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 Research Article

## THE INTELLECTUAL POTENTIAL OF THE STATE AND THE INFLUENCE OF WOMEN ON IT

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### ABSTRACT

Individuals with High Intellectual Potential have a combination of characteristics such as high intellectual skills, creativity, and strong emotional commitment. Future competitiveness potential is increasingly based on aspects of the knowledge economy, but other conditions must be met for a country to become richer, which ranks countries based on how well knowledge and human capital translate into economic development and prosperity. It is said that it is possible to increase the intellectual potential of the state through the development and involvement of women in work. The article analyzes the intellectual potential of the state and the impact of women's development on it.

### KEYWORDS

Intellectual potential, development, state, women, education, knowledge, economic empowerment.

### INTRODUCTION

The High Intellectual Potential designates individuals who combine a set of characteristics such as high intellectual skills, creativity and strong emotional commitment. Innovation and knowledge are fast becoming new measures of international economic growth competitiveness with universities at the core. But measuring 'knowledge capital' or "intellectual potential" as a contributor to national prosperity is still a new field.

Potential for future competitiveness is increasingly based on aspects of the knowledge economy but other conditions must also be met for a country to become richer, according to Leif Edvinsson which ranks countries according to how well knowledge and human capital translates into economic development and prosperity. He believes investing in intellectual capital can ensure not just economic growth but quality growth that can be sustained. "A country may be wealthy today, but what about tomorrow? Knowledge and human capital must be sustainable".

The main results and findings

Intellectual potential is much more about quality of education and human experience than the

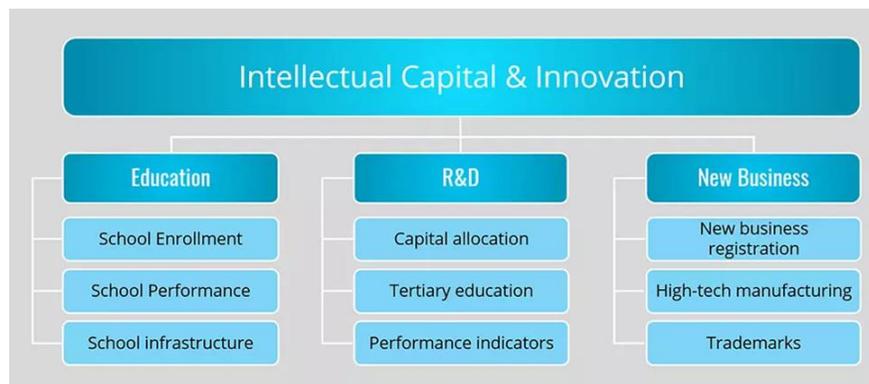
number of people in higher education. So simply building more universities and getting more students into higher education will not create intellectual capital unless the economy can provide graduates with relevant jobs, or the environment to set up innovative companies. Intellectual wealth, according to the World Bank, can improve people's lives as well as give them higher income.

"There is a kind of cultural dimension that plays a huge role in intellectual capital, which includes openness, risk taking and willingness to renew," said Edvinsson.

Intellectual capital is future earning capabilities and it is about an opportunity in waiting, about sustainability, thinking ahead and adding value. Consequently, national intellectual potential is comprised of the knowledge, wisdom, capability and expertise that provide countries with a competitive advantage over other countries and determine a country's potential for future growth. It is difficult to measure the intellectual capability, but a combination of measurable indicators that include education, information and communications technology infrastructure, market openness and research provides some pointers.

In order to create and sustain the wealth in the country, jobs and income for its population are required. Providing people with jobs requires producing goods and providing services that

people or businesses, domestically or abroad, are willing to buy. This in turn requires products and services to be competitive in the global market in terms of quality and price.



**Figure 1. The measurement elements of Intellectual Capital and Innovation. Source: 2020 Intellectual Capital Ranking.**

The innovation and competitiveness ranking continues to be topped by South Korea – by a considerable margin and Uzbekistan is in the 59th place in the list. There are 180 countries in the list of 2020 Intellectual Capital Ranking.

Intellectual potential plays a key role in driving innovation and economic growth. Everywhere we go, we are surrounded by intellectual property. Trademarks signal the origin of products to consumers. Designs specify how products look. Copyrights enable artistic creations, such as books, music, paintings, photos, and films. Patents protect technical inventions in

all fields of technology. Intellectual property's role has evolved into a force that influences a wide swath of demand and sectors, making it an increasingly influential framework condition that affects not only innovation, but also trade, competition, taxes, and other areas. The reality is intellectual property is mainstream and pervasive. In today's economy, the generation and management of knowledge plays a predominant role in wealth creation, particularly when compared with traditional factors of production such as land, labor, and capital.

Development is defined as growth or positive change. Every entity, from an individual to a society as a whole, wishes to grow and develop. Acquiring This requires knowledge and skills to support development. As a result, education is a critical factor in both complementing and driving development at all levels. Despite the fact that personality development is highly subjective, education is essential for overall development, from thinking to speaking and presenting yourself. Education is a driving force in the development of a person's personality. It exposes a person to a variety of viewpoints, allowing them to develop a clear and broad vision. It entails a more solution-oriented approach as well as enhanced comprehension and analysis abilities.

