fulfilling prophecies, missing any proactive shaping. After all, it is

illusory to believe that we will achieve a fully qualified society of skilled workers, but work is fundamentally more than just earning a living and securing a livelihood; it is also meaningful and socialising. That social component of work must be considered in the design of labour market policy, for example, by publicly subsidised sectors.

Analogue Alternatives

As far as the digital divide between social classes and generations is concerned, despite all the measures taken to prioritise respective education in schools and/or adult training, it will only ever be possible to reduce this divide, but not to eliminate it completely. Therefore, before we fail to square the circle, we would be well advised to maintain analogue living environments as an alternative in the future to enable social participation for all, mainly because it cannot be ruled out that some people will consciously want to close themselves off to excessive digital usurpation, not because of ignorance but for other reasons. As these are probably not the most uncritical contemporaries, the state should not deprive itself of the potential of this clientele. However, technological progress and the leaps in innovation in artificial intelligence will result in far-reaching changes that will transform everyday life, the labour market and education, but will also raise numerous unresolved issues, such as, for example, in trademark law.

Equal Opportunities and Reality-based Pedagogy

Particularly about human capital, however, it should not be forgotten that the changes in digital technology and artificial intelligence in the field of learning do not only have favourable consequences, as it has already been proven that increased use of AI can also impair the process of critical self-thinking. Easier access to information reduces the basic knowledge available without tools and contributes to the atrophy of many skills. At the very least, 'googling' or using an AI does not help to improve one's own ability to delve deeper into issues and understand contexts. A society that takes timely and skilful countermeasures here by appropriate educational training will become a more competitive nation in terms of human capital. A certain amount of support for the gifted should not be neglected within an educational system, recognising that inclusion, which has become modern, becomes an educationally empty shell if the question is ignored whereto to include. Equality of opportunity instead of 'egalitarianism' is crucial, as an allencompasing 'level playing field' in terms of talent is beyond the reach of education. Specialised educational institutions and specially trained remedial teachers are more effective for children and young people with learning difficulties, as well as for gifted children and young people, than ideological hallucinations of inclusion based on the false assumption that there were such a thing as entirely unconditional learning. Paying

the utmost attention to aptitude for the teaching profession is part of the alpha and omega of education policy.

Self-Esteem and Personality

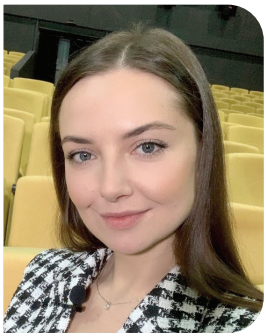
In terms of the collective dimension, social well-being is likely to depend on how optimistic or pessimistic the majority is about the future regarding internal and external security and the development of prosperity. Particularly in times of geopolitical paradigm shifts, much will depend on whether the political leadership has a recognisable objective that is consistent and predictable. In a society of trust, there is also mental stability, without which it won't be easy to achieve a generally desirable physical condition, regardless of the promotion of sports and public role models. In principle, a healthy lifestyle is an expression of a certain self-respect and, not least because of this, falls into the area of personality development, which in turn does not reduce the formative teaching staff of a nation to the mere transfer of knowledge.

Conclusion: Appreciation instead of Instrumentalisation

As the definition of human capital already demonstrates its complex and interdependent character, it is clear that a political approach in this regard must be no less interdisciplinary if it is not to remain an inefficient patchwork.

Furthermore, it will not be possible to understand human capital from an analysis of statistical data alone because it is not just about capital but also about socio-cooperative processes subject to certain behavioural predispositions. Last but not least, psychology also plays a role insofar as the decisive aspect of motivation is not detached from the relevant motivation. As the bearer of human capital, people should not feel degraded by that term but rather addressed as appreciated.

RUSSIA



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Investments in human capital: the basis for prosperity of society and economy

Thematic vector:

Modern challenges associated with communication, socialisation, and occupational guidance of the youth require systematic approach to investments in human capital. This is not only a matter of personal development, but also strategic necessity for economy and society.

Preamble:

Today, there are two interrelated problems for us: on one hand, the youth experiences difficulties in communication and socialisation, on the other hand, companies suffer from shortage of staff being unable to find experts with necessary skills. These challenges create a vicious circle: lack of soft skills among the young people hinders their integration in professional environment while the lack of skilled staff slows down development of business and economy in general. However, within these challenges lies an opportunity: investments in education, professional development, and socialisation of the youth can become a powerful driver to overcome these problems.

Essence of the hypothesis:

Hypothesis is that systematic investments in the youth through educational programs, communication trainings, occupational guidance, and support in career progression can not only solve the problem of staff shortage, but also improve social adaptation of young people.

According to research by the World Economic Forum (2020), by 2025, 50% of all employees will require retraining due to the rapid changes on the labor market. At the same time, according to Rosstat, just 30% of university graduates work in their specialty, which suggests the lack of occupational guidance and understanding of modern market requirements.

Besides, researches suggest increased demand for soft skills, such as communication, critical thinking, and emotional intelligence. For example, in 2023, LinkedIn named communication as one of the key skills for successful career. However, many young people are facing difficulties with development of these skills due to digitalization and reduced level of live communication.

Focus on economic and social effects:

Investments in the youth have a double effect: economic and social.

1. Economic effect:

- Reduced staff shortage due to preparation of experts that comply with market requirements.
- Improved labor performance due to development of soft skills and professional competences.
- Establishment of innovative environment, as young people, who availed support, become entrepreneurs and initiate new projects more often.

2. Social effect:

- Improved socialization of the youth, reduced level of anxiety and increased self-confidence.
- Higher cohesion of society, where young people feel themselves in demand and able to contribute to the country's development.
- Reduced level of unemployment among the youth, which will positively affect social stability.

General conclusions and expected results:

Investments in human capital are not only investments in the future, they are the need of today. Support of the youth in the selection of profession, skills devel-

opment, and socialization can solve multiple acute problems: from staff shortage to social disunity.

Expected results of such investments:

- Increased number of skilled experts, who are ready for modern labor market challenges.
- Reduced level of unemployment among the youth.
- Increased level of life satisfaction among young people due to successful socialization and professional realization.
- Strengthening of the economy due to improved productivity and innovations.

Thus, investments in human capital are not only the moral duty of society, but also strategic necessity for sustainable development. The youth is our main resource, and investments in its development today will ensure prosperity tomorrow.

Supplement:

Implementation of these ideas requires cooperation between educational institutions, business, and state. For example, mentoring programs, internships, trainings in soft skills, and occupational guidance can become efficient tools. It is also important to consider individual needs of each young person to help them reach their potential.

Investments in human capital are not only funds, but also time, attention, and support. It is a long term strategy that requires patience and systematic approach. However, results of such investments will pay off a hundredfold, as our future depends on today's youth.

Conclusion:

Under conditions of the rapidly changing world, investments in human capital become the key factor of success. The youth that received support in skills development, socialization, and occupational guidance will be able not only to overcome personal difficulties, but also make significant contribution to development of society and economy. This is our chance to create sustainable future, where everyone will feel in demand and able to realize their potential.

Examples of successful practices:

1. Mentoring programs: Introduction of the mentoring system in schools and universities helps young people to better understand their strengths and choose suitable profession.

2. Trainings in soft skills: Regular trainings in communication, emotional intelligence, and critical thinking help young people to adapt to modern labor market requirements.

3. Internships and practices: Cooperation between universities and companies makes in possible for students to gain actual work experience already during their studies, and to obtain their first profession at school.

Final thoughts:

Investments in human capital are not only investments in the future, they are the need of today. Support of the youth in the selection of profession, skills development, and socialisation can solve multiple acute problems: from staff shortage to social disunity.

Expected results of such investments:

- Increased number of skilled experts, who are ready for modern labour market challenges.
- Reduced level of unemployment among the youth.
- Increased level of life satisfaction among young people due to successful socialisation and professional realisation.
- Strengthening of the economy due to improved productivity and innovations.
- Reduction in the outflow of young experts from regions and urban-type settlements.

Thus, investments in human capital are not only the moral duty of society, but also strategic necessity for sustainable development. The youth is our main resource and investments in its development today will ensure prosperity tomorrow.

tomorrow.

IRAN

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A Path for Youth: Strategies for Reducing Youth Unemployment in Iran

Introduction:

Youth are the main pillar of any society and a driving force for its dynamism. Youth unemployment has been one of the most significant economic and social challenges in Iran in recent years. Given the youthful structure of Iran's population and the increasing number of university graduates, the issue of youth unemployment has turned into a serious crisis. According to official statistics from the Statistical Center of Iran , the youth unemployment rate (ages 15 to 29) in Iran reached about 23 percent in 2022, with this figure being even higher among young women. This essay examines the causes of youth unemployment in Iran and presents strategies to reduce this issue.

The unemployment situation of youth in Iran:

According to a report by the Statistical Center of Iran, the youth unemployment rate in 2022 reached 23%, which is significantly higher compared to the overall unemployment rate in the country (around 9%). Additionally, the unemployment

rate for young women in the same year reached about 35%, indicating a significant gender gap in the labor market in Iran. Furthermore, unemployment among university graduates is also very high, and many young people, despite having higher education degrees, are unable to find suitable jobs.

The causes of youth unemployment in Iran are related to three main factors:

1. Lack of alignment between skills and labor market needs
2. Economic recession and reduced investment
3. Lack of development in new economic sectors

One of the main reasons for youth unemployment in Iran is the mismatch between the skills learned in universities and the actual needs of the job market. Many university graduates lack the practical and technical skills required in various industries and economic sectors, which can be attributed to the lack of educational infrastructure for certain fields.

Another factor contributing to this issue is the failure to define curricula for entrepreneurship or entry into the job market related to those fields. Young people, after graduation, do not have a prepared mindset and do not know in which fields they can enter the workforce. Another significant and impactful reason is the prolonged economic recession in Iran and the decrease in investment in the production and industrial sectors, which has led to a reduction in job opportunities for young people. Many companies and factories are unable to attract skilled and new workforce due to economic difficulties.

As the world is changing, it is necessary for economic sectors to keep pace with this trend. Unfortunately, modern economic sectors such as information technology, startups, and creative industries have not developed sufficiently in Iran. Meanwhile, these sectors could create many job opportunities for young people.

Consequences of Unemployment

The lack of appropriate infrastructure for employment and youth unemployment has consequences. Security is one of the very important components for economic growth and development, as well as for ensuring the welfare of society. Security itself is a part of welfare, which is considered a vital element for economic growth (Nobahar et al., 1403). For this reason, it is essential to identify the factors that disrupt security. High rates of crime and delinquency can pose challenges to businesses and economic activities, weaken domestic and foreign investment, and cause irreparable damage to many economic sectors, including tourism (Merton, 1968). According to statistics obtained from a study titled "Unemployment and Crime in the Iranian Cities," conducted by Nobahar and colleagues in 2024, unemployment was identified as one of the fundamental causes affecting crime and delinquency. Therefore, the need for effective strategies to reduce the unemployment rate in Iran is of great importance.

Strategies for Reducing Youth Unemployment:

1. Development of skill-based training

One of the most important strategies for reducing youth unemployment is the development of skill-based education. The educational system in Iran needs fundamental reforms to be able to teach the skills required by the job market to students. Universities should update their curricula in collaboration with industries and include practical courses and internships in their educational programs. For example, practical training tailored to each field can be added to the curricula. The government and the private sector should collaborate to design and implement educational programs that meet the needs of the job market. To achieve this, young people must learn business management and entrepreneurship skills. These courses can be taught as general and mandatory subjects for all fields in universities and even in schools. These programs should include technical and vocational training, internship courses, and training related to new technologies.

2. Support for startups and small businesses

Today's young society is very creative, and the innovative ideas of this group need strong support. The government should assist in the development of startups and small businesses by providing financial facilities and legal support. These businesses can create many job opportunities for young people and contribute to the country's economic growth. Establishing support funds and reducing bureaucracy for starting new businesses are among the essential measures. The provision of these facilities can be considered as scholarships for top graduates in each field, with conditions regarding the employment of specialists in the same field also being stated. The skill to perform the work is also very important, so small associations can be formed in neighborhoods, and young people who have missed the opportunity for education but possess high skills can also be given the chance to utilize these facilities to start a startup and small business. The government should also help create new job opportunities for young people by investing in emerging economic sectors such as information technology, renewable energy, and creative industries. These sectors can act as a driving force for Iran's economy and increase the attraction of young.

3. Encouraging foreign investment

Today, many Iranians are scattered around the world. By offering specific plans and creating opportunities for talented young people to connect with foreign investors, a significant boost can be given to Iran's economy. Attracting foreign investment can help create new job opportunities in Iran. Additionally, the government should encourage foreign investors to invest in Iran by improving the business environment and providing financial incentives. This can lead to economic

growth and a reduction in youth unemployment.

Conclusion

Youth unemployment in Iran is a major challenge that requires immediate and comprehensive actions. By developing skill-based training, supporting start-ups, expanding new economic sectors, and reforming the educational system, we can help reduce youth unemployment. Additionally, encouraging foreign investment and improving the business environment can lead to the creation of new job opportunities and economic growth in Iran. Reducing youth unemployment not only helps improve the economic situation of the country, but also leads to increased social welfare, reduced public dissatisfaction, and a decrease in crime and delinquency rates.

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A Theoretical Approach to Migration: A Guide to Action

1 Economic Migration as a Consequence of the Destruction of the Material Base of the Venezuelan Population

One of the most relevant approaches to migration today is as a mechanism for mitigating the capitalist crisis, which is expressed in the transfer of demographic dividends from the countries of the Global South to the countries of the Global North – specifically the flight of the economically active working population with decent education, as is the case of Venezuelan migration. On the other hand, developed countries are experiencing labour shortages in industry, agriculture, services, and home care. This is accompanied by an aging population, which significantly affects the country's demographic pyramid. The absorption of migrant labour is an attempt to balance labour markets. At the same time, migrants are paid below minimum wage and are not allowed to join trade unions that would protect their rights. These workers are forced to accept working conditions without social security, where the need for survival takes precedence over labour rights.

Studies confirm that Venezuelan migration is driven by economic concerns – the desire to improve one's material situation. However, for many, the decision to

leave their homeland has come with numerous difficulties associated with moving to countries with alien cultures. It often happens that the living conditions in the host country are worse than in Venezuela, which only compounds the emotional anguish of having to leave one's home and family. In many cases, migrants face difficulties at all levels – social, economic, psychological, emotional, and domestic. They can be considered "direct victims" of the economic war unleashed against Venezuela.

Venezuelan migration is a direct consequence of the more than 950 unilateral coercive measures introduced by the United States and its allies against the country. Over the course of eight years, these measures have destroyed a good portion of the country's economic base, dealt a blow to the oil industry, and blocked trade and the import of medicines, food products, and industrial goods. The country's financial resources have been frozen, the effects of which continue to be felt, despite the efforts of the Venezuelan government of overcome the difficulties and mitigate their negative impact.

But the brutal attack against the country is real, aimed at undermining and destroying the standard of living in Venezuela, which, at the beginning of the Bolivarian Revolution, boasted the highest minimum wage in the region and an impressive number of achievements in the social sphere, education, and healthcare. In political terms, it is important to be clear: the world's hegemonic powers are intent on destroying the socialist model established in Venezuela so that it does not become an example that the rest of the world might follow.

Venezuelan migration is caused by economic considerations. This is a proven fact: as the economy has gradually recovered, demonstrating growth over the past 14 quarters (GDP growth as of EOY 2024 was 8.5%), significant numbers of migrants are returning to the country, with no restrictions or threats to life. The latter fact exposes the manipulative tactics of external forces and refutes the lie that they had fled the country in search of asylum. As President Nicolás Maduro (2025) has noted:

"Today, we can calculate that of the approximately two million Venezuelans who left the country during the years of the brutal economic war [...] almost one million have already returned to the country. Many of them from Chile, Peru, and Ecuador, and some from Colombia."

2 Migration as an Instrument of Political Attack on Venezuela

The tragic reality of migration around the world is often manipulated by the world's media, which conceals facts, creates false expectations, and exploits migrations processes for political purposes. On the one hand, this is done to discredit migration from poor countries, painting these newcomers as a threat to the stability and security of developed countries.

Migration has become a political weapon in unconventional warfare against

countries and governments that do not serve the interests of the North American empire. This is what happened in Venezuela, where migration processes have been stripped of their true context – that they were motivated by the economic hardships brought about by the application of unilateral coercive measures that destroyed the basis of the Venezuelan population.

Migration is used as a mechanism to attack countries and governments. And Venezuela was the victim of one such attack. The phenomenon was taken completely out of its true context and actively promoted on social networks and by the international media and foreign governments to discredit the Bolivarian Revolution and the sovereign Venezuelan state, as well as to sway global public opinion in favour of a potential "humanitarian intervention" under the pretext of the "responsibility to protect." The latter concept is highly controversial and is not legally recognized by the United Nations, whose stance is that the "international community" may intervene in the affairs of a sovereign state in cases where it is deemed that that state is unable to protect its own population. These are declared "failed states," which is sufficient justification for military intervention.

In the same geopolitical context, inculcating a sense of hopelessness in the population, especially young people with a technical education or university degree, leads to the migration of a significant number of skilled professionals. It is important to stress that this did not happen by accident in Venezuela. It was meticulously designed and unleashed as a geopolitical weapon to destroy the social structure and deprive Venezuela of its human potential, which is a fundamental factor of national security, the effective functioning of the state and its institutions, and the quality of basic public services (particularly healthcare and education). The result was the outflow of thousands of teachers, university lecturers, highly qualified doctors, engineers, and specialists with a university education to other countries, mainly those in South America. This has had the knock-on effect of negatively impacting the quality of life of Venezuelans who remained in the country.

In the utilitarian logic of using migration for political purposes, some international organizations have attempted to impose the narrative surrounding Venezuela that these people were "refugees" – a category established by law in the context of international and national agreements. Chapter I, Article 1, Paragraph 2 of the Convention Relating to the Status of Refugees adopted in Geneva on July 28, 1951 states that the term "refugee" shall apply to any person who, "owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it."

Venezuelan migrants have been deliberately portrayed as "refugees" as part of an international campaign against Venezuela to discredit its government. The

category of "refugee" has been twisted and actively promoted in the media. The narrative was that people were fleeing the country to escape political turmoil and the mass persecution of the population. Unfortunately, some international organizations supported the use of this category, disseminating it internationally and even presenting it as reality at various international meetings. Time has shown just how wrong these claims were. The attempts to liken the situation with Venezuelan migrants to that of genuine refugees from conflict zones have not stood up to scrutiny. According to the international organizations themselves, only a small minority (approximately 1%) of Venezuelan migrants in Ecuador have been granted refugee status – and this is after the agreed protocols to determine such status have been applied. And the majority of these were unaccompanied children and adolescents who had been granted international protection.

3 Migration as a Strategy of War and Psychological Propaganda

In an effort to undermine the Bolivarian Revolution, North American think tanks have implemented a military strategy to depopulate Venezuela, destroy the social dynamics of public participation, and promote a brain (talent) drain. The has led to the exile of significant numbers of skilled workers and has been used as a geopolitical tool to undermine the social structure and deprive the country of its human potential, which is a fundamental factor of national security, the effective functioning of the state and its institutions, and the quality of basic public services. The flight of thousands of teachers, university lecturers, highly qualified doctors, and heads of departments has decimated public services, negatively impacting the wellbeing of the Venezuelan population.

Migration has been transformed into an instrument of war that aims to completely devastate Venezuela. The purpose of the 930 unilateral coercive measures that have been unleashed against the country is to destroy its economic base, and they have succeeded in slowing down national development and directly impacting the quality of life of Venezuelans. The sanctions policy has also stimulated migration, a process accompanied by cognitive warfare strategies that influence public consciousness through social networks and the media. The distortion of reality and the objective reasons for economic migration was intended to manipulate public opinion. A narrative was created that all the problems in the country were the fault of the "bad government," not the economic blockade the country had been subjected to.

The deployment of cognitive warfare has led to a significant portion of the Venezuelan population leaving the country with a feeling of separation from national institutions, the loss of identity, belonging, and national roots. The strategy itself was aimed at dismantling the Venezuelan nation into its basic components: population, state, and territory. This engendered feelings of hopelessness and emptiness, the conviction that all hope was lost in Venezuela, that progress

and prosperity were unattainable, and that the only way to accomplish one's life goals was by leaving the country. The real shock came when the those who had left were faced with incredible difficulties and limited opportunities for development in other countries.

The propaganda campaign against Venezuelan was not limited to attempts to impose "refugee" status on Venezuelan migrants, as it was also directed at the population inside the country. A campaign was launched on social media that presented "leaving the country" as the solution to all problems. The real situation, the dangers and costs associated with emigration, were hidden. The sole goal was to convince people to "leave" Venezuela. It is important to understand that such informational constructs, which constantly influence people's consciousness, do not arise by chance. They are intentionally created by special laboratories.

4 Return to the Homeland: An Unprecedented Comprehensive Strategy

The government of President Nicolás Maduro is the only one in the world that pursues a state policy to ensure the repatriation of nationals through its Great Mission to Return to the Homeland. In addition, various diplomatic missions provide social and legal support every day to Venezuelan citizens, helping them with paperwork, implementing the consular social diplomacy model.

The path to building a revolutionary process is the pursuit of happiness for the Venezuelan people and the full attention to their needs. This is one of the challenges that we face on a daily basis. There is still much work to be done, but the most important thing is to not let our feet off the gas, working tirelessly for the benefit and development of the Homeland, strengthening peace and the common good. The humanitarian protection of Venezuelan citizens is key here, as it important that they know and understand that, no matter where they are, the Bolivarian government is with them and is ready to help them in any way it can.

In this context, President Maduro's Great Mission to Return to the Homeland aims to address these challenges by developing various social protection initiatives at the national and international levels. The goal is to create a network of connections and close relationships among Venezuelans to strengthen national identity and a sense of belonging to Venezuela through various state programmes in the cultural, socioeconomic, and educational spheres. This work is carried out through consular services and digital diplomacy using modern technological platforms.

The main objective is to continuously encourage people to return to Venezuela of their own volition, to take advantage of the opportunities and experience gained by Venezuelan professionals abroad to reintegrate them into the process of economic growth that is developing in Venezuela. Special attention is paid to creating a cultural basis for preventing migration through a national strategy that is linked to major missions and focused on dialogue with young people.

5 Some Proposals for Defining a Comprehensive Plan for the Support of Venezuelan Migrants at the Regional Level

- Development of coordinated policies on labour and migration protection for migrants who are vulnerable and/or victims of discrimination and human rights violations in host countries.
- Search, rescue, and assistance to children and adolescents placed in institutions in Latin America and the Caribbean.
- Migration protection through the exchange of consular services, with a focus on research and coordinated responses to the problem of organized crime in the case of human trafficking networks.
- Exchange of best practices in migrant rights protection.

5.1 Introduction of a Comprehensive Social Protection System in Education, Culture, Sports, Healthcare, and Industrial Initiatives to Strengthen Cultural Ties with the Country of Origin

- Realizing the right to education through the provision of productive secondary education in host countries.
- Creation of a joint platform for the use of professional skills through certification and the accreditation of knowledge, experience, and professional skills.
- Exchange of experience of organizational forms of migrant associations, such as social clubs and associations, and other forms of cultural self-organization.
- Exchange of digital platform models for providing healthcare, psychological, social, and legal assistance.

5.2 Collaboration in the Development of Economic Entrepreneurship Strategies and Initiatives to Harness the Professional Capabilities of Migrants and Their Links to the Return Process and the Formation of Economic Integration Modalities with Countries of Origin

- Developing strategies and programmes to attract professionals who want to invest in their countries of origin.
- Creation of a system of foundations to stimulate economic entrepreneurship projects for development in the countries of origin.
- Providing funding to returning migrant families for the development of socioeconomic activities.

5.3 Developing Research Strategies and Communication Initiatives to Prevent Migration and Promote Voluntary Return

- Conducting international campaigns in the media, on social networks, and on the street to prevent migration.
- Organizing information campaigns to promote voluntary return.
- Creating a structure of platform for migration research at the LAC level, coordinated with think tanks, universities, and institutes in various countries.

5.4 Promotion and Coordination of the Repatriation of Venezuelan Citizens in Vulnerable Socioeconomic Situations Who Want to Return to Their Homeland

- Establishing coordination with international organizations to return migrant families in high-risk areas (health problems, abandoned families, etc.).

INDONESIA

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Make Way for the Young: Strategies to Reduce Youth Unemployment Enhancing Youth Labor Outcome by the VET Model

A huge global population presents opportunities and challenges for youth to enhance their potential and contribute as much as possible to the country's economic growth. The worldwide education target, part of the UN's Sustainable Development Goals (SDGs), is severely off track. Several publications, including those from UNESCO and UN News, underline the alarming trend that, unless substantial changes are made, the world will fail to reach its promises to deliver inclusive and equitable quality education by 2030. The current trend is given the fact that the world is grappling with multiple crises—a complex set of interconnected global challenges that are simultaneously impacting economies, industries, and labor markets. These challenges range from climate change and geopolitical conflicts to technology upheaval and economic volatility. These issues are changing the work environment, particularly among young people. While youth poverty remains high, employers worldwide are struggling to fill essential roles, indicating major skill gaps.

According to the International Labour Organization (ILO), global youth unemployment was 13% in 2023. This condition is supported by many young people facing limited prospects for stable and decent work. On the other hand, the

World Economic Forum (WEF) discovered that 44% of businesses report difficulty obtaining talent with the necessary qualifications to fill jobs. This disparity illustrates a growing mismatch between the need for trained people and the supply of youth job seekers (Forbes, 2024). If global governance fails to address it, it will exacerbate the talent shortage and unemployment problems. Statista data (2025) shows that of the four largest G7 and BRICS economies, India and Brazil consistently have the highest monthly unemployment rates, while Russia and Japan have the lowest. Meanwhile, India and Brazil are both major, rapidly expanding emerging market economies with enormous potential.

Several issues, such as intense competition, mismatched skills, and career uncertainty, hinder young people's ability to secure employment in the era of globalization. On the one hand, the world's conditions now include annual population growth, as well as an increase in the number of new graduates, resulting in a large number of candidates competing for a restricted number of posts. Meanwhile, young people struggle with a lack of originality that is appropriate for the workplace. The global education system trains the students to follow the existing system, limiting their learning creativity capacity. Ultimately, this results in university graduates submitting bureaucratic applications for specific strategic roles. The limitations related to hard and soft abilities can hinder young people.

It is important to remember that economic growth is not only determined by capital investment but also by a workforce that has the flexibility to master new skills to carry out new jobs in line with changes in the structure of the economy and employment. Numerous global circumstances and difficulties persist in the era of extensive information technology reform. Finding a proper job tends to be more challenging for young people. However, to overcome this challenge, we must take a comprehensive and systems-based approach, focusing on interrelated elements: economy, education, and employability. By combining these factors, it can help to reduce youth unemployment and create pathways to decent work for all.

This article will focus on the strategies to improve young employment outcomes, in terms of landing jobs in strategic positions. Youth's abilities and inventiveness are crucial for economic expansion, particularly in a country with typical characteristics of an emerging market. Youth are expected to create new jobs through their skills in the business world. Through the Vocational Education and Training (VET) model, it provides new opportunities for youth to continue their creativity. It will reduce their dependence on a job provided by the government or the private sector.

The Implementation of the VET Model

The implementation of VET can be done through formal education and training implemented by secondary schools and universities, and non-formal or pre-work training. It can be implemented by the public community or industry to produce certain skills (soft and hard). Vocational Education and Training (VET) is a combination of education, training, and skill development in a wide range of occupational domains, including production, services, and livelihoods (UNESCO, 2015). The VET approach is used to help communities learn how to manage natural resources according to the ideals of local wisdom. In addition, this model offers affordable and scalable learning solutions. Switzerland is a country that serves as a reference in implementing the VET model, which is based on the Swiss Competency Framework and is considered one of the best education models in the world.

The use of TVET to improve the link between school and workplace and ease young people into the labor market generates a different result. People with a history of attending vocational school may find it more difficult to adapt to the needs of the labor market as technology progresses, and their employment might decrease in the future. (Hanushek et al., 2011). Several studies have mentioned that the prospects for vocational education work (formal and non-formal) have a greater career opportunity. This is because they have obtained various training and education. This vocational graduate will be able to survive in the workplace and earn a higher income. Additionally, this output is anticipated to close the pay gap between men and women (Korber & Oesch, 2019).

According to Quintini and Manfredi (2009), cross-country studies frequently discover that nations with a large dual apprenticeship system—such as Austria, Denmark, Germany, and Switzerland—have a significantly smoother transition from school to work, low NEET rates, low youth unemployment, and below-average persistent unemployed spells. Bertschy et al. (2009), using data from PISA tests to account for student ability differences, demonstrate that low-performing youth in Switzerland are penalized in the job market by choosing less demanding apprenticeships, but that their initial test scores—which once served as a gauge of their aptitude—no longer play a significant role in determining labor market outcomes. This demonstrates that companies recognize the value of the (hard and soft) abilities acquired in the vocational system in the workplace.

Young people need to learn how to generate new employment and not rely on existing ones in the age of globalization and technological growth. The VET model offers a solution for this challenge. Entrepreneurial skills are formed through vocational training and education. Various government and private sectors have implemented this program. Some of the scopes implemented through this model are

trade and technical professions (plumbing, carpentry, electrical work); health care (nursing, elderly care, dental assistance); hospitality and Tourism (Culinary Arts, Hotel Management, Tourism Operations); business and Administration (Accounting, Office Management, Human Resources); information technology (Software Development, Network Administration, Cybersecurity); agriculture and horticulture (farming, landscaping, animal care); Creative industries (Graphic Design, Multimedia Production, Performing Arts).

