

PRIORITY TASKS AND WAYS TO SOLVE THEM IN ENSURING EMPLOYMENT OF THE POPULATION IN UZBEKISTAN

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Abstract: *This article is about the ways and mechanisms of increasing the competitiveness of family entrepreneurship in our country, developing this industry in ensuring employment of the population, and increasing the level of using its economic potential.*

Key words: *family entrepreneurship, population employment, realization, ways and mechanisms.*

Introduction. The ultimate goal of large-scale economic reforms and deep qualitative changes in various aspects, which are being carried out in our country, is to increase the welfare and standard of living of the population by providing employment. For this, it is necessary to ensure stable and proportionate development of the national economy.

Especially in the conditions of the deepening of market relations, it is important to correctly and rationally implement the levers and tools, laws and principles that enable the stable development of the national economy. At the same time, in order to further increase socio-economic efficiency, in necessary cases, state regulation of these components of the economic mechanism is of great importance.

In the current conditions, the following can be identified as important components of the mechanism for ensuring socio-economic development:

- ensuring harmony of interests of various economic entities;
- distribution of economic resources and creating a healthy competitive environment in their use;
- creation of a free price formation system for economic resources and the products produced and services provided on their basis;
- use of various forms of ownership and economic management aimed at ensuring economic benefit and healthy competition, etc.

Family business, based on the principle of equality of relations between its subjects and family members, mutual respect, solidarity, mutual help and responsibility of all members to the family, should become an integral part of the mechanism of ensuring socio-economic development. In this, first of all, it is appropriate to determine the following directions and possibilities of family entrepreneurship's influence on socio-economic development:

- 1) in most cases, it is organized and implemented at the expense of its own internal economic resources;
- 2) taking into account age-old national traditions and values in economic activity;
- 3) to take into account the market situation in a certain situation and conditions, to be able to quickly adapt to it;
- 4) supply the domestic market with competitive and quality products;
- 5) providing employment to the population, especially young people, etc.

It can be seen that family entrepreneurship shows great potential and opportunities in the formation and effective implementation of the mechanism of ensuring socio-economic development

in the country. However, it is necessary to develop and implement a system of measures at various levels for the rational use of these potentials and opportunities.

In the course of scientific research, we had the opportunity to determine the following measures that should be implemented in order for family business to become an integral part of the mechanism of achieving socio-economic development:

1) application of preferential treatment of taxation of family business entities. It is known that the Law of the Republic of Uzbekistan "On Family Business" establishes that family businesses can only be established by legal entities, and with this feature, such businesses are included among small business entities. This means that, in accordance with the law, they are entitled to full use of the privileges granted to small enterprises and micro-firms. However, in our opinion, it is appropriate to carry out regular research on the creation of tax benefits and reliefs for the promotion and further development of family entrepreneurship, which is considered a unique form of small business;

2) further simplification of the procedure for state registration of a family enterprise. Another important aspect of the current law is that it greatly simplifies and strengthens the procedure for state registration of a family enterprise. The registration bodies have no right to refuse state registration of the applicant as a family enterprise on the grounds that "it is not appropriate to establish it" or to set additional requirements not provided for by law. At this point, we believe that it is necessary to strengthen the measures in this direction.

In this regard, in our opinion, it is necessary to further optimize the terms of state registration of family business entities. It is known that limiting monopolistic situations in industries and sectors, creating a healthy competitive environment, and using internal opportunities to a large extent depends on the weight of small business entities in the national economy. Increasing the number of small enterprises and micro-firms, individual and private entrepreneurs operating in the economy has a significant impact on the increase of their share in the country's GDP, the expansion of their participation in increasing the income and employment of the population, and is considered one of the important economic tasks of this state.

First of all, it should be recognized that family business is competing with other economic entities in the national economy. At the same time, there are aspects that express its competitiveness compared to other forms, giving it the quality of competitiveness (Table 1).

Table 1

Analysis of the competitiveness of family business as an organizational and legal form of economic management [1]

Analysis Directions	Aspects that enhance competitiveness	Aspects that reduce competitiveness
Organization of activity	- conducts activities at its own expense; - the economy will have a relatively wider opportunity to collect funds; - organized by family members or close relatives;	- restriction to only family members limits access to potential resources with higher productivity; - limited production and financial resources lead to high production costs
Management efficiency	- makes business decisions independently and operatively; - transparency (obviousness) of economic activity, ease of management;	- negative impact of personal relationships in the family (disagreements, conflicts and disagreements) on the effectiveness of management;