### **Women's Economic Empowerment**

Creating the conditions to unlock the full potential of women and achieve our economic goals is a complex and difficult challenge. At a macro level, there is significant potential to raise the labor participation rates of women across the country. At a corporate level, where many high-skill women are employed, the opportunity is to continue to advance women into leadership positions where they can make the greatest contributions. Despite the sincere efforts of major

corporations, the proportion of women falls quickly as you look higher in the corporate hierarchy.

Women's economic empowerment is central to realizing women's rights and gender equality. Women's economic empowerment includes women's ability to participate equally in existing markets; their access to and control over productive resources, access to decent work, control over their own time, lives and bodies; and increased voice, agency and meaningful participation in economic decision-making at all levels from the household to international institutions.

When more women work, economies grow. Women's economic empowerment boosts productivity, increases economic diversification and income equality in addition to other positive development outcomes. For example, increasing the female employment rates in OECD (Organization for Economic Co-operation and Development) countries to match that of Sweden, could boost GDP (Gross Domestic Product) by over USD 6 trillion, recognizing, however, that growth does not automatically lead to a reduction in gender-based inequality. Conversely, it is

estimated that gender gaps cost the economy some 15 percent of GDP.

Increasing women's and girls' educational attainment contributes to women's economic empowerment and more inclusive economic growth. Education, upskilling and re-skilling over the life course – especially, to keep pace with rapid technological and digital transformations affecting jobs—are critical for women's and girl's health and wellbeing, as well as their income-generation opportunities and participation in the formal labor market. Increased educational attainment accounts for about 50 per cent of the economic growth in OECD countries over the past 50 years. But, for the majority of women, significant gains in education have not translated into better labor market outcomes.

Women's economic equality is good for business. Companies greatly benefit from increasing employment and leadership opportunities for women, which is shown to increase organizational effectiveness and growth. It is estimated that companies with three or more women in senior management functions score higher in all dimensions of organizational performance.

Knowing what we know about the role of women in driving macroeconomic growth and how women can contribute to corporations, it is clear that the countries must make far better use of women in the workforce. Plugging the leaks in the talent pipeline is clearly a top priority and there are opportunities at every transition point in the pipeline. But we believe companies have a promising opportunity to capture by focusing on the transition from mid-level manager to senior management.

Having survived the first cut in the talent pipeline—from individual contributor to manager—women have already demonstrated superior capability. They retain their ambition and confidence and are quickly acquiring skills and know-how. They also have a better understanding of what it takes to succeed than when they entered the workforce—and have a stronger belief that opportunities for promotion exists.

If companies could raise the number of middle management women who make it higher level it would significantly alter the shape of the pipeline. More women who make it to senior management share an aspiration to lead, and more believe that getting to senior leadership is worth the cost.

Advancing more women into these positions would in time help companies rebalance their executive committees, which in turn increases the likelihood of sustaining gender diversity at every level to the very top.

Addressing the barriers that convince women that they can't make it is far more complex. As chief diversity officers told, there are a thousand reasons for a thousand little leaks in the talent pipeline. This means that one-off solutions will never succeed. Comprehensive change is required.

## CONCLUSION

States should implement the following in order to develop the intellectual potential of people:

Invest in education and health to help residents reach their full potential and increase productivity. States, for example, can direct education funds toward early learning, smaller class sizes, and improved teacher quality in order to improve educational outcomes, particularly for students of color and low-income students.

Launch public infrastructure projects to boost growth, create jobs, and promote equity. Building and repairing roads, bridges, public

transportation, school buildings, and other physical assets creates jobs and can promote equity when targeted to low-income communities.

Increase household incomes to promote shared prosperity. With state earned income tax credits and higher minimum wages, states can help families make ends meet while also improving children's life chances. They can also remove barriers to employment by providing child care and transportation assistance, as well as reducing incarceration and embracing undocumented immigrants.

Development and involvement of women. When women are involved in various tasks and activities, particularly in the community, infrastructure is regarded as critical. Infrastructures are the framework and arrangement used to establish the foundation for the work. Broadcasting, radio, transportation, highways, public utilities, communications, water sources, electricity supplies, engineering, technology, tools, and equipment are all examples of infrastructures. According to research, the number of female social workers is generally researching areas to improve or alleviate. Several people, for example, live in poverty in both rural

and urban areas. If social workers are to alleviate poverty and backwardness and improve people's living conditions, they must first understand the causes of poverty, how it affects people, and what steps can be taken to mitigate these circumstances.

Women's contributions to a society's transition from pre-literate to literate are also undeniable. Basic education is critical to a country's ability to develop and achieve long-term goals. Education can improve agricultural productivity, raise the status of girls and women, reduce population growth rates, improve environmental protection, and generally raise the standard of living.

It is usually the mother who encourages children of both genders to attend - and stay - in school. Women's roles are at the forefront of the chain of improvements that leads to the family's and community's long-term capacity.

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