



ASPECTS OF YOUTH EMPLOYMENT IN SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP

Ismailov Ravshanjon Bakhritdinovich

Associate Professor of Namangan Institute of Engineering Technology

Malyarov Sherzod Mukhtarovich

Master of Engineering Technology Institute of Namangan

Akhmadjonov Mirjalol

Student of Namangan Institute of Engineering Technology

*This article highlights the socio-economic importance of increasing employment and reducing unemployment, shows the priorities of overcoming unemployment on the basis of the specific facts and practical examples*

**Keywords:** economics, private business, investment, crisis, export, infrastructure.

Development of production in the conditions of a developed market, introduction of scientific and technical progress in production, creation of new jobs, greater satisfaction of consumer demand and export of our national products are considered as the most urgent requirements of today.

This, in turn, reduces the level of unemployment accordingly, and creates the basis for an increase in the standard of living and well-being of people. In this case, employment is understood as the activity related to meeting personal and social needs of people, which does not contradict the current legislation and brings income to people from their work.

Today, the state is creating a wide range of opportunities for our youth. In particular, every year college graduates are given great benefits, and their employment is becoming an important task. Here are some of the benefits offered to college graduates:

self-employed entrepreneurs who employ a college graduate are exempted from paying the graduate tax for twelve months;

a college graduate is exempt from paying fixed taxes for a period of six months from the date of state registration as an individual entrepreneur;

micro-firms and small enterprises retain their position when they increase the number of their employees to 50% due to college graduates;

Most of the young people see their future in small business and private entrepreneurship. "My business idea" competition is held annually by Kamolot YoIX. College graduates take an active part in this and get preferential loans.

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Table 1

**Creating conditions for college graduates in 2020**

Creating new jobs for graduates	400 thousand
Reservation of quota jobs	55 thousand
Specialized vacancies fair	737
Four-way contract (college-enterprise-graduate-governor)	479 thousand people
Merged enterprise, organizations	200 thousand
Microloans of commercial banks	300 billion soums
A one-stop shop for college graduates to get a job and start a business	386
Establishment of "Microbusiness and family entrepreneurship assessment centers" in large urban centers	20

High-speed and steady growth of the economy and the service sector was the most important priority for us - it created the necessary conditions for employment of the population, first of all, for the employment of graduates of vocational colleges and higher educational institutions.

Diagram 1 shows the number of enterprises and organizations with which a tripartite contract has been concluded for the purpose of organizing production practice and future employment of graduates of vocational colleges in the 2014/2015 academic year.

In 2020, more than 480,000 college graduates were employed.

About 280 billion soums of preferential loans were allocated by commercial banks to them for setting up their own business, and this is 1.3 times more than in 2014.

Entrepreneurs are also given favorable opportunities for job creation and they are effectively running their business. In 2015, entrepreneurs were given the following benefits:

an individual entrepreneur has the right to hire up to three workers on the condition of paying payments to the pension fund in the amount of 50% of the minimum monthly salary and 30% of the specified tax rate;

the number of employees in small enterprises in the direction of light industry, food industry, building materials production is up to 200;

It should be noted that the efforts and measures of the state in the field of ensuring the employment of the able-bodied population are not only related to the creation of jobs, but it is also solved with many social issues and paying special attention to the youth.

It should be said that the reforms being carried out in our country ultimately serve to improve the standard of living and well-being of the population. Based on the above discussion, we can make the following important conclusions:



firstly, since the first days of independence, the country's leadership focused on ensuring employment and improving living conditions and was considered the main priority of all reforms;

secondly, the employment of the population is a global problem, which is solved not only at the state level, but also at the global level, that is, all structures and links of the society participate in it, primarily employers - entrepreneurs, firms, associations and companies.

As a result of the measures taken to encourage the development of small business and private entrepreneurship, more than 20 thousand new small business entities were established last year, excluding farmers and peasant farms, and their total number was more than 195 thousand. This is twice as much as in 2000.

In order to achieve such economic growth, first of all, it is aimed to introduce large-scale market reforms and attract foreign investments, implement deep structural changes in the economy, modernize and update production, establish new branches and enterprises specializing in export, and rapidly develop small business and private entrepreneurship. , the implementation of a well-thought-out policy has become of principle importance.

Today, Uzbekistan has become an enviable country. There is enough reason for this: the appearance of our cities and villages is becoming more beautiful every day, new modern enterprises are being launched, production and social infrastructure are developing, and the economic potential of our country is increasing. Life itself proves that the strategic policy of the leadership of our Republic, which is known all over the world as the "Uzbek model" of gradual development, was chosen correctly.

