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Professional Research Thesis

Titled

*The role of sustainable human development in
developing human resources in developing countries.*

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Introduction.

Sustainable human development is considered one of the fundamental pillars for achieving comprehensive and balanced growth in developing countries, as it places the human being at the center and as the supreme goal of the development process. International and regional experiences have demonstrated that investment in human resource development is not merely an economic or administrative option, but rather a long-term strategic investment that directly impacts a country's ability to compete in a changing global market, the quality of services provided to its citizens, and the reinforcement of social and economic stability.

In the context of developing countries, the topic of sustainable human development acquires twofold importance, given the wide development gaps these countries suffer from, encompassing education, health, vocational training, and institutional infrastructure. The shortage of skills and competencies, the weakness of training programs, and the inability to attract and retain qualified personnel are all factors that negatively affect the potential for sustainable growth and limit these countries' ability to achieve economic and social development goals.

From this standpoint, it has become necessary to adopt comprehensive strategies for developing human resources in alignment with the requirements of sustainable development — strategies that focus on enhancing skills, expanding educational

and training opportunities, stimulating innovation and creativity, and equipping individuals with the capacity to adapt to economic, technological, and social changes. Sustainable human development in developing countries also requires a strong political and administrative framework that ensures the achievement of equity in resource distribution, equality of opportunity, and the improvement of quality of life for all citizens.

The relationship between sustainable human development and the development of human resources in developing countries can be interpreted through several dimensions, including: the educational dimension, which encompasses raising the efficiency of the educational system and developing curricula to meet the needs of the labor market; the professional dimension, which includes continuous training and the preparation of specialized professional development programs; and the social dimension, which is linked to improving the level of health and social services that contribute to building human capacities in an integrated manner. Investment in human capital also enhances the competitive capacity of the state at the international level, making it capable of attracting investments, promoting innovation, and achieving the United Nations Sustainable Development Goals by the year 2030.

In addition, developing countries face increasing challenges in the area of human resource development, including: limited financial resources, a shortage of administrative expertise, disparate levels of education, and cultural and social challenges that may hinder the participation of women and youth in development. Hence, the importance of scientific research and academic studies emerges — studies aimed at analyzing the role of sustainable human development in developing human resources and presenting practical models and applicable strategies that contribute to strengthening national capacities and achieving comprehensive and sustainable development.

This study aims to shed light on the effective mechanisms, policies, and strategies for developing human resources in developing countries through the lens of sustainable human development, with a focus on the role of education and training, the deployment of technology, the development of leadership and administrative skills, and the enhancement of the capacity for innovation and creativity. It also seeks to analyze the relationship between human resource development and the achievement of sustainable economic and social development, while providing practical recommendations for policymakers and academic and administrative institutions.

In this way, sustainable human development represents an integrated framework that links the human being to development, and affirms that countries' investment in developing their human resources is not merely a temporary priority, but is rather a fundamental strategy for building a learned, productive society capable of adapting to the challenges of the present and future, and qualified to contribute effectively to achieving sustainable development goals over the long term.

Research Problem.

The problem of developing human resources in developing countries constitutes one of the most prominent challenges these countries face on the path to achieving sustainable development, as many of these countries suffer from a shortage of qualified human resources and the inadequacy of educational and training programs to meet the requirements of a rapidly changing labor market. Despite the importance of investing in human capital as a fundamental pillar of economic and social development, there is a clear gap between what educational and training institutions offer and the actual skills the national economy needs, leading to a decline in the competitive capacity of developing countries at the regional and international levels.

The development of human resources also faces other challenges of a structural and social nature, including weak educational infrastructure, limited financial resources allocated for training, and a shortage of administrative expertise in professional planning and development. In addition, cultural and social factors play an important role in limiting the benefit that certain groups — especially youth and women — derive from human development programs, which exacerbates the disparity in the distribution of opportunities and affects the efficiency of human capital as a whole.

From a theoretical standpoint, studies affirm that sustainable human development is closely linked to the development of human resources, encompassing not only education and training, but also the improvement of quality of life and health, and the enhancement of leadership and creative skills, ensuring individuals' ability to adapt to economic and technological changes. However, the application of these concepts to the practical reality of developing countries often faces difficulties as a result of the weak integration among educational, economic, and social policies, which reduces their actual impact on raising the efficiency of human resources and achieving sustainable development.