The VET Model for BRICS Countries

Human Development is an essential measure of collaboration to build the Global South cooperation to create inclusive and sustainable governance. This can be achieved by applying the VET model to each of the BRICS countries, which offers excellent chances to create an autonomous economic structure independent of developed countries. Due to the scarcity of trained workers and technical professionals in nearly all BRICS nations, vocational education acquired importance. The VET model contributes to more sustainable and equitable development in BRICS countries by providing skills suitable for market demand. Vocational education and training must align with the standards and qualifications of occupations required today. For instance, positions involving technological innovation necessitate a large number of AI analysts. Therefore, by taking into account both present and future business needs, vocational education can be used to create this possibility.

The transition of the BRICS countries to develop a new economic system requires the task of building advanced training systems in these countries. For example, the challenge for the BRICS countries, such as India: retrain 250 million professionals by 2035; China: provide 140 million skilled professionals to the labor market, at least 2/3 in the high-tech sector; Russia: create and upgrade 25 million highly productive positions by 2020.

The BRICS TVET Cooperation Alliance was established in 2022 to promote vocational education and training (TVET) in BRICS countries. The alliance aims to increase employment opportunities and share best practices. The BRICS VET Cooperation Alliance Conference was organized by the Ministry of Education of China in April 2022 (BRICS Partnership on New Industrial Revolution, 2022). The BRICS VET Cooperation Alliance is considered an important driver for vocational education reform by creating a platform for dialogue and information sharing to promote substantive cooperation. The Minister of Education of China, Mr. Tian Xuejun mentioned three objectives of the Alliance Conference: 1) practice inclusiveness for each BRICS country and each member to take ownership, follow the principle of openness and collaboration; 2) closely align with industry to ensure

constant adaptation of vocational education to cultivate a highly skilled workforce relevant to the needs of socio-economic development; 3) apply advanced solutions combining digital and green technologies to enable innovative delivery models, accelerate the reform of TVET talent training programs, and create a digital resource sharing mechanism.

The VET system has been adopted in several BRICS countries, with varying methods and outcomes for workers' pay and performance. Starting from the developed countries in Asia, China combined the policy of VET by consisting of modified curricula to increase youth employability, a modernized vocational education system, and skills upgrading programs for migrant youth, resulting in a significant increase in the youth's labor market outcomes (Tang & Shi, 2017). VET implementation in Brazil produces a different wage premium level for graduates from high-level technical schools based on courses taken and graduate profiles (Almeida et al., 2015). In India, the implementation of VET has fluctuated slightly. The vocational education system is not fully prepared, one of the factors being population growth and regulation by the lack of uniform equipment and standards. However, the increase in the implementation of the VET model continues to be carried out to create quality human development that can compete in the workplace.

Conclusion

The VET model has a significant impact on reducing unemployment rates in the world, especially for young people. Through this model, people with low incomes have the opportunity to get education and paid jobs in a short time. This vocational education system can react immediately to labor market trends, preventing shortages and excesses of specialists. Through China, the BRICS countries initiated the formation of a special alliance in the field of VET cooperation. The expected result through the formation of this alliance is to suppress the increase in the percentage of unemployment in BRICS countries. In addition, the workforce produced is competent according to the fields of work currently needed. Young people play an important role as the main target for the implementation of the VET model.

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Transformation of Education: How New Technologies Will Change Learning

In our post-industrial world, scientific and technological progress increasingly permeates many areas of our lives: culture, science, sports, medicine, among others. The transformation of education has become particularly relevant today. Education represents more than just knowledge transfer — it forms our human capital that we later apply in our professional activities. It serves as a key factor in economic growth, sustainability, and societal development. In the context of digitalization, rethinking teaching methods and encouraging new technology adoption have become essential.

Learning is a lifelong process that begins at birth. Adaptation processes in kindergarten, schooling, and knowledge refinement in college or university help individuals enhance both their basic and professional skills that prove valuable not only in academic or professional settings but in daily life as well. Educational investments focusing on digitalization present both a current challenge and an opportunity to develop quality human capital.

The rapid dissemination of information and technology in today's world demands adaptation and evolution of educational systems. Digital technologies already play an active role in education, broadening knowledge access and transforming learning approaches. This presents both a challenge and an opportunity

for investment in human capital, as quality education remains a fundamental driver of societal and economic development.

The digital transformation of education encompasses artificial intelligence, which has gained significance in recent years, online platforms, and multimodal pedagogy. These advances make learning more effective and accessible both domestically and internationally. MOOC platforms, for example, attract millions of students worldwide, offering access to knowledge from leading university professors across the country.

Research indicates that over 70% of educators and students report significant improvements in information retention when using electronic textbooks and distance learning platforms. Projections suggest the online education market will reach $320 billion by 2030, confirming growing interest in new learning formats. Every primary and secondary educational institution in Russia now uses computers in computer science classrooms. Students can study and gain deeper understanding of computer science, physics, and astronomy at advanced levels.

Analytical reports like Global Edtech Market 2021-2025 by Research and Markets show that educational technologies not only improve access to knowledge but also help narrow the gap in educational opportunities. I believe that the overall literacy rate increases when educational resources become available to anyone, anywhere in the world. Several Asian countries with particularly active e-learning implementation have seen education levels among youth rise by 15–20% within just a few years, subsequently contributing to higher employment rates and increased incomes.

The economic impact of these changes is substantial. Investments in educational technologies lead to increased labor productivity and reduced social inequalities. Statistics show that each year of education helps increase potential income by approximately 10%, creating a more competitive workforce. This ultimately drives national economic growth. Digital technologies reduce education costs through distance learning options.

In our increasingly competitive globalized landscape, human capital quality determines not only individual citizens' living standards but also national strength. This influences macroeconomic indicators including unemployment, inflation, and budget deficit.

Education, as an investment in human capital, functions as a social mobility tool. It creates a more equitable society where everyone has equal chances for success and development. United Nations data confirms that increased investment in sustainable education reduces poverty and inequality while improving population health. Higher rates of quality education correlate with greater civic participation, ensuring stability and development of democratic institutions. Expanding access to education across all social strata, regardless of geographic location or social status, helps create a more informed, cultured, and educated population. This contributes to reduced inequality and enhanced social mobility.

In conclusion, education transformation through new technologies represents both a modern learning approach and a future-oriented strategy. Investing in human capital through contemporary educational technologies creates a qualified talent pool capable of responding effectively to rapidly changing labor markets and economic conditions. New technologies will enhance education quality while making it more accessible and personalized. Expected outcomes include increased graduate competitiveness, economic growth, and social mobility. Achieving these results, however, requires continued investment in technical infrastructure and teacher training, ultimately leading to sustainable societal development. By initiating this transformation, we establish a solid foundation for future generations, equipping them with necessary knowledge and skills for a world where technology becomes integral to everyday life.

INDIA

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Human Capital Investments: A Route to Sustainable Development

Preamble

Economic progress and the well-being of society are based on human capital, which can be characterized as the whole skills, knowledge, and aptitude of an individual. It is more urgent than ever to invest in human capital because we are already living in a time of rapid technological development, globalization, and new emerging labor markets. Thus, the New Platform for Global Growth emphasizes how crucial it is to promote human capital development in order to achieve sustainable and fair economic growth. The future labor markets, closing the digital divide, empowering the next generation, and revolutionizing education, well-being, and healthy living are just a few of the strategies and initiatives that will be covered in this paper on investing in human capital.

Revealing the core of the hypothesis

1. The Future of Work:

The Benefits of AI and Training the job market is not an exception to the rapid changes occurring in the world. Advanced robotics, automation, and artificial intelligence (AI) are some of the new technologies being introduced by the Fourth Industrial Revolution. This implies that while new jobs will be created, other jobs will leave. The Figures According to the World Economic Forum, technology may displace 85 million jobs by 2025. There will be 97 million new occupations created that blend machine intelligence and human skills. Preparing for the Shift Governments and corporations need to fund retraining and up skilling initiatives in order to get ready for this change. This entails imparting new, in-demand abilities to people.

BRICS countries initiative

India: introduced The National Education Policy (NEP) 2020 By understanding the rapid growth in technologies and acknowledge that in the future many jobs

can be taken by technology and the need of skilled workers will be required that's how nep has implemented.

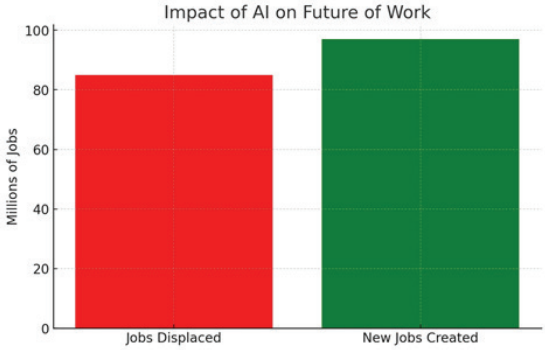
(The global education development agenda reflected in the Goal 4 (SDG4) of the 2030 Agenda for Sustainable Development, adopted by India in 2015 - seeks to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all" by 2030)

China: The Ministry of Education (MOE) introduced their application the smart Education to provide students with authentic sources and study material for better learning.

Tactics

By providing informative courses to educate them

About these topics and make them aware About the latest opportunities and technologies to create better workforce for the Future



2..Reducing the Digital Divide:

Ensuring Fair Access to Technology Imagine being cut off from the outside world and unable to use the internet or digital tools. This is the case for about 2.9 billion people, or about 37% of the world's population. The Problem The digital divide is a significant barrier to the growth of human capital. That is what separates those who are able to use digital technology from those who are unable.

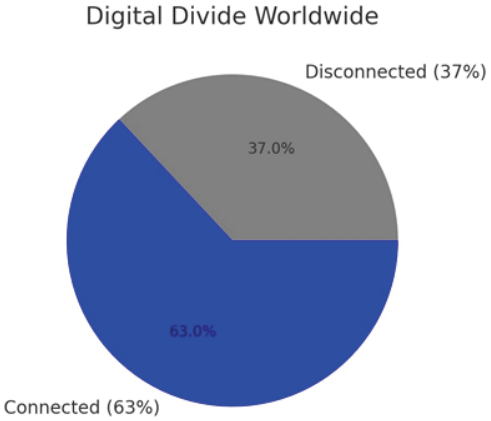
BRICS countries initiative

India: BharatNet: Bridging the Digital Divide provides high speed Internet to people who live in rural Areas. This initiative take By government to Reduce the digital divide in the Country.

Russia: "FREEDOM ON THE NET 2023" is a reports that mentions that during the Russian vs Ukraine war due to government restrictions the digital divide increased rapidly that government Take initiatives to it to stop.

Tactics

The Solution To narrow this gap, governments must provide funding for internet infrastructure and literacy programs. This means making sure that everyone has access to the internet and teaching them how to use digital tools.



3.Youth unemployment:

Globally, youth unemployment is a big issue the International Labour Organization (ILO) report says that the unemployment late in 2024 is 5% that is lowest in all time To overcome this issue, governments must create targeted policies that encourage young people to work and start businesses.

BRICS contries initiative

India: india is going to host "BRICS Youth Entrepreneurship Meet" in March 2025 from March 3-7. All BRICS nations—Brazil, Russia, India, China, and South Africa will Be there for

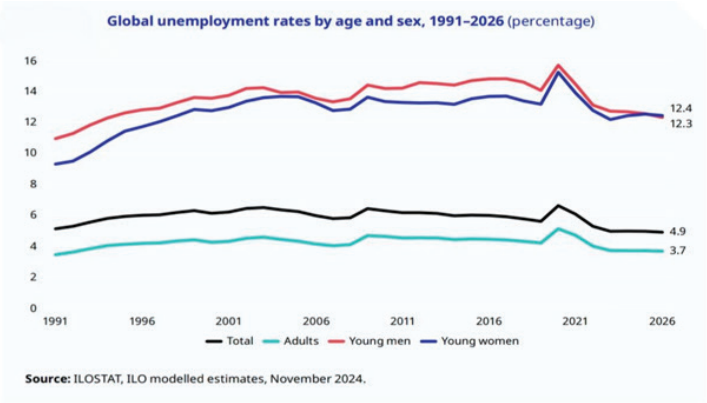
Future entrepreneurship collaborations

Egypt: "Decent Life" project provides job placement services and vocational training to young people in rural areas.

South Africa: Youth Employment Service (YES) project, which collaborates with private sector enterprises, has provided young people with over 500,000 new job opportunities.

Tactics

Establishing apprenticeship programs and vocational training centers is one technique that has shown to be successful. These programs provide young people with valuable skills and hands-on experience, boosting their employment prospects



4. Education Transformation:

How New Technologies Are Affecting Education The introduction of new technologies into educational systems is radically changing how knowledge is delivered and consumed. Virtual classrooms, online learning platforms, and Al-driven individualized learning technologies are making education more effective and accessible.

BRICS countries initiative

India: Union Budget 2025-26

"Education is not only the foundation upon which our civilization has been built, but it is also the architect of humanity's future."

~Prime Minister Shri Narendra Modi

In Union Budget 2025-26 government Take Many Initiatives To progress education. Some of the examples are:

-Centre of Excellence in AI for Education
-More iit(Indian Institutes of Technology)
-Bharatiya Bhasha Pustak Scheme

Russia: E-Learning policy in Russian take initiatives for secondary and higher school education by adding Subjects like computer technology, IT etc.

China: "Smart Education" initiative leverages big data and Al to provide children with personalized learning experiences that improve academic achievement and reduce disparities (Ministry of Education of China, 2021).

Tactics

New AI Platforms to make education easier for students to acsess.

5. Happiness Index:

Strategies to Enhance Population Welfare A popular statistic for evaluating the growth of human capital is the Happiness Index, which measures the degree of contentment and well-being of a population. Countries like Bhutan and New Zealand, which emphasize the importance of social cohesion, mental health, and the environment, have incorporated the Happiness Index into their national development plans.

BRICS countries initiative

India: India's ranking is 126th out of 143 countries in World Happiness Report 2024. We need to consider These reports and Work for people's happiness In the Country.

Brazil: "Bolsa Família" program has successfully reduced poverty and improved well-being by providing low-income families with conditional cash transfers (World Bank, 2020)

Egypt: In an attempt to improve public health, Egypt's 2018 "100 Million Healthy Lives" program provides free screening and treatment for chronic conditions like diabetes and hepatitis C.

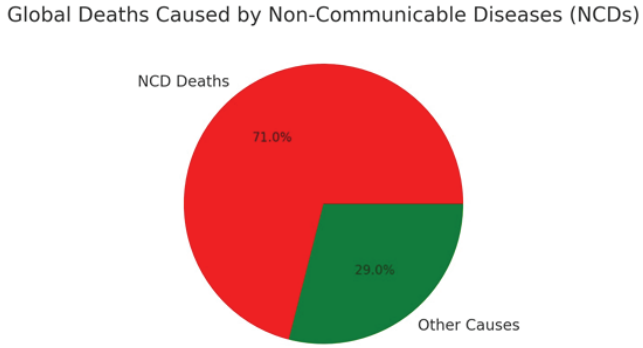
Tactics

Conduct metal awareness campaigns to aware public about mental health and provide support to people who are suffering From these things and make awareness about happiness in life.

6. The Economic Impact of Promoting Healthy Lifestyles:

Prospects and Consequences Promoting healthy behaviors is not only a public health issue but also a corporate requirement. According to the World Health Organization (WHO), non-communicable diseases (NCDs) like cancer, diabetes, and heart disease account for 71% of deaths globally and significantly impact healthcare systems financially (WHO, 2021). introduced in 2014, has successfully reduced the use of sugary drinks and improved public health outcomes (Colchero

et al., 2017). Egypt's "Healthy Cities" plan aims to create urban environments that promote physical activity and healthy living by constructing parks, walking paths, and recreational facilities (Ministry of Housing, Utilities, and Urban Communities, 2021).



Emphasis on economic and social effects

To achieve long-term economic growth and enhance community well-being, investments in human capital are essential. The strategies and initiatives covered in this essay offer governments and the private sector a road map for maximizing the potential of human capital in the twenty-first century, ranging from youth employment programs and digital literacy campaigns to reskilling initiatives and health promotion policies. As the global economy grows, the importance of human capital will only rise.

General conclusions, expected results

By prioritizing investments in technology, healthcare, and education, nations may ensure that their citizens are equipped to thrive in the face of new opportunities and challenges.

Through the New Platform for Global Growth, there is a unique opportunity to align these efforts with the broader goals of sustainable development

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- Nearly 3 billion people are offline: Here's a step towards bridging the digital divide

RUSSIA

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Cybersecurity of children – investments in human capital

Relevance of the topic

Current stage of society development is described by increasing role of the informational sphere, which is a combination of information, information infrastructure, subjects performing collection, notification, dissemination, and use of information, as well as a system that regulates relevant social interactions. The informational sphere being a system-forming factor in the life of society actively affects conditions of the political, economic, defense related, and other components of security of the Russian Federation[1].

Information security in the Russian Federation constitutes a complex problem mostly based on the need to define clear relation between state, public, and personal interests of a child, to set the limits for exercising of information rights and public authority interference in the informational sphere of life.

According to Federal Law dated 29.12.2010 No. 436-FZ (rev. dated 08.08.2024) On children protection from information that causes damage to their health and development, information security of the minors in the Russian Federation means a set of organizational and legal means regulating rights of the minors in the informational sphere and ensuring protection of the minors from the impact of harmful

1 From the previously existing doctrine of information security of the Russian Federation // Decree of the President of the Russian Federation dated 05.12.2016 No. 646

(negative) information that entails danger for their lives and health or can harm their normal moral, spiritual, mental, and physical development.

The above mentioned Federal Law regulates relations associated with children protection from information that causes harm to their health and/ or development, in particular, from information on the Internet, but legislation is not perfect, as currently there are no special legal mechanisms to protect the minors from cyberbullying, however, the issue of protection from cyberbullying and other forms of online persecution of the minors is acute in legislation.

Development of high technologies, as well as openness of Russia to the global community resulted in the lack of children protection from illegal content on the Internet and aggravated issues associated with child trafficking, child pornography, and prostitution[2].

According to the Federal Service for Supervision of Communications, Information Technologies, and Mass Media, from 2012 to 2018 more than 350 thousand Internet-resources with information prohibited for dissemination were entered in the register and blocked, of which: more than 92 thousand websites carried out illegal drug trafficking of which 81 660 websites or website pages were deleted, and access to 11 088 websites was restricted (in recent years, several regions of the Russian Federation have seen rapid rejuvenation of drug dealing (average age of a salesperson is 19 years) and increased cases of involvement of the minors in illegal drug trafficking via Internet[3]);

Active use of information and information technologies in all spheres of human life resulted in information threats in form of violated integrity, adequacy, confidentiality, completeness, and availability of information.

Hypothesis: the author has analyzed available scientific and practical sources on the said problem, offered a new vision of cybersecurity of the minors in the era of artificial intelligence, and realized the goal and objectives or the research indicated in the scientific paper.

Once, Norwegian psychologist D. Olweus provided the following concept: bullying means intended systematically repeated aggressive behavior that includes unequal power or strength[4].

There are types of bullying: mobbing, hazing, cyber mobbing, and cyberbullying are the English names of varieties of this dangerous phenomenon.

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2 Order of the Government of the Russian Federation dated 29.05.2015 No. 996-r On approval of the Strategy of upbringing development in the Russian Federation through 2025. Electronic resource: http://orkce.apkpro.ru/doc/konf/pwrpnt5_cnf_jn15.pdf

3 Official website of Rossiyskaya Gazeta. URL: https://rg.ru/2017/11/15/podrostkov-v-seti-nachali-verbovat-dliarasprostraneniia-narkotikov.html.

4 Ekaterina Eduardovna Boykina. Social ostracism as a factor of antisocial behavior of the minors: abstract of dissertation ... PhD in Psychology: 19.00.06 / Ekaterina Eduardovna Boykina; [Place of defense: Academy of Management of the Ministry of Internal Affairs of the Russian Federation]. – Moscow, 2021. – P. 15.

To determine directions of preventive work, subjects of influence, it is necessary to differentiate the above concepts:

Mobbing is a form of psychological violence in the form of mass bullying of a person in a group.

School mobbing is a type of emotional abuse at school, when a class or the majority of the class turns against one person and starts to bully them with some purpose. Those who bully are called mobbers, and those who are bullied are called "victims." Mobbing is a kind of "psychological terror" that includes systematically repeated hostile and unethical attitude of some people against others, mainly one person. For example, mobbing against a new boy or girl[5].

Forms of mobbing: making fun of physical defects, isolation, rejection, teasing, pushing, ridiculing of clothes, etc[6].

In essence, mobbing and bullying are similar notions that mean harassment. At the same time, bullying differs from mobbing in that the role of the persecutor is played not by entire class, but by particular student or group of students, who have authority.

Hazing provides for informal forced ritual rites performed at the time of joining to a certain group and for subsequent maintenance of hierarchy in this group. Phenomenon of hazing is mostly typical for closed (militarized, sports, boarding, etc.) institutions, as well as for regular educational establishments. For example, classmates or seniors impose various humiliating actions on freshers: to walk naked in public, to wash toilet floor with a toothbrush, etc[7].

Cyberbullying or Internet bullying means intended insults, threats, communication of compromising data to others with the use of modern means of communication: computers, mobile phones, e-mail, Internet, social networks, blogs, and chats, in addition, Internet bullying can also take form of showing or sending of harsh, rude or cruel text messages, mocking of the victim online, posting of personal information, photos or videos in the public domain in order to harm or embarrass the victim; creation of a fake social media account, e-mail and/ or webpage to stalk and bully others in the name of the victim, etc.

On one hand, digital environment has unique potential to provide equal opportunities for access to affordable and high quality education, free choice of training courses by individuals, both in our country and abroad. On the other hand, Internet and social networks constitute the space, where aggressive behavior takes form of cyberbullying.

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5 Electronic resource: https://eduinspector.ru/2016/12/29/mobbing-bulling-hejzing-chem-oni-opasny-dlya-shkolnikov/

6 Mobbing, bullying, hazing — how are they dangerous for school children?. Electronic resource: http://srcn-avis.ru/index.php/informatsiya-dlya-roditelej-2/35-sovety-sotsialnogo-pedagoga/967-mobbing-bulling-khejzing-chem-oni-opasny-dlya-shkolnikov

7 Mobbing, bullying, hazing — how are they dangerous for school children? Electronic resource: http://srcn-avis.ru/index.php/informatsiya-dlya-roditelej-2/35-sovety-sotsialnogo-pedagoga/967-mobbing-bulling-khejzing-chem-oni-opasny-dlya-shkolnikov

Appearance of the Internet has quickly spread the new kind of bullying, where it became possible to commit violence against a person without direct interaction with the victim, but by communicating in virtual space. Aggressive persecution of a person got new forms with the use of various modern technologies[8].

The danger of cyberbullying is that other people may be involved in the bullying process, not always with their consent. Internet bullying differs from other types of violence as it allows the offender to remain anonymous and have a chance of not being caught. It shall be mentioned that a distinction is made between direct bullying, when a child is beaten, called names, teased, given offensive nicknames, their things are damaged or money is taken away, the child is forced to do something that they don't want to do, and indirect bullying, i.e. spreading of rumors and gossip, boycotting, avoiding, and manipulating friendships ("If you are friends with her, we are not friends with you")[9].

There are certain types of cyberbullying:

Direct cyberbullying means a targeted campaign launched by the classmates: bullying of a child in the space of modern technologies via letters or messages. Dissemination of both true and false information about a person with the purpose of discrimination and humiliation of their dignity, etc.

In case of indirect cyberbullying, other people get involved in the process of bullying of the victim (both children and adults), massive attack of messages on mobile phone with threats. Stalker can hack the victim's account and, disguising themselves as its owner, send messages from this account to the victim's friends, which destructs communicative field of the victim and casts doubt on their moral quality[10].

With the advent of cyberbullying, bullying became an almost 24-hour phenomenon, as a person is bombarded with messages and posts on social networks both at school and at home, which has very tragic consequences. The purpose of cyberbullying is deterioration of the victim's emotional state or destruction of their social relations.

Teenagers are the most vulnerable group for cyberbullying. Internet and social networks constitute another space, where children are facing aggression and other modern challenges that they have to face in real life as well. Socialization of chil-

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8 V. V. Khoruzhy. Cyberbullying: social and legal aspect // Vestnik Nauki No. 12 (21) Vol. 5. P. 118 - 120.

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10 A. A. Bochaver, K. D. Khlomov. Bullying as an object of research and cultural phenomenon // Psychology. Journal of the Higher School of Economics, 10(3). P. 149-159.

dren under conditions of digital environment includes help from family and teachers to ensure that children are safely introduced to the digital space[11].

Digital environment is an additional space for threats and bullying, but not an independent factor of their occurrence. High user activity of children on social networks and their poor awareness of the dangers of the Internet space cause increased anxiety of children, as well as increased risk of suicidal behavior. In this connection there is clearly a need to activate the educational potential of the school to prevent cyberbullying in children's environment.

Educational institutions have special status to solve the problem of cyberbullying in teenagers' environment, on one hand, society sets tasks to manage and resolve conflicts in the informational-educational environment, on the other hand, parents assign responsibility for protection of teenagers' psychophysical health. It is important to mention that this work shall not contain a system of preventive measures, but shall be a strategy of action in all areas of activity of the school, educational potential of which is aimed at qualitatively new level of functioning of the entire educational process. Prevention of bullying and cyberbullying shall clearly include managerial elements of planning of the priority and long term tasks, solve technical issues, and expand the possibilities of psychological support of children and teenagers.

Increased bullying of children on the Internet is the global trend, but to minimize the risks associated with schoolchildren communication on the Internet, it is primarily necessary to streamline pedagogical support at school so that teachers, children, and parents can jointly work on reduction of the risks associated with innovative methods of violence against a child[12].

Parents are usually unaware of such criminal phenomenon as cyberbullying, thus, they cannot always help a child to protect themselves from Internet threats, this is why the priority task in the area of cyberbullying prevention shall start from legal education of parents. Parents' emotional support can be relevant and timely, the main thing is to explain a child how to protect himself from cyberbullying. Prohibition and restriction of the use of particular services prove ineffective, and they require knowledge on computer technologies that ensure online security of their child[13].

The second important area of school's work is training of specialized staff, i.e. social teachers and psychologists in prevention of bullying and cyberbullying in

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11 K. D. Khlomov. Psychology of teenager age: the problem of bullying. Electronic resource: https://www.psychol-ok.ru/lib/poppsy/2017/0724.html

12 N. Barey. Information security of children in virtual space. Cyberbullying as a stigmatizing factor/ N. S. Barey, V. A. Maltseva – Text: Electronic // Theory and practice of social development. – 2020 – URL : https://cyberleninka.ru/article/n/informatsionnaya-bezopasnost-detey-v-virtualnom-prostranstve-kiberbulling-kak-stigmatizatsionnyy-faktor-1 (date of access : 03.01.2023).

13 V. A. Kurbenkov. Bullying in Russian schools: legal problems of prevention / V. A. Kurbenkov, A.Yu. Novoseltsev // Journal of Russian Law. 2020 – No. 3

teenagers' environment[14]. Some statistics suggests that cyberbullying inflicts dangerous psychological trauma on the victim, which sometimes cannot be coped with independently[15].

Elena Sutormina, first vice president of the Russian Peace Foundation (organization having the highest status in the United Nations Economic and Social Council), head of Security 2.0 monitoring center notes that according to Security 2.0 monitoring center of the Russian Peace Foundation, in 2023, the number of online bullying episodes that received wide public resonance among young audience increased by 16% as compared to 2020[16].

Issues of cyberbullying prevention in educational and upbringing process at school require improved digital literacy and legal culture of schoolchildren. Another important aspect of bullying and cyberbullying prevention is personal and psychophysical characteristics of a teenager.

Russian Peace Foundation prepared International Declaration on Combating Cyberbullying (cybermobbing), within the framework of which following is suggested:

- consolidated notion of cyberbullying in administrative and criminal legislation with fixed responsibility and mechanisms to control the situation.

- free face-to-face and remote psychological support and adaptation system for cyberbullying victims that is available for students of all educational institutions.

- a unified system of master classes and trainings for students on Bullying in the 21st Century with explanation of existing threats and informing on correct social and technological algorithm of actions.

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14 D. A. Gulyanitskaya. Combating bullying in Russian schools: legal and organizational mechanisms / D. A. Gulyanitskaya, I. I. Karandashov // Education and law. – 2020 – No. 2 –URL: https://cyberleninka.ru/article/n/protivodeystvie-bullingu-v-rossiyskih-shkolah-pravovye-i-organizatsionnye-mehanizmy (date of access: 03.01.2022).

15 According to the research by Microsoft, in 2023, in Russia 49% of children aged 8—17 reported that they were subjected to online bullying or other forms of treatment that have negative consequences (for comparison, the average level for 25 other countries surveyed was 37%.), in particular, 27% faced rude and unfriendly treatment, 20% were ridiculed or teased, 24% were subjected to name calling. 67% of children reported that they know about bullying online, 34% feel anxious about this topic. Report by Russian Foundation for Internet Development for 2020 states that almost every third teenager encountered communication risks during their year of using the Internet, the leading risk being cyberbullying; every fourth teenager reported that they encountered insults, humiliation or harassment online. According to UNESCO, in 2020, 9 to 21% of children and teenagers from industrialized countries are subject to cyberbullying, and girls are more likely to be at risk than boys. Report by WHO indicated that in the RF among 11 year old children 11% of girls and 8% of boys become victims of cyberbullying at least 2—3 times a month; among 13 year old children — 6% and 8%, among 15 year old children — 5% and 7%, respectively.

