



The Occupation Of Small Business And Entrepreneurship By Women In Uzbekistan

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ABSTRACT

The article analyzes the socio-political situation of women living in Uzbekistan, in particular, the decisions and decrees of the government on the creation of permanent jobs for women, as well as the development of family business, small business, home-based work, handicrafts, and horticulture. Statistics are provided on the organization of women's labor and their involvement in small business and entrepreneurship. The Action Strategy for the Development of the Republic of Uzbekistan analyzes the work being done on such important tasks as “Increasing the socio-political activity of women, strengthening their role in government and society, ensuring the employment of women, graduates of professional colleges, their broad involvement in entrepreneurial activities, further strengthening the family base”. It is noted that women engaged in entrepreneurship in Uzbekistan are under the personal attention of the President of the Republic of Uzbekistan. The increase in the share of women employed in the economy is an example of their well-being, that the ranks of women entrepreneurs are growing, opening women's manufacturing enterprises, especially in various areas of women's entrepreneurship, the issue of creating new jobs for women has been pointed out on a scientific basis.

KEYWORDS

Sustainable development, women - mothers and sisters, social life, production, women's employment, small business, entrepreneurship, women's associations, pandemic, notebook “Women”, Association “Women Entrepreneurs”, Republican Public Council of Women, respect and attention.

INTRODUCTION

The fifth goal of the United Nations for Sustainable Development is to create equal rights and equal opportunities for women and men around the world; special attention is paid to issues related to the implementation of socio-economic activities of women and girls. Accordingly, the need to further increase the economic potential and socio-political status of women in the world is growing and is on the agenda as a topical issue. World scholars in the study of women's socio-political issues in the press mainly interpret gender relations, the comparative history of gender stereotypes; the role and commonalities of women and men in the family; acquires different content due to historical, economic, political and cultural-spiritual factors in different regions.

Today, under the leadership of the President of Uzbekistan Sh.M.Mirziyoev, the task of taking measures to increase the role and place of women in the economy has been identified and started to be implemented. To this end, a number of decisions and decrees on the creation of permanent jobs for women, as well as the development of family business, home-based work, handicrafts, and horticulture are being adopted and implemented. We think that this is a response to the call of the First President of the Republic of Uzbekistan Islam Karimov "... The more we honor women, the more we honor them as the light of our lives, the flower of our lives; it means that we respect our family, our Motherland" [1].

THE MAIN FINDINGS AND RESULTS

Relying on statistics on women's labor in the development of small business and private entrepreneurship in Uzbekistan, women's involvement in small business and

entrepreneurship, as well as important aspects of the fundamental-theoretical and practical problems of these issues; with the work done and a proposal for implementation in practice, we have set the goal of research in this article. In analyzing the results of the research, we refer to the scientific and practical bases of the leading scientists of our country R.Ubaydullaeva, D.Rakhimova, M.Sobirova, S.Kasimova, based on the specifics of the use of women's labor in scientific articles and works.

RESEARCH METHODOLOGY

The laws of the Republic of Uzbekistan, resolutions of the Cabinet of Ministers of the Republic of Uzbekistan, works of the President of the Republic of Uzbekistan, scientific works of well-known scientists in the economic, social and political spheres, their content and essence are studied in the publication of the scientific article, statistical analysis of available indicators representing the importance of.

ANALYSIS AND RESULTS

In every society today, the living standards of the population, the level of well-being, the stability of families, the upbringing of the next generation - children; talent, intellectual potential in society, spirituality and culture, enlightenment, let alone achievements in all spheres are determined by the contribution of women to the development of that society and the attitude of that society towards women. It is no coincidence that the Uzbek people have the saying "The woman shakes the cradle with one hand and the world with the other" [1].

Researcher O. Aripov's analysis of 2015 data shows that if we analyze the economic activity

of the world's population on the basis of gender approaches, it should be noted that the employment of women is growing. In particular, the share of women in the economic

activity of the population of Uzbekistan is much higher than in other countries (Table 1).

Table 1

Information on economic activity of the population [2] (in percent)

Territorial scale	Women	Men
1	2	3
Around the world	53,1	80,3
In developed countries	50,4	67,5
In countries in transition	51,0	70,5
In Uzbekistan	68,9	72,7

The data in Table 1 show that if women's economic activity is the lowest in the world, the economic activity of women in Uzbekistan is higher than in developed or transition countries.

But it is precisely the indicator of economic activity of men; the world average is 80%, which is 7.6 points higher than the same figure for Uzbekistan; can be seen from the table below. This situation requires a deeper study of the problems in the employment of men. In turn, the level of economic activity of women in the domestic environment of the country is lower than that of men. Nevertheless, areas such as education, health, culture, arts, and science have become traditional areas of work for women [3].

