

RESEARCH ARTICLE

The Role of Labor Traditions in Improving Youth Labor Culture

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Abstract

The article analyzes the philosophical essence of human nature and labor relations. Work is considered as the main factor of human development, and its social and spiritual importance is revealed. Also, the role of traditions in the life of society, especially in the formation of youth work culture, will be highlighted. The impact of labor traditions, teacher-student relationships and national values on youth activity is analyzed. In the research, the importance of the philosophical approach in educating young people is justified and the actual aspects of the development of work culture in the conditions of modern development are shown.

KEY WORDS

Man, work, tradition, philosophy, work culture, youth, specialist, value, spirituality, society, development, education.

INTRODUCTION

Scholars have examined human development through the lens of labor. Currently, enhancing the "labor culture" (work ethic and practices) among the youth has become a pressing issue-one that requires a philosophical approach. The social and spiritual significance of labor is emphasized, and the role of traditions in shaping this labor culture-as well as their function in the upbringing of young people-is highlighted.

Throughout history, scholars and philosophers have engaged with the question of what it means to be human, approaching the subject from various perspectives and drawing diverse conclusions. It is fair to say that there is a broad consensus regarding the idea that human beings reach their full potential through labor. At present, the task of fostering a strong work ethic and active engagement among the youth-by drawing upon labor-related traditions-is a matter of significant importance. Consequently, a scientific and philosophical approach to this issue is essential. In exploring this topic, it is appropriate to first define the key concepts and examine how they relate to one another; in particular, it is necessary to focus on the fundamental nature of the concept of "labor."

METHODS

The research employs dialectical, analytical, historical-comparative, systemic, and socio-philosophical methods. The concepts of labor, tradition, and work culture were analyzed in terms of their content, and their influence on the professional activities, spiritual development, and social engagement of young people was examined from a philosophical perspective.

RESULTS

The concept of labor occupies a central place both in the philosophical framework and in the socio-economic context. Work is, first of all, an activity necessary to fulfill the material and spiritual needs of a person. At the same time, "work is a test; hard work, hardship. Mental or physical activity, work aimed at a certain goal".[1] It belongs to the social life of a person and is important for self-development of a person, providing skills and knowledge. It is also possible to define work as an activity aimed at a specific goal.

Philosophers consider work as a special sign of human nature. Work shows a person's creativity, activity, and creative abilities. Its influence on human philosophical outlook is related to human self-realization and place in society. Work is a goal-oriented activity of a person and is the main condition for living. Thanks to work, a person fulfills his material and spiritual needs. And man himself is a hard worker, and thanks to him, he shows his talent, ability, and ability. In the process of work, a person's worldview expands, his level of knowledge increases, and he forms himself physically and spiritually.[2]

Work determines and defines a person's social responsibility, ethics and attitude towards society. The role of work in interpersonal relationships is also important in studying its dynamic impact on fairness, efficiency, and the content of speech. In the historical process, labor plays an important role in solving the problems of society's material culture and economic development. Man develops himself by working to solve problems.

Based on the above, "labor is a type of activity performed to satisfy the needs and demands of society or an individual. Labor is seen as one of the factors of production in the economy." [3]

Work is important not only for material benefits, but also for spiritual development. With its help, a person demonstrates his abilities, creative potential, and ensures spiritual growth. In the process of work, a person's creativity, innovative abilities, and problem solving should be used. From a philosophical point of view, work is seen as a creative activity.

"In all periods of the human era, work has been a real force that changes the life of nature and society, the main condition for the formation and progressive development of a person, and the most important basis for the organization of social relations between people. The needs of a person are self-activation as a result of his goals and visions, the need of others, including the need for self-respect, love and belonging. It is observed in the form of the need for security. together with the interests of the people." [4]

In the philosophical context, the concept of work is an important process related to material and spiritual development, social responsibility and creativity of a person. Therefore, work is closely related to philosophy, ethics and social problems. A person makes himself known through work, actively participates in society and develops his creative abilities.