16 Quote: Russian Peace Foundation developed International Declaration on Combating Cyberbullying. This was reported by Rambler. Further information: https://news.rambler.ru/community/45216721-rossiyskiy-fond-mira-razrabotal- ezhdunarodnuyu-deklaratsiyu protivodeystviya-kiberbullingu/)

- mandatory annual sociometry of the groups of minors and teachers within the framework of comprehensive prevention of bullying and any other forms of aggressive behavior in educational environment.

- support of NPO and development of public initiatives associated with education, prevention, and rehabilitation in cases and issues associated with virtual bullying. A system of state and commercial grants.

- establishment and development of the Cyberbullying Free joint open educational online project by the leading IT-companies with explanation of socio-psychological and technological aspects of the problem, training in relevant action algorithms.

development and launching of Cyberbullying Free social advertising with participation of world show business stars and support of airports, railway stations, and ports of the member countries having joined this Declaration[17].

According to the Ministry of Public Healthcare (https://minzdrav.gov.ru/) in 2023, there was an increase in the amount of mental and behavioral disorders in children and teenagers, in particular, that associated with use of psychoactive substances.

At the initiative of UNESCO, on November 5, 2019, International Day against Violence, Bullying, and Cyberbullying was established. In the same year VK (Vkontakte) project called all those, for whom any violence online and beyond is unacceptable, to unite and declared November 11 as the Day of Combating Cyberbullying in Russia. This step was enthusiastically supported by users, as many of them personally encountered bullying and cruelty on the Internet and needed support and advice on how to manage emotions and protect themselves from aggression of the offenders. In 2021, Sferum information and communication platform was launched within the framework of VK project (Sferum; https://sferum.ru/), where in addition to VK messenger that ensures secure access to educational resources, school chats, and video lessons teachers and schoolchildren can learn how to cope with cyberbullying and other issues associated with digital space[18].

At present, there is a lack of clear legislative prohibition (restriction) on access of children and teenagers to informational portals and resources on the Internet, as well as efficient mechanisms to ensure information security of children and teenagers on the Internet.

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17 Quote: Russian Peace Foundation developed International Declaration on Combating Cyberbullying. This was reported by Rambler. Further information:https://news.rambler.ru/community/45216721-rossiyskiy-fond-mira-razrabotal- ezhdunarodnuyu-deklaratsiyu-protivodeystviya-kiberbullingu/

18 K. A. Ainutdinova, I. N. Ainutdinova. Victimological aspects of cyberbullying: victims and aggressors of online interaction // Main trends in modern law development: problems of theory and practice. Materials of the VII National Scientific and Practical Conference. Edited by R. F. Stepanenko, A. B. Mezyaeva, S. N. Tagaeva, S. M. Alamova. Kazan, 2023. https://elibrary.ru/item.asp?id=54695874

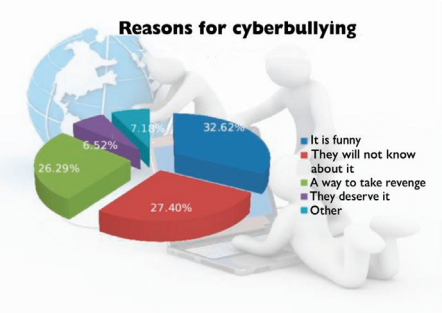
Operational strategy of educational institution also includes establishment of information security service. Digital space serves for personal dissemination of emotions and at the same time it is possible to study collective reactions. Based on digital environments one can study anxiety and depression of children and teenagers. Such research will help to predict and prevent adverse consequences of the psycho-emotional state of a child[19].

Teenagers are the most vulnerable group for cyberbullying. Internet and social networks constitute another space, where children are facing aggression modern challenges that they have to face in real life as well. Socialization of children under conditions of digital environment includes help from family and teachers to ensure that children are safely introduced to the digital space.

- improved psychological and pedagogical competence of teachers in prevention of bullying and cyberbullying;
- individual consultations of children with experts of school psychological and pedagogical services;
- establishment of the foundation for positive emotional relations between children and teenagers in a class;
- legal education of children, their parents, and teachers;
- establishment of information security service.

Due to age related specifics of teenagers and contradictory worldviews of developing personality of a school child under conditions of the modern world, prevention of cyberbullying among children constitutes an acute problem in the work of educational institutions.

At present, there is a lack of clear legislative prohibition (restriction) on access of children and teenagers to informational portals and resources on the Internet, as well as efficient mechanisms to ensure information security of children and teenagers on the Internet.



19 Digital competence of teenagers and parents. All-Russian research results / G. U. Soldatova, T. A. Nestik, E. I. Rasskazova, E. Yu. Zotova. — M.: Internet Development Foundation, 2013. — 144 p.

Regardless of regulatory legal acts in force in the Russian Federation[20] that regulate protection of psychophysiological health of children from malicious information, there is widespread distribution of materials containing violence, aggression, erotica and pornography, propaganda of suicide, gambling, and drugs, cyberbullying (Internet bullying)[21], grooming, and trolling in the Internet space, which negatively affects moral and psychological condition of children and teenagers and results in the need for development of organisational and legal measures to protect the minors from malicious content on the Internet[22] through blocking of websites promoting suicide and introduction of criminal responsibility for bullying on the Internet (stalking, bullying, etc.), thus, due to their age, lack of life experience, and knowledge in the area of information security children are unable to filter quality of information and are the most vulnerable to the impact of prohibited information. Development and use of information technologies often negatively affect children, and encourages their illegal and destructive behavior[23].

In our opinion, the main reason for the lack of real cases in this category of offenses is that there are no concepts of bullying and cyberbullying in Russian legislation, however certain regulatory legal acts provide for offenses containing individual elements of these acts.

For example, Part 1 Chapter 8 of the Civil Code of Russia provides for financial responsibility of persons for violation of intangible rights: honor, dignity and business reputation of an individual, private life and family secrets. If actions of a person contain no signs of social danger and their actions did not lead to socially dangerous consequences, such an act is considered to be a civil offense.

Code of the Russian Federation on Administrative Offenses provides for administrative penalties for insult, i.e. humiliation of a person's honor and dignity

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20 Federal Law dated 29.12.2010 No. 436-FZ On children protection from information that causes damage to their health and development // RG. 2010. No. 297; Order of the Government of the Russian Federation dated 02.12.2015 No. 2471-r On approval of the Concept of information security of children // collection of legislation of the Russian Federation. 2015. No. 49. Art. 7055; Order of the Ministry of Communications of Russia On approval of the action plan to implement Concept of information security of children for 2018-2020 // ConsultantPlus; State Duma adopted in the first reading Yarovaya's bill, protecting children from involvement in criminal communities and dangerous groups. URL: http// xn80ad9ah8ee.xn-plai/news/16453.html.

21 49% of Russian teenagers aged 8 to 17 became victims of these acts, and cyber stalking often complements real violence

22 From report of Prosecutor General Yu. Chaika at a meeting of the Federation Council of the Federal Assembly of the Russian Federation in 2018 // URL: https://genproc.gov.ru/smi/news-1366820/

23 I. R. Shikula. Information security of children in cyberspace: theoretical and legal aspects // collection of works of the State and Law in the Modern World international scientific and practical conference., M. 2022 r. https://elibrary.ru/item.asp?id=54284034

expressed in indecent form (Article 5.61), as well as for incitement to hatred or enmity and humiliation of human dignity (Article 20.3.1)[24].

Criminal law of Russia contains several offenses featuring the most prominent signs of bullying (systematic humiliation of honor and dignity, slander, threats regarding a person, which may entail, in particular, suicide of the victim):

Article 110 of the Criminal Code of the Russian Federation — incitement to suicide (as a grave consequence of systematic psychological abuse of the victim);

Articles 110.1–110.2 of the Criminal Code of the Russian Federation — incitement to commit suicide, as well as arrangement of activities aimed at incitement to commit suicide;

Article 119 of the Criminal Code of the Russian Federation — threat to kill or cause serious harm to health (threats are one of the forms of bullying);

Article 128.1 of the Criminal Code of the Russian Federation — slander (dissemination of defamatory information about a person, for example, to cause their moral suffering).

In particular, in Japan, since 2008 there is a Law on maintenance of healthy internet environment for the youth25 that provides for access of the minors to the web (including via mobile Internet) only subject to pre-installation of software filters. This law also assigns responsibility to ensure secure access to the Internet to providers and server owners.

New Zealand's Harmful Digital Communications Act of 2015[26] provides for administrative responsibility for website owners in form of a fine in the amount of up to USD 33.5 thousand for individuals and up to USD 134 thousand for legal entities, if their users suffer from digital harm, in particular, cyberbullying, trolling, offensive comments, etc.

In US, cyberbullying is being dealt at legislative level. The first law was adopted by Georgia in 1999, which was followed by other states each having their own rules of work with cyberbullying. For example, in Georgia it is prohibited to use gadgets for bullying. In Nevada they criminalized verbal and written threats and intimidation of schoolchildren. There is even a special Public Supervision Organization — Bully Police of USA — that evaluates the quality of laws in the area of bullying and supports students, who got bullied.

In Canada they established a special organization called Promoting Relation-

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24 Code of the Russian Federation on Administrative Offenses dated 30.12.2001 No. 195-FZ (rev. dated 14.10.2024) (with amendments and supplements introduced from with 21.10.2024). Electronic resource: https://www.consultant.ru/document/cons_doc_LAW_34661/?ysclid=m2hp2jg8ky27049483

25 Safe Internet for children. Experience of Japan // URL: https://cyberleninka.ru/article/ n/detyam-bezopasnyy-internet-opyt-yaponii (date of access: 19.02.2023)

26 Harmful Digital Communications Bill — a law in New Zealand that makes cyberbullying and trolling on the Internet criminal offenses. Introduced from July 13, 2015. According to the law, those using threatening and offensive language may be fined or sentenced to imprisonment.

ships and Eliminating Violence Network (PREVNet) to create national strategy of bullying reduction in the country. Its members include 62 scientists from 27 Canadian universities and 52 national groups. Here, the main measures to deal with bullying are aimed at parents, since their involvement in the problem of bullying is not high enough. Canadians believe that parents and school staff shall learn to recognize bullies and be able to "treat" them – this is the key step in prevention[27].

In 2017, Youth Parliament under the State Duma of the Russian Federation submitted for consideration a draft law on administrative responsibility for bullying, in particular, on the Internet, which got reflected in the introduction of Federal Law dated March 18, 2019, No. 28-FZ Parts 3—5 in Art. 20.1 Petty hooliganism of the Code of Administrative Offenses of the Russian Federation[28].

These norms provide for responsibility for one-time, two-time, and multiple dissemination in informational-telecommunication networks of information expressed in indecent form and insulting honor and dignity of an individual, obvious disrespect for society and the state, etc., unless there are signs of a crime. Interestingly, the legislator classified this act as hooliganism, and not insult, as provisioned in Article 5.61 of the Code of Administrative Offenses of the Russian Federation[29].

In our opinion, the problem of cyberbullying is underestimated by legislators. Criminal legislation in the area of protection of honor, dignity, and health of the minors from cyberbullying shall be developed, as the above offenses do not cover certain acts that are forms of cyberbullying regarding children and teenagers being the most vulnerable to cyberthreats category of victims, thus, it is necessary to establish the notion of insult to a minor in the criminal law, and in Part 3 Art. 119 of the Criminal Code of the Russian Federation[30] to establish commitment of an act with the use of information-telecommunication networks (including Internet) regarding a minor as a qualifying feature[31].

While informational security of children at general education institutions is ensured through special measures, outside of them informational security of children shall be ensured by their parents. Currently children use Internet from shared home computer or from a smartphone. Parents, who are busy due to the lack of

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27 How they help children abroad to fight bullying. El. resource: https://skyeng.ru/magazine/kak-detyam-za-rubezhom-pomogayut-borotsya-s-bullingom/

28 On the need for introduction in the Code of Administrative Offenses of the Russian Federation of the definitions offensive and insulting words and actions and insults not related to humiliation of a person. Electronic resource. https://www.roi.ru/75415/

29 V. A. Maltseva. Children protection from cyberbullying. Issues of criminal law regulation// Law and right.- 2019.- C. 55

30 Criminal Code of the Russian Federation dated 13.06.1996 No. 63-FZ (rev. dated 02.10.2024). Electronic resource: https://www.consultant.ru/document/cons_doc_LAW_10699/?ysclid=m2hp5mgipu675860758

31 In this respect the author fully agrees with V. A. Maltseva (see Children protection from cyberbullying. Issues of criminal law regulation// Law and right.-2019.- C. 55.

time and work, are unable to fully monitor what their child is doing on the Internet. Besides, the problem of child suicides is taking new forms – with the emergence of website users, who exert manipulative negative influence on children, means of suicide propaganda are changing.

There are known cases of minors being driven to suicide by threats, cruel treatment or systematic humiliation of human dignity by family members or close circle.

Turning to foreign experience, it can be noted that, for example, UK government created a program to destroy websites containing images of strangulation, torture, rape, and necrophilia. In 1998, US passed the law On protection of children's privacy that came into force from April 21, 2000, and regulates relations associated with online collection by individuals or legal entities of personal information from children under the age of 13 (obtaining information from children requires permission from their parent or caretakers)[32].

In 2000, US Congress passed the law On protection of children on the Internet that obliged schools and public libraries to install blocking programs and special filters on the Internet. In EU they developed the Safe Internet program, tasks of which include support and protection of children and youth via hot line by way of implementation of initiatives to improve awareness and combat illegal and destructive content and behavior on the Internet. In 2004, European Agency for Network and Information Security ENISA was created. In RF too there are multiple programs to ensure safe use of the Internet[33].

Since late 2007, Russia applies the Clean Line website blocking system, Center of Safe Internet in Russia was created in 2008, in January 2011, they established Safe Internet League that is a non-profit partnership, the main goal of which is to eradicate dangerous content on the Internet. The issues of the minors' security on the Internet formed the basis for development of several complex social projects[34].

Thus, it is only comprehensive and active participation of the state in the person of law enforcement agencies, general education institutions, and parents with the use of innovative approaches and methods to improve information security of

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32 E. A. Skobina. Problems of children protection in the Internet space / E. A. Skobina, E. S. Burdinskaya. — Text: immediate // Current issues of legal sciences: materials of IV Int. scientific conf. (Chita, April 2018). — Chita: Young Scientist publishing house, 2018. P 58-62. — URL: https://moluch.ru/conf/law/archive/284/14093/ (date of access: 05.09.2024).

33 E. A. Skobina. Problems of children protection in the Internet space / E. A. Skobina, E. S. Burdinskaya. — Text: immediate // Current issues of legal sciences: materials of IV Int. scientific conf. (Chita, April 2018). — Chita: Young Scientist publishing house, 2018. P 58-62. — URL: https://moluch.ru/conf/law/archive/284/14093/ (date of access: 05.09.2024).

34 For example, in the Novosibirsk Region they implement following programs: "No bullying!" (to development empathy and constructive communication skills), Teenager (to arrange summer holidays for children "at risk", work of a specialized team); trainings: Cybermobbing and cyberbullying of the minors (training on tolerance increasing and bullying prevention in the space of modern Internet technologies). El. resource: http://iac.dagminobr.ru/files/2021/bulling_.pdf

children that can minimize consequences of information threats, forecast possible problems of information security of children, as well as combat them in the future.

A striking example of cyberbullying in recent years is the story of Diana Shurygina. After publication and wide dissemination in the Media of information on the crime committed against her sexual inviolability and sexual freedom of the individual, the girl became an object of public condemnation, which over time turned into bullying.

Many users considered it acceptable not just to discuss, in particular, ridiculing and downplaying the gravity of the crime committed (for example, the story was used as the basis for humorous sketches that were presented in various television and Internet shows), but also to invade personal life of D. Shurygina and her family, including systematic insults and threats to life and health. These attacks even forced the family to move to another city[35].

At present, protection and education of children constitute issues of national security.

Leveling out of the problem of information security of the minors requires continuous monitoring of current legislation and law enforcement practice based on the actual effectiveness of measures and management decisions taken in the interests of children, and it is only subject to coordinated interaction of all concerned subjects ensuring criminological security of the minors that it is possible to provide the maximum protection of the rights and legal interests of the younger generation. This goal is achievable if the state, law enforcement agencies, and the public join their efforts, and parents acknowledge their leading role in ensuring information security of children[36].

At the same time, Internet space poses a threat to modern society, as it contains malicious information that harms mental health and development of the minors being the most vulnerable age category[37].

Being online 24/7 makes teenagers vulnerable to victimization through Internet. Usually teenagers use modern technologies to frighten, harass, humiliate or otherwise cause anxiety among peers by sending offensive letters, spreading gossips, creating web-pages, video and accounts on social networks to make fun of someone, taking pictures, where people expect privacy, and disseminating them online, filming and uploading video footage online without permission, using

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35 Shurygina told about threats against her family // URL: https://iz.ru/694793/2018-01-12/shurygina-rasskazala-ob-ugrozakh-v-adres-svoei-semi (date of access: 05.09.2024)

36 Order of the Government of the Russian Federation dated 02.12.2015 No. 2471-r On approval of the Consept of information security of children // https://www.consultant.ru/document/cons_doc_LAW_190009/f62ee45faefd8e2a11d6d88941ac66824f848bc2/

37 E. A. Skobina. Problems of children protection in the Internet space / E. A. Skobina, E. S. Burdinskaya. — Text: immediate // Current issues of legal sciences: materials of IV Int. scientific conf. (Chita, April 2018). — Chita: Young Scientist publishing house, 2018. P. 58-62. — URL: https://moluch.ru/conf/law/archive/284/14093/ (date of access: 05.09.2024).

anonymous applications to humiliate and destroy players' achievements in gaming networks, etc.

In support of the above, below is just one of the multiple existing classifications of Internet threats by psychologist V. Paksevatkina:

a) content related risks (various materials containing harmful (dangerous), illegal, and unethical information);

b) communicational risks (establishment of friendly relations with a child via Internet for the purpose of subsequent illegal acts)[38].

Besides, cyberstalking can take such forms as exchange of information, contacts or images, intimidation, imitation, hooliganism (Internet trolling and social boycott). The author would like to pay special attention to such common Internet phenomenon as trolling (insult), the notion of which is not existing in legislation of the Russian Federation, and it is necessary to distinguish between different offenses, i.e. insult, slander, and value judgments without signs of these two offenses. An insult can also go into the sphere of criminal responsibility, for example, in case of incitement of hatred on various social grounds (nationality, religion, etc.)[39].

Consumer risks, in particular, cyber fraud (causing material or other damage by stealing of user's personal information (bank account numbers, passport details, codes, passwords, etc.). Besides, along with globalization it became easy and accessible to buy goods from Internet stores, however, there are many websites and groups on social networks that offer goods at low price. Oftentimes such attractive offers turn out to be a scam, as a result of which teenagers lose their money40.

Electronic risks (various software (viruses, worms, Trojan horses, spyware, bots, etc.) that can damage computer and violate confidentiality of information stored in it). In most of the cases, minors end up on unwanted pages with pornographic, extremist or drug-dealing content, etc.

Unfortunately, such crimes remain hidden from parents, law enforcement agencies, and society. It is rather difficult to hold a "virtual" personality accountable for illegal acts committed on the Internet, as the attacker can introduce himself as anyone, create any image they want, and change their appearance.

In addition, one of the problems of the Internet for children are electronic

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38 V. Paksevatkina. Why the Internet is dangerous (methodical materials for presentation) Part 1// [Electronic resource]. — Access mode: URL: http://www.b17.ru/blog/74840/ (date of access: 04.10.2024).

39 A. A. Gaganov. Responsibility for trolling on the Internet. // [Electronic resource]/ — Access mode: URL: http://rusrand.ru/analytics/otvetstvennost-za-trolling-v-internete (date of access: 04.10.2024).

40 E. A. Skobina. Problems of children protection in the Internet space / E. A. Skobina, E. S. Burdinskaya. — Text: immediate // Current issues of legal sciences: materials of IV Int. scientific conf. (Chita, April 2018). — Chita: Young Scientist publishing house, 2018. — P. 58-62. — URL: https://moluch.ru/conf/law/archive/284/14093/ (date of access: 10.10.2024).

games, which are violent games, where actions are aimed at destruction or causing death to the enemy.

A child sitting for hours in front of a monitor learns to destroy, thus, creative skills and careful attitude towards their own life, and especially that of others are not developed[41]. According to research of Internet threats conducted by Kaspersky Lab, every sixth user of the "parental control" module encountered pornographic websites, 25 % of the users encountered websites dedicated to gambling[42]. Parents' ability to control, inform on security, and restrict activity of children on the Internet doesn't seem to be the maximum possible, as parents themselves demonstrate low Internet activity, thus, they are unaware of any threats.

Besides, spiritual, moral, and social factors also have a role to play. Oftentimes children uncontrollably go into virtual reality from the burden of unresolved problems and face cybercrimes, as they publish information on themselves, their close ones, and make anonymous acquaintances, as a result of which they can get exposed to negative influence of dangerous individuals or become victims of cybercrime. Dependency of the younger generation on virtual space is one of the reasons, why adults worry about their children. Especially in the context of recent death of teenagers through "death groups." The World Health Organization notes that websites and social networks "are undoubtedly involved in provoking and facilitating of suicidal behavior," as via open websites and social networks individuals can easily disseminate uncensored materials and information on suicides[43].

For example, in 2010, Declaration For the Safety of Children and Youth on the Internet. In January 2011, they established Safe Internet League that is a nonprofit partnership, the main goal of which is to eradicate dangerous content on the Internet. The issues of the minors' security on the Internet formed the basis for development of several complex social projects. Starting from 2012, Reasonable Internet Foundation has been active, the tasks of which include both support of humanitarian network projects (domain zone "children"), and development of special Internet resources.

In 2012, Federal Law On children protection from information that causes

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41 E. I. Atagimova. Problems of the negative influence of the Internet on moral education of teenagers in the informational space and relevant solutions// Legal informatics. — 2013/ [Electronic resource]. — Access mode: URL: https://cyberleninka.ru/article/n/problemy-otritsatelnogo-vliyaniya-interneta-na-nravstvennoe-vospitanie-podrostkov-v-informatsionnom-prostranstve-i-puti-resheniya (date of access: 10.10.2024).

42 S. V. Kobzeva. Protection of right of the minors from threats on the Internet // [Electronic resource]. — Access mode: URL: http://отрасли-права.рф/article/28002 (date of access 12.10.2024).

43 In St. Petersburg a criminal case was initiated on teenager instigation regarding inciting to commit suicide// [Electronic resource] // Main Investigations Directorate of the Investigative Committee of the Russian Federation for St. Petersburg. — URL: http://spb.sledcom.ru/Novosti/item/1040786/ (date of access: 12.10.2023).

damage to their health and development came into action that ensures information security of the minors by way of setting of a list information prohibited for children and age based classifier of informational space products44 that defines the notion of information security of children as a state of security of children, in which there is no risk associated with information causing harm to their health and/or physical, mental, spiritual, or moral development[45].

However, regardless of legislative regulation of the issue of children's safety from harmful information, recently events occurred that cast doubt on reliability of legal methods to combat dangerous content. The problem of inclination of the minors to suicidal actions through Internet space, high level of public resonance of the available facts motivated Russian legislator to introduce changes in the Criminal Code of the Russian Federation.

Previously, there was a problem of qualification on this issue in the theory of criminal law. According to N. E. Krylova, it seems extremely doubtful that criminal cases will be opened in such situations under Part 4 of Article 33 and Article 110 of the Criminal Code of the Russian Federation Instigation regarding inciting to commit suicide[46]. The reason is insufficiently severe punishment and lack of qualifying feature as "via Internet." In the end, the Criminal Code of the Russian Federation got supplemented with two additional Articles 110.1 and 110.2 of the Criminal Code of the Russian Federation[47].

Article 110.1 of the Criminal Code of the Russian Federation provides for responsibility for incitement to suicide in a public speech, publicly displayed work, Media or informational and information-telecommunication networks (including Internet). The newly introduced article provides for more severe types of punishment for such criminal acts. Article 110.2 of the Criminal Code of the Russian Federation provides for responsibility for arrangement of activities aimed at incitement to commit suicide, including the same act associated with public speech, use of a publicly displayed work, Media or information-telecommunication networks (including Internet).

Examination of 35 court verdicts under Article 110 of the Criminal Code of the Russian Federation revealed 11 cases of incitement to suicide of the minors

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44 V. Demidov. Civil society as a regulator of the network. https://www.kv.by/content/liga-bezopasnogo-interneta

45 Federal Law dated 29.12.2010 No. 436-FZ (rev. dated 08.08.2024) On children protection from information that causes damage to their health and development" Electronic resource: https://legalacts.ru/doc/federalnyi-zakon-ot-29122010-n-436-fz-o/?ysclid=m2hpffiffj167595453 (date of access: 12.10.2024).

46 N. E. Krylova. Death groups and teenager suicide: criminal and legal aspects // [Electronic resource]. – Access mode: URL: http://отрасли-права.рф/article/22232 (date of access: 12.10.2024).

47 Criminal Code of the Russian Federation dated 13.06.1996 No. 63-FZ (rev. dated 02.10.2024). Electronic resource: https://www.consultant.ru/document/cons_doc_LAW_10699/?ysclid=m2hp5mgipu675860758

through threats, cruel treatment or systematic humiliation of human dignity by family members or close circle[48].

Of course, higher criminal responsibility alone will not solve the problem. It requires a comprehensive system to implement psychological conditions preventing suicide among teenagers. Legislation of the Russian Federation regarding cyber space is still developing, at present, there is no special area to regulate relations in the virtual world yet, and legal precedents do not seem that extensive[49].

CONCLUSIONS:

Protection of the minors from illegal content published in virtual environment seems to be one of the acute problems faced by the international community. Internet is a global informational space, thus, protective measures applied regarding malicious information are limited to national frameworks and international cooperation in the area of the minors' rights protection from Internet threats is considered as a priority direction[50].

In this connection there is a need for introduction of criminal responsibility for cyberbullying and trolling by analogy with the criminal legislation of New Zealand, sexting by analogy with US and Australian legislation, and cybergrooming by analogy with UK legislation.

Introduction of these changes will promote not only improvement of the legal system ensuring security of the minors and reduction in the level of their victimization from illegal behavior on the Internet, but also crime prevention.

Educational programs, films, and cartoons for children, the plot of which will contain information on the risks and threats associated with the use of the Internet and measures aimed at their prevention.

Regulatory legal acts providing certain requirements for companies, institutions, organizations, and individuals providing communication services in terms of information security of the minors on the Internet.

The author supports offers on introduction of certain changes in federal legislation:

- Federal Law dated 29.12.2012 No. 273-FZ On education in the Russian

48 Analysis of court sentences was performed for 2022. Electronic resource: https://www.vsrf.ru

49 J. P. Dorofeeva. Problems of legal regulation of children protection from negative influence of the Internet // Bulletin of the Belgorod Law Institute of the Ministry of Internal Affairs of Russia. — 2017/ [Electronic resource].- Access mode: URL: https://cyberleninka.ru/article/n/problemy-pravovogo-regulirovaniya-zaschity-detey-ot-negativnogo-vliyaniya-seti-internet (date of access: 14.10.2024).

50 E. A. Skobina. Problems of children protection in the Internet space / E. A. Skobina, E. S. Burdinskaya. — Text: immediate // Current issues of legal sciences: materials of IV Int. scientific conf. (Chita, April 2018). — Chita: Young Scientist publishing house, 2018. — P. 58-62. — URL: https://moluch.ru/conf/law/archive/284/14093/ (date of access: 14.10.2024).

Federation shall provide for the competence of educational institutions aimed at development media literacy among students in order to ensure unity of ethical, civil-patriotic, and cultural-aesthetic development of the minors and security of a child in informational environment[51];

- Federal Law dated 29.12.2010 No. 436-FZ On children protection from information that causes damage to their health and development shall provide for obligatory performance by the manufacturer and/ or distributor of expert assessments (social, psychological, pedagogical) of computer games with elements of aggression and violence[52];

- Federal Law dated 29.12.2010 No. 436-FZ On children protection from information causing harm to their health and development shall set out prohibition of criminal subculture propaganda and forming of the idea of criminal lifestyle attractiveness;

- Federal Law dated 24.06.1999 No. 120-FZ On the basics of the system of prevention of neglect and delinquency of the minors and Federal Law dated 27.07.2006 No. 149-FZ On information, information technologies, and protection of information shall provide for the obligation of Rospotrebnadzor or register operator assigned by them to notify Ministry of Internal Affairs of Russia within 10 days on cases of inclusion in the register of information that is prohibited or restricted for circulation among the minors[53].

Awareness campaigns that will improve awareness of illegal behavior and content on the Internet, as well as possible methods and measures to ensure information security of the minors.

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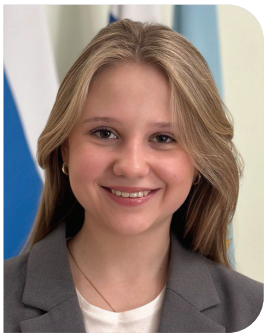
51 Prevention of delinquent behavior of the minors produced by content of the Internet: abstract of a dissertation for PhD in Law: Specialty 12.00.08 / Elena Vladimirovna Kuznetsova; [South-West State University]. - Kursk, 2019. - 25 p.