Thus, compared to other countries, the economic activity of women in Uzbekistan is high. In particular, the share of women employed in the economy has reached 45%, setting an example in improving the welfare of the population; that the ranks of women who

have won the highest awards of our state are growing; thousands of our women have opened manufacturing enterprises in various areas of entrepreneurship; it is worth noting that it creates new jobs for women.

However, - admits O. Aripov, the results of scientific research prove it. There are peculiarities between women and men who are engaged in entrepreneurship that they differ. As a result, in the development of the small business and private entrepreneurship sector, these aspects between women entrepreneurs and men entrepreneurs are explained on the basis of different descriptions (Figure 1) [4].

Individuals and legal entities living in Uzbekistan, as well as women, are included in the legal framework related to social protection, as well as their involvement in small business and entrepreneurship. Two of the most important laws are the Law of the Republic of Uzbekistan "On Protection of Women from Oppression and Violence" No.

561 of September 2, 2019 and the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men". -562 Law. Ensuring unconditional observance of the rights and legitimate interests of women in our country for a short period of time; Extensive work has been done to guarantee labor rights and support women's entrepreneurship [5].

In particular, in 2017-2020, about 20 normative legal acts aimed at protecting the rights and interests of women in the country, including 2 laws [6], 1 Presidential Decree [7], 4 Presidential Decrees [8], 13 the decision of the Cabinet of Ministers was adopted.

The legislation was inventoried in terms of compliance with standards on discrimination against women in labor and entrepreneurship. In order to ensure the implementation of the Resolution of the President of the Republic of Uzbekistan No. PD-5020 "On measures to further improve the system of support for women, ensuring their active participation in society" dated March 5, 2021 [9], Tanzila Narbaeva was appointed Chairwoman of the Senate of the Oliy Majlis and Chairwoman of the Women's Public Council.

Increasing the socio-political activity of women in the Republican Women's Public Council; has been implementing a number of projects to support them and develop women's entrepreneurship.

On the basis of this work, a special place is given to the Association of Business Women of Uzbekistan "Tadbirkor Ayol - Businesswoman", founded in November 1991. In particular, the association is currently working to develop women's entrepreneurship across the country; a lot of

important work is being done to expand their rights and opportunities.

The Association of Business Women of Uzbekistan "Tadbirkor Ayol - Businesswoman" has implemented hundreds of business education programs for almost 30 years. A large school of experience in the development of women's entrepreneurship has been created: business education methods for adults have been developed, qualified local business coaches have been trained, teachers and expert groups have been formed.

As a result, a high rate of utility was achieved from the training programs provided: 75 percent of the 43,000 women trained in business started their own businesses. 130,000 new jobs have been created by participants in the association's training programs.

Representatives of the Association told Xabar.uz that the Association of Business Women of Uzbekistan "Tadbirkor Ayol" has applied to the government with a proposal to implement a comprehensive training and information program on the basics of business for women [10]. There is no doubt that the main "mirror" of any society today is women. Because, regardless of the social system of a society, the level of well-being of the population of that society, the stability of families, the next generation - the upbringing of children, talent, intellectual potential in society; spirituality and culture, enlightenment, let alone achievements in all spheres, are determined by the contribution of women to the development of that society and the attitude of that society towards women.

In order to improve the living conditions of about 20,000 women living in difficult living conditions, in 2019, 1,493 women received an initial payment of 25 billion 778 million soums

from the Public Fund for Women and Family Support.

In addition, systematic work is being done to provide full support to women in need of social protection during the pandemic. In particular, “Temir dagtar- Iron books” of families in need of social protection have been formed in Uzbekistan, and to date, 540,000 needy families have received assistance worth 307 billion soums.

At the initiative of a member of the commission Saida Shavkatovna Mirziyoeva in the framework of the project “Safe Assistance” one thousand women in need of social protection in our country were given charitable funds in the amount of 1 million soums. In order to help our compatriots who are in a difficult situation due to quarantine, the Land Fund has donated 5 billion soums to 5,000 needy families in all regions of the country.

During the quarantine period, the practice of extending the period of benefits for large families receiving social benefits from 6 months to 1 year without any documentation was introduced. The Commission is also working to attract more women to entrepreneurship.

In particular, special attention is paid to the development of entrepreneurship in support of women; 90 women for family business, 110 for the organization of livestock, beekeeping, rabbit breeding, greenhouses, etc. on private and subsidiary farms at the expense of sponsors; 144 were involved through the allocation of subsidy funds and 246 were involved in other areas.