Concluding the study of the concept of work, we now turn our attention to the issue of traditions. "Tradition is a material and spiritual value inherited from the past to the future, manifested in various spheres of social life. Certain social procedures, moral standards, customs, ceremonies, etc. are manifested as traditions. Traditions are: a) a socio-historical phenomenon; b) a component of the processes in the life of society; c) a criterion for determining people's lives and activities; g) as one of the spiritual factors of managing society and people. can be described".[5] This definition given in the national encyclopedia can be considered as a serious approach to the issue in all aspects. That's why we can't help but agree with most of it. We would like to emphasize that the factors that are shown as characteristics of traditions are manifested in the activities of young people.

Among the definitions of tradition, the comments in the explanatory dictionary of historical terms are also noteworthy. It is written that "tradition (ar.) - traditions, moral norms, views, etc. that have been passed down from generation to generation, from fathers to children, for a long time." [6] It can be concluded from this that it is possible to understand moral norms and different views in society as a tradition.

Having considered the issue of the concepts of labor and tradition, we will now begin to express our opinions about labor traditions.

Labor traditions, values and traditions, in a word, labor traditions play an important role in youth activities. These elements form the work culture of young people, increase their activity and It is considered one of the key factors for ensuring professional development.

DISCUSSION

Labor traditions encompass the methods, techniques, and intensity of work-rooted in the past, learned from mentors, and applied across all forms of activity-that exist within a society. For young people, these traditions define key aspects such as productivity, responsibility, and one's overall attitude toward work. "Labor traditions represent a set of values-formed over centuries among the working people-that possess a social character; these include humanism, teamwork, mutual solidarity, and the dedication of one's personal potential to the prosperity of the Homeland. Labor traditions play a vital role in instilling positive qualities in our youth. Furthermore, these traditions reflect the national spirit and the ancient spiritual roots of the peoples of our country." [7]

Among these labor traditions, the *ustoz-shogird* (mentor-apprentice) system stands out as one of the most significant social phenomena influencing the development of a labor culture among the youth.

The evolution of labor culture among young people progresses in response to the economic, social, political, and cultural demands of society. This evolution consists of several stages, with each stage fostering new approaches and skills for the effective organization of youth rights, interests, and activities.

In the initial stage, youth activities are generally organized in accordance with current requirements. During this preparatory phase, the primary focus is on education and vocational training. Developing relationships and cooperation among institutions plays a crucial role. In this new phase of Uzbekistan's development, elevating youth policy-and specifically cultivating a generation (which makes up nearly half the country's population) that is dedicated, loyal, honest, and deeply invested in the nation's future-has become a pressing priority; this includes the development of a strong work ethic. To achieve this, "we must address vital issues such as realizing the social rights of our citizens-including the creation of decent conditions for them-as well as providing education and vocational training for the youth." [8] It is worth noting that all the factors mentioned above embody the core components of labor traditions.

During the phase of social development, youth activities are shaped by innovative approaches and the specific social realities of the community. Here, young people engage in self-organization and professional collaboration, and new ideas emerge. The primary goal is to achieve religious, social, and economic development.

In the contemporary context, the activities of young people are highly multifaceted and integrated. They develop skills to address global economic challenges, generate innovative ideas, and foster sector-specific exchanges among their peers. A competitive environment serves to enhance the creativity and management capabilities of young people.

CONCLUSION

The interrelationship between human nature, labor, and traditions has been analyzed from a philosophical perspective. The study demonstrates that labor is not merely a means to satisfy material needs; it is also a crucial factor in shaping an individual's spiritual development, social responsibility, and creative potential. Within philosophical heritage, labor is

regarded as the primary element in the full realization of human potential-a concept that remains highly relevant to the upbringing of the younger generation. Traditions, serving as a system of values that embody a society's historical memory and spiritual experience, play a significant role in the formation of a "culture of labor." Specifically, values such as labor-related traditions, the mentor-apprentice relationship, a sense of collectivism, and responsibility contribute to enhancing the professional engagement and civic stance of young people. In conclusion, fostering a culture of labor among the youth requires an integrated approach-studying and applying both labor practices and traditions in tandem. This is an essential prerequisite for the sustainable development of society, its spiritual advancement, and the preparation of a competitive workforce.

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