52 Ibid. P. 26

53 Prevention of delinquent behavior of the minors produced by content of the Internet: abstract of a dissertation for PhD in Law: Specialty 12.00.08 / Elena Vladimirovna Kuznetsova; [South-West State University]. - Kursk, 2019. - 25 p.

RUSSIA



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The Roots of National Unity as the Foundation of Harmony Across Past, Present, and Future

Topic for discussion: Investments in Human Capital
The significance of values and traditions in people-saving

The 21st century brings with it profound transformations of our reality. In today's volatile international environment, we witness a search for new centers of power and movement toward multipolarity. The international relations system established in the 20th century is collapsing as a new world order emerges — one in which Russia has a global role to fulfill. Russia embodies the ideas and values of multipolarity. Traditional values constitute Russia's strategic priority in safeguarding national interests and security, and current circumstances demand special attention to studying and promoting these values.

Russia's multiethnic population serves as the foundation of its centuries-old history and longstanding traditions. These peoples collectively shape the national identity through their varied cultures, religions, and languages. Russia's strength lies in how representatives of all ethnic backgrounds interact, understand one another, and maintain mutual respect.

As Western values expand their reach, young people explore their destructive influence, often perceiving these foreign values as progressive art offering com-

plete freedom of self-expression. According to VCIOM (Russian Public Opinion Research Center), survey data indicates that youth remain among those favorable to the West; among 18–34-year-olds, the belief that the West is necessary for Russia or offers substantial benefits dominates (55–50%). Nevertheless, both declarations and practical experience have proved that in matters of state policy, moral considerations outweigh unconstrained freedom. While the concept of "traditional values" has been actively promoted, genuine understanding remains elusive. People incorporate this concept into their discussions, enumerate these values, and echo official statements, deeming it appropriate because the topic features in high-level discourse. However, when asked to explain what traditional values are and why reviving and preserving them matters for the present and future, few will provide an answer.

Russian traditional values, central to people-saving, face challenges in our globalized, multicultural world — challenges whose threats require preemptive action. Since the 1990s, Western influence has permeated Russian culture, affecting substantial numbers of young people. Western states developed as civilizations with liberal ideologies claiming universal applicability. Liberalism as an ideology attempts to shield individuals from all forms of collective identity, elevates private interests above communal ones, and believes everything is subject to dispersion. Under such circumstances, how can we meaningfully discuss a people, or multiple peoples united within one state? Russia allowed itself to become subordinate to Western ideological principles in the late 20th century, constraining the development of a Russian World with its distinct traditions and values, though maintaining sovereignty. Each civilization, however, interprets the world through images reflecting its national character. The Russian World represents the external projection of Russian identity, that is distinct in this manifestation. Russia stands as a unique civilization with an open identity, acknowledging broad autonomy in cultural, linguistic, and legal domains; thus, the revival of its fundamental roots and withdrawal from Western conceptual frameworks became necessary.

Over the past twenty years, the number of Russians who negatively assess Western influence on Russian civilization and culture has grown considerably. The 2023 VCIOM survey results concerning Western influence on Russian culture show marked differences from the 2000 findings. Currently, more than half of Russians (59%) perceive no benefit from Western civilization: 33% consider it unsuitable for Russia, while 26% describe it as destructive. These findings suggest Russians increasingly reject the Western world as a source of guidance and development direction. The attempted imposition of globalization based predominantly on Western values has proven unsuccessful, leaving Russia with the task of identifying its own development pathways and articulating a national vision. The country seeks to move away from destructive and imitative approaches in art toward the moral values and traditions of classical Russian culture.

Developing and preserving traditions and values requires consideration of each people's distinctive characteristics. Drawing on ancestral wisdom, in-depth analysis, and intergenerational continuity holds great significance. Only through such means can we sustain the uniqueness, identity, history, and culture of each people, prevent ethnic and cultural erosion, and foster harmonious societal development. Values and traditions form a moral compass and strengthen the national identity of the state. Familiarity with these elements fosters a sense of belonging to society and nation, consequently inspiring mutual protection, collaborative work, and knowledge transmission to future generations to ensure population continuity. When conditions exist but values are absent, people-saving becomes unattainable. The values themselves — particularly how they are understood by all ethnic groups — serve a crucial unifying function within the state. Values are closely linked to wisdom, influencing how individuals act in various situations. Values guide and direct life's course. Moreover, values cannot exist independently of people; they emerge through direct human engagement, are practiced, preserved, and transmitted across generations.

The approach to people-saving is a responsibility criterion. Both demographic conditions and economic prosperity depend on this approach. Demographic crises emerge when the current generation acts irresponsibly, displaying presumption and disregard for future generations. Forecasts predict a demographic decline in 2025 more severe than previous downturns. Such declines lead to workforce shortages and production constraints. Conversely, countries with the highest birth rates are estimated, according to analysts, to join the top 15 global economies by GDP by 2050. Russia must avoid becoming culturally dependent or experiencing negative demographic trends.

The development of strong family connections, including intergenerational bonds, directly relates to strengthening social cohesion. The family, though small yet essential, constitutes a fundamental social unit where personality initially takes shape and the foundation of values in human consciousness is established. Historically, most Russian holidays have been celebrated within family circles, enhancing their significance in people's hearts. The family also serves as the primary context for instilling profound respect for traditions.

Different individuals perceive life's value differently, and — regrettably — few people amid constant activity and hectic daily existence take time to appreciate the gift of life. They diminish its significance and recognize life as a precious thing, along with its universal opportunities, only in critical moments. In our technologically sophisticated world, people aim to simplify their existence. Artificial intelligence now performs many functions previously carried out by humans, yet by definition, AI cannot experience feelings, emotions, or embody values, including the fundamental concept of life itself.

Two opposing interpretations exist regarding the relationship between individuals and society, as well as between human rights and freedoms versus collectiv-

ism. The first acknowledges human intrinsic worth and the right to free existence and creativity, inseparably linked to moral responsibility. Not freedom "from," but freedom "for" — freedom to serve society and its values. What faces limitation is selfish arbitrariness. Unrestricted exercise of individual rights and freedoms can weaken and fragment social unity. Conversely, collectivism should not — and does not — suppress but coexists with personal rights and freedoms. Collectivism recognizes individual service to society. Unfortunately, in today's civil society, one observes mostly rhetorical appeals to social justice and overcoming personal selfishness for common good. People contribute to society to gain material rewards or reciprocal assistance. The essential message, "Act simply and consciously, regarding yourself as an integral, necessary part of your native society!" remains absent. This thinking pattern requires transformation. The relationship between individual and society is itself complementary. Aristotle noted that within each individual exists an inherent social dimension, a need for communication and cooperation with similar beings, expressed through awareness of belonging to various groups. Thus, exercising individual human rights and freedoms without society becomes impossible, yet simultaneously we reject both the isolated individual and the individual subsumed within a group.

Might society itself constitute a "collective personality"? Civilization as a cultural-historical type represents a highly developed social entity with personal characteristics. Human personality forms through socialization, as individuals adopt the traditions and values of their cultural group. During personality formation, consciousness develops in ways that require proper foundations. The goal is not to create individuals who mechanically execute social directives and adhere to moral ideals by order, but rather individuals who instinctively and freely identify with their people, whom they appreciate, wish to develop and preserve, and whose behavior naturally aligns with moral principles. Pseudo-solidarity manifests as societal pain, unlike genuine solidarity, which fundamentally requires commitment to transcendent values — authentic, traditional values aimed at preserving diverse peoples within a unified state.

Loyalty to one's group, family, and people has historically represented a high moral value. However, exclusive devotion solely to one's own group, coupled with indifference toward others, inevitably produces a "double standard" that is positive toward insiders and negative toward all outsiders. Therefore, building harmony requires recognizing the world and humanity as the broadest human association, within which civilizations with unique histories and cultures exist alongside states encompassing various peoples; this harmony depends on fostering constructive interactions among all these levels of human organization.

People-saving and maintaining centuries-old values and traditions remain key priorities for Russia. Regardless of forthcoming changes and technological integration into daily life, only traditions and values can uphold state cohesion, govern societal relationships through morality and ethics, and help preserve peoples with

their distinct histories, religions, and cultures. This requires attention to developing both individual character and public consciousness, where value understanding emerges and traditions take shape.

Time itself constitutes a value entrusted to us, as noted in Scripture. The future depends on our actions. We must approach every decision carefully, considering not only our personal lives but also the future of our homeland, to which we are all committed. We should act wisely and cherish time, as the latter once lost cannot be retrieved. We can still influence current circumstances; beyond implementing global changes, we must reflect on ourselves and our actions. Society has always been and will remain the foundation and channel for all developments. What we need is to interconnect technological advancement with strengthening society's value-oriented potential.

RUSSIA

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Make way for the young: strategies to reduce youth unemployment in BRICS+ countries

Preamble:

I would like to start with the evident fact that the 21st century represents breaking of paradigms in all their manifestations, starting from reverse processes in the area of international cooperation (Globalism - Regionalism) to form solid, first of all, economic unions, as well as social changes in public understanding.

BRICS+, as an alternative to the established Western type of unions, such as the European Union, seems to be a necessary form of cooperation for countries that do not wish, for one reason or another, to be dependent on the influence of those trends that are established by the Western World. Not at all, the issue of sovereignty of a particular country can be consolidated through strengthening of states in an economic block the goal of which is, if not an immediate, but a promising and elaborated task for generations to come: investments in the economy of own countries, and, thus, investments in own human potential.

Relevance of this essay results from the attempt to solve the question faced by BRICS+ partner countries: how to reduce the level of unemployment among the

population of countries, in particular the youth, **via joint projects and exchange of their human resources within the framework of strengthening of the partner countries' economies**?

Involvement of the more active part of the world's population, namely the youth, in the work process is traditionally considered to be the predominant factor of human potential development.

In general, population growth in the top five BRICS+ countries demonstrates the necessary positive growth, except for Russia and China, where gradual decline in population will be observed. For example, according to the leading Statista portal, in 2025 rather sharp decrease **is expected** in population of Russia from 146.08 million in 2024 down to 143.71 million by 2029. More gradual reduction is **forecasted** for PRC: 1409.05 million in 2024 down to 1401.43 million by 2029. This negative growth is described by aging of the population in these countries and, as a result, stagnation and possible regression in the process of recruitment of their own labor force, the basis of which has always been the young population. One should not forget about the special regulation of demography in the People's Republic of China and strict observation of this law.

The other three countries (India, Brazil, South Africa) have the opposite trend.

According to forecasts, Indian population will increase from 1441.72 million in 2024 up to 1503.47 million in 2029, Brazil: 212.54 million in 2024 up to 215.92 million in 2029, South Africa: 63.2 in 2024 up to 68.6 in 2029.[1]

To analyse such statistics, it is possible to consider the situation using Russia as an example. Trends of the demographic crisis in the Russian Federation have a model similar to that of Western European countries with aging population and low growth. As a result of the minimal birth rate in the past and in the present, workforce aging is accelerating correspondingly, as scanty generation of the 1990-s and 2000-s is entering working age while raising of the retirement age extends working life of the older generations.[2] Taking into account data of the World Bank, in such case increase by 1% in the share of the working age population filtered by migration factor would mean increase in per capita GDP by 1.6%. According to experts of the Central Bank, based on the data of the World Bank, aging of Russian population could come at the cost of slowing down of the economic growth in the amount of up to 1–1.5% GDP a year.[3]

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1 Total population of the BRICS countries from 2000 to 2029 // Statista: web-site. – URL: https://www.statista.com/statistics/254205/total-population-of-the-bric-countries/ (date of access: 24.02.2025)

2 Experts estimated decrease in labor force in Russia by the end of the decade Population aging could cost the economy 1–1.5% GDP a year // RBC: web-site. – URL: https://www.rbc.ru/economics/01/06/2022/6294c6b89a7947c8beb41030?ysclid=m7iqgvu6md751925227 (date of access: 24.02.2025)

3 Population aging and its impact on economic development // ECONS: web-site. – URL: https://econs.online/articles/ekonomika/starenie-naseleniya/ (date of access: 26.02.2025)

Thus, job taking by the younger generation is a problematic issue, as staff employment often requires relevant industry experience, which cannot be provided by young experts, who are just starting their careers.

Experts of the Institute of Economic Forecasting of the Russian Academy of Sciences (IEF RAS) inform that labor shortage in the 25 years period has reached its peak: in late 2023, 61% of enterprises reported staff shortage.[4] By April 2024, official unemployment rate, according to Rosstat, reached new historical minimum of 2.7%. Staff shortage reveals problems in almost all areas of the economy.[5]

What should our country do in such a situation and how to attract the potential of BRICS partners to solve such problem? There is an answer: **digitalization, optimization, salary increase, and attraction of foreign personnel**.

That's exactly it. At first, such point of view may sound utopian, but behind it there is a real prospect of emerging from the situation of intense unemployment with increased flow of investments and profits for all parties involved.

Modernization and digitalization of the economy can attract to the labor market more of young population, among which the unemployment rate is twice as high as the average. Considering data jointly presented by SRG and Russian Presidential Academy of National Economy and Public Administration in early 2024, 60% of young people put technical infrastructure and safety first in their requirements for workplace.[6]

As an example, it is possible to consider cases of South Korea and Japan, where demographic growth of the population is actually reduced to zero and migration process in these countries is minimal. However, economies of the two countries are leading in the region and the world, which is demonstrated by the positive process of digitalization and optimization from the very point of view of the economy.[7]

Another example are Persian Gulf countries. First of all, UAE. Investments in tourism, services, and urban infrastructure of the state create attractiveness for business and residence of all potential workers.[8]

Now, what strategy can be implemented for BRICS countries, in particular

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4 Staff shortage increased discrimination // Kommersant: web-site. – URL: https://www.kommersant.ru/doc/6085018 (date of access: 24.02.2025)

5 What will help the country's economy to overcome shortage of skilled workers // RBC: web-site. – URL: https://www.rbc.ru/industries/news/6671444f9a7947966ad151d4?ysclid=m7iqj19x9s148110087 (date of access: 24.02.2025)

6 SRG partner provided innovative IT-solution for human resource management // SRG: web-site. – URL: https://srg-eco.ru/news/partner-srg-predstavil-innovacionnoe-it-reshenie-dlya-upravleniya-kadrovymi-resursami/?utm_source=vk_srg&utm_medium=post&utm_campaign=owned&utm_content=vk-post-news-partner_srg_predstavil_innovacionnoe-it_reshenie_dlya_upravleniya_kadrovymi_resursami (date of access: 24.02.2025)

7 The economic miracle and demographic pit of South Korea // TASS: web-site. – URL: https://tass.ru/opinions/16868761?ysclid=m7itk5vxp9916804059 (date of access: 24.02.2025)

8 United Arab Emirates (UAE): labor force // The Global Economy: web-site. – URL: https://ru.theglobaleconomy.com/United-Arab-Emirates/labor_force/ (date of access: 24.02.2025)

Russia? The author of this essay suggests several stages for its implementation:

Introduction at the state level of a list of in-demand professions in various sectors, employment in which will be guaranteed already during studies (these can be institutions of both vocational secondary and higher education).

Provision of young professionals with mentors from among senior colleagues for adaptation at the initial stage of their professional career.

In the industries, in which the government of particular country was unable to provide its industries with sufficient amount of staff, to accept in this capacity people from BRICS member countries with growing population, as in their countries there will be difficulties with employment due to increased population.

To implement the third point it is necessary to elaborate together with the participants of the union a single stage of staff certification, which will allow priority consideration of labor force from BRICS+ member countries.

Digitalization of the economic sector.

Provision of social guarantees for young employees.

Optimization of vocational professions according to the requirements of technical progress.

Proper retraining of employees, whose jobs will be subject to the digitalization and optimization.

Such measures can improve production potential of each country and bring profit to each country at different positions based on the employer-employee model. Digitalization enables flexible business models, optimization is a stage of production process automation, and long term contracts and preferential terms for the expanding number of BRICS+ countries open access to logistics optimization, which causes reduction in cost price, as well as increase in profits and profitability. Unified certification system of the union countries will enable such high standard of employee professional suitability testing that is suitable for both developed and developing economies.

Thus, the issue of youth unemployment may fade into the background, if mechanisms are already active at the stage of profession choosing by young person, as the government will be able to point out those areas that are necessary for the country and its economic allies. Management of the unemployment problem with such strategy makes it possible to return 1.5% GDP each year.

Having examined the issue of youth unemployment in the BRICS+ countries in detail, it is possible to conclude that development of a common mechanism among the union countries is yet to come. It is primarily important to have a common staff certification system to ensure quick access to labor force of the member countries. This will enable faster response to market demands, as well as participation both in internal projects and projects between the union countries.

INDONESIA

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Overcoming digital divide: steps towards equal opportunities

Information and communication technology (ICT) has played increasingly important roles in our lives. The recent COVID-19 pandemic has aggravated human dependence upon digital connections, and the internet has become an inalienable part of our lives, as reflected mainly, but not exclusively, in the rise of the digital economy. Although there is a strong belief that ICT as a means to bring equality can play a very crucial role in realising the global development agenda (United Nations 2015, 2020), the increasingly digitised world also tends to prolong and intensify the division and inequality within society with significant consequences for human and economic development. Unequal opportunities that the digital revolution has brought about have created a digital divide of various forms among the world's population, making the realisation of the aspiration of a common human future based upon sustainable development goals adopted through the UN even more difficult. This essay departs from the argument that overcoming the digital divide requires more fundamental change, which creates and sustains inequality, than simply addressing its technical aspects.

Digital divide and its impacts

The digital divide constitutes the dark side of the progress toward the digital world. According to the International Telecommunication Union (ITU), 466 million people began using the internet for the first time in 2020. Following COVID-19, the number of internet users reached 5.4 billion, which is more than 60% of the world's population. This number continues to rise at 7% in 2021 and 6% in 2022. At the same time, however, the data of the ITU also shows that 2.7 billion people will remain disconnected from the internet by 2022. In addition, more than 50% of those with internet access do not have internet access with high-speed broadband. The digital divide occurs in different forms of relations, from interstate relations to socioeconomic, geographical division of rural-urban, gender, and intergenerational relations (Signé 2023).

Such inequality between those who have and those who do not have access to computers and the internet constitutes an essential aspect of the digital divide (Dewan and Riggins, 2005; Hoffman et al., 2000). However, what is apparently a simple concept, the digital divide, is, as a matter of fact, much much more complex. While necessary, the binary character of inequality of access touches upon only one aspect and cannot capture the complexity of the reality of the digital divide. Beyond the division between 'the have and the have not,' the digital divide is also increasingly associated with differences in skill and use of digital materials. It is closely associated with the accessibility to relevant content, quality connection as well as users' skills and knowledge of the ICT (Lythreatis, S., Singh, S. K., & El-Kassar, A.-N. 2022). Still, many are dissatisfied with this broadening understanding of the digital divide. For them, the digital divide is not simply about the differences in levels of access and skills but also the consequences or benefits of access and the use of ICT. The broader use of ICT does not necessarily benefit all individuals or individuals equally.

Despite the difference in understanding of the digital divide, there are growing agreements that the digital divide significantly impacts the relations among individuals and nations. A PWC analysis shows that the availability of internet access globally will expand global economic production by USD 6.7 trillion and help free 7% of the world population from absolute poverty. The digital divide removes all the economic potential of global digital connectivity. The data of major developing countries such as China, India, Indonesia, Brazil and Mexico very convincingly support this correlation (PWR 2016).

The digital divide also significantly affects the ever-increasing economic disparities. It affects mainly the disadvantaged and marginalised segments of the world population. While digital connectivity promises solutions to their disadvan-

tages and marginalisation, the digital divide has prevented them from reaping its benefits. The unequal relations that exist among nations, genders, socioeconomic groups, urban and rural divisions, and generations add to the complexity of the digital divide's impacts on economic disparities.

It is also increasingly acknowledged that the digital divide between rich and poor countries is widening. This alarming gap has not only deprived developing countries of opportunities for innovation in the digital revolution (World Economic Forum 2023) but has also seriously hindered progress toward achieving the Sustainable Development Goals (United Nations 2023).

Finally, there is no disagreement that the digital divide has become a serious issue. As digital transformation is one of what UN Secretary-General António Guterres calls the 'seismic shifts' shaping the 21st century (United Nations 2020b), the digital divide will undoubtedly determine its future shape.

Addressing the structural problem of inequality

Overcoming the digital divide is today's one of the most serious challenges for the international community to achieve the 2030 Agenda for Sustainable Development, which aims to bring 'peace and prosperity for people and the planet' (United Nations 2015). However, the task will not be straightforward due to the digital divide's complex dimension.

The three problems that constitute the digital divide, namely inequality of access to ICT, inequality of skills, and inequality of benefits, must all be addressed. The most immediate task is undoubtedly to provide equal ICT access to all individuals worldwide. But simply providing access to ICT is not an effective solution unless it is accompanied by the effort to guarantee that everyone has the capability and skills to use it and to ensure that the accessible contents and the quality of the contents of what can be accessed are also equal. No less important, the benefits of ICT must be distributed equally to all individuals. In other words, while providing 'universal connectivity' to address the digital divide is essential, it is not sufficient. The 'universal connectivity' must also be 'meaningful' (International Telecommunication Union 2022).

One of the biggest challenges in addressing the global divide lies beyond its technicalities. The digital divide does not emerge in a vacuum, nor is it a coincidental occurrence. It takes place in the context of various structures of inequality among countries and individuals in the world's population. The unequal nature of power in relations between nations and individuals can be the biggest obstacle to addressing the digital divide. Overcoming the digital divide can only be successful

if these structures of inequality underlying global digital transformation are also addressed. Political decisions and leadership are necessary for that purpose.

Way forward

Having discussed the problems of the digital divide and how to address them, it is clear that the role of political will is crucial. The political will emerges and can lead to political decisions and actions by acknowledging the digital divide as our common problem, which needs a common solution. However, the competitive and zero-sum nature of interstate relations today makes it difficult for political leaders to talk about the digital divide as a common problem. Even more challenging is to think about a common solution. But it does not mean that nothing can be done. Even a small step can be a big leap to address the digital divide in such a situation.

In 2016, international society took a small step. Through a UN declaration, the internet is now considered a human right, and this declaration is added to Article 19 of the Universal Declaration of Human Rights. The right applies inclusively to gender and those heavily impacted by the digital divide.

As digital transformation has significantly changed the world of human relations, the future of human beings has become increasingly dependent on digital connectivity. The digital divide constitutes a real problem which hinders human connectivity. More, not less, solidarity is needed in the more digitised world!

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BELARUS

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Filling the Staff "Hunger" by Implementation of Industry 4.0 And Gen Z Integration In The Industry of the Union State

Make way for the young: strategies to reduce the level of youth unemployment

According to the official Internet portal of the President of the Republic of Belarus, industrial production constitutes more than a quarter of Belarus GDP, i.e. 28.3%. At the same time, the industry is about to face staff "hunger" for blue-collar jobs. According to State Employment Service of the Ministry of Labor and Social Protection of the Republic of Belarus, as of March 1, 2024, employers declared availability 134.8 thousand vacancies. Demand for blue-collar workers made up 65.9% of the total number of vacancies, and the situation with labor shortage can become even more complicated with time. It is clear that one of the most important economic problems in the upcoming decades will be constant shortage of labor force.

According to deputy prime minister of the Russian Federation Alexader Novak, staff deficit reached 1.5 million people by 2024, and it may increase up to 2 million by 2030. According to the head of the Central Bank Elvira Nabiullina, the

shortage of labor force constitutes the main problem of Russian economy. At the same time, mining and processing industries together form 33.7% of Russian GDP depending on the gross value added at basic prices.

Being an engineering graduate, I am particularly concerned about the current situation as during my internship and subsequent work at both private and public enterprises I tried myself in blue-collar and engineering positions, talked to colleagues and peers, saw the situation with my own eyes, and started to notice what I believe are certain patterns and mistakes that industrial organizations make both in relation to young experts and in the matters of staff "hunger" in general.

The goal of this essay is to help ensure economic sovereignty of the Union State through active involvement of the new hi-tech generation in the industry in order to move towards the fourth industrial revolution.

The following research methods will be used to achieve the goals:

1. Analysis of statistical data on gen Z.
2. Analysis of statistical data of the Ministry of Labor and Social Protection on employment and availability of vacancies.
3. Surveys among gen Z representatives regarding direction of their careers and basic principles of job search.
4. Analysis of international experience in implementation of Industry 4.0 based on the project of the Ministry of Economy and United Nations Industrial Development Organization (UNIDO), i.e. "Stimulating the potential of Fourth Industrial Revolution technologies for inclusive and sustainable industrial development in Belarus".
5. Analysis of the social portrait of modern youth compiled by the Institute of Sociology of the National Academy of Sciences of Belarus.
6. Analysis of the survey regarding values and priorities among the youth carried out by Russian Public Opinion Research (VCIOM).

Considering the problem of staff shortage in the industry. The obvious solution seemed to be in reducing the required number of jobs by way of enterprises switching to the rails of the fourth industrial revolution, automation and robotization of routine work processes, however, work in the Industry 4.0 system requires young skilled personnel be ready to work at high-tech production facilities. At the same time, according to Agency for Strategic Initiatives, "the average age of industrial workers is 45-50 years". Based on my personal experience and the above-mentioned data, it becomes evident that when hiring managers and HR departments of enterprises fail to take into account or practically fail to take into account the value orientations of the young generation that is starting its work path (gen Z) or has yet to start working (gen α).

Note:

Gen Z (or zoomers) — people born from 1997 to 2012 under conditions of global digitalization of society. From early childhood, zoomers are very attached to

gadgets and form their worldview and outlook on life based on recommendations of their friends and influencers.

Gen α — people born from 2010 to 2024. Today, it is difficult to fully study characteristics of this generation, however, it is already known that children of gen α consider serving high goals as their main value and can't imagine their life without modern technology.

Meanwhile, in the nearest future members of gen Z and gen α will become the main driver of the economy. According to Bloomberg, as of 2020, members of gen Z made up 32% of the world population.

In this essay, I will rely on two complementary blocks, i.e. industry and introduction of gen Z and gen α into industry.

Industry

One of the reasons for increased labor automation is cheaper robotics. Over the past decade, the price of robots decreased by 27%, and the American bank forecasts price reduction by yet 22% in the next 10 years.

Industry 4.0 promotes the concept of so-called Smart Enterprise, as it creates some sort of virtual copy of the real world and make decentralized decisions. Thus, one of the main distinctive features of Industry 4.0 is elimination of the human factor in production.

In general, Industry 4.0 is the Internet of things (IoT), additive production, digitalization, and integration of data and workflows, remote monitoring, interdisciplinary design, and automation of control with the use of machine learning.

Regarding the issue of technology required for transition to Industry 4.0, based on the analysis results, I would like to highlight the following link: machine learning + computer vision (CV) + mechatronics + Internet of things (IoT). This combination of technologies jointly and severally can fulfill 90% of standard worker's tasks. There are even cases of engineering staff replacement with computer vision. Thus, automation takes over most of the routine and physically demanding tasks, but creates the need for highly skilled young experts who have to be involved in the industry.

Introduction of gen Z and gen α into industry

According to the social portrait of the modern youth of the Republic of Belarus compiled based on the results of republican sociological surveys carried out by the Institute of Sociology of the National Academy of Sciences of Belarus in 2022. The most important value for young people is health, as it was named by 69.4 % of the respondents, for youth in the Russian Federation this was 65%, besides, priority values include interesting work and profession (32.8 %).

According to survey carried out by VCIOM, the first place in the structure of value orientations of Russian youth belongs to family values: as important issues 97% named health of their family members and safety of their family, 96% – relations in the family; and 95% – financial situation of the family. This is followed by a group of values describing conditions at the place of residence: infrastructure at the place of residence (94%) and opportunities for achievement of the goals (94%), ecological situation (90%). The economic situation in the country is important for 89%, proper leisure – for 83%. Personal development values turned out to be less significant for young Russians: prospects for career advancement were mentioned in 81% of responses, social status – in 72%, creative self-realization – in 71%. Social values, i.e. participation in public and political life (52%) and participation in volunteer activities, help to others (49%) were in the bottom lines of the list of value orientations.

Considering the above information and analysis it becomes quite clear that the youth does not strive to work in dirty, unheated workshops with difficult working conditions and risk to life even for a lot of money. At present, there are work options in the service sector with much better working conditions although the wages are slightly lower. Thus, there will be almost no youth who wants to work in the industry. Modern equipment, robotization and automation of life-threatening processes, clean and spacious workshops, social package, mentoring and interaction with the fellows, networking, active cultural, social, sports, and public life within the framework of the enterprise are the keys to the hearts of young people. When dealing with gen α, it is important to take into account that currently many countries of the world place great emphasis on gamification of the educational process, and it is possible to consider the possibility of transfer of some game genre mechanic in the enterprise structure. For example, it is possible to introduce the character upgrade system from MMORPG games into career advancement and production standard fulfillment. To create digital forms reflecting person's performance as a character's level and reflect their awards for achievement of this level and rating among the employees.

It is clear that in the nearest future gen Z and gen α will become the main driver of the Republic of Belarus. Thus, to ensure our financial security and economic sovereignty it is crucial to create conditions for comfortable integration of the future generations into industry. In this connection I have identified a number of

recommendations for managers working with young experts from gen Z and gen α:

- Talk briefly, but write in details and in a structured manner. Gen Z is bad in remembering things, as they grew up in the environment, where everything can be checked on the Internet. A written task will help them remember the details.
- Provide regular, at least nominal, encouragement. Z's were praised for every small achievement, and they expect the same from you. For them praise is fuel and its absence significantly affects their performance.

