



THE ROLE OF ENTREPRENEURSHIP IN IMPROVING MECHANISMS FOR INCREASING THE EMPLOYMENT OF WOMEN

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Abstract: In this article, the implementation of the state policy on women's employment, the national, regional and local programs of employment assistance development, its implementation is considered.

Keywords: Employment, private entrepreneurship, national, regional, local.

To take care of women in our country, to ensure the employment of able-bodied women, to work with them individually and to increase the efficiency of targeted support systems in the broad involvement of family and private entrepreneurship, to improve the mechanisms of ensuring effective employment is the present day. is one of the most urgent issues.

3 trillion for the development of women's entrepreneurship in the Republic of Uzbekistan in 2020. 242 billion more than 60,000 women were trained in professional fields. 26,000 women in difficult situations were employed, 10,401 disabled women were employed as homemakers, and in 2021, more than 120,000 women entrepreneurs will receive a total of 2 trillion. 700 billion Soum loans were granted, more than 84,000 women were provided with permanent jobs. As can be seen from these data, it is expedient to systematically implement work on providing employment based on the real needs of the labor market in the regions. It is especially appropriate to take into account that the women's labor force is a set of unique complex relationships that combine family work and child rearing.

According to the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, unemployment in the country is on average 9.3% of the total economically active population. In the women's section, the figure is 13%, which is an average of 1 million in Uzbekistan. means there is an unemployed woman around.

The President of the Republic of Uzbekistan said, "It is necessary to give priority to support of entrepreneurial initiatives related to solving social problems in localities, especially youth and women's entrepreneurship. For this purpose, a wide path will be opened for residents and entrepreneurs, microfinance services and financial resources, public procurement. Through such measures, the enthusiasm and confidence of our people to become entrepreneurs will increase, they will strive to earn more income," he said, noting that there are many issues that need to be solved in this area.

As a solution to this problem, the means of implementing the state policy on women's employment is national, regional and local programs of employment assistance at all levels of management. development is its implementation. In our opinion, to develop women's entrepreneurship today, it is necessary to increase their enthusiasm for employment, stimulate their talent and capabilities.

In addition, in accordance with Article 14 of the UN Convention on the Elimination of All Forms of Discrimination against Women, states participating in this convention must take the following measures to eliminate discrimination against women in rural areas, such as: their formal and informal

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education, they must ensure the right to receive all types of training, have equal economic opportunities through employment or self-employment, as well as ensure their participation in all types of community activities"

In order to study the problems of providing employment to rural women in the effective social sphere, concrete sociological studies were conducted based on sociological evaluation of labor indicators in Kitab, Shahrisabz, Samarkand region, Pstdargom, Urgut, Beruniy, Ellikkala, Jizzakh region, Pakhtakor and Zarbdar districts of Kashkadarya region. According to the results of the survey, increasing the attractiveness of investments specific to regional characteristics (21.6 %) and creating opportunities for women to engage in entrepreneurial activities (20.4 %), creating new jobs (15.6 %), working in reduced working hours (14.6 %)) and other measures (27.0%) are considered the main condition for employment.

Improvement of tax and credit incentives for enterprises that created new jobs (11.8%), efficient use of modern types of employment for rural women (19.5%), improvement of the average salary of women according to the tariff system of each industry followed in the next places. (18.3%), length of working hours, determination of working hours for women with children taking into account their conditions (16.0%) noted that it is possible to increase the level of employment among women. The measures of supporting women's business initiatives (8.4%), organizing mini-clusters (5.5%) taking into account the specialization of neighborhoods (craftsmanship, tailoring, recycling, organization of compact greenhouses) were defined as the lowest indicators.

During the ongoing research, the modern labor relations of women's employment in countries such as Russia and South Korea were studied. In South Korea, "Telework is a virtual relationship that represents the effectiveness of short-term employment between an employer and an employee, that is, 32.2% of women engaged in small business and private entrepreneurship are engaged in this type of service" In recent years, flexible new forms of modern labor relations have been introduced in these countries, including remote work, freelance, outsourcing, outstaffing.

The use of outsourcing provides an opportunity to use the knowledge and modern technologies of external experts in the performance of auxiliary tasks. Outstaffing means the employee's departure from the customer-enterprise state and his formalization to the provider-enterprise state. Employees will continue to work in their previous place, but the agency will fulfill the employer's obligations towards them.

In our opinion, the experience of developed countries and extensive research of labor relations, with practical application, will serve to ensure effective employment.

It is appropriate to implement the following measures for the development of entrepreneurship while improving the mechanisms for increasing the employment of women:

- organization of the state order system for the training and retraining of women capable of labor for activities in the innovative priority sector;
- expansion of modern types of self-employment based on extensive development of entrepreneurship;
- development of targeted programs for their employment on the basis of the development of the career guidance system and promotion of women's entrepreneurial activities, maintenance of effective jobs and creation of new jobs, including small business support;

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- exempting the wages of employed women from the single mandatory insurance payments and equalizing the unemployment benefit to the amount of the minimum consumption basket;
- organization of small business and private entrepreneurship (in networks) and creation of opportunities for women to master modern industries.

It is desirable to further develop production and social infrastructure in order to increase the employment of women. In this direction, it is extremely important to implement the program of development of production and social infrastructure, taking into account the demand and supply of female labor force in rural areas. According to the Ministry of Employment and Labor Relations, unemployment in Uzbekistan is on average 9.3% of the total economically active population. In the women's section, the figure was 13%. This indicator means that there are on average around 1 million unemployed women in Uzbekistan. A fundamental reform plan has been drawn up in our country to increase the role of women in the life of society, and first of all, to apply appropriate measures to ensure their employment.

President of the Republic of Uzbekistan Sh.M. Mirziyoev 2018. In his address to the Oliy Majlis on December 28, "... it is necessary to further strengthen the social support of women and young people by the state. "Despite the practical measures taken this year, it is a pity that there are more than 13 thousand women who are still living in difficult living conditions and are not provided with work," he said, noting that there are many issues that need to be solved in this field. The problem of women's employment in the countryside is the most urgent problem, and special attention should be paid to the unskilled part of the labor market, which is considered uncompetitive.

In order to ensure women's employment and involve them in the process of socio-economic development, it is desirable to develop theoretical and methodological bases of labor market regulation, to analyze the impact of structural changes on women's employment. The regulation of the labor market is determined by focusing on the areas of activity that take into account the social-spiritual, economic-financial, organizational, and demographic characteristics of the female workforce. The main obstacles to women's employment are divided into social-spiritual, economic-financial, organizational, demographic types, including family chores, raising children, the level of professional qualifications, the development of social infrastructure sectors, and a number of problems arising as a result of demographic identity, the solution of which lies directly with women. labor market regulatory priorities, management.

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