	<ul style="list-style-type: none"> - the manager is natural (father, mother or eldest child, a family member recognized from all sides) and is elected in general; - family harmony and harmony have a positive effect on management efficiency 	<ul style="list-style-type: none"> - possibility of abuse of family relations
The level of realization of the interests of the company's employees	<ul style="list-style-type: none"> - since employees are composed of family members and relatives, common interests are at the highest level; - mutual understanding and respect are in the leading position in the work process 	<ul style="list-style-type: none"> - the possibility of an approach to the distribution of labor processes and results based on the level of kinship rather than on the employee's ability and contribution; - the possibility of neglecting the current needs of some members while striving for the general development of the family
Operability in economic activity, level of response to the market situation	<ul style="list-style-type: none"> - in the division of labor, the ability and talent of each member are taken into account at a high level, which ensures the quality and efficiency of work; - mutual understanding between members increases the efficiency of making and implementing business decisions; - able to respond to the demands of consumers immediately 	<ul style="list-style-type: none"> - lowering the quality of work in cases where the family member is not a mature specialist; - negative impact of personal relationships in the family on the efficiency and quality of economic activity

From the data of the table, it can be seen that, in terms of competitiveness, family business has a lot of advantages compared to other organizational and legal forms of business, but it also has a number of negative aspects that can reduce competitiveness. Accordingly, in economic practice, it is important not to accept family entrepreneurship as an absolutely perfect form, but to use the factors that influence it to increase its positive aspects and reduce its negative aspects as much as possible based on each specific situation.

At the same time, small business enterprises are less risky compared to large enterprises, the introduction of innovative technologies reduces their high transaction costs and increases profitability, the possibility of obtaining high income from the commercialization of innovations, the introduction of innovative management technologies increases export potential and competitiveness.¹

On the basis of the decision of the President of the Republic of Uzbekistan "On additional measures to encourage the implementation of innovative projects and technologies in production" of July 15, 2008 No. coordination committee decided to hold the Republican fair of innovative ideas, technologies and projects every year.

¹Отажонов Ш.И. Ўзбекистонда кичик бизнес субъектларининг инновацион фаолияти бошқарув механизмини такомиллаштириш. 08.00.13 – “Менежмент ва маркетинг”. Иқтисод фанлари номзоди илмий даражасини олиш учун тақдим этилган диссертация автореферати. – Т., 2010, 9-10-б.

The legislation of our republic stipulates that shares can be issued only by joint-stock companies, and corporate bonds can only be issued by open-type joint-stock companies, and the establishment of such companies requires significant funds (the minimum amount of the authorized fund of a joint-stock company is four hundred thousand US dollars at the rate of the Central Bank of the Republic of Uzbekistan on the date of the state registration of the company it should not be less than the amount equal to USD) Accordingly, the following is proposed:

- allowing small business entities to issue corporate bonds;
- establishing the condition of spending the funds collected from the issued bonds purposefully, that is, only on the innovative process;
- to take measures to recall the issued bonds in the event that the business entity used the funds collected from the bonds for no purpose.