- Keep up with technology, don't ban gadgets. Use modern technologies at work, follow trends, don't be afraid to change.
- Help them socialize. Don't leave young employees on their own, they are bad at building strong relationships. During the adaptation period, focus on their involvement in the team.
- Set clear deadlines. Deadlines help gen Z fight procrastination.

What scares zoomers away: bureaucracy, strictness, bad reputation of the enterprise, ban on the use of social networks during working hours.

What retains zoomers: comfort, routine process automation, wellbeing system, corporate social responsibility.

Thus, systematic implementation of Industry 4.0 and competent work with the current and next generation will make it possible to even out the situation with staff shortage and to make a contribution not only to the industry development, but also to the economic sovereignty of the Union State.

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Investments in Human Capital: The Key to Sustainable Development

In today's world of rapidly advancing technologies and growing economic instability, investments in human capital have become essential for success. What exactly does this concept encompass? Investing in human capital means developing an individual's potential, knowledge, and skills, ultimately leading to growth for both the individual and society as a whole.

Education as a Foundation

Education serves not merely as the foundation for individual success, but as the cornerstone of sustainable societal development. Investing in education is a long-term strategy with manifold returns, a deep influence on the economy, social structures, and quality of life for future generations. This investment spans from early childhood through ongoing professional development. Quality preschool education is fundamental in building cognitive abilities, social skills, and emotional intelligence in children, setting them up for greater achievement throughout their school years and beyond.

We should prioritize the development of critical thinking, problem-solving capabilities, creativity, and adaptability to rapidly changing circumstances. Access to higher education should be expanded while taking into account labor market demands and technological evolution. This requires investment in research, innovative educational programs, and university-business partnerships to prepare qualified specialists. In our ever-changing labor market, continuous professional development is essential. Investments in additional professional education and skill enhancement enable workers to adapt to new technologies and requirements, boosting their competitiveness and reducing unemployment risk. This includes providing access to online courses, additional professional education, and continuing education programs. Investing in education benefits not just individuals but society as a whole, supporting its future. Being multifaceted, it requires a systematic approach, substantial financial commitment, and ongoing improvement. Sustainable development and national prosperity depend on the comprehensive and systemic development of educational systems.

Skills Development and Personal Growth

Education is only the first step toward comprehensive human development. Investing not only in formal education but also in continuous skill development and personal growth is essential — these elements are equally significant and, in today's rapidly changing world, frequently emerge as more critical for success. Trainings, seminars, and workshops shape just one component of this process. These activities expand horizons, facilitate learning, new tools and techniques, and develop key competencies such as leadership, communication skills, and creativity — all necessary for adaptation to today's dynamic labor market and life conditions. However, investments in skill development and personal growth must be comprehensive and multifaceted.

Developing emotional intelligence — understanding and managing one's emotions and those of others — has become increasingly valuable today. Investments here improve interpersonal relations, enhance teamwork, and drive better results. Facilitating self-education through access to online resources, libraries, and other information sources allows people to continuously improve their knowledge and adapt to changing demands. Skills development creates new jobs and stimulates economic growth, thus supporting entrepreneurship. This may include providing access to funding, consulting services, and educational programs. Investing in these skills helps people become more efficient and sought-after professionals.

Social and Emotional Aspects

The social and emotional dimensions of human development are equally — or perhaps even more — significant in the long run. Emotional intelligence, teamwork

capabilities, and relationship-building skills are not merely desirable but critical competencies whose importance continues to grow. Investing in these qualities contributes not only to workforce productivity but also to creating harmonious, efficient, and sustainable environments both professionally and socially.

Emotional intelligence development encompasses Self-awareness: understanding one's emotions, strengths, weaknesses, values, and motivations; Self-regulation: managing emotions, adapting to change, and handling stress; Empathy: understanding and responding tactfully to others' emotions; and social skills: communicating effectively, building trust, and working collaboratively. By developing these competencies, we enhance our ability to understand one another, interact effectively, and address conflicts in positive ways.

Investments in social skill development may include Team-building programs: trainings and workshops aimed at improving group dynamics, developing leadership qualities, and building collaborative capabilities; Conflict resolution programs: practical training on preventing and resolving conflicts to build a more peaceful and empowering environment; Communication skills programs: training in effective communication, public speaking, and presentations; and Mentoring programs: working with experienced mentors to receive valuable advice and support in resolving complex situations and developing social skills.

Conclusion

Investing in human capital isn't merely trendy — it's necessary. In our era of globalization and technological transformation, people represent our primary value. By investing in human development, we promote both personal growth and create a sustainable society prepared for future challenges. Remember that every investment in education and human development represents a step toward a better world.

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Make Way for the Young: Strategies to Reduce Youth Unemployment

Introduction

Young people are the future for any economy, not only as consumers and clients but also as workers [1]. Engaging young people in the labour market and society is not just about their individual economic success and well-being – it is also about driving overall economic growth and fostering social cohesion [2]. By 2030, as the global population is expected to reach 8.6 billion, the youth population will increase to more than 1.3 billion[3]. However, pervasive unemployment, underemployment and longer school- to-work transitions are some of the most significant challenges facing the rising youth population[4]. Youth unemployment is considered to be one of the most pressing problems for both the government and the youth [5]. This essay aims to identify strategies for reducing youth unemployment globally to create opportunities for young people. By examining the global context of youth unemployment along with its causes and consequences, it will examine six strategic interventions—education reform, vocational apprenticeships, entrepreneurial ecosystems, and digital literacy, labour market policies, career guidance and job matching services—as pathways to mitigate youth unemployment, ensuring alignment with evolving economic demands.

Global Context of the Youth Unemployment

Youth unemployment refers to people aged 15 to 24 years or 15 to 29 years who are unemployed [6]. Youth unemployment in modern societies is a key example of how the position of youth in global society is beset by problems of inequality, class, race, and gender [5]. Youth unemployment rates are typically higher than the unemployment rates of older people, even in times of economic growth, because young people tend to have less work experience and a more limited professional network to rely on for their job search [2]. Globally, 13% of the young labour force is unemployed. 20% of young people were NEET (not in employment, education or training) in 2023. 2 in 3 young NEETs globally are women [7]. The International Labour Organization (ILO) Head of Employment Analyses and Public Policies spotlights that in East Asia (up 4.3 per cent), the Arab States (up one per cent) and South-East Asia and the Pacific (up one per cent), youth unemployment rates have continued to rise [8]. According to the new ILO report [9], the 2023 youth unemployment rate, at 13 per cent, equivalent to 64.9 million people, represents a 15-year low and a fall from the pre-pandemic rate of 13.8 per cent in 2019. It is expected to fall further to 12.8 per cent this year and next. Looking ahead, the ILO [10] projects a slight increase in global youth employment by 2025, with 2.9 million additional young people expected to find jobs. However, it stresses that challenges remain, particularly in regions where youth population growth outpaces employment opportunities.

Causes of the Youth Employment and Their Consequences

Although youth unemployment is directly connected to national unemployment rates, and therefore reflects the national context in which it emerges, young job seekers around the world also clearly share certain barriers and challenges regarding their employability [1]. Individual characteristics, such as low education, economic hardship, migration background, and health or social problems can also pose additional challenges for them to enter and remain in employment [2]. ILO Director-General Gilbert Houngbo asserts that without equal opportunities to education and decent jobs, millions of young people are missing out on their chances for a better future [8].

There are four key barriers to youth employability: (a) lack of information, networks, and connections; (b) lack of relevant skills; (c) lack of experience credentials, and (d) lack of available entry-level jobs with career potential [11]. Other contributing factors related to youth unemployment may include slow economic growth, rigid labour market policies, a lack of career guidance and opportunities, and technological advancements, which can further exacerbate youth unemployment by automating jobs traditionally performed by young workers. Many industries are replacing people with machines to increase production and save money in the long

run [5]. Gender disparities also persist, with young women facing more significant challenges in securing employment [10].

Indeed, unemployment is costly to a society and it is seen as productivity loss [5]. The social stigma associated with being unemployed and the lower socio-economic standard which it leads to has many adverse effects on the individual's mental health. Unemployed young people are more likely to become marginalized and alienated from mainstream society. Long-term youth unemployment or underemployment is also a cause of social exclusion. In the developing world, high youth unemployment represents lost potential for national economic transformation, and high numbers of economically frustrated youth may contribute to social instability. High rates of youth unemployment also represent a wasted resource and human potential for developing economies [5, 11]. Poor youth labour market participation limits the inputs available for urgently needed growth and makes it harder for developing countries to realize the benefits of labour-intensive growth strategies [11].

Strategies to Mitigate Youth Unemployment

Decent work is a ticket to a better future for young people and a passport for social justice, inclusion and peace [8]. Providing decent work for youth to reduce unemployment requires a holistic approach, spanning individuals to society, guidelines to public policy, education to technology, business to the economy, and national to global levels. This essay addresses six strategic interventions: education reform, vocational apprenticeships, entrepreneurial ecosystems, and digital literacy programs, labour market policies and career guidance and job matching services —

(i) Education Reform: Aligning Curriculum with Labour Market Needs

Education is an important part of human capital, and young job seekers who have higher levels of schooling are at an advantage compared to early school leavers [12]. There is a strong link between levels of education and unemployment, [5]. Traditional education systems often fail to equip youth with skills relevant to modern economies. Therefore, aligning curriculum with emerging labour market needs is crucial. For instance, in Singapore, the SkillsFuture initiative, which is a national skills training program offering lifelong learning credits has contributed to 4.1% youth unemployment rate by aligning curricula with sectors like emerging technologies [13, 14]. Similarly, to ensure better employment opportunities for the its labour force, in both local and overseas job markets, skills development and vocational education in Bangladesh was successfully aligned with the market demand through the Skills and Training Enhancement Project (STEP) [15].

(ii) Vocational Apprenticeships: Bridging the Skills Gap

Devoid of skills and education, an individual cannot achieve occupational mobility, and a number of youths with NEET is a cause for concern, despite falling jobless rate [5]. Expanding vocational programs can help equip youth with industry-specific skills through internships, apprenticeships, and on-the-job training, thereby contributing to effective ways of bridging the gap between education and employment. Germany's dual education system combines classroom instruction with paid apprenticeships. As of January 2025, Germany has one of the lowest unemployment rates within the EU while EU unemployment rate at 5.8%[16]. In Australia, through the new apprenticeship scheme and the various programs collectively titled "Working Nation" Australian National Training Authority (ANTA) makes the vocational education more effective, efficient and relevant to the students and the employers [5].

(iii) Entrepreneurship Ecosystems: Empowering Job Creators

Encouraging youth to start their own businesses can create jobs and reduce high dependency on traditional employment. Entrepreneurial learning can offer a realistic and achievable means to develop the transferable skills that society and the labour market expect of today's citizens [4]. Recognizing the important role that entrepreneurship can play in countering the challenges of youth employment [4]. Governments and institutions need to support entrepreneurship through access to microfinance and startup capital and business incubators and accelerators. Youth-led startups are essential for job creation. For example, M-PESA, Kenya's mobile payment system, developed by young entrepreneurs, has significantly impacted the nation's economy. Since its launch by Safaricom in 2007, M-PESA has grown to handle transactions amounting to 59% of Kenya's GDP, with 20 billion transactions processed in 2023. It has generated 200,000 new jobs [17, 18].

(iv) Digital Literacy: Preparing for the Tech-Driven Economy

The Fourth Industrial Revolution, demographic changes, and mismatched skillsets amplify this crisis, thereby putting at risk an entire generation. Meanwhile, the future of work is evolving with digitalization and sustainability trends. Training young people in coding, artificial intelligence, renewable energy technologies, and circular economy practices will improve job prospects. Ajira Digital [19] is a government-led initiative in Kenya that helps young people access online and gig economy jobs, which provides free training in digital skills, partnerships with global tech firms like Google and Microsoft and offers special programs for women and marginalized communities to bridge the digital divide. Over one million Kenyan youth have found online work [19]. South Korea has managed to reduce youth unemploy-

ment levels by significantly funding digital skill development and youth business training aimed at cultivating young entrepreneurs. New technology and foreign trade competition in startup clusters, such as Pangyo Techno Valley in Seoul, has led to the creation of thousands of new job opportunities through technological innovation and international business competitiveness [20].

(v) Labour Market Policies: Fostering Youth Employment

Gilbert F. Houngbo, ILO Director-General states that peaceful societies rely on three core ingredients: stability, inclusion, and social justice; and decent work for the youth is at the heart of all three. Government policies play a crucial role in fostering youth employment through youth employment subsidies, flexible labour laws that ensures regulations support entry-level hiring without compromising worker protections, and job creation through public investment in infrastructure, green energy, and digitalization to stimulate employment. For instance, regarding the youth employment subsidies, YouWin! [21] is a competitive grant program designed to support young entrepreneurs in Nigeria. With grants up to 10 million Nigerian naira (approximately $64,000) for each of the winning projects, YouWin! has facilitated the creation of numerous enterprises and offered 26,000 jobs in three years, contributing to innovation and job creation, economic growth and employment. In Germany, promoting renewable energy sector nationwide, the number of job offers related to the energy transition rose to 372,500 in 2024 from around 173,000 in 2019 [22]. In Singapore, 540,000 Singaporeans benefited from SkillsFuture initiatives in 2020 through emerging technologies, including AI and renewable energy [14].

(vi) Career Guidance and Job Matching Services: Promoting Opportunities for Youths

Improved access to career and placement information is necessary for the youth, and that can be accomplished by stronger school-to-work transition programs which combine career guidance and job visits with coursework offered in high schools, online job portals and AI-driven job matching platforms, and youth employment networks that offer inter-peer and mentor-mentee exchange platforms for educational and professional advancement. Founded in 2005 by Dr. Arthur M. Langer, Workforce Opportunity Services (WOS) [23] bridge the employment gap for underserved communities by providing customized training programs, mentorship, and support services. The organization has partnered with more than 80 corporations across 65+ locations nationwide, representing a wide array of industries and workforce needs. In collaboration with Walmart and Google, Arkansas developed LAUNCH, a job and workforce training portal that matches candidates based on specific knowledge and abilities rather than degree requirements or job title [24].

Economic and Social Impact of Reducing Youth Unemployment

Reducing youth unemployment has far-reaching benefits for the society and economy of a certain country. Tackling youth unemployment through appropriate policies and programs adjusts the economic productivity of the nation alongside nurturing a more balanced and peaceful society. There exists a positive correlation between a growing number of young people in productive jobs and heightened productivity, tax income, national economic growth and innovations. Youth employment can reduce crime, social unrest, and economic inequality worldwide. Stable employment opportunities for youth can uplift their mental health, social mobility and quality of life, hence, enhancing overall wellbeing.

Conclusion

Youth unemployment continues to be a global issue that requires immediate attention and poses a considerable economic risk. While slow economic growth, technological advancements, rigid labour market policies, and gender disparities may contribute to this problem, a well-planned strategic intervention plan can assist in reducing those impacts. Solving youth unemployment requires an integrative multi-stakeholder approach and the burdensome nature of youth unemployment can be eliminated through the alignment of education to the skills sought in the market, provision of apprenticeships to enhance skill sets, nurturing entrepreneurship, improving digital skills, active employment policies by governments and institutions, and career guidance and job matching services. Case studies from Singapore, South Korea, Kenya, Nigeria, Australia, Germany, etc. indicate that Education, coupled with appropriate labor market policies, technological developments, and innovation, can serve as a stimulus for enhancing the youth employment rate and driving economic growth. Therefore, investing in youth is an economic requirement as well as a social value that enhances integration, stability, and innovation.

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Dr. Maw Maw Tun's Short Bio

Dr. Maw Maw Tun is a dedicated educator, researcher, writer, and the Director of the Research Section in the Department of Technical and Vocational Education and Training (DTVET) at the Ministry of Science and Technology in Myanmar. Since 2019, he has spearheaded initiatives to enhance skills development, increase employment opportunities, and reduce poverty through strategic collaborations with international organizations, including UNESCO-UNEVOC, SEAMEO-VOCTECH, Colombo Plan Staff College, GIZ (Germany), the European Union, the Swiss Agency for Development and Cooperation, and the Japan International Cooperation Agency. His efforts focus on training TVET trainers, developing and updating curricula, fostering skills development for youth and adult learners, enhancing employment opportunities and household incomes, promoting human resource development, and reducing poverty nationwide.

Prior to his current role, Dr. Tun served as a lecturer at local technological universities and as a principal at technical high schools in Myanmar for several years. He also spearheaded voluntary programs aimed at providing quality education to youth, offering affordable access to scholarships, and facilitating training programs. He was the leader of the 'Pinnya Parami' Team, dedicated to providing underprivileged students with access to quality education. Additionally, for over a decade, he has served as a voluntary international reviewer for several research journals related to education, youth, sustainability, energy, and related fields.

Dr. Tun holds Bachelor's and Master's degrees in Mechanical Engineering from Mandalay Technological University, Myanmar. He earned a Ph.D. in Energy Engineering from VŠB-Technical University of Ostrava, Czech Republic, and an International Postgraduate Diploma in Education Administration and Management from the London College of Teachers. He also holds a Certificate of Advanced Studies in Public Governance and Administration from ETH Zürich, Switzerland. Notably, he was a Fellow of the 2022 UNESCO-UNEVOC TVET Leadership Programme and a recipient of prestigious scholarships, including the Czech Government Scholarship and the CAS PGA 2024 Scholarship from ETH Zürich. He has been awarded several national academic writing prizes and has contributed over 25 research articles, reviews, and conference papers focusing on energy, waste management, education research, youth employment, sustainability, human resource development, and TVET.

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Investing in People: The Foundation of Sustainable Economic Growth

In today's rapidly changing world, the value of human capital has never been more apparent. The skills, knowledge, and health of individuals form the foundation of economic growth, innovation, and societal progress. As nations face challenges such as technological disruption, demographic shifts, and evolving labor markets, the need to invest in human capital has become a pressing priority. From addressing youth unemployment and bridging the digital divide to adapting to the impacts of automation and artificial intelligence, the focus on human capital development is critical for building resilient and inclusive economies. This essay explores the importance of investing in human capital within the framework of the New Platform for Global Growth, highlighting its role as a key driver of sustainable development. By examining areas such as education, healthcare, migration, and well-being, this discussion provides actionable strategies to ensure that economic advancement benefits all members of society. Through a combination of research, data, and real-world examples, this essay emphasizes the transformative potential of human capital investment in creating a more equitable and prosperous future.

Thematic Focus: Human Capital as the Driver of Modern Economies

In today's rapidly evolving global economy, human capital has emerged as the most valuable asset for sustainable development. The collective skills, knowledge, and health of individuals form the backbone of innovation, productivity, and societal progress. As nations grapple with challenges such as technological disruption, demographic shifts, and evolving labor markets, investing in human capital has become a strategic priority. This essay explores the importance of human capital development within the framework of the New Platform for Global Growth, emphasizing its role as a key beneficiary of economic advancement. By addressing critical areas such as education, technology, migration, and well-being, this discussion provides actionable strategies for fostering human capital development while ensuring equitable and inclusive growth.

Preamble: The Importance of Investing in Human Capital

The significance of investing in human capital is undeniable in an era defined by rapid technological advancements, demographic changes, and shifting economic paradigms. Challenges such as population ageing, youth unemployment, and the digital divide underscore the urgent need to prioritize human capital development. At the same time, these challenges present opportunities to reimagine education, healthcare, and workforce training to meet the demands of the future. The New Platform for Global Growth offers a unique opportunity to integrate human capital investment into economic policies, ensuring that technological progress and economic growth translate into improved living standards and well-being for all.

Core Argument: Human Capital as a Catalyst for Economic and Social Progress

The central argument of this essay is that strategic investment in human capital is essential for achieving sustainable economic growth and social well-being. This argument is supported by extensive research and data. For instance, the World Bank's Human Capital Index demonstrates that countries with higher investments in education and healthcare experience faster economic growth and higher productivity levels. Predictive models suggest that by 2030, economies prioritizing human capital development could see a 20% increase in GDP per capita compared to those that do not.

The economic and social benefits of investing in human capital are profound. Economically, it leads to a more skilled and adaptable workforce, driving innovation and competitiveness. Socially, it reduces inequality, enhances quality of life, and fosters social cohesion. Countries like South Korea and Finland exemplify how investments in education and technology can transform economies and improve societal well-being.

Attracting Investments in Human Capital: Approaches and Tools

Attracting investments in human capital requires a comprehensive approach. Governments and private sectors must collaborate to create incentives for investing in education, healthcare, and workforce development. Public-private partnerships (PPPs) can play a pivotal role in funding initiatives such as vocational training programs and digital literacy campaigns. Additionally, tax incentives and grants can encourage businesses to invest in employee training and development.

The Role of Values and Traditions in Human Capital Development

Cultural values and traditions significantly influence human capital development. They shape attitudes toward education, health, and community well-being. Societies that value lifelong learning and collective responsibility tend to invest more in human capital. Preserving these values while adapting to modern challenges is essential for sustainable development.

Addressing Population Ageing Through Effective Demographic Policies

Population ageing presents significant challenges to economic growth and social systems. Effective demographic policies must address these challenges by promoting healthy ageing, extending working lives, and integrating older adults into the workforce. Countries like Japan have implemented policies to support elderly employment and healthcare, serving as models for others.

Migration: Balancing Challenges and Opportunities

Migration offers both challenges and opportunities for human capital development. While it can address labor shortages and bring diverse skills, it also requires effective integration policies. Countries like Canada have successfully leveraged migration to boost their economies by implementing inclusive policies that recognize foreign credentials and provide language training.

The Future Labor Market: Adapting to AI and Automation

The rise of artificial intelligence (AI) and automation is transforming the labor market, creating demand for new skills. Investing in reskilling and upskilling programs is crucial to prepare workers for AI-driven economies. For example, Singapore's Skills Future initiative empowers citizens to acquire skills relevant to emerging industries.

Bridging the Digital Divide: Ensuring Equal Opportunities

The digital divide exacerbates inequality, limiting access to education and economic opportunities. Bridging this gap requires investments in digital infrastructure, affordable internet access, and digital literacy programs. Initiatives like India's Digital India campaign aim to ensure that all citizens can participate in the digital economy.

Empowering Youth: Strategies to Reduce Unemployment

Youth unemployment remains a pressing issue globally. Strategies to address this include entrepreneurship programs, apprenticeships, and partnerships between educational institutions and industries. Germany's dual education system, which combines classroom learning with on-the-job training, is a successful model in this regard.

Transforming Education: The Role of Technology

New technologies such as AI, virtual reality, and online platforms are revolutionizing education. Personalized learning, remote education, and gamification are enhancing engagement and accessibility. Platforms like Khan Academy and Coursera have democratized access to quality education.

Enhancing Well-Being: The Happiness Index Approach

The Happiness Index, which measures well-being beyond economic metrics, is gaining traction globally. Strategies to enhance well-being include promoting work-life balance, mental health support, and community engagement. Bhutan's Gross National Happiness index exemplifies this holistic approach.

Promoting Healthy Lifestyles: The Economics of Well-Being

Investing in health and well-being has significant economic returns. Preventive healthcare, fitness programs, and mental health initiatives reduce healthcare costs and increase productivity. Corporate wellness programs, for instance, have been shown to improve employee performance and reduce absenteeism.

Conclusion: The Path Forward

Investing in human capital is not only an economic necessity but also a moral imperative. By prioritizing education, health, and well-being, societies can unlock their full potential and ensure inclusive growth. The expected outcomes include

higher productivity, reduced inequality, and enhanced quality of life. As the world navigates the complexities of the 21st century, human capital must remain at the heart of global development strategies.

Investing in human capital is far more than an economic strategy—it is a moral obligation and a cornerstone of sustainable development. By focusing on education, healthcare, and skills training, societies can unlock the full potential of their people, driving innovation, productivity, and inclusivity. The challenges of the modern era—technological change, demographic shifts, inequality, and environmental concerns—require a strong commitment to empowering individuals through meaningful investments in their growth and well-being. The New Platform for Global Growth offers a vital opportunity to embed human capital development into economic policies, ensuring that progress is both fair and lasting. By addressing issues such as the digital divide, preparing for the future of work, and promoting overall well-being, the benefits of investing in human capital will extend beyond economic gains, improving lives and strengthening communities. In the end, the key to a prosperous and resilient future lies in recognizing that human potential is our greatest asset, and nurturing it is the most effective way to create a world where everyone has the opportunity to thrive.

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- Website: [https://www.worldbank.org/en/publication/human-capital] (https://www.worldbank.org/en/publication/human-capital)
  - Description: The World Bank's Human Capital Project provides extensive data, reports, and case studies on the importance of investing in education, health, and skills for economic growth.
2. OECD - Human Capital*
  -Website:https://www.oecd.org/education/human-capital/
  - Description: The OECD offers research and policy recommendations on human capital development, focusing on education, skills, and well-being.
3. United Nations Development Programme (UNDP) - Human Development Reports
  - Website: http://hdr.undp.org/
  - Description: The UNDP's Human Development Reports provide comprehensive analyses of human capital's role in sustainable development and well-being.
4. International Labour Organization (ILO) - Future of Work
  -Website:https://www.ilo.org/global/topics/future-of-work/
  - Description: The ILO explores the impact of technological change and demographic shifts on the labor market and human capital development.

Books

1. The Wealth of Nations" by Adam Smith
  - Description: While not a modern text, Smith's foundational work highlights the importance of

labor and skills in economic growth, laying the groundwork for modern human capital theory.
2. Human Capital: A Theoretical and Empirical Analysis" by Gary S. Becker
- Description: Becker's seminal work explores the economic value of education, training, and health, providing a theoretical framework for human capital investment.
3. The Second Machine Age: Work, Progress, and Prosperity in a Time of Brilliant Technologies" by Erik Brynjolfsson and Andrew McAfee
- Description: This book examines the impact of technology on the labor market and the importance of investing in human capital to adapt to technological changes.
4. The Economics of Human Development" by James J. Heckman
- Description: Heckman's research emphasizes the long-term benefits of early childhood education and health interventions for human capital development.

Journal Articles

1. The Role of Human Capital in Economic Development: Evidence from Aggregate Cross-Country Data" by Robert J. Barro (Journal of Monetary Economics, 2001)
- Description: This article provides empirical evidence on the relationship between human capital investment and economic growth.
2. Human Capital and Economic Growth: Theory and Evidence" by David N. Weil (NBER Working Paper, 2007)
- Description: Weil's paper explores the theoretical and empirical links between human capital and economic development.
3. The Impact of Education on Economic and Social Outcomes: An Overview of Recent Advances in Economics" by George Psacharopoulos and Harry Anthony Patrinos (World Bank Research Observer, 2018)
- Description: This article reviews the economic and social benefits of investing in education as a key component of human capital.
4.The Future of Employment: How Susceptible Are Jobs to Computerisation?" by Carl Benedikt Frey and Michael A. Osborne (Oxford Martin School, 2013)
- Description: This study examines the impact of automation on jobs and the need for reskilling and upskilling to adapt to future labor markets.

Reports and Policy Papers

1. World Development Report 2019: The Changing Nature of Work (World Bank)
- Description: This report discusses how technological advancements are reshaping the labor market and the importance of investing in human capital to prepare for the future of work.
2. Global Education Monitoring Report (UNESCO)
Website:[https://www.unesco.org/gemreport/](https://www.unesco.org/gem-report/)
- Description: UNESCO's annual report provides insights into the role of education in human capital development and sustainable development goals.
3. Human Capital Index 2020 (World Bank)
- Description: The Human Capital Index measures the productivity of the next generation of workers, emphasizing the importance of health and education investments.
4. The Economics of Well-Being (OECD)
- Description: This report explores the relationship between human capital, well-being, and economic growth, offering policy recommendations for enhancing population well-being.

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National Human Resource Development as a Holistic Approach for Human Capital Development

Human Capital (HC) has been viewed as a main driver in gaining economic progression as it is regarded with the quality of labour, decided by the knowledge and skills pertained to labour of nations that can be further enhanced and developed. Benefits of HC are that creates wealth to a nation; it increases personal incomes (Mincer, 1958 and Becker, 1960, and Becker, 1964), national productivity (Fabricant, 1959), and national income and economic growth (schultz, 1961, Denison, 1962, and schultz, 1963); it can influence health and demographic factors that promote the economically favorable trends of lower fertility, lower dependency ratios and so forth; it has underpinned a set of economic, political, and social trends such as productivity growth in agriculture, high rates of manufactured exports, sustained and deep declined in human fertility, high rates of domestic saving, and increases in labor productivity that brought the development 'miracle' in Japan and Asian Tigers (Baker & Holsinger, 1996).

Brief History of HC Theory

The evolution of human capital (HC) theory has been under four major eras: classical economic thoughts of human capital; economic foundational studies of human capital; human capital theory building studies; and contemporary views of HC.

Under classical economic thoughts of human capital, the meaning of the term 'Human Capital' (HC) sought to be derived even from the days of the birth of economics. Adam Smith, known as the father of economics, John Stuart Mill, Alfred Marshall and Irving Fisher also addressed the matter of human capital, explaining it as the most valuable of all capitals.

Economic foundational studies of human capital were built by authors such as Jacob Mincer (1958), Soloman Fabricant (1959), Gary Becker (1960), and Theodore Schultz (1961). They formally studied how human, as a capital accumulate wealth. Thus, education and training were identified as wealth accumulators.