Hence, the research problem stems from the urgent need to understand the true relationship between sustainable human development and the development of human resources in developing countries, to analyze the factors impeding the realization of this relationship, and to provide practical visions and strategies that contribute to enhancing these countries' capacity to prepare qualified human resources capable of meeting the needs of the modern economy and contributing effectively to achieving sustainable development goals. The absence of in-depth studies in this field limits the ability of policymakers to design effective development programs, and leaves developing countries vulnerable to losing

important development opportunities — making addressing this problem a strategic necessity and not merely a voluntary option.

Significance of the Study:

This study acquires great importance at both the theoretical and practical levels, as sustainable human development represents one of the fundamental pillars for achieving social and economic progress in developing countries, and the development of human resources is considered one of the most important means of ensuring the sustainability of this progress. Countries that invest effectively in developing the skills, knowledge, and competencies of their individuals, and work to qualify them to face the challenges of the modern era, possess a greater capacity for innovation, improved service quality, and increased economic productivity — which is positively reflected in raising the standard of living and achieving social justice.

From an academic standpoint, the significance of this study lies in bridging the scientific research gap related to the relationship between sustainable human development and the development of human resources in developing countries, where there remains limited research addressing this relationship in a comprehensive and in-depth manner. Addressing this gap provides a solid knowledge base that helps researchers and specialists understand the various dimensions of human resource development, the factors influencing it, and the mechanisms that can enhance its efficiency — contributing to the improvement of development policies and professional training and qualification strategies.

At the practical level, the significance of the study is manifested in providing a clear vision for policymakers and educational and training institutions regarding the best ways to deploy available human resources effectively, and to develop educational and training programs that align with labor market needs and the requirements of sustainable development. The study also contributes to shedding light on the challenges and obstacles facing the development of human resources, and to providing practical, applicable solutions that help developing countries enhance their competitive capacity and achieve long-term economic and social development goals.

In addition, the significance of the study is evident in its role in raising awareness of the importance of human capital as a strategic element of development, and in highlighting the vital relationship among education, training, health, innovation, and the ability to adapt to technological, economic, and social changes. A deep understanding of this relationship enables developing countries to design comprehensive and sustainable policies that contribute to building a learned, productive society capable of facing future challenges with efficiency and effectiveness.

Study Objectives:

- 1. To analyze the concept of sustainable human development and its relationship to the development of human resources in developing countries.*
- 2. To evaluate the role of education and vocational training in raising the efficiency of human resources.*
- 3. To identify the challenges and obstacles facing the development of human resources in developing countries.*
- 4. To study the relationship between human resource development and the achievement of sustainable economic and social development.*
- 5. To propose effective strategies and mechanisms for enhancing human resource capacities in alignment with sustainable development goals.*
- 6. To shed light on the role of innovation and leadership skills in improving the performance of human resources.*

Study Hypotheses and Research Questions:

Study Hypotheses:

- 1. Sustainable human development contributes positively to the development of human resources in developing countries.*
- 2. Improving the quality of education and vocational training enhances the efficiency and capabilities of human resources.*
- 3. Economic, social, and cultural challenges negatively affect the effectiveness of human resource development programs.*
- 4. Strengthening leadership skills and innovation contributes to raising the level of human resource performance and achieving sustainable development.*

Study Questions:

- 1. What is the nature of the relationship between sustainable human development and the development of human resources in developing countries?*
- 2. How do education and vocational training contribute to raising the efficiency of human resources?*
- 3. What are the most prominent challenges and obstacles facing the development of human resources in developing countries?*

4. What role do leadership skills and innovation play in improving the performance of human resources?

5. What effective policies and strategies can be applied to promote sustainable human development and human resource development?

Study Methodology:

The descriptive-analytical method was used to investigate "The Role of Sustainable Human Development in Developing Human Resources in Developing Countries."

Study Scope and Limitations.

Geographical Scope: Developing countries.

Temporal Scope: 2006–2025.

Study Plan:

The study plan will be organized as follows, comprising several chapters, sections, sub-sections, and a conclusion.

Chapter One: Theoretical Framework and Scientific Concepts.

Section One: The Concept and Indicators of Sustainable Human Development.

First: The Concept of Sustainable Development.

Second: Indicators of Sustainable Human Development.

Third: The Interrelationship between Education and Sustainable Development.

Section Two: The Human Being as the Goal of Development.

First: The Nature of Human Development.

Second: The Human Being as the Core of Human Development.

