

INTERNATIONAL CONFERENCE ON
“NEW PARADIGM OF SUSTAINABLE HUMAN DEVELOPMENT”
Almaty, Kazakhstan, November 5-7, 2014

HUMAN CAPITAL FOR A NEW PARADIGM: SOME INTRODUCTORY REMARKS

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The theme of the session on “Resources For New Paradigm” is that humanity possesses vast underutilized resources of different types which can be harnessed and mobilized to address the pressing challenges confronting the world today. It is intended to catalog the full range of natural, human, social (organizational, scientific and technological) and economic resources available to promote the goal of equitable and sustainable human welfare for all.

The focus of this session is on how can we better organize, leverage and utilize available resources to achieve optimal results. Since these 'man-made' resources are not subject to any inherent constraints, emphasis is on how they can be leveraged to enhance the productivity and benefits derived from natural resources to achieve greater overall welfare. More specifically, we want to focus on the wider issue and examine the scope for constructive interaction between the different forms of capital, with a special consideration of the developing of the human capital.

Humanity faces great challenges and tasks, such as the eradication of illness and epidemics, of poverty and injustice, of corruption and discrimination, etc. And with a plausible spirit of achievement, it aspires to establish a New World Order, based on a common ethics, with only one currency, a world bank, a world justice court, a *lingua franca*, and so on. In few words, the present complex and instable paradigm has to be changed; otherwise the human capital, which is what really can move the world, will continue to be destroyed. We have to start working together in a new, better, future human-centered and value-based paradigm. If we are spiritual beings, committed with ethics and universal values, we may feel living a better life.

Before I leave you with a very though provoking intervention on the topic by Chandana Chakrabarti, Director of Sukrity Consultancy, in India, let me offer a few comments, even if they may seem apparently disconnected and frayed, which show that the main problems found in the present paradigm can be solved applying a lot of available resources. It is question of using them appropriately, learning from the experience of each other.

The first practical thought coming to my mind is suggested by the very presence of an Indian speaker here, in Kazakhstan. India and Central Asia reveal a very high magnitude of trade potential. A cooperative framework would enable a substantial growing of economic relations within this landlocked region,

especially significant due to its strategic geolocation and energy resources. Policy planners, political experts, economic analysts, businessmen, and academicians should join together in a forum leading to develop the appropriate strategy for achieving it. For this purpose, a regional agreement is needed to facilitate cross-border transit and a development of information technology. We are not unaware, though, that this potential cooperation is hurdled by political challenges affecting these countries variedly; for instance, the improvable relationship between India and Pakistan, or the indispensable rebuilding of Afghanistan's transport network for a reasonable connectivity in the region. And here is where the important influence of the human capital has to be shown.

Another consideration is suggested by the World Weightlifting Championships that are taking place here in Almaty during these same days of our conference: sport is may have a positive influence changing for better the life of humanity, and specially for the young generations.

There are also many other examples of how little actions can change the life of others. For instance, human resources are quite often under-utilized. I will limited myself to enunciate a few of them, with the purpose of finding a future better use of them:

- Not learning from each other; not listen to some of their team members who may have very good ideas and, consequently, not sharing best practices
- A really good process that is practiced by only one person may not be shared with others so not everyone can benefit
- Lack of involvement/participation by team members, which leads to not knowing skills others have, so not using some specific areas where human resources waste can occur
- Not asking for ideas to someone from a different area, afraid to point out areas that need addressing. One of the characteristics of the new paradigm we are looking for is precisely the trend towards interdisciplinarity.
- People who have worked for a long time may be reluctant to share their learned experience to newer personnel and, viceversa, newer employees may be reluctant to ask "older" employees to share their knowledge
- Not enough cross-training, but a rather compartmentalized work
- Not delegating enough
- Not teaching from experience. It is a fallacy that all expertise comes from the government; any of us has to be an active citizen, even if we may not be a skilled person.

Finally, we should consider that each of us –and them- is unique. This consideration will lead us to treat others as unique human beings, implementing the empathy among people and, consequently, diminishing the violence present in the world. We cannot give up but behaving with the confidence that the change can be done because, as the Seville Statement of Violence¹ concludes, "just as 'wars begin in the minds of men', peace also begins in our minds. The same species who invented war is capable of inventing peace." And, as Albert

¹ "[Seville Statement on Violence, 1986](#)", *EDUCATION- Non-Violence Education*. UNESCO. Retrieved 2007-03-04.

Einstein and Bertrand Russel also reminded us, we should always “remember our humanity!”²

² Russell-Einstein Manifesto, July 9, 1955