HCI as a National Planning Agenda

Under contemporary views, some countries have been more focused on HC development in their national planning levels under which more focus has been given to develop education. Miyamoto (2003) further points out that some developing countries have taken their own initiatives to increase access and quality of basic education in Indonesia, Singapore, El Salvador, Haiti, and Costa Rica. And countries like Ireland, Korea, Singapore, Malaysia, and Africa have taken some policy initiatives in enhancing upper secondary and tertiary education. According to Miyamoto's (2003) observation, EU member countries have taken initiatives in the creation of what is called a 'minimum learning platform' that each defines the areas of knowledge and competencies needed in the forthcoming labor market.

National HRD (NHRD) as a Broder Approach for HCI

It is worthwhile studying how the NHRD contributes to the human capital development of countries by understating its meaning and its applications leading to developing a holistic model for National HRD as an innovative contribution from this essay to be integrated to contribute to Human Capital Investment, aiming at economic growth and development.

National HRD Meaning and Its Application

The scope of NHRD extends beyond employment and prepares for employment-related issues to include health, culture, safety, community and a host of other considerations that were not included in human capital investment (HCI) or manpower planning (McLean, 2004).

NHRD has been viewed as important due to many reasons: a single resource that can lead development like in Japan and Korea (McLean, 2004); it establishes an interactive balance among political, economic, social, and educational dimensions to enhance national wealth, health, and well-being (Lynham and Cunningham, 2006); NHRD can resolve burning issues related to the lack of skilled labor as well as the abundance of redundant labor; it is critical for national and local stability, breaking undesired social circumstances, upgrading HR due to technological changes, improving individuals' quality of life, dealing with 'coopetition' (simultaneous need for competition and cooperation), coordination between industries and the government in eliminating problems related to labor scarcity, diminishing the incidence and the impacts of HIV/AIDS on the labor force, increasing productivity, facilitating the achievement of sustainable Development Goals (SDGs), and creating harmony among nations and countries.

A Holistic Model for National HRD to Contribute to HCI of Countries

This model is developed by deeply studying the NHRD theory and country case studies developed so far. Further, this model facilitates observing, interpret, and resolve such human capital issues by identifying their real existence as given in figure 01 below.

Source: Author's Development

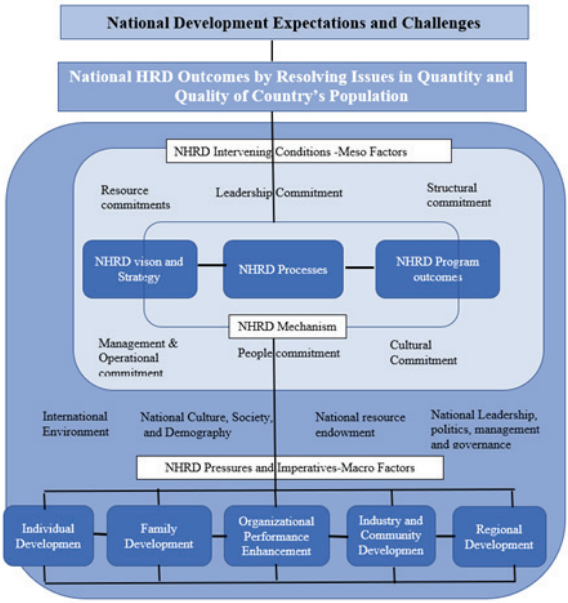

Figure-01A a Model of National HRD for contributing HCI Aiming at Overall Country-Development

As depicted in Figure 01, the holistic model integrates all levels of HRD operations. It starts with identifying national development expectations and challenges that vary from country to country. This demands a grounded analysis for the development directions of different countries, based on their contextual sensitivities. In order to achieve these national development goals, the development strategies of these countries should be based mainly on people empowerment and development by resolving the issues pertinent to the quantity and quality of the whole population. This is the main outcome of an NHRD of a country. The achievement of NHRD outcomes is the result of the NHRD mechanism of a country that outlines the NHRD vision and strategy, NHRD processes and programs, and NHRD program or process-based outcomes, which are considered immediate outcomes such as educational attainments and workforce development.

The success of an NHRD mechanism is determined mainly by its intervening conditions (meso factors). These immediate intervening conditions include; the extent of resource provided for the national HRD mechanism (resource commitment), available strength of leadership for NHRD (leadership commitment), structural mechanisms provided such as institutional capacity, infrastructure, policies and procedures (structural commitment), quality of management mechanisms and operational excellence extended to planning and implementing an NHRD mechanism (management and operational commitment), quality and nature of utilizing and developing people involved in an NHRD mechanism (people commitment), and the mode of working culture that is created to plan and implement the NHRD mechanism (cultural commitment). The extent of availability of these six commitments stimulates the facilitators or hindrances towards the success or failure of the overall NHRD mechanism.

Moreover, the need for and the nature of the NHRD is decided primarily by the pressures and imperatives to it, stimulated by the macro conditions of a country. These pressures and imperatives are created by the way a country responds to its international environment; availability of a country's natural and man-made resources; strengths, and weaknesses of the country's culture, society and people's demographic factors; and most importantly, the quality of national leadership, governance, management and operational efficiencies of the country.

The NHRD mechanism should not only consider meso and macro factors but should be strengthened by the country's mechanisms related to; individual initiatives taken for development; families' initiatives taken towards family development; organizations' HRM and HRD processes that utilize and develop people within organizations; countries' initiatives taken for industry and community development; and the initiatives extended to local and regional development. These areas provide the bases for different performance contexts in a country's HCI initiatives at varied levels. This model, therefore, provides a holistic guide that can be used to make decisions on, design, implement, and integrate solutions

for human capital issues in related fields of studies and institute praxis towards achieving a superordinate goal 'national development'.

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Upskilling of Medical Personnel Amid The Annual Doubling of Medical Knowledge And The Digital Transformation of Healthcare

1. SUMMARY

Russian President Vladimir V. Putin has set the task of improving the skills of personnel in all sectors of the economy, in particular, by creating modern digital knowledge centers (professional libraries) in Russian provinces together with educational institutions (Instruction No. Pr-616, dated March 30, 2024, paragraph 27) [1]. In healthcare, it is extremely important to create such centers both to address the significant increase in the volume of medical information and to upskill medical personnel. These issues are evident from the results of expert examinations of the quality of medical care, which reveal violations in 25% of cases annually and the numerous appeals from patients to the Investigative Committee—there are more than 4,400 annually. The main reasons for underqualified medical personnel are as follows: teaching being no longer a prestigious profession it used to be so the training of medical personnel at higher education institutions and colleges is not as strong; high workload of doctors; additional professional education courses being

a formality; lack of requirements and conditions for continuous improvement of medical personnel skills in medical institutions, including the lack of professional libraries in them. In addition, all medical care quality control measures involve doctors strictly following only the requirements of standards and clinical practice guidelines (guidelines), although these instructional documents do not cover all diseases (500 out of 2,000) and are applicable in typical cases only. This is how doctors develop a formal approach to treating patients; they are less motivated to develop clinical thinking, and they question whether it is really necessary for them to learn other up-to-date sources of knowledge and to undertake additional professional education courses. They need to know guidelines, but the knowledge itself is not enough for effective decision-making. A doctor is expected to know the boundaries of application of these documents in relation to a particular patient, accordingly, to possess a wide range of up-to-date medical knowledge. Developed countries are addressing the gap between available medical information and its practical application by introducing special government programs and providing doctors with access to digital knowledge platforms (databases).

Today, the Russian healthcare sector has created the necessary conditions for fulfilling the President's Instruction on the organization of digital knowledge centers and professional development of medical personnel. Leading specialists from national research institutes and medical universities have developed a large-scale project called MedBaseGeotar+II, the first Russian digital medical knowledge platform. It contains a huge intellectual arsenal of up-to-date information sources (more than 180 thousand), which is updated by 25% annually. In order to accelerate the transfer of new knowledge to the country's health professionals, it is proposed to introduce a requirement for a professional library into the standard of equipment of a medical organization. Investments in providing doctors with up-to-date knowledge through improving patient outcomes have a high ROI: up to 5 rubles for every ruble invested, according to foreign research.

2. RELEVANCE

Today, the country's leadership has set the task of improving the qualifications of personnel in all economic sectors. Russian President Vladimir V. Putin delivered a speech at the St Petersburg International Economic Forum in June 2024, where he said, “Now brains are the main means of production. We need to develop technology, build universities, and train personnel accordingly.” This task was reflected in his Instruction No. Pr-616, dated March 30, 2024 (par. 27 and 5), which states to create modern digital knowledge centers (professional libraries) in Russian provinces together with educational organizations and to bring this knowledge to users [1]. Mikhail V. Mishustin, Prime Minister of the Russian Federation, when addressing a strategic session held to discuss the new national Personnel project, said, “Qualified specialists are the backbone of enterprises in all sectors of the econ-

omy, even the most innovative, the most technologically advanced, of any social organization. Competent workers are always in demand, especially now, when the President has set the task of strengthening industrial, technological, financial and economic sovereignty. "

In healthcare, skills development and knowledge centers are highly relevant, both because of underqualified healthcare personnel and the dramatic increase in the volume of medical information. In the 80s, medical information doubled every 7 years; in early 2010 this period was reduced to 3.5 years, and in 2020 it went from 1 year to 2.5 months [2]. It follows that students, teachers at medical universities, colleges and practitioners are expected to have enough time to update their knowledge; non-standard information and educational technologies are required to deliver and assimilate such a large amount of new information.

3. UNDERQUALIFIED MEDICAL PERSONNEL IN THE RUSSIAN FEDERATION

Today, doctors are seriously underqualified, so they are in need of upskilling. This is evidenced by the following facts:

- according to the results of independent testing conducted in Moscow, more than 20% of candidates fail the exam the first time ;
- every year, based on the results of medical care quality assessment in the Compulsory Health Insurance system, errors (defects) are detected in 25% of cases, which causes serious damage to both patients and medical organizations, with the latter having to pay fines of more than 11 billion rubles ;
- numerous complaints from patients have resulted in the Investigative Committee organizing a medical expertise department, and more than 170 criminal cases are brought to court every year (and 10 times more are initiated) ;
- there are tens of times more healthcare-associated infections (i.e., that tend to be contracted in hospital during medical interventions) than are detected; consequently, they are not addressed. For example, in the Russian Federation, their level is 28 times lower than in the USA, with the same number of hospitalizations, according to Rospotrebnadzor, with about 10% of these cases resulting in death ;
- one third of the surveyed population of the Russian Federation believes that it is necessary to raise the professional level of doctors and introduce personal responsibility of the chief doctor and attending doctor for the quality of treatment (Russian Public Opinion Research Center (VCIOM), 2019) .
-

According to international research, up to 250,000 patient deaths occur annually in the USA due to incorrect actions of medical staff, which is 10% of the total number of deaths, and half of them can be prevented through organizational efforts and doctor upskilling (2016) [3]. In the United States, about 800,000 patients die or suffer various types of injuries every year due to misdiagnosis and treatment, with the majority of cases occurring in 5 common diseases: stroke, sepsis, pneumonia, deep vein thrombosis, and lung cancer (2023) [4]. The Russian Federation does not have research like that, but due to shorter training periods for doctors than in developed countries and their overload, the results may be worse. As a consequence, from the position of the current level of medical development, the efficacy of medical care is reduced.

4. REASONS FOR UNDERQUALIFIED MEDICAL PERSONNEL

The level of doctors' qualification is influenced by three main components: 1) the quality of their training in higher education institutions; 2) the system of additional professional education (upskilling); 3) independent and continuous improvement of professional skills. There are problems related to each component.

1) Training in medical higher education institutions and colleges. Most importantly, it is no longer prestigious to become a higher education institution or college teacher. In the Russian Federation, the remuneration of teachers at medical higher education institutions is equal to that of practitioners. In comparable terms, it is 2.5 times lower than in Soviet times and 2 times lower than in developed countries [5]. Statistics by provinces make the situation worse: they can differ by a factor of two or more. In Russia, compared to most developed countries, there is no internship; students are admitted to practice in primary care immediately after graduation, while in developed countries it happens after a minimum of 2 years of residency. Russia also has the shortest duration of training in residency programs: 2 years. The provision of higher education institutions of the Ministry of Health of Russia with educational resources (printed and electronic publications) is 900 rubles per student per year, which is 2.5 times lower than the similar provision for high school students in the Russian Federation and 18 times lower than in university libraries of developed countries (in comparable terms). In medical universities of the system of the Ministry of Education of Russia this provision is 1.5 times lower than in the system of the Ministry of Health. In medical colleges, the situation is even worse: teachers get paid on average just as much as practicing nurses, i.e. 2 times lower than in higher education institutions, whereas in Soviet times this difference was only 1.2 times. In all educational organizations, teachers' workload is increasing due to the rising number of employer-sponsored and commercial admission cases. In addition: today, the work of a university teacher is evaluated not by the results of student training, but by their entrepreneurial activity: development of medical devices, drugs and publications in scientific journals.

2) The system of additional professional education. In addition to the problems outlined above (paragraph 1), in a number of cases, upskilling courses can be completed formally to extend the right to a job. This is because some additional professional education organizations provide an upskilling certificate without the person actually completing the course. It can even be a pure formality. Thus, the Explanatory Note to the draft law "On Amendments to the Federal Law 'On Education in the Russian Federation' " states that there are cases of receiving both basic and additional professional education in organizations that do not have the necessary educational infrastructure, clinical facilities and qualified staff .

3) Continuous improvement of one's professional skills. This is the exact statement given in the Oath of a Russian doctor, which they take after completing education or upskilling ("Law on the Fundamentals of Health Protection of Citizens", Article 74). There are the following challenges in this regard:

- The workload of health workers, many of whom have to work full time and a half or even more, which means they are less motivated to acquire new knowledge. As a result, according to surveys conducted in 2023, no more than 20% of doctors read professional literature on the regular;
- The vast majority of medical organizations have not created conditions to accelerate the transfer of new knowledge to doctors—there are no professional libraries (neither printed nor digital);
- The regulatory framework (namely: Regulations on the Organization of Medical Care, Procedures for the Provision of Medical Care, Including Standards of Equipment of Medical Organizations, and Recommendations of the Roszdravnadzor Quality Institute) does not provide for modern digital (printed) professional libraries in medical organizations [6].
- All control activities in the systems of Roszdravnadzor, MHIF and Investigative Committee are conducted formally according to procedures, standards, and guidelines. As a consequence, doctors, worried about inspections, patient complaints, and punitive measures, are forced to formally fulfil the requirements of these documents. As a result, patient care suffers. Moreover, this approach implies that, apart from guidelines, a doctor does not need other medical knowledge and does not need to take an additional professional education course. It is, however, important to note that guidelines are basically limited instructions, which are often insufficient to make informed decisions, especially in complex and non-standard situations (besides, there are only 440 of them for 2,000 diseases).Of course, a doctor needs to know guidelines, but the knowledge itself is not enough for effective decision-making. A doctor is expected to know the boundaries of application of these documents in relation to a particular patient, accordingly, to possess a wide range of up-to-date medical knowledge and critical thinking skills.
- Chief doctors of medical organizations and opinion leaders do not tell

doctors to develop their critical thinking skills, question their decisions, and check them by looking them up in up-to-date knowledge sources. Typically, today, they only tell them to follow standards and guidelines, conduct telemedicine consultations, and use artificial intelligence (AI) prompts. Guidelines, as noted above, are only instructions; telemedicine consultations are time-consuming, and AI prompts require highly qualified specialists to assess their applicability to a particular patient.

- Pathological anatomical conferences have in many cases lost their educational value and independence, as the pathologist reports to the head of the medical organization. The latter, in turn, is not interested in identifying defects as they are worried about punitive measures from regulatory authorities and patient complaints. For the same reason, they conceal cases of healthcare-associated infections.

Thus, there are a number of reasons why medical personnel is getting more and more underqualified. These reasons require a systemic solution and additional financial investments (an increase in the remuneration of teachers and practitioners). At this stage, a relatively quick, low-cost, and effective solution to this problem could be to provide doctors with permanent access to modern digital platforms (databases) of medical knowledge, especially since the prerequisites for this have been created in the Russian Federation (see paragraph 6). An approach like that has proven to be highly effective in developed countries; it is being widely used today.

5. MODERN WAYS OF PERSONNEL UPSKILLING ABROAD

In developed countries, healthcare managers understand the link between the quality of medical care and the provision of doctors with a wide range of new knowledge. So they adopt special programs and create all conditions to ensure that health professionals have up-to-date information at arm's length, digital and printed. This is a mandatory standard for every medical organization. For example, international accreditation standards (Joint Commission International) contain a requirement for an organization to support education and new knowledge (MCI.21) .

The concept of a learning health system is being introduced state-wide, where, in order to improve patient outcomes, high-quality knowledge is actively integrated into all processes: education of medical students, provision of medical care, and managerial decision-making in the field of public health. All possible means (science, medical education, information technology) are involved in this process at all levels, from the national Ministry of Health to specific organizations, and a new regulatory framework is being developed.

There has been an expansion and strengthening of the role of libraries in medical schools and practical healthcare. For example, in the UK, the National

Health Service, in conjunction with library services (NLS), runs the Knowledge for Healthcare program, sponsored by the Health Education England. In the USA, the Agency for Healthcare Research and Quality, the National Library of Medicine and the Medical Libraries Association are rolling out the Learning Health System program [7, 8].

All practitioners have access to digital platforms and medical knowledgebases that are procured by the government or medical organizations, so they are available free of charge to health professionals. These include: 5 Minute Consult, UpToDate, BMJ Best Practice (Clinical Evidence), Clinical Key (First Consult), Dynamed, EBM Guidelines, Online Books & Journals Platform within Thieme Connect , etc.

6. PREREQUISITES FOR FULFILMENT OF THE RUSSIAN PRESIDENT'S INSTRUCTION ON PERSONNEL DEVELOPMENT IN THE HEALTHCARE SECTOR

Today's digital technologies facilitate the process of creating and broadcasting new medical information from research through authors to consumers. They enable accelerated processing of large amounts of data and turn it into new knowledge. The form of information provision is changing: there are now digital medical knowledgebases, digital library systems, clinical decision support systems. With this new form of knowledge, it can be updated more quickly, disseminated instantly over the Internet, used remotely, become interactive and have additional usability features such as quick search.

Today, the Russian healthcare sector has created the serious basis for fulfilling the President's Instruction: professors from national research institutes and medical universities have developed a large-scale project led by Higher School of Healthcare Organization and Management and GEOTAR-Media, a major medical publishing house of Russia. The project is called MedBaseGeotar+II, the first Russian digital medical knowledge platform. It contains a huge intellectual arsenal—more than 180 thousand sources, including: National Guidelines for more than 100 medical specialities; more than 25 best world editions of the Golden Series; Library of Military Medic, an encyclopedic dictionary with 120 thousand medical terms; more than 5 thousand clinical recommendations approved by the Council of the Russian Ministry of Health, Russian and foreign professional societies; reference book of medicines, including a module on drug-drug interactions. The platform is designed to take into account the achievements of modern digital technologies, integrates with the IIA, and can be accessed from any digital device. MedBaseGeotar is similar in content and user properties to English-language information resources. The system is AI-enabled to facilitate search and CV writing.

7. PROPOSALS TO IMPROVE THE QUALIFICATIONS OF STAFF IN THE HEALTHCARE SECTOR

Based on the above analysis, it is appropriate to consider the following proposals:

1) In terms of higher and additional professional education.

In order to address the shortage of teaching staff, it is necessary to increase their remuneration and to establish maximum norms of labor load, as it was in Soviet times—10 students per one teacher. The basic salary of the teaching staff should be 5–8 minimum living wages for medical universities and research institutes and 4–6 minimum living wages for colleges. In order to increase teachers' motivation to create modern teaching and methodological literature, it is necessary to define this activity as a key criterion in the system of their labor evaluation. First and foremost, teachers are expected to provide quality education to students, which cannot be done without modern learning resources.

In order to provide the educational process with enough modern professional learning resources for students, it is necessary to establish norms of expenditures for their provision:

- at least 5 thousand rubles (at 2023 values) per year per student of a medical university and faculty, i.e. 2 times more than today's high school students. Then the average share of expenditures on this item in a medical school will be 1.2% of its budget, the way it is in developed countries today;
- at least 3.8 thousand rubles (at 2023 values) per year per medical college student, i.e. 1.5 times more than today's high school students;
- educational publications contained in libraries and Federal State Education Standard literature lists should be 3 years old or younger (today many of them are more than 10 years old), and there should be one textbook and/or one access to the electronic library system for each student, as in schools.

2) In terms of practical healthcare:

- Procedures for the Provision of Medical Care and Regulations on the Organization of Medical Care, approved by Order of the Ministry of Health of Russia, should include a requirement for a professional library (printed and/or digital) in a medical organization, with current, up-to-date content. Consequently, Roszdravnadzor should ensure that this requirement is met when licensing medical activities .
- The Federal Law "On Basic Public Health Protection in the Russian Federation" should be supplemented in Article 10 (Part 2) to state that the quality of medical care is ensured by "by the application of medical care procedures, clinical recommendations and standards of medical care, as well as in non-standard and complex cases in which these documents cannot be used, by applying other methods of diagnosis and treatment,

rehabilitation methods permitted in the Russian Federation that are the best for a given patient, recommended by professional non-profit organizations".

- Wide range of current medical knowledge should be the base when it comes to the training and work of experts in the quality of medical care, of members of medical commissions and deputy chief doctors in clinical and expert work in medical organizations, the Compulsory Health Insurance system, Roszdravnadzor, and the Investigative Committee.
- The chain of command of chief external experts from the National Medical Research Center to a central hospital (or a central hospital in a territory (republic, region, district) in Russia should become the core of the dissemination of current knowledge among doctors. It is fundamentally important that ministers of health, chief doctors, and leading Russian opinion leaders tell practitioners to develop clinical thinking and check their decisions, looking them up using a wide range of Russian and global sources of knowledge. It is also advisable to develop and implement a departmental project "Strategy of Medical Knowledge Transmission in the Russian Federation", which would include a section on the development of medical libraries in medical and educational organizations, as prescribed by President's Instruction No. Pr-616, dated March 30, 2024, and accepted today in developed countries.

8. EXPECTED RESULTS

Investments in providing doctors with access to new knowledge have a very good ROI: according to foreign studies, for each additional ruble, the ROI averages 5 rubles [9, 10].

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BHUTAN

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Gross National Happiness and global crises

Bases of Happiness

There is growing inequality, catastrophic climate change, and huge mental health crises in the world today. How should we respond? Technological advancement will be one path but a technocentric world view, that addresses only the material world, cannot on its own resolve all of them. We need collective actions aimed at changing the nature of technology itself and we need guiding national and subnational indexes that reflect the goal of societal happiness. We need technologies and social policies that will reverses inequality and climate changes and promotes social cohesion and mental health. Gross National Happiness (GNH) is a modest example for meeting some of the challenges we face. The bases or sources of happiness is first presented before introducing the distinctive features of GNH index.

Subjective time

New culture all over the world that is focused on 'productivity' and 'always on' screentime is leading to lack of social and environmental experiences, which are clearly important factors for individual happiness. We must regain control over

our time, and our subjective experience of time, as opposed to objective time. The reality of human beings as 'dreamy animals' who spend a large part of our time in internal thought while waking, and dreamtime while sleeping, is important. Our subjective time and our dreams reflect our mental health. We must preserve the positivity of our internal worlds as reflected in our daydreams and dreams, and one way of preserving this first to have enough objective time for these activities and secondly to have better freedom of subjective time.

Natural Environment

The beauty of the world is a primary (and primal) source of human happiness. We value nature not only for the rich raw material it gives us, but nature is one of the main sources and causes of our aesthetic sensory and cognitive experience. This is enhanced the more we train in visualization of the beauty of the world, whether it is fractals of colourful plants or the geometry and colour of the natural terrains.

The positive experience of nature is enjoyed in subjective and sensory experiences of artists, and we enjoy pleasure and happiness through the works of artists. Human art is additive to nature and allows us to experience nature not simply as isolated individuals but also through other people (artists).

As we look for metrics of growth beyond GDP that measures primarily materiality, we should strive to design societies that maximises our capacities for and opportunities to experience and be moved by beauty of plants, nature and wildlife for happiness.

Living standard, market, ethics

The current model of GDP growth mistakenly equates road construction, military spending and pollution as increases in societal happiness. Relying on monetary value means displacement of all other values as the central organising principle of global society. Support and solidarity free of cash transactions is being displaced with cash due to the valorisation of profit and marketing. As conceptual mistake of relying on GDP as progress is deep seated, the wellbeing of future generations is being discounted. As far as climate change is concerned, that emission associated with economic growth is destroying the life bearing capacity of the planet. .

Community

Community – defined as the quality of relationships among human beings (parental, romantic, kinship, friendship) – is an essential or foundational condition for happiness. The language of community is care and concern for others which is the oxygen for survival and flourishing. Laughter is a measure of the strength of both community and care.

The commons of a community – whether land, public institutions of health and education, or shared moral values – are both the expression of community and the conditions for its continued existence. Such commons – and their absence- deeply impact our behaviours (and what is possible in the ways we interact) and vitally important for the socialisation of children as to what are the norms in human interaction.

Good governance

Governments can profoundly shape collective life and promote conditions of happiness more than individuals can. We are caught in a socially constructed web of social institutions – politics, economics, technology, gender, religion, education – into which we are socialised, and which together regulate our thoughts and behaviours, and our relationships with other human beings.

Freedom is an essential tool for empirically testing that which is presented to us as reality so that it may be critiqued and reimagined to fit better for humanity and enable human flourishing.

The different branches of the government are necessary for check and balance but by themselves they do not guarantee peace, harmony and happiness. Equally, there is need for virtues among the individuals who occupy the offices of the government, and new orientation towards happiness with new visions and indicators. Liberal political theory argues for the check and balance for different branches of the government but leaves the lack of virtue of the individuals within it unaddressed.

Emotions and psychological well-being

The capacity for compassion and generosity is central to an individual's happiness, because they determine the individual's ability to engage beneficially with others, from which all else flows.

Happiness is not simply an in-the-moment feeling (as is so often characterised) but the result of the cumulation of experiences, relationships, and achievements. Central to this is the overall judgement a person makes about whether their life has been meaningful, productive, enjoyable.

If we were to look for metrics for human flourishing beyond GDP growth, we must measure growth in an individual's capacity for meaningful interaction with others, and growth in positive emotions like generosity, calmness and joy; and growth in the number of people who retrospectively view their life course as having been a meaningful expression of their unique self. With respect to meaningful interaction with others, no ethics and culture prioritise the happiness of the individual in isolation, but instead all ethics and culture promotes that true happiness both for individuals and the collective stems from striving to reduce suffering, increase joy and laughter, for all.

Gross National Happiness index

Nine domains as conditions for GNH consist of health, education and living standards, governance, ecological preservation, cultural diversity preservation, time-use balance, community vitality, and psychological well-being. Health, education and living standards are components also in the human development index, although GNH variables differ in degree and kind from the human development index. While the fields of good governance, culture and environmental preservations are respective objectives in every nation, the domains of time use, community vitality, and psychological well-being are more distinctive features of GNH. Because of GNH and other policy priorities of the nation towards environmental conservation, 60% of land is preserved as forests and wildlife sanctuaries. Bhutan became the first nation in the world to declare it would remain carbon neutral.

The basic assumption in GNH is that as the number of conditions increase in a person's life, the possibilities for happiness will increase in her or his life. GNH is defined as attainment of sufficiency of conditions itemized in nine domains. The conditions, which in statistics is known as variables, includes both subjective and objective variables. GNH's conceptual framework includes a far broader set of variables. The choice of variables is shaped by challenges of modernity such as collapse of environment, culture, communities and time. The GNH indicators enable policy makers to respond to their changes, with actions and programmes.

The main features of GNH index are:

(1) Size versus sufficiency. GDP does not auto-reflect on the question about how long a given size of the production and consumption can be perpetuated into the future. It is methodologically incapable of bringing the point of view of sustainability and intergenerational justice on its own. The calculation of GNH index has a certain concept of justice inbuilt into it. Key to the calculation of metrics of GNH is sufficiency level for each variable.

(2) Material versus non-material aspect of flourishing. Many indicators that have emerged incorporate health and education as key components of flourishing. GNH goes further by including many other non-material communal and social dimensions of life such as belongingness, social support, stress, generosity, animosity, anger, and so forth.

(3) Multidimensionality versus dashboard. GNH indicators are not a set of dash boards in the usual sense of the term. Although there are 33 indicators, unlike dashboards, the GNH Index is aggregated by first fixing sufficiency in 2/3 out of the 33 weighted indicators.

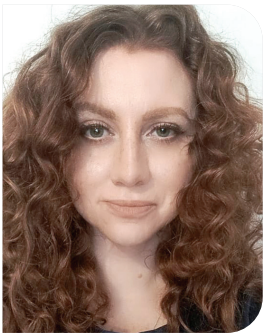
(4) Plurality and parity. The GNH Index recognizes well-being if any person enjoys sufficiency in two-thirds of the domains. The conception of parity among the current population is inbuilt in GNH index. Parity can be defined as the state

of being equivalent in variables in total over the nine domains. Parity doesn't necessarily require every person to achieve equally the same number of variables in all domains. The total number of variables individuals must be the same but the composition of variables they attain can be different. In other words, happiness can be attained by individuals in different ways. It differs from the concept of egalitarianism, which is a stance that advocates for equality of same variables across all individuals. But the same outcome in terms of happiness can be achieved by different set of goods.

(5) Detailed picture versus rough image. Unlike GDP that cannot be easily traced to individual groups, the GNH Index can be decomposed or disaggregated to any lower level of demography or geography. Therefore, it is used by multiple levels of government -horizontally and geographically – to see how groups fare and inform high-impact cost-effective policies at multiple levels of government.