Founded in accordance with the Resolution of the President of the Republic of Uzbekistan No. PP 4235 of March 7, 2019, “Women's

Entrepreneurship Centers” for six months of 2020 trained and issued certificates in 11 areas of professions.

In January-May 2020, 8,415 women, who were recognized as unemployed in the Vocational Training Centers under the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, were trained, retrained and retrained.

Over the past period, more than 172,000 women have received a total of 4.9 trillion soums from commercial banks and the Public Fund for Women and Family Support. soums were allocated.

In addition, 21,500 women were trained in short-term professional courses under five important initiatives. As a result, the number of women starting their own businesses increased by almost 45,000 a year, creating thousands of new jobs.

In particular, despite the pandemic situation in the first half of 2020, the number of women entrepreneurs is 2,744, who have created 4,167 jobs.

In 2020, a total of 426 women were provided with loans worth 58 billion 125 million soums by commercial banks.

An Advisory Council for Women Entrepreneurs has been set up under the commission, and a memorandum of cooperation with the European Bank for Reconstruction and Development is about to be signed. The purpose of this cooperation is to train women in entrepreneurship in rural areas and to increase the competitiveness of women entrepreneurs in the world market.

In our country, a number of measures are being taken to provide legal and social assistance to

women victims of violence. In particular, an “Association of NGOs” consisting of non-governmental non-profit organizations dealing with women and families was established under the Commission.

The mission of this association is to provide practical assistance to women who have been subjected to oppression and violence. It currently has more than 50 members and their activities are coordinated by the Commission.

In order to protect the rights of women during the coronavirus pandemic, to prevent pressure and violence against them, the Commission, in cooperation with the Association of NGOs and international organizations, launched a hotline on April 10 this year. Other work is also being done in this direction [10].

Due to the pandemic in Uzbekistan, the number of people employed in many sectors of the economy has decreased. Unemployment

rose to 13.2 percent in January-July 2020, compared to 9.1 percent in the same period in 2019. The unemployment rate was 20.1% among young people and 17.4% among women. Nonetheless, the employment potential of women in small business and private entrepreneurship in public life is further enhanced. Women between the ages of 18 and 40 are particularly active in the small business and private entrepreneurship sectors. For example, 40% of all entrepreneurs in the country are women. It is known that in order to increase the share of women in small business and private entrepreneurship in Uzbekistan, to increase their economic activity, in general, to expand their participation in the modernization of all spheres of life, it is necessary to provide tables on the basis of the following tables.

Table 2

The share of small business and private entrepreneurship (in% of total volume) [11]*

Year	Year of GDP	Industry	Construction	Employment	Export	Import
2017	63,4**	41,2	78,0	64,8	22,0	53,6
2018	60,4**	37,4	73,2	76,3	27,2	56,2
2019	54,2**	25,8	75,8	76,2	27,0	61,6
2020 (January-December)***	53,9	27,5	72,4	73,8	20,5	51,8

* Small business

***) The data for 2015-2018 are presented taking into account the data that have been accurately included (revalued).

***) initial data

Table 3

Women's labor resources and employment in the regions of the Republic of Uzbekistan (thousand people) [11]

	Numbers		
	Labor resources	Economically active population	Population engaged in the economy
As of 2020			
Republic of Uzbekistan	7656,9	5919,16	5295,84
The Republic of Karakalpakstan	427,6	312,68	279,72
Provinces			
Andijan	701,6	554,92	494,68
Bukhara	428,2	350,68	313,44
Jizzakh	309,8	239,56	213,24
Kashkadaryo	724,1	533,6	474,7
Navoi	222,5	178,48	161,72
Namangan	631,8	482,12	431,2
Samarkand	852,16	634,16	564,36
Surkhandaryo	583,04	441,64	392,82
Syrdaryo	194,28	150,04	133,48
Tashkent	659,6	534,6	478,2
Fergana	827,41	645,56	575,32
Khorazm	416,96	320,32	285,48
Tashkent City	688,9	540,72	497,48

It should also be noted that while women living in rural areas are more involved in agriculture, our women living in urban areas are more involved in crafts, sewing, confectionery,

cosmetology, education (tutoring), health care and various household services. At present, such areas are also developing to some extent in rural areas [12].

Due to the high concentration of human capital in women, they are now successfully operating not only in small and medium-sized businesses, but also in the field of innovation, high technology.