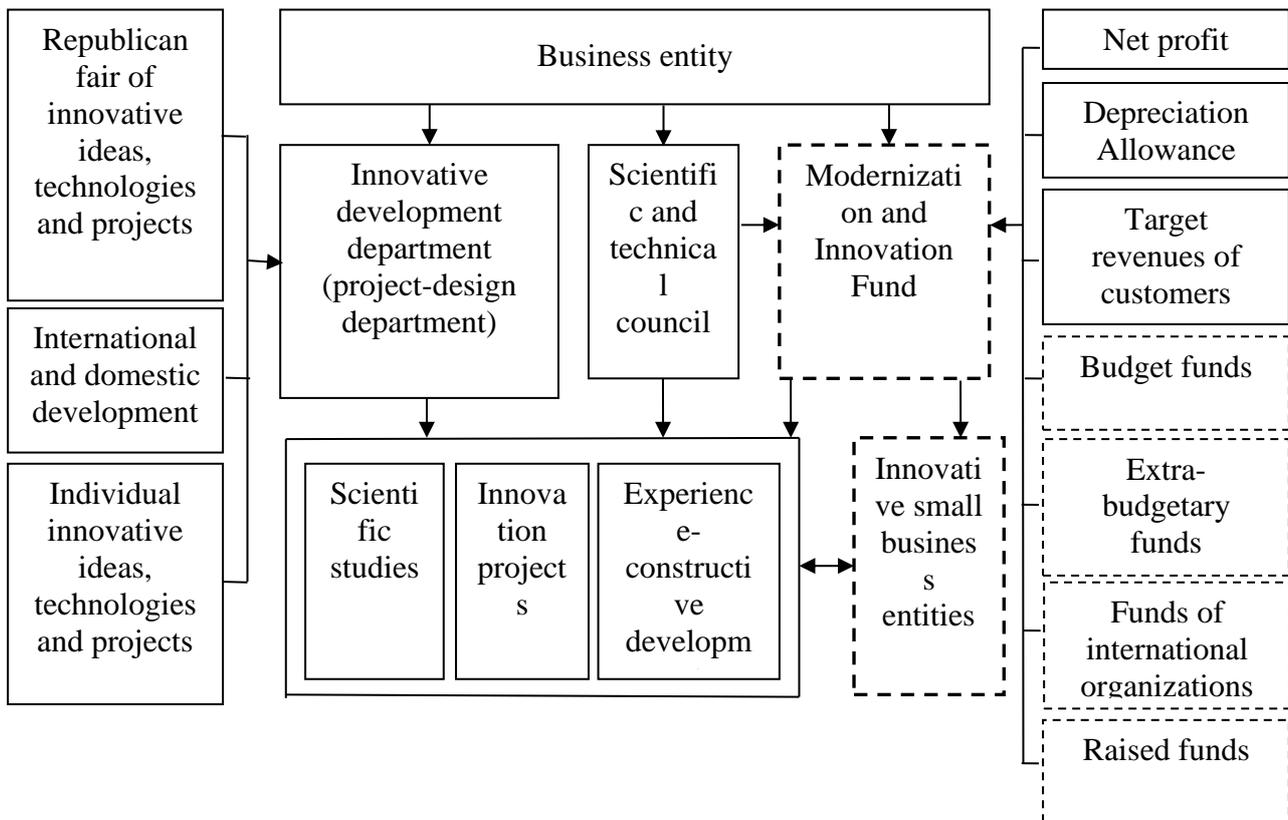
The implementation of such measures, on the one hand, allows to attract funds of legal entities and individuals through the stock market for the processes of modernization and application of innovative developments, and on the other hand, expands the activity of the stock market in the republic.

In general, the improved view of implementation and financing of innovative ideas and technologies in our country can be represented by the following diagram (Fig. 2).

In addition, the independent determination of the amount of allocations forming the fund by the economic entity may cause cases of superficial approaches and lowering the amount of allocations to an extremely low level by entities that cannot correctly assess the importance of these processes. Accordingly, it is logically correct to give enterprises the right to independently determine the amount of fund-forming allocations within the limits recommended on a scientific basis.

Figure 2

Implementation and financing system of innovative ideas and technologies in Uzbekistan[1]



Note: Proposals for further improvement of the system are represented by dotted lines.

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At the same time, it would be appropriate to include the following among the main tasks of state structures regarding the development of family entrepreneurship on the scale of the regions of our republic. These include studying the possibilities of establishing family entrepreneurship in the regions, ensuring the development and implementation of a program based on this, coordinating and supporting the activities of organizing and developing family entrepreneurship, solving existing problems in a rapid manner, promoting the forms of family entrepreneurship in the regions, such as homemaking, handicrafts, and agriculture. development of ways of research and further expansion, creation of normal and stable conditions for family business entities, provision of necessary equipment, raw materials and materials, implementation of control over the creation of social guarantees created for homemakers, extensive explanation on the development of family business and organization of promotional activities[2].

The implementation of the above-mentioned ways and mechanisms of increasing the competitiveness of family business in our country will ultimately ensure the rapid development of this sector and increase the level of use of its economic potential.

Conclusion. We believe that it is necessary to implement the following scientific recommendations and practical proposals in order to eliminate the problems identified as a result of the research and to have a positive effect on the growth and sustainable development of the labor force market:

1. In the implementation of the employment policy, it is necessary to widely implement and encourage projects aimed at the development of economic and social infrastructure, with high labor capacity, the use of local resources, and well-developed projects.

2. In order to ensure sustainable economic activity and expand the scope of effective employment in rural areas, it is necessary to achieve a proportionate level of development in enterprises of livestock, forestry, fisheries and processing of agricultural products.

3. Taking into account the demographic changes in the provinces and districts, to use all opportunities to create real jobs, to develop small business and private entrepreneurship, especially in rural areas, to provide services for the provision of material equipment for citizens engaged in family business and to sell products prepared by them. special attention should be paid to the creation of supporting structures.

4. Special attention should be paid to employment problems by structural and structural bodies of the state. At the same time, the state should control the labor market, monitor the processes in the labor field, predict their development prospects in advance, and first of all, it should be aimed at preventing crisis situations and alleviating the tense situation in the labor market.

5. It is desirable to approach natural resources sparingly and to use them rationally, to provide the population with the necessary tools for living in the conditions of vulnerable ecosystems.

6. It is necessary to eliminate