The concept and measure of gross national happiness (GNH) balances economic growth with the spiritual, cultural, and environmental well-being of citizens. GNH index is a measure with promising metrics and policy tools to go beyond GDP. As the founder of GNH, His Majesty the fourth King of Bhutan observed memorably "Gross National Happiness is more important than Gross National Product".

RUSSIA



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Effective Demographic Policy in the Context of Population Ageing

Topic: The Need to Introduce Doula Occupation in Russia: Investments in Human Capital as a Framework for Demographic Policy

> "Motherhood is not just giving birth to a child, it is giving birth to a new force in the world."
>
> Anna Akhmatova, poet

Relevance

Modern Russia is facing a demographic challenge – population ageing. The decline in the birth rate (1.5 children per woman against the required 2.1) and the increase in the share of the elderly (by 2030, every fourth person over 65 years of age) require effective demographic policy. It threatens economic stability and social sustainability, forcing us to look for unconventional solutions. Introduction of doula occupation (a specialist in accompanying women in pregnancy, labor, and postnatal period) is becoming an opportunity: it is not only a response to demographic decline but also an investment in health and support of families. The topic

is relevant because traditional measures (maternity capital) do not solve the psychological barriers for many children, while international experience shows the potential of doulas in this direction.

Demographic Challenge and the Role of the State

Russian population is declining by 200,000-300,000 annually, and by 2045, according to UN projections, may fall to 135 million from 146 million. Doulas supplement material incentives with quality support, reducing fear of childbirth and improving outcomes. Global experience confirms their importance. In the US,

Doulas reduce labor stress by 30-40% and caesarean sections – by 25% (DONA International). In Japan, through the Japan Doula Association, doulas (sanjo) support single mothers, reducing postpartum depression (15% of cases) and encouraging multiple births, which is a valuable example for Russian regions. In Sweden, doulas are integrated into health care, reducing delivery period by 20% and helping migrant women via programs like Doula & Kulturtolk. It opens the possibility of birth support: Doulas could become a support for large families in the Russian countryside and among migrants, and official certification from the state would provide their services with credibility and confidence in the eyes of society. In India (birth companions), they integrate Ayurveda and yoga into urban support, reducing caesarean delivery (40%) and complementing tradition. Mexico reveals creative potential: doulas (acompañantes) integrate herbal recipes, recovery rituals, and rebozo massage into breathing techniques, reducing complications by 20%. In Chiapas, the Partería Intercultural project brings together doulas with indigenous obstetricians, creating a living connection between tradition and modernity. It is not just about support, it is about revitalizing motherhood, where each woman feels stronger after giving birth. These examples show that doulas are adaptable to local conditions, improving health and reducing the healthcare burden, which is the key aspect for Russia with its unequal availability of services.

Investments in Human Capital: Economic and Social Impact

Inclusion of doulas is a strategic investment with a triple effect. First of all, they eliminate fear and depression, increasing the chances of having many children: 30% of women refuse to have children because of negative childbirth experiences (WHO). Second, improvement in maternal and child health reduces the cost of complications by 15-20%, saving billions of rubles annually. Thirdly, it provides workplaces: for example, education of 10 thousand doulas over 5 years could employ women in regions with unemployment of up to 8% (Federal State Statistics Service).

Not only medical professionals but also psychologists or experienced mothers are available for educating doulas through college-based or online courses

(3-6 months), including psychology and physiology of childbirth. Their synergy with psychologists in perinatal centers reduces stress by 40-50% and the need for medication, increasing the health of families. It improves willingness for new pregnancies. The benefits for people: stability and confidence for women, stronger relationships for families, and increased fertility for society.

As a lecturer at the Medical Institute of the Almazov National Medical Research Center and a mother, I am ready to take part in the education of doulas, developing programs, and inspiring women to contribute to demographics.

There are many advantages for people in the profession: for women, it brings stability and confidence in motherhood; for families, it reduces stress; and for society, it increases birth rate and reduces burden on medicine.

However, implementation will face challenges: mistrust of health professionals, the need for standardization, and cultural sensitivities. These challenges can be overcome through pilot projects and information campaigns.

In the context of population ageing, doulas are a necessity. They strengthen demographic potential, reducing barriers to fertility and burden on medicine. The experience of the USA, Japan, Sweden, India, and Mexico proves their effectiveness. The introduction of doulas in 2025-2030 could raise birth rate by 0.1-0.2 points by 2035, reduce complication costs by 5-7%, and create 15,000 workplaces. “Motherhood is not just giving birth to a child, it is giving birth to a new force in the world,” Anna Akhmatova wrote. Doulas develop this force, making health and support for families the foundation of Russian sustainable development.

RUSSIA

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Happiness index: ways to improve wellbeing of the population

When was the last time we experienced true happiness and what makes us truly happy?

Happiness is the state of harmony and joy, when we feel satisfaction with life and unity with the world.

In my essay I will try to answer the question of where to find this happiness and how it can be connected with economic progress.

After a hard day full of worries and difficulties, we strive to disconnect from sufferings and worries and to get rid of constant tension and stress. One way to achieve this is by listening to the sounds of nature.

This subconscious desire to fall asleep to the sound of rain or wash of the sea has scientific basis behind it. According to research published in Scientific Reports magazine in March 2017, nature sounds physically alter connections in our brains, thus, reducing the natural fight or flight instinct. They give us sense of calmness and peace.

We live in constant stress. According to VTsIOM study conducted in 2024, approximately one third of Russians experience stress rarely or sometimes (34%

and 37%, respectively), 13% — often, and 6%, by their own estimates, live in constant stress. In total, 9 out of 10 (90%) of our fellow citizens experience stress with varying frequency, which corresponds to the figures from five years ago (2019 — 91%) and is slightly lower than 14 years ago (96%). At the same time, the share of those experiencing stress regularly (constantly and frequently) returned to the 2010 level: today, this is every fifth person (19%, 2010 — 18%), and in 2019 — every fourth person (25%). Another 8% today, apparently, are maximally protected from stress and never experience it (2010 — 3%).

According to the same study, to combat stress, our compatriots increase their physical activity, go out into nature, spend more time with family, find new hobbies, and meditate.

What if I tell you that we can afford to live without stress, spend a lot of time with family, be constantly physically active, and even in nature, and even be of benefit to our country?

For this we just need to remember our parents and grandparents. To remember how we came to visit them in the village and how comfortable we felt there.

Did our grandparents need psychologists? Did they experience stress from unpredictability of work or from lack of communication with their loved ones? Or maybe someone said that they wouldn't be able to feed a second child? Not at all! They always knew what tomorrow would bring. They knew that in summer there would be haymaking and in winter there would be firewood harvesting. They knew that there were supplies for the winter in the cellar, and that there was always milk and cottage cheese in their refrigerators. They had enough physical activity, their daily routine was always planned in detail, and they looked boldly to the future. Will you lure to the city those who still stay in the villages and have their own farms and powers to manage them? You will not, because they are happy where they are.

Unfortunately, in Russia, and not only there, villages are dying out. According to the census, in 2021, there were 153 157 rural settlements in Russia, in 24 751 of which there were no residents, which is approximately 16.2%. Another 23.5 thousand villages and hamlets have population of 6 or less residents, and many of them are populated by elderly people. There are 6 to 10 residents in 11.7 thousand of such settlements.

But we must preserve the villages and towns that we have, and we must create new ones. This is necessary for us to:

- Preserve cultural heritage
- Develop agriculture
- Maintain food security
- Improve quality of life of citizens
- Maintain natural balance

Many people think about the village in stereotypes. Many people still think that living in a village means not having any of the benefits of civilization. But it is

not so. A modern village has high-speed Internet, modern technology, and comfortable houses.

Modern technologies allow us to work from anywhere in the world, so why do not we work from a place, where we are happy, where our family and our loved ones are happy?

It shall be mentioned that according to data from NAFI analytical center, 87% of urban youth are willing to consider shifting to the countryside, if they can live and work there comfortably.

The task of the state is to ensure this comfort. These are vast expenses, but they will pay off. As a result, the state will receive following:

- Elimination of the dependency on food imports
- Development of infrastructure and economy
- Reduced demographic tension
- Healthy and happy citizens

What should we do to revive the village?

We shall provide people with comfortable housing, modern technologies for work in agriculture, medicine, and schools.

I offer to conduct a pilot project in my native village of Poddorye in the Novgorod Region. At present, the village has everything for comfortable life of those who want, but are still afraid to change their lives. The village has well developed sports, Internet, a hospital, and a school. It is only necessary to build comfortable modern houses.

In future, experience of comfortable rural environment creation can be used to resettle city dwellers. This could be one of the ways to reduce the load on modern megacities of BRICS+ countries.

Links to resources:

- https://nafi.ru/analytics/87-gorodskoy-molodezhi-gotovy-rassmotret-pereezd-v-selskuyu-mestnost-esli-smogut-tam-komfortno-zhit-/?ysclid=m84n4wqii4450108311
- https://m.ok.ru/group/61373762502778/topic/154622366492026
- https://dzen.ru/a/Y9jnjc4ZVyijzkic
- https://wciom.ru/analytical-reviews/analiticheskii-obzor/upravlenie-stressom
- https://finance.rambler.ru/economics/52094243-vtsiom-tret-molodyh-rossiyan-zadumyvayutsya-o-zhizni-i-biznese-v-sele/

MEXICO

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Migration and Investment in Human Capital: Mexico's Commitment to Dignified Mobility

Investment in human capital is a foundation of the socioeconomic development of any country. In the context of migration, this type of investment is even more relevant, as it transforms the phenomenon from a problem into an opportunity for countries of origin, transit, and destination, as well as for migrants themselves. Mexico occupies a key position on the regional map of migration flows. As such, it has implemented various policies and programmes aimed at strengthening the capacities of the migrant population crossing its territory.

Through investments in education, health, skills development, and regulatory mechanisms, the Mexican government seeks not only to protect migrant rights, but also to develop their potential as productive members of society. These investments are in line with humanitarian needs, while at the same time generating long-term economic and social benefits. By providing migrants with access to basic services and opportunities for self-development, Mexico both protects migrants' rights and encourages their integration into the formal economy, making them less vulnerable and ensuring the orderly and safe movement of people.

Migration is a human right. History has shown us that the movement of peoples has formed the basis of many societies and contributed enormously to their

development, turning them into a melting pot of different cultures. The United Nations High Commissioner for Human Rights (2025) recognizes that, currently, approximately 3.6% of the world's population resides outside their country of origin for a variety of reasons, ranging from poverty, limited access to basic services such as health, education, water, food, and shelter, as well as the effects of environmental degradation and climate change (known as structural causes), or due to forced displacement as a result of persecution and conflict.

According to the 2024 World Migration Report by the International Organization for Migration (IOM), the main destination countries for migrants are the United States, Germany, Saudi Arabia, Russia, and the United Kingdom. This creates serious difficulties for these countries, but at the same time it means that transit countries through which hundreds of thousands of people pass every year must shoulder a share of the responsibility (McAuliffe & Oucho 2024).

Mexico is a key country in terms of migration – a country of origin, destination and transit. The IOM's World Migration Report (2024) notes that the U.S.–Mexico border is the largest binational corridor in the world in terms of migratory flow, with more than 10 million people passing through each year.

Given this set of factors, Mexico must implement a decisive, effective, and human migration policy that ensures the safety of migrants at each stage of the process: pre-migration, transit, settlement and integration, and eventual return (Lizárraga, 2019).

The adoption of the Mexican Model of Human Mobility is the starting point for the implementation of a comprehensive strategy in which each stage of the migration process is considered from the perspective of humanism and regional cooperation. The pillars of this model are: a humanitarian solution to the problem of illegal migration; the establishment of labour migration channels; regional cooperation in economic and social programmes; and support for and protection of Mexican communitas abroad (Secretaría de Relaciones Exteriores [SRE], 2024).

This model of human mobility is like an oasis in this extremely complex context, especially given that U.S. immigration law pressures millions of potential migrants to remain in Mexico and forces many Mexican nationals residing in the United States to return to their home country even after having lived there for several years.

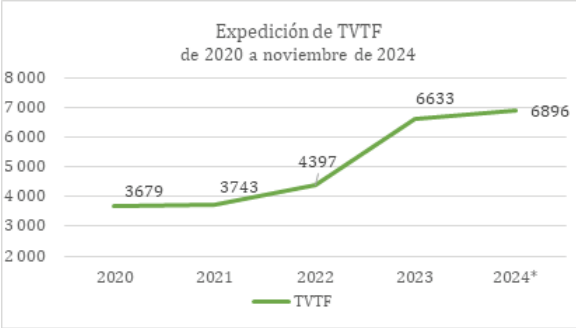
The strategy for implementing this model is based on specific actions: Mexico has been involved in joint efforts to reduce unauthorized migration, which dropped by 66% between 2023 and 2024 (Sánchez, 2024). Unauthorized migration is defined as the movement of people across international borders in a manner that is outside the migration laws, where people conceal their entry into a country from the authorities. Reducing the flow of illegal immigrants also helps reduce the risks that people in such circumstances may face (IOM, 2025).

The figure cited above can be put down to the numerous migration measures adopted by Mexico as part of this model. Almost $2.314 million has been pumped

into social programmes such as "Sembrando vida" (Sowing Life) and "Jóvenes Construyendo el Futuro" (Youth Building the Future), providing assistance to more than 75,000 people. These numbers are particularly impressive when we consider that these programmes can be extended to nationals in other countries in the region (Secretaría de Relaciones Exteriores y Agencia Mexicana de Cooperación Internacional para el Desarrollo [AMEXCID], 2024a).

In a similar vein, Mexico agreed to contribute $38.8 million to countries such as Guatemala, Belize, and Cuba to address the structural problems that cause people to leave the country. It has also provided 18.7 million pesos for the implementation of social programmes in Colombia and Venezuela for the same purpose (SRE y AMEXCID, 2024b).

At the same time, Mexico has started promoting labour migration routes to encourage legal migration. This includes issuing Visiting Border Worker Cards to nationals of Guatemala and Belize to perform paid work on the country's southern border (in Campeche, Chiapas, Tabasco, and Quintana Roo) (Gobierno de México, 2025).



Compiled by the authors based on data from the Statistical Bulletin of the Migration Policy Unit (2024)

This document is particularly significant, since it creates jobs in the country and gives migrants the opportunity to integrate into the society in which they wish to settle or transit through.

As for the final stage of migration, the Mexican government has earmarked 220 million pesos for the construction of hotels and service centres for migrants in the northern border states (Salcedo, 2025). These measures are being implemented as part of the "México Te Abraza" (Mexico Embraces You) repatriation programme, which is aimed at welcoming all Mexican citizens returning to the country after having resided in the United States.

To guarantee the fundamental rights of returnees, Mexico offers them access to consular protection, basic documents, and social services that guide returnees in accessing social programs and employment opportunities (Milenio, 2025).

All participants in the migration process should have the security of knowing that they will receive protection regardless of their migration status or the stage of

the migration process they are currently at. Cooperation among the countries of the region plays a decisive role in achieving this and other goals that ensure the migration process is humane.

Mexico occupies a strategic position in terms of migration flows at all stages. This places an enormous responsibility on the country to provide comprehensive migration services in an effective manner and to protect every person that crosses the territory in search of a better life, regardless of their nationality.

Every migration case is different, which means that Mexico faces all kinds of challenges if it wants to meet the specific needs of those wishing to enter the country. In view of this, the country faces the very real challenge of prioritizing migration and developing the relevant legislation, allocating budgetary resources for humanitarian assistance and the protection of those who see a glimmer of hope in the country.

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Astronomy as a Way of Developing Human Potential and Technologies in a Multipolar World

The impact of education and science on the social, economic, industrial and technological development is well known and their significance for humanity and contribution to its achievements are unquestionable. While the future of humanity beyond planet Earth is taking a more distinct shape, there are still very few government-sponsored programs and research projects where astronomy would be seen as an indispensable tool for societal development. This inadequacy may lead to serious challenges, both technological and socio-economic, which no country can handle on its own. In the modern world, where multipolarity exists even in outer space, it is critical to emphasize the importance of astronomy for our civilization and its benefits for various sectors, such as space sciences, that contribute to economic diversification. Astronomy can become a key driver of international cooperation and diplomacy. To make this happen, countries need to apply a cross-disciplinary approach in education, develop technologies for collaboration in space, and create political and science frameworks to make sure that cultural diversity is equally represented in the outer space. All these ideas could provide the basis for defining the scope and objectives of the BRICS Astronomy Working Group.

Astronomy as a basic science

Astronomy is by definition a basic science as its objective is to understand the inner workings of the surrounding world and the universe in general. It carries a special fascination for people that compels them to peer into telescopes with bated breath, trying to understand their place in the universe. Astronomy also stimulates interest in other sciences in general, while contributing to the advancement of space science and technology along with the comprehensive cross-disciplinary education that underpins the social and economic progress on Earth and beyond.

Fig. 1. Some examples of how astronomy contributes to UN Sustainable Development Goals (International Astronomical Union, 2020).

Astronomy's impact

Analysis of economic performance indicators has conclusively demonstrated that the development of cognitive abilities as a measure of education quality has a strong positive effect on the economy (Hanushek & Wößmann, 2010). Better education leads to better science and, therefore, to economic progress. Although, the economic impact of astronomy as a basic science has not been the object of any in-depth research, there have been studies that explored technological innova-

tions at the European Southern Observatory (ESO) (Fernandes, Pessoa & Rui Silva, 2014). Also, there are multiple case studies of astronomy's positive contributions to medicine, telecommunications and the aerospace industry (Rosenberg et al, 2013). The Office of Astronomy for Development (OAD) of the International Astronomical Union (IAU), based in South Africa, emphasized in its strategic plan that astronomy promotes the development of society, helping to accomplish UN Sustainable Development Goals (see Fig. 1), especially in developing countries which are still grappling with gaping social and economic divides. In this respect, astronomy helps to diversify the economy, while promoting social and environmental responsibility. A perfect illustration is astrotourism in regions with a thousands-of- years-old astronomical legacy, such as Latin America where nearly every archeological site is associated with the astronomical observations and practices of ancient civilizations. These countries foster astronomy-related tourism and carry out projects to promote astronomical education and sciences. Additionally, programs are in place to support the conservation of dark skies regarded as natural heritage and part of the global conservation efforts (UNESCO Office in Mexico, 2016). All these activities contribute to the development and diversification of the economy as well as a stronger national identity in countries with a painful colonial past, working their way towards sustainable development.

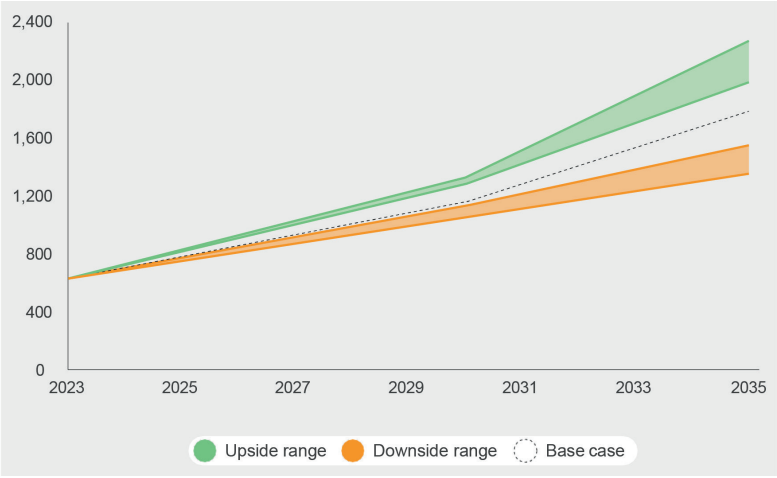

Fig. 2. Space economy projections to 2035 ($ trillion) (McKinsey's Aerospace & Defense Practice and World Economic Forum, 2024).

The entire space industry is based on astronomy. Space sciences are applied disciplines that emerged from the concepts underlying this ancient science and driven by the needs of humanity to investigate the world beyond the bounds of our planet. Fig. 2 shows projections of the space economy growth in the next decade. In

the next few years, space sciences will have a major impact on the global economy, boosting financial and production performance across nearly all sectors worldwide and becoming a driving force of the global economy. As a result, according to some estimates, the global economy is expected to generate about $1.8 trillion by 2035 (McKinsey's Aerospace & Defense Practice and the World Economic Forum, 2024). This outlook is based on current challenges facing the world in different sectors. Just imagine what such forecasts could look like in the future.

Astronomy as the future of humanity

In 1964, Russian astrophysicist Nikolay Kardashev proposed a classification of civilizations into three types based on their technological development. A Type I civilization is able to access and use all the energy available on its planet; a Type II civilization can utilize the energy of its star; and a Type III civilization is able to capture all the energy emitted by its galaxy (Kardashev, 1964). On this scale, our level of development is equivalent to 0.7276 (Zhang et al, 2023), meaning that we are a little more than 25% short of qualifying as a Type I civilization.

What does this have to do with the future of humanity?

Our civilization is going to face formidable challenges, threatening the existence of our and other species on the planet. Some of the challenges are just around the corner, while others won't arise until much later. Some can be triggered by us, like global warming or a potential nuclear winter. Others are unavoidable, even if all the available technologies are mobilized to the rescue, such as Earth's collision with a large celestial body or death of the Sun 4.5 billion years from now. Whenever these events occur, now or later, humanity will always strive to carry on with its existence on Earth regardless of any mistakes it may have made. Whether we like it or not, our planet will sooner or later stop being inhabitable, either for natural reasons or due to our irresponsible behavior. Will humanity be ready for this eventuality from the social and technological perspective? Will we be able to migrate to nearby planets? Will we able to make it to other star systems where we could survive? Or, are we doomed to extinction in this neck of the galaxy? The answer to the last question would be negative only if we progress well beyond Type I civilization and, perhaps, achieve Type II on the Kardashev scale. To do so, we should maximize our efforts in education, politics, economy, social development, technology and science in order to launch a large-scale space project that will ensure the survival of our species in the universe.

Based on the data provided earlier (see Fig. 1 and Fig. 2), projects to develop astronomy and space sciences as applied disciplines in educational, social and economic spheres can help us to advance beyond the Type I civilization and all the way to Type II. But are we politically and diplomatically ready for such changes?

Astronomy and diplomacy in a multipolar world

Historically, international cooperation and astronomy have always been closely linked, in spite of the cultural differences between countries (Mauduit, 2017). This can be vividly illustrated by collaborations within the framework of the International Astronomical Union (IAU) and the International Space Station (ISS).

In today's world where developing countries account for an increasingly larger share of the global economy, the BRICS Astronomy Working Group also has a bigger role to play with regard to astronomy (https://www.bricsastronomy.org/). This is a factor of fundamental importance. The development of astronomy and space sciences have always been the privilege of the global powers. Countries with less advanced education and science used to be excluded from active participation in projects, while diplomacy and international cooperation were usually the domain of developed nations. To achieve the long-term goal of ensuring the survival of our and other biological species in the space history and of advancing up the Kardashev scale, it is critical for this global project to have representation from all the countries. The BRICS Astronomy Working Group is an excellent initiative that opens the way to full-specter diplomacy which can make sure that Earth in space is represented by all cultures and nations of our planet rather than a few select countries.

To achieve all the objectives that our civilization pursues on Earth and beyond, astronomy should be part of the agenda of human development in a multipolar world. If we can ever actually reach for the stars, we must also preserve our cultural diversity out there, in a distant corner of the galaxy where the future is going to take us.

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RUSSIA

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Effective Demographic Policy in an Aging Society Why Birth Rates Are Falling and what Can be Done to Combat it

Preamble: Birth rates in Russia are falling despite major efforts to support families with children. This has to do not only with finances, but also with the public perception of parenthood, fertility issues, and parenting difficulties, as well as with the fact that women are not guaranteed any support from their ex-husbands after divorce. Many women resent the pressure and the idea that their role is reduced to bearing and raising children and are, therefore, reluctant to go down that route. It is important to transform public perceptions and promote motherhood in a more subtle way, encouraging people to opt for a family freely, without outside pressure.

According to a number of statements made by the President of the Russian Federation, for example, during a call-in session in late 2024, increasing the birth rate is currently one of the key policy priorities in Russia. The amount of effort and resources invested by the government in its demographic policy is quite impressive. They include mortgage benefits for families with children, higher education allowances and benefits for student mothers and fathers, monthly maternity allowances for mothers payable from the first months of pregnancy, and a one-time maternity payment adjusted for inflation. Therefore, we can conclude that financial support for families with children is indeed substantial, which means that money, or lack

thereof, is not a factor in the negative demographic trends.

Perhaps the problem is difficulty conceiving and raising children? Or perhaps overcrowded schools and kindergartens? Is it possible that many women today are simply unable to conceive or carry pregnancy to term? This may be part of the problem, but the government is currently working hard to come up with a solution. One planned remedy is to open kindergartens attached to higher education institutions, a measure that is expected to be implemented in the near future. In addition, Minister of Education of the Russian Federation Sergey Kravtsov has made public plans to build 150 additional schools in 2025. Health problems, too, have nothing to do with the situation: the Ministry of Health is making numerous statements on growing availability of IVF for women with infertility or health problems.

In this case, maybe the problem is that people just do not want to have children? Nothing of the sort! According to a Russian Public Opinion Research Center (VCIOM) poll of 1600 Russians, as of February 25 this year, over one half of the respondents would like to have three or more children. So, what is the cause of the declining birth rate in Russia if it is not a lack of money or a lack of desire to have children?

Perhaps it is propaganda promoting the rejection of parenthood? Maybe it is just not "fashionable" to have children in today's society, and the popularity of the childfree movement is why people refuse to become parents? But no, the ideology of refusing to have children is so unfashionable that it was banned by Federal Law on November 23, 2024, and promoting such values is punishable by hefty fines.

Quite the opposite, it is difficult no ignore the media propaganda pushing the idea of large families, albeit very clumsy and crude. Take the statement by Evgeny Shestopalov, Minister of Health of Primorsky Krai: "Being very busy at work cannot be considered an excuse not to have children: you can also engage in procreation during your time off," or the words of the Kurgan Oblast Duma Deputy Aleksandr Iltyakov, who called Russian women who have an abortion "manikins" and urged women to have children "for as long as the necessary parts work."

I believe that it is precisely the overly crude and intrusive childbearing propaganda that leads to negative demographic trends. After all, who would like to be told incessantly on TV or on their telephone screens is their most important "function," and that the desire to receive an education, have a career and build a financial safety net is a "misguided practice" that reduces the time available for having a third or fourth child, as Minister of Health Mikhail Murashko has done?

Formulating the problem in this manner makes women feel like they are seen as nothing more than incubators unfit for anything except bearing and raising children. Some might say that even this is no mean feat, but the times when women did not have the right to an education, and children were the only thing they could devote themselves to, with the exception of housework, are long gone. The names of Marie Curie, Anna Akhmatova, Frida Kahlo and many others are known the world over, proving that women are capable of scientific discovery and creating

masterpieces on par with men. As such, it is truly unjust to bring men to the forefront and reduce the function of women to childbirth and childrearing, essentially robbing them of the opportunity to express themselves in other ways.

Additionally, I find it interesting that all the propaganda for demographic improvement is aimed primarily at women, as if men do not participate in the life of children. Take the issue of child support, for example, which, according to statistics, should go to nourish 3.2 million children across Russia. Yet payments are only made for 1.1 million (one third) of those. The fact that there are no guarantees men will pay child support is undoubtedly an important reason behind the reluctance of some women to have children. Future mothers must be certain that they will not be left to raise children alone and they will not have to recover funds from those who are actually supposed to bear equal responsibility for parenting and education. It is difficult to fault women for this.

Therefore, one of the most important government objectives is to reduce the number of fathers who leave their families, and increase the number of those who pay child support, as well as to increase payments to a level sufficient to support a small child's needs.

I would also like to add another cause that is, in my opinion, possibly associated with the decline in birth rate. The thing is that thousands of years ago the function of man was to provide food for the family. Men had to hunt day and night, facing numerous responsibilities, to bring home a mammoth while their wives stayed home as guardians of the family hearth, that is, they protected the cave from predators, took care of children, cooked and made the home a comfortable place to be. In those times, these tasks were equally valuable, because hunting was a dangerous and risky undertaking, and childrearing required huge efforts. However, with time, the functions of both sexes changed.

Men no longer had to risk lives life or toil a huge field, spending all their energy on this. Of course, there are still men who earn a living doing exclusively physical work, but they are a minority, whereas the rest do office or creative work. Meanwhile, the functions of women have changed little.

Yes, we now have washing machines, vacuum cleaners and the internet with food recipes to suit every taste. However, food still needs to be cooked, vacuums cannot clean the whole house, and the washing machine must be monitored, correctly loaded and started, so all the clothes do not turn, say, bright pink. And we are not even talking about raising children, a task that has not become any easier, unless, of course, you have a nanny.

So, the modern man, who comes home from work where he, not to mince words, has hardly physically overexerted himself, sits at a computer and asks his wife or girlfriend what is for dinner, even though she too has just come back from her no less demanding job. So, while he is watching TV, she must cook a fresh tasty meal for the whole family, help their children with the homework, and iron his shirts because he is too tired to do it himself.

This is what household chores of most women in today's Russia look like. This is commonly called the second shift, i.e. another job, only unpaid.

I believe that this situation is one of the causes of negative demographic trends. Indeed, why have a child if you are already tired half to death with one adult child who cannot even make his own dinner. So, government efforts and resources must be used not to convince women of the joy of motherhood, but to remind men that they made the decision to start a family and have children together, so they must share the responsibility for their upbringing.