According to the Liberal Democratic Party of Uzbekistan faction, by the end of 2020, the number of women running small businesses in the country has increased 1.6 times over the past 10 years. At present, women effectively manage more than 120,000 enterprises and more than 4,550 farms in the private sector of the country. According to Stat.uz, as of January 1, 2021, the population is more than 34 million 649 thousand 058 people.

The following statistics were mentioned in the congratulatory message of the President of the Republic of Uzbekistan Sh. Mirziyoev to the women of our country on March 7, 2021. About 126,000 women have been provided with soft loans under the "Every Family is an Entrepreneur" program. More than 6 trillion soums have been allocated to about 215,000 families for the development of family business. About 55,000 women were trained by business and vocational centers, involved in handicrafts and home-based work. As part of the "Five Important Initiatives", sewing workshops have been set up in remote areas and 10,000 women have been employed. About 2,250 soums were paid initial payments of 1,250 soums for the purchase of housing "[13].

According to the Government Resolution "On Additional Measures for Social Support of Women", women included in the "Women's Book" and wishing to start a business will be provided with loans up to 150 times the basic calculation amount (33 million 450 thousand soums).

A republican working group headed by the Federation of Trade Unions of Uzbekistan and the Ministry of Mahalla and Family Support has been set up to identify problems facing women in all regions. A completely new system - the "Women's Notebook" - has been introduced to address these issues. Over the past three months, the Republican Commission has addressed the problems of 80,000 women included in this "notebook". 32,000 women in need of social protection and difficult living conditions were employed. Practical assistance was provided to nearly 17,000 women at the expense of the Crisis Fund.

Also, on the basis of lists approved by the district (city) Council of People's Deputies, women included in the "Women's Book" can receive one-time financial assistance in the amount of two to four times the basic amount (from 446 thousand to 892 thousand soums).

If women who have received one-time assistance are not removed from the "Women's Book" or re-entered within a year, one-time financial assistance is provided once a calendar year.

In addition, based on the conclusions of the heads of sectors and the head of the district (city) mahalla and family support department, women included in the "Women's Book" will be paid housing rent compensation.

The tenancy agreement is valid until December 31, 2021, and payments are made directly to the landlord.

In general, the Women's Entrepreneurship Centers, established by the Decree of the President of the Republic of Uzbekistan No. PP 4235 of March 7, 2019, the Family Research Center under the Cabinet of Ministers, the Association of Business Women of Uzbekistan

“Tadbirkor Ayol”, Trade and Industry With the support of the Chamber and the Women's Committees of the Republic of Karakalpakstan, the regions and the city of Tashkent, the Ministry of Economy and Industry established the Women's Entrepreneurship Centers (hereinafter referred to as centers) with the status of non-governmental non-profit organizations.

The main tasks of the centers are:

- In cooperation with the Ministry of Employment and Labor Relations, retraining and employment of women in long-term childcare leave, in difficult economic situations, in occupations in demand in the labor market;
- Attracting women who want to start a business to the centers and assist in the organization of entrepreneurial activities;
- Formation of women's skills to organize and run their own business, consulting assistance in the preparation of business ideas; including the preparation of a project business plan, the selection and application of various tax regimes; organization of training in accounting, use of modern information technologies and other areas;
- If necessary, assist women entrepreneurs in allocating space in vacant buildings in mahallas;
- Provide necessary advice and practical assistance to women entrepreneurs and women wishing to start their own business, including finding reliable partners; assistance in the purchase of mini-technologies and equipment, assistance in the sale of manufactured products;

- Provide practical assistance to women artisans working informally, registration, access to taxes and other benefits through membership in the Association of Craftsmen, as well as access to soft loans [15].

CONCLUSION

As for the issue of providing women with decent employment, it is appropriate to make the following proposals in order to improve the acceleration of the development of family business, home-based work, handicrafts, horticulture in order to create permanent jobs for women.

- Introduction of modern social protection of women;
- Organization of targeted courses (preferential) and expansion of training centers to improve women's literacy in the field of entrepreneurship;
- The use of preferential approaches to the support of working women;
- Carrying out separate research and study of the problems in the system of employment of unemployed women in labor exchanges, and on this basis to improve employment services;
- Strengthening the sense of ownership of property for individual entrepreneurship in rural areas;
- Creation of new jobs on the basis of home-based business development and development of modern industries.

In short, if the intelligent, middle-class, business and entrepreneurial women of our country make a worthy contribution to the development of every sphere, the economy of our country will inevitably develop further and achieve high results. After all, the contribution

of Uzbek women to the development of the economy and their spirituality is invaluable, but the past and the present are the main dimensions of our future.

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