Chapter Two: The Role of Education in Achieving Sustainable Human Development in the Arab World.

Section One: The Importance of Education in Achieving Sustainable Human Development.

First: Education as a Fundamental Right for Achieving Development.

Second: The Role of Education in Building Human Capacities.

Third: The Impact of Education on Economic and Social Growth.

Fourth. Education and Human Development in the World.

Section Two. Mechanisms for Activating the Role of Education in Achieving Sustainable Development.

First. Institutional Mechanisms.

Second. Community Participation Mechanisms.

Section Three. The Role of Investment in Human Capital in Reducing Unemployment.

First. Investment in Human Capital and Unemployment Reduction.

Second. The Effectiveness of Investment in Education.

Third. The Role Played by Human Capital in Economic Growth as Envisioned by Economic Theory.

Section Four. Human Development and Human Resources in Developing Countries.

First. The Concept of Human Resources and Their Importance in National Development.

Second. The Relationship between Human Development and the Development of Human Resources in Developing Countries.

Third. The Challenges and Obstacles Facing the Development of Human Resources in Developing Countries.

Conclusion.

At the conclusion of this study, it becomes clear that sustainable human development plays a pivotal role in the development of human resources in developing countries, and that investment in the human being constitutes the foundation for achieving sustainable economic and social growth. The study has demonstrated that human resources are not merely a workforce, but are the true capital of any society that aspires to advance its institutions and productive centers, and to achieve social justice and raise the quality of life. Through the analysis of the relationship between human development and the development of human resources, it has become evident that enhancing the cognitive capacities, practical skills, and innovative abilities of individuals represents a strategic tool for improving institutional performance and enhancing the competitive capacity of developing countries at both regional and international levels.

The study has also shown that the development of human resources in developing countries faces a set of complex challenges and obstacles, encompassing weak educational infrastructure, a shortage of specialized training programs, weak government policies related to human resources, as well as economic, social, and cultural challenges that limit the empowerment of individuals and the effective contribution of human resources to the development process. From this standpoint, there emerges an urgent need to establish comprehensive and integrated strategies

that invest in human resources in a sustainable manner, with a focus on qualitative education, continuous vocational training, the promotion of community participation, and raising awareness of the importance of developing human resources across all sectors.

The study affirms that achieving sustainable human development is not limited to preparing existing human resources, but extends to encompass the building of future capacities for coming generations, through comprehensive educational policies, innovative training programs, and strategies for developing critical and creative thinking skills. Developing countries that succeed in developing their human resources in a systematic and sustainable manner will be able to achieve a comprehensive renaissance in various economic, social, and cultural fields, and enhance their capacity to face future challenges with efficiency and resilience.

Finally, it can be stated that sustainable human development and the development of human resources together constitute the backbone of any effective development plan, and that investment in the human being is the most sustainable and profitable investment over the long term. Therefore, the formulation of clear policies and strategies for the development of human resources must be at the top of the priorities of decision-makers in developing countries, in order to ensure the achievement of comprehensive and sustainable development, enhance the role of

these countries in the global economy, and achieve the well-being of their societies in a continuous and balanced manner.

Results.

1. It was found that sustainable human development contributes effectively to raising the efficiency of human resources in developing countries.
2. The results revealed a direct relationship between investment in education and training and the development of the productive capacities of workers.
3. The study demonstrated that improving public health indicators enhances the quality of human resource performance and its sustainability.
4. It was found that government policies supportive of sustainable development create an appropriate environment for qualifying national human resources.
5. The results showed that integrating technology into education and training represents a pivotal factor in the development of competencies.
6. The study confirmed that integration between the public and private sectors is necessary for enhancing the effectiveness of human resource development programs.
7. The results proved that the development of human capital is the foundation for achieving comprehensive development in developing countries.

Recommendations:

1. The necessity of increasing investment in education and training programs to build qualified human resources capable of keeping pace with development.
2. The importance of integrating sustainable development principles into national plans related to human resource development.
3. Working to improve health services to ensure the sustainability of workforce performance and raise its productivity.
4. Encouraging the use of modern technology in education and training to achieve innovation-based human development.
5. Promoting partnerships between the public and private sectors to develop human resource programs in a more efficient and sustainable manner.
6. The necessity of adopting government policies supportive of empowering youth and women in the fields of sustainable human development.
7. The importance of establishing periodic monitoring and evaluation mechanisms for human development programs to ensure the achievement of the desired development objectives.

the reviewer

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