We constantly hear these days that the man is a protector and a provider, but if a guy is not even ready to pay for his girlfriend's coffee or give her flowers for her birthday, he is not ready to start a family and have children. It is difficult to go through pregnancy and raise a child alone, but even more difficult to do it with a partner who is not ready to really invest effort, time and money in his family.

So, I believe that we need to promote the idea that men must contribute to their family, that they must be more involved in parenting. And the idea that boys are future fathers and husbands first, and inventors, scientists and workers second must be instilled in them at school. To this end, the media should create a model of the participation of fathers in family life: ads should more often feature men with strollers; men saving the whole family from flu with a miracle drug; men who are ready to spend their free time on household chores, rather than on rest and hobbies; men who help their wives; and men who parent their children.

Otherwise, the next generation will consist of self-sufficient women who seen no need for marriage and raise children on their own (leading to ever declining birth rates, since it is more difficult to raise a child alone than with a partner) and coddled sons who are smothered in the love of their mothers because their father was not there to take part in their upbringing and who are not ready to take any responsibility. The choice is yours to make.

RUSSIA

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Attraction of Investments in Human Capital: Approaches and Tools

Human is not just a subject of social relations in the modern world but one of the most important, if not the most important, economic resource. The overall concept of sustainable development, which strives for a balance between economic growth, social justice, and environmental protection, is impossible without recognizing the crucial role of human beings in this process. The understanding of human beings as drivers of progress provides the basis not only for the concept of sustainable development but also for the very concept of national wealth, which is no longer a simple measurement of natural resources and tangible assets. The modern concept of national wealth includes the human potential, its abilities, knowledge, and skills, which ensure the creation of new values and further development of society. In a market economy, the role of a person is multidimensional. This person acts not only as a producer of goods and services but also as a consumer, innovator, entrepreneur, and investor. Their economic activity defines the efficiency of functioning of the whole system. Two key aspects directly related to human beings can be distinguished when analyzing the productive capacity of society, the basis of economic growth: their labor capacity and their consumption capacity. The labor capacity is the totality of the physical, intellectual, and creative capabilities of a person as a result of education, experience, and health. Ability to consume reflects

the level and quality of life determined by income, access to goods and services, and social guarantees.

Thus, a human being, possessing a wide range of abilities and skills, becomes a key factor of economic growth. This insight led to the emergence and development of the concept of human capital, one of the central concepts of modern economic theory.

Human capital is not just the aggregation of individuals but a complex system of interrelationships that includes the level of education, health of the population, culture, innovation potential, and much more. Human capital is investments in the future, a guarantee of sustainable economic development.

In the context of Russia, development of a socially oriented market economy is impossible without a deep understanding and further development of the concept of human capital. This requires not only effective economic mechanisms but also social programs aimed at improvement of education, healthcare, poverty reduction, and establishment of conditions for self-realization of citizens. The only way to ensure Russia's long-term prosperity is to invest in people, in their potential, and capabilities. Neglecting this fact leads to a slowdown in economic growth and deterioration in the quality of life of the population. Therefore, a deep and comprehensive study of the concept of human capital is one of the most important tasks for Russian economic science and practice.

The functions of human capital play the key role in modern society and economy. First of all, it is necessary to highlight the value-forming function, which consists in the development of new ideas, products, and services, which, in turn, contributes to the growth of well-being of both individuals and society as a whole.

The integrating function emphasizes the importance of bringing together different knowledge and skills, enabling people to work effectively in teams and achieve common goals.

The systematizing function of human capital provides order and structure in the learning and knowledge transfer process, enabling optimization of processes and increasing their efficiency.

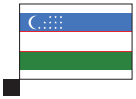
The multiplicative function highlights that the knowledge and skills of individuals can significantly increase productivity and the overall efficiency of organizations.

The motivational function, in its turn, is focused on inspiration and encouraging people to achieve high standards of performance, which contributes to personal and professional growth.

Finally, the communication function emphasizes the importance of information exchange and interaction between people, which is the basis for the development of cooperation and joint projects. Regarding the principles of human capital development, several key aspects can be highlighted. The principle of high payback on all types of investments suggests that investments in education and development of people should generate significant results. The principle of cost

minimisation underlines the fact that it is necessary to reduce costs while maximizing results. Maximization of material consumption implies that it is necessary to provide conditions for people to use resources efficiently and meet their needs. Finally, the principle of constant updating of knowledge emphasizes the importance of continuous learning and adaptation to a rapidly changing world, which enables people to remain competitive and relevant in the labor market. Thus, the functions and principles of human capital are fundamental for its development and successful performance in the modern economy.

The practice of the Russian economy demonstrates that the solution to the problem of human capital can be achieved by establishment of educational clusters. A cluster is an association of interrelated structures or elements that make up a more highly structured and comprehensive system. This association makes it possible to develop a common development strategy, coordinate the efforts of different structures to achieve significant goals, effectively manage available resources, and ensure a higher level of quality of final results. The experience of application of the cluster approach in developed countries shows that these are the characteristics of the cluster that contribute to achievement of competitive advantages both for individual companies and for countries as a whole. An educational cluster, in particular, is understood as an association of enterprises of a certain industry and educational institutions that are engaged in education of personnel in required occupations and professions in the labor market in this industry. The subjects of the educational cluster can be not only employers and educational institutions themselves but also vocational education authorities, associations, and unions of entrepreneurs, employment services, as well as other social partners in the field of education. Interaction between employers and vocational education institutions within the educational cluster is oriented towards coordination of the scope, structure, and quality of education of future specialists. In accordance with this concept, enterprises should be actively involved in the process of development and approval of educational and organizational documentation. It includes participation in interim and final certification, as well as in equipment of educational and industrial workshops and research laboratories. This form of social partnership between educational institutions and employers makes it possible not only to improve the quality of education, but also to make it more relevant and consistent with the requirements of the modern labor market. Thus, the establishment of educational clusters is an important step to improve the quality of human capital in the country. It requires the active participation of all stakeholders, including government agencies, business, and educational institutions, which will ultimately contribute to a more efficient development of the economy and increase its competitiveness in the international arena.



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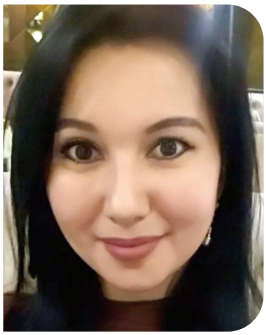

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Empowerment for Professors: the Transformative Impact of Investments in University Faculty in Terms of Improved Quality of Education and Institutional Development

Empowerment for Professors: the Transformative Impact of Investments in University Faculty in Terms of Improved Quality of Education and Institutional Development

Investments in university professors' careers constitute the key to the education quality improvement. Professors are the foundation of any institution for higher education, and their growth directly affects their education, as well as students' performance. When universities make their professors' development a priority, they establish environment that promotes education, innovations, and academic excellence. This is not merely a monetary question; it includes provision of comprehensive support, continuous education, as well as professional development programs that help professors in refining of their skills and knowledge.

Provision of access to professional development is a major aspect of the support for university professors. Master classes, workshops, and conferences dedicated to new teaching methods, use of technology in classes, and updated researches may liven up professors' approaches to education. Such understanding and improved ability to adapt to the evolution of educational needs are crucial for the teaching quality improvement. For example, professors taking part in regular trainings are more likely to use modern teaching methods suitable for today's students, thus creating more engaging and efficient educational experience.

Besides, investments in faculty development positively affect students' performance. As a rule, when professors receive adequate support and training, their students tend to work in the academic field. This correlation suggests that well trained professors are able to inspire their students, cultivate critical thinking, and motivate them to achieve their goals. For example, professors having access to mentoring programs tend to establish closer relations with students, which may improve class dynamics and student involvement. This results in more dynamic educational environment, in which students are not just passive recipients of information, but also active participants of their educational process.

Besides, solid support of university professors may result in higher level of professors' satisfaction and retention rate. When professors feel that they are appreciated and supported in their careers, they are more likely to stay on their positions, which promotes institutional stability and growth. Strict selection procedure also allows universities to form a close-knit faculty with profound understanding of the values and goals of the educational institution. This division may promote strengthening of the university community, where flourish mentorship and cooperation, and which further improves the quality of education.

Long term advantages of investments in professors' careers go beyond the class. Efficient experts in the field of education promote improved reputation of the educational institution as a whole. Universities that are known for their commitment to their faculty development often attract skilled students and employees, and it creates a favorable cycle of academic excellence. Strong reputation may improve financing opportunities, ensure partnership with other institutions, and provide access to research grants, which supports institutional growth.

It is safe to say that the link between investments in university professors' careers and quality of education is obvious. Due to the comprehensive programs of support and professional development universities may significantly improve teaching standards, which results in better student performance. Long term benefits not only strengthen students' educational experience, but also promote growth within the educational institution. These investments allow universities to adapt to the future challenges along with continued provision of exceptional education. Support systems are vital for university professors' careers. These systems include mentoring programs, networking opportunities, and institutional support. When

investing in these areas, universities create environment that promotes not only individual growth, but also the sense of community and cooperation between their faculty members.

Mentorship is one of the most efficient professor support systems. Experienced staff of the department may guide new professors in their teaching practice and professional development. Such relations help new professors to cope with difficulties and improve their qualification. Mentorship creates culture, in which exchange of knowledge and experience becomes the norm. This helps people to grow and increases the overall quality of teaching in institutions. When professors feel support of their mentors, they are more likely to take part in innovative teaching methods, which is immediately beneficial for the students.

Networking opportunities are also crucial in professors' development. Conferences, workshops, and professional associations allow university professors to communicate with their colleagues from other educational institutions. These liaisons may result in cooperation in research projects, exchange of best practices, and familiarization with new educational tools and methods. Such networks may help professors to feel themselves as a part of a wider academic community, which is important for their personal and professional growth. It is quite probable that universities promoting networking also observe advantages in their classes, as professors present new ideas and practices to their students.

Institutional support is equally important for the establishment of favorable environment for university professors. This support can be provided in various forms, such as provision of resources for professional development, financial support for the participation in conferences or establishment of work environment, in which teaching and researches are appreciated. When educational institutions undertake the obligation to support their professors, they state that they appreciate education and the role professors play in students' performance. This institutional commitment may result in better moral characteristics and professor retention, thus further promoting stable and efficient educational environment.

Besides, when universities promote supportive relations between their faculty members, this promotes establishment of a joint academic environment. Professors who support each other are more likely to jointly work on projects, share their educational materials, and help each other with course development. Such cooperation may improve more attractive courses and educational experience for students.

While faculty members invest in others' success, they create a close-knit academic community that can adapt and react to the changing needs of the students and the labor market.

Professors participating in workshops learn to implement active learning strategies, within the framework of which students apply a more practical approach

to their education. This improves students' involvement and helps them to better understand and remember information.

Research opportunities are equally important in this area. When university professors are involved in researches, they not only work on their own academic interests, but also contribute to the body of knowledge in their respective fields. Many universities support professors' researches with subsidies and partnerships, which makes it possible for the professors to study new issues and develop their skills. Professors involved in researches often discover creative ways to integrate their conclusions in their teaching practice. They may share real life examples with the students, which makes the educational process more relevant and interesting. This link between researches and teaching promotes the establishment of a vivid academic culture that inspires students.

When investing in professional development, universities make it possible for professors to become students throughout their lives. Due to continuous training professors stay aware of the latest trends in higher education and adjust their practice correspondingly. When professors feel support of their growth, they are more likely to try new teaching methods. For example, professor having faced innovative strategies may decide to implement project-based learning in their courses.

It generates interest among students, as well as promotes critical thinking and cooperation between colleagues.

One of the reasons behind this improvement is that professional development programs help professors to master new teaching strategies. These strategies may make classes more engaging and easier for understanding. When professors undergo training, they tend to bring new ideas to their classes. This maintains students' interest and helps them to establish deeper relations with the content. When students are more involved, it is highly probable that they will remember information better and their test results will be higher.

Students' satisfaction level also increases when universities invest in their professors. When professors are well prepared and their professional needs are fulfilled, they are more enthusiastic about their work. This enthusiasm usually results in a better educational environment for students. Happy and motivated professors create positive atmosphere in class, which may improve students' educational experience. For example, students often report that they feel more motivated and involved when their professors are well prepared and use various teaching methods efficiently.

Besides, dedicated professors receiving constant support may establish strong relationships with their students. This contact can be crucial for students' success. When students feel that professors take care of them and contribute to their development, it is more probable that they will ask for help, pose questions or get more involved in the classes. According to research, A. K. Abdalla and R. K. Abdalla,

(2023), these relationships were associated with better students' results in various disciplines.

Facts suggest that investments in university professors directly improve students' performance. By offering professional support and development, universities may create a cycle of positive experience, which will not only improve academic performance, but will also promote higher retention level and satisfaction of the students. These advantages underscore the importance of the focus on professors' careers and development as the key factor in the promotion of better educational experience for all students. When universities invest in their professors' careers, advantages go beyond the class and directly affect growth of the educational institution. Well supported professors may improve significantly university reputation. When professors receive relevant resources, training, and professional development, they often take part in their work. Their passion and dedication result in training and higher quality search. This increased dedication promotes students' educational experience, as well as improves the image of the university. Strong reputation attracts more potential students, which creates a cycle, in which the university continuously attracts brilliant candidates.

An educational institution known for its perfect faculty is more likely to attract attention of students and parents. Potential students often search for the signs of high-quality education, such as solid history of professors, positive students' logs, as well as noticeable achievements in science. When university professors receive good support, they can carry out more researches, publish articles, and gain appreciation. Such appreciation improves ratings and global prestige, which makes the educational institution more attractive for future students.

In essence, the link between investments in professors' careers and institutional growth is complex and mutually beneficial. Dedication to faculty development forms the basis for a flourishing university community, where professors and students can succeed. In the end, this commitment shapes the future paths of the university and increases its role as the leader in education and scientific researches. Investments in university professors' careers offer multiple long-term benefits that go far beyond monetary contributions. When institutions for higher education focus on the support of their professors, they lay solid foundation for a healthier academic environment. This means that quality of education improves, which results in better students' performance and institutional growth.

Besides, these investments promote the culture of continuous improvement and innovations in teaching practice and scientific researches. While faculty members are involved in current professional development, they are more likely to implement new ideas and methods in their courses. This spirit of innovations may result in the development of new programs, research initiatives, and partnerships

that will further improve offers and academic reputation of the educational institution.

Finally, long-term advantages of investments in university professors' careers are profound. These investments are necessary to ensure that the academic landscape remains sustainable and responsive to the needs of students and the society. Institutions for higher education must admit that support and development of their faculty is not only a financial obligation, but also a crucial aspect of the sustainable future of education. Giving priority to professors' support and professional development, universities may guaranty high quality of education for their students and promote a flourishing academic community, thus supporting the growth and success of all the parties concerned.

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Human Potential as The Mainstay of The Changing International Economic Relations System

Today's international economic relations system rests on the human being as its main agent acting as a worker, owner, entrepreneur, consumer, and, finally, manager/leader endowed with freedom of choice and making economically rational and resource-optimal decisions based on accumulated potential, interests, and goals. Since a person has many roles that accrue in the course of continuously developing economic relations, the person's potential is accordingly expanded and brought to fruition, which ultimately results in the person's greater efficiency in the national and global economy.

Today's system of international economic relations rests on the important role of human knowledge (particularly scientific knowledge) and innovations; this system radically transforms established forms and connections within the given relations system with account for environmental restrictions and security. Amid rapidly changing international relations, national economies are forced to quickly adapt and build new vectors in international economic cooperation in order to reproduce human potential. And human potential are the operative words here since the level

of human potential determines the efficiency of its realization as human capital in all economic areas. Consequently, it is extremely important to clearly define these concepts and apply them with equal clarity. International organizations classify countries by their socioeconomic development level, and this categorization has been established for decades; on the other hand, countries' resource potential today is the engine of innovations and progress, and countries with highly developed and high quality human potential could engage in the new system of international economic relations regardless of their socioeconomic development level. It is therefore important to review countries' achievements and their place in the system of international economic relations with account for their human potential development level in order to move beyond the framework of established concepts and clichés.

Today's globalization processes are gradually replaced with increasingly active regional initiatives that serve as focal points for international regional cooperation in trade, investment, innovations, etc. Economic sanctions and other restrictions amid high interconnectedness and interdependence force some countries to revise their approaches to ensuring economic security, trade and investment cooperation, and to achieving high quality human potential based on sustainable development principles in new formats of cooperation between countries.

The role of individual countries in international economic relations is now being seen in a different light owing to these countries' desire to "break" established stereotypes. Sanctions imposed on Russia showed that the traditional assessment of its role in global economy was unfounded, which became a "sobering" factor for many western experts. International organizations such as the International Monetary Fund, the World Bank, UNDP, etc. frequently use value indicators (GDP, GNI, per capita income, etc.) to classify a particular country under a specific category, which distorts the perceptions both of individual countries' roles in global economy and of their potential. As Professor Sergey D. Bodrunov said, "The only GDP measure is the speed of money moving in the economy."[1] Of course, abandoning altogether value-based representations of individual criteria is hard, but we should rationally and optimally minimize their application in subsequent research.

New approaches to categorizing countries are important for understanding the changes in the paradigm of countries' significance for global economy. In international economic relations, leadership could be based on accumulated and ready-to-use economic potential, prospected and available resources, created innovations, and proper management of the international economic relations system at different levels. For instance, for the last few decades, western states' leadership has been based on importing human capital, on massively investing in it, on exploiting natural resources of the countries with a rich natural potential, and on smartly redistributing reproduction processes via TNC operations and their control over financial and commodities markets.

1 Bodrunov S.D. Noonomics. Moscow: Kulturnaia Revolutsiya Press, 2018. 432 p. (in Russ.)

Today, international discussions focus heavily on the ideas of changing the current world order and transitioning to a multipolar world on the one hand, or, on the other hand, to all countries submitting to the new global organizational structure and its binding decisions, as proclaimed by the Club of Rome.[2] Most countries in global economy that have major economic and human potential, yet are still traditionally categorized as developing, are leaning toward multipolarity. This process is accompanied not so much by political changes, as by economic alterations. Certain states can proclaim their adherence to the West in applying economic sanctions (for instance, against Russia and Belarus), vote like the West in the UN Security Council, participate in various peace and security forums and conferences around the world, yet continue to trade with countries that follow different policies and politics or are governed by political regimes that the West does not like and consequently imposes sanctions and restrictions on. For instance, anti-Russian sanctions were supported by about 60 countries[3] out of 193 UN member states, which is only "a third." The overwhelming majority of countries within that "third" continue to maintain various economic relations with Russia (ranging from trade to cooperation in production) and are interested in sustainable cooperation terms. Time will tell how strong the coalition of this pro-Western "third" will be, particularly with new global economic centers inevitably emerging on the world stage. Already now, we can say that international economic relations are inevitably shifting to new global economic centers and/or mega-regions, and this trend is irreversible.

Today's mega-region is a grouping of countries based not on their economic development level, but on their common national and international priorities, initiatives, traditional values, and other economic and non-economic development goals, on ensuring security, and on their significant natural and resource potential in global economy. Countries may belong to several mega-regions; the key thing is that goals in each association should be aligned with their national goals. A grouping of countries can be classified as today's mega-region on the basis of the following criteria: overall territory (no less than 15% of the global territory); overall natural potential (no less than 15% of the global potential); average population density (100-199 persons per square km); treaties on joint development or common institutional structure (an integration association). The following alliances meet these criteria and can be classified as mega-regions: BRICS+ (31% of the global territory, overall natural potential over 63%, average population density of 117.89 person per square km, treaties on common development), the SCO (24% of the global territory, overall natural potential over 50%, average population density 128.109 persons per square km, treaties on joint development). The EAEU in its current shape does

2 A World Call to Action on the multiple crises now enfolding humanity. URL:https://www.clubofrome.org/wp-content/uploads/2024/08/Roundtable-Final-Report.pdf

3 Russia Sanctions Dashboard. URL:https://www.castellum.ai/russia-sanctions-dashboard

not meet the overall territory criterion (14% of the global territory) and population density criterion (40.606 persons per square km). Therefore, today's mega-region should not necessarily have every attribute of an international alliance, but it should have common values and seek justice. Getting rich together, and not at the expense of others.

Certainly, each country seeks to create favorable conditions for shaping and developing its human potential and bringing it to fruition with a view to improving its people's standards and quality of life. Individual countries' successes can be seen in annual UNDP reports that reflect the results of national social and economic policies. Currently, the Human Development Index and successes in achieving SDG could help assess countries' progress in their efforts to create conditions for developing human potential and bringing it to fruition. However, these approaches need to be qualitatively revised already today.

Assessing human potential as the basis of human development possibilities is still a difficult task as quantitative indicators cannot always reflect the entire range of national and global qualitative changes. Yet countries should seek to sustainably develop their human potential, which translates into improving health, knowledge, skills, creative abilities, and the level of culture of both individuals and the entire population with account for their needs and the environmental load; this process should be based on a country's economic potential.

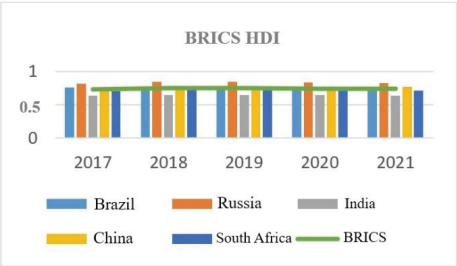
An alternative approach involves calculating the New Human Potential Development Index (NHPDI) that uses quantitative (non-value) and relative indicators to objectively reflect the development of crucial human development areas. Seeking to cover various groups of countries/mega-regions, the index was calculated for the Eurasian Economic Union, BRICS that includes the most significant so-called developing countries, and G7. The list of indicators was based on quantitative (non-value) and relative indicators selected by experts and on these indicators' influence on developing individual human potential forms (sub-indices). The NHPDI has four sub-indices: "Human life and health index," "Education and Human Intellectual Development Index," "Professional Potential Index," "Human Culture and Creative Perception Index."

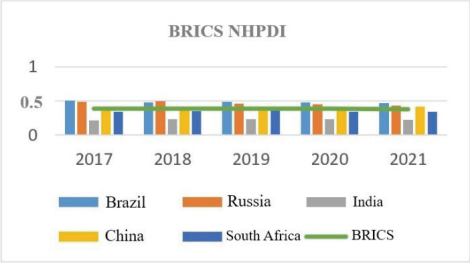
Based on aligned expert opinions (concordance coefficient), every sub-index was assigned a specific weight, which does not run contrary to the logic of all previous research into human development as this logic states that the key component of human development is human health and preserving and promoting it (0.4), followed by education and human intellectual level based on it (0.3), followed by professional potential (0.2) connected with the longest period in human life and with the drive to create via engagement in public production; the cultural component certainly augments the potential even though it has the smallest weight (0.1) in the final index. With its value range between 0 and 1, the NHPDI equals 1 only when every sub-index of a given country has the maximum positive value typical for every sub-index in countries under research in a specific period (year).

For BRICS countries, the NHPDI opens up new possibilities for international comparisons, namely, accounting for the countries' strong suits such as supporting education, massive social spending, etc. This makes for a more objective representation of the so-called developing countries' human potential development alongside their international peers and for entrenching their sustainably positive human development track. (See figure)

Figure. New Human Potential Development Index and Human Development Index for BRICS states in 2017-2021.

Amid BRICS states, Russia has higher HDI figures, but lags behind Brazil in





the NHPDI. We should remember that these two states have different starting positions: while Brazil is currently running many social programs to eliminate poverty and improve education quality, which is statistically reflected in its spending, Russia has already reached high development levels in these areas that currently require only maintenance spending. Generally, HDI dynamics and indicators trends for BRICS states carry over into the NHPDI, with the difference being that NHPDI values sometimes do not exceed 0.5, while HDI indicators vary between 0.63-0.845.

Abandoning established approaches to categorizing countries' roles and places in the system of international economic relations is predictably hard, but human potential as their mainstay forces us to expand our representations going beyond purely economic indicators. Should it become acceptable in the future to evaluate all decisions in foreign economic policies based on their consequences for developing human potential, it will prompt countries toward both sustainable and responsible development.

Thus, today's international economic relations system functions on the basis of human interests, development, bringing human potential to full fruition, implementing sustainable development principles, and ensuring countries' economic growth and economic security. Economic efficiency and even expediency of all forms of international economic relations, regardless of the group of countries or the mega-region they belong to, should be evaluated through the lens of human potential: such is the demand of our time.

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Happiness Index: strategies for enhancing population well-being

This essay explores the issue of measuring and improving the level of happiness and well-being among the population, as well as analyzing both objective and subjective factors that influence these indicators.

In today's world of rapid economic and social change, the issue of population well-being is becoming increasingly relevant. A high level of happiness and life satisfaction not only improves the quality of life for individuals but also contributes to economic growth, social stability, and public health. This makes studying and implementing strategies to increase happiness a critical task—one that is both a challenge and an opportunity for societal development.

Let us begin with a definition: what is the Happiness Index?

Happiness Index is an indicator that reflects the level of life satisfaction among the population of a specific country or region. It can include various aspects such as income levels, quality of life, social policies, environmental conditions, and other factors affecting people's well-being.

One of the most well-known happiness indexes is the World Happiness Report, which annually publishes the results of a study conducted by the Sustainable Development Solutions Network. The report analyzes data from over 140

countries and regions, including indicators such as life expectancy, social support, freedom to make life choices, generosity, and trust. The results allow for comparisons between countries and help identify the factors that influence happiness.

According to the report, the country with the highest Happiness Index is Finland. The Russian Federation ranked 70th.[1]

This represents the objective side of the issue, where happiness is seen as the result of a certain formula, in which social and economic factors play a leading role.

In my opinion, relying on such analyses is meaningless because they treat individuals not as unique personalities but more as mere variables, whose primary function is to conform to predetermined standards. Naturally, in such a framework, a person is left with little choice but to idolize materialistic values. As a result, personal ambition, competition, and excessive consumption of goods and services take center stage, while spiritual and moral values begin to shift or disappear altogether. This, ultimately, reduces a human being, whose defining feature is consciousness, into something resembling cattle. These tendencies may eventually lead to national disasters, such as the loss of national self-awareness – a vital trait of any people. As Petr Stolypin once said, "A people without national consciousness is nothing more than manure upon which other nations grow".

It also leads to a general moral decline and the destruction of the family institution, which is foundational for any state.

It is also important to note that the experiences of other countries are either inapplicable to Russia, meet strong internal resistance when applied, or have very limited practical results. There is no country even remotely similar to Russia. It is so unique in its own way that the only fitting quote is from Field Marshal Christoph von Munnich, "Russia is governed directly by God. Otherwise, it is impossible to explain how it still exists."

Indeed, every time Russia faces upheaval, it rises with its head held high, not only overcoming adversity but emerging renewed and stronger. Russia is unique in its geographical position (between Europe and Asia), its administrative-territorial structure (no other country divides its regions based on ethnicity), and the paradoxes of its people (despite a strong desire for freedom, there is a tendency to seek out a powerful leader).

That is why there is no need to rely on the experience of other nations. The words of Vladimir Lenin apply perfectly here: "We shall go our own way!"

So, what should be done, then?

Based on everything stated above, the question is no longer how to align ourselves with international standards and norms, but rather: "What should an individual do?"

The answer becomes clear: it lies in drawing a parallel with what was previously said about states and Russia's place among them. What does this mean? It

means that each person should be perceived by others the same way one nation perceives another—that is, to recognize the individuality of each human being as a foundational characteristic. Without this, a person becomes just a tool in the hands of destructive forces. One must acknowledge the existence of other people's interests, goals, and ambitions, and make decisions that account for their thoughts, feelings, and actions. We need to shift from endless competition to boundless cooperation, based on mutual respect and mutual support. This cooperation should not be enforced through legal coercion (which would be seen as an imposition of power), but rather through shared human morality. In the first case, success means suppressing negativity through state force. In the second case, success means the triumph of morality and common sense on a societal scale. This may seem utopian, but again—it comes down to each individual. Everyone must take responsibility for themselves and their actions, for only then does a person become a true individual within society.

In this context, the state is powerless. History offers countless examples of supposedly "happy" societies that, under the pressure of fate (wars, economic crises, social upheavals), quickly fell into moral decay and became representations of all the worst aspects of human nature. These rises and falls have occurred throughout history, despite endless attempts to solve the problem. So why is there still no solution? Despite all the statistical improvements cited in studies and articles, people today are not significantly happier than they were in the past. New issues are emerging. According to a World Health Organization (WHO) study, the number of mental health disorders worldwide has reached epidemic levels, and the situation is not improving [2]. It may be true that long ago, a poor farmer could call himself happy simply because of his family. So, does that mean human happiness lies in starting a family? Not necessarily. In reality, many people nowadays delay starting a family—or reject the idea entirely—based on their personal beliefs and reasoning.

So, what should the state do?

I believe the state must take into account historically established moral and ethical values and provide the necessary conditions for individuals to learn and grow independently. At this stage, it is crucial not to hinder creative impulses and the desire for knowledge, but instead to eventually offer opportunities for individuals to apply themselves. In this format, the state should act as a supportive partner, enabling people to complete tasks on their own, encouraging self-organization and the creative spirit that exists in every person.

Happiness, in this case, becomes a universal human good. Modern Russia is on the right path toward development, and the only task ahead is not to rest on what has already been achieved, but to continue doubling and then tripling the efforts in reform and advancement, because time moves on, and Russia's influence on the world is limitless.

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