Reforms in our legislation are also bearing fruit and are creating ample opportunities for entrepreneurs to carry out their activities.

The first head of our state in his book "Let the Motherland be free and prosperous from us": "A high level of legal culture is a characteristic of a legal state. In the conditions of the formation of the market economy, increasing the legal culture is an important task.

At the same time, the level of legal culture is determined not by the number of laws adopted, but by the enforcement of these laws at all levels. In this important work, it is of particular importance to educate people to have a deep respect for laws and regulatory legal documents. After all, legal norms live and come true only if they are absorbed in people's minds and act through them.

Establishing 194 "Single window" centers across the Republic in order to improve and ensure transparency of the quality of providing public services to business entities with the wide use of modern information and communication technologies, as well as the possibilities of using them. , on measures to eliminate obstacles to their rapid development" established by Decree No. PF-4725 of May 15, 2015.

The decision of the First President of the Republic of Uzbekistan dated September 28, 2015 No. PQ-2412 "On measures to further improve the procedure for providing state services to business entities based on the principle of "Single window" was adopted. This, in turn, consists of supporting entrepreneurs and creating a system of reliable guarantees. With this decision, on the basis of the inspections of registration of business entities under district (city) governments, single centers for providing state services to business entities on the principle of "One-stop shop" began to operate on January 1, 2016.

With the aim of financial support for entrepreneurs, the transactions carried out in the banking system and preferential loans given to entrepreneurs are increasing year by year.

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Table 2

**Loans allocated to business entities**

T/p	Main directions	2020, bln. soum	growth %
<b>I.</b>	<b>Small business lending</b>		
<b>1.</b>	Total credits	<b>12 112,6</b>	<b>132,3</b>
	from which:		
1.1.	Microcredits	2 527,0	129,0
1.2.	To graduates of vocational colleges	277,8	138,2
1.3.	Microfinance services of Mikroreditbank	362,1	122,0
1.4.	To enterprises producing food products	2 104,3	132,1
1.5.	To expand the production of non-food consumer goods	2 287,6	133,9
1.6.	To family business and crafts	275,9	137,6
1.7.	To develop service and service sector	1 633,8	131,2
1.8.	To support women entrepreneurs	1 255,0	130,7
<b>II.</b>	<b>Investment loans</b>	<b>10 252,0</b>	<b>120,0</b>

Due to loans from commercial banks: 293 thousand new jobs were created in 2015.

Here are some suggestions for ensuring stable economic development of Uzbekistan:

to continue the process of liberalization in the economy, attracting foreign investments, as well as stimulating exports for the further development of small business;

introduction of modern innovative technologies, including attracting environmentally friendly and energy-saving technologies in order to increase the competitiveness of local companies and products;

application of new technologies to agricultural sectors in order to save existing water resources and increase the productivity of agricultural crops;

introduction of corporate management mechanisms and modern management systems investment in human capital in the field of education.

It is important to say that those who work in this field take advantage of such privileges, ensure the rule of law while familiarizing themselves with their rights, and fully fulfill the responsibilities assigned to us by the new laws - every entrepreneur works with innovation, constantly seeks to improve it, and most importantly, each requires a new approach, initiative and new thinking.

Therefore, in our country, unemployment, which is contrary to employment, is not as severe as in most other countries of the world, and no negative consequences can be observed. Peace and tranquility, as it is known, is considered a blessing given to people. Appreciating them is our duty and a national task.

Therefore, the state regulates the problems in the spheres of employment and labor activity through the following measures:

formation of new legal documents and revision of old ones;



taking into account the amount of labor resources;  
 recording the changes caused by the natural and mechanical increase of the population;  
 taking into account the possible release of workers as a result of systemic changes in the economy;  
 regulation of intersectoral flows of workers;  
 ensuring the balance of workplaces with available labor resources;  
 implementation of social protection of the unemployed part of the working-age population,  
 etc.

The rational policy conducted in our country opens a wide path for entrepreneurship. To date, 98% of business entities submit their tax reports directly in electronic form, not by filling in paper. Manufacturing enterprises are equipped with high-quality technologies. The chamber of commerce and industry in Uzbekistan makes a great contribution to the development of small business and private entrepreneurship. In particular, one of the important steps in this regard was the creation of the Fund for the support of export activities of small businesses and private enterprises under the National Bank of Foreign Economic Activity. Currently, the Foundation has established cooperation with more than a hundred foreign organizations. This serves to further promote the products manufactured in Uzbekistan with the label removed in the world market, to expand the ranks of our enterprises that export their products.

This, in turn, causes annual growth of GDP, which is the country's main macro-economic indicator. Economic growth continues in our republic since 1996. The annual growth of the gross domestic product increased by 9% in 2008, by 8.1% in 2009, by 8.5% in 2010, by 8.1% in 2015, and by 8% in 2020.

In order to achieve such economic growth, first of all, the introduction of large-scale market reforms and the attraction of foreign investments, the implementation of deep structural changes in the economy and the establishment of new sectors and enterprises specializing in export, the rapid development of small business and private entrepreneurship, the implementation of a well-thought-out policy increasing has become of principle importance.

Most importantly, small business and private entrepreneurship has become the most important factor for people to work freely based on their knowledge and skills, to enjoy their products for themselves and members of society, to own property, and to create stable sources of income. The share of income from entrepreneurial activity was 47.1 percent in 2015, and in 2020 this indicator was 52.0 percent.

According to the ranking of the World Economic Forum, which has a great influence at the international level, Uzbekistan is among the five fastest developing countries in the world according to the results of development in 2015-2020 and economic growth forecasts in 2020-2022.

In order to eliminate the negative effects of the global financial and economic crisis in our country and to ensure stable and balanced economic development after the crisis, continuous modernization of production for 2015-2020, technical and technological re-equipment, continuous improvement of economic competitiveness, introduction of innovations to increase export potential the program of the most important investment projects for deep structural changes was implemented. Also, the textile, footwear, and food industry sectors, which have high labor capacity and competitive priority, are able to provide high level of employment of the population, are also rapidly developing.

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As a result, the export potential of our country will be further developed and strengthened, and the export composition will be diversified.

As a result of the successful implementation of the program of anti-crisis measures in Uzbekistan, high and macroeconomic growth rates are being achieved even in the current conditions of the ongoing world financial and economic crisis.

First President of the Republic of Uzbekistan I.A. Karimov explained the reasons for the continuation of the global financial and economic crisis in his work entitled "World financial and economic crisis, ways and measures to eliminate it in the conditions of Uzbekistan" as follows:

the fact that the borrowers' insolvency and inability to make payments lead to serious problems in the financial and banking system;

the fact that the central banks of the world's largest countries continue to issue money that is not backed by real assets, as well as the uncontrolled release of artificial financial instruments-derivatives, causing serious concern among many prestigious international analysis centers and experts;

- filling the finance and banking market with excessive liquidity, the continuation of such a policy poses the risk of creating huge speculative "bubbles", devaluation of reserve currencies and national currencies, and the rise of the inflation rate;

- such growing problems indicate that the deep processes caused by the global crisis today cannot be solved only by correcting old tools and principles, and first of all, they do not require the development of a new structure of the financial and banking system, its control and regulatory mechanisms on a multilateral basis. is enough.

Therefore, the adopted strategy of ensuring rapid economic growth in our country and mobilizing all available reserves and opportunities will be continued.

The current situation in the world, including the ongoing global financial and economic crisis, shows that the internal policy of the First President of Uzbekistan I.Kariimov is correct.

We present the following suggestions for ensuring stable economic development of Uzbekistan:

simplifying bureaucratic processes and reducing the number of licensed activities.

ensuring free access to funding sources.

support of industrial enterprises.

supporting the export of products of small businesses and private enterprises.

training of entrepreneurs.

legal protection of small business and private business entities.

In the conditions of market relations, the state, recognizing the right of a person to freely use his labor force, has no choice but to intervene in the processes of managing the use of the working population and the demand for labor force.

Therefore, the state regulates the problems in the spheres of employment and labor activity through the following measures:

formation of new legislative documents and revision of old ones,

taking into account the amount of labor resources,

recording the changes caused by the natural and mechanical increase in the population,

taking into account the possible release of workers as a result of systemic changes in the economy,

not to overlook inter-branch flows of workers, formation of alternative ownership, ensuring the balance of workplaces with existing labor resources,

implementation of social protection of the unemployed part of the working population, etc. All this indicates that, firstly, a highly effective social policy is conducted in our republic, secondly, the state actively participates in solving the employment problem, and thirdly, a comprehensive approach to employment is used. All this is gratifying, of course, especially considering that only 25 years have passed since the independence of Uzbekistan. After all, all problems, including the issue of employment, can be successfully solved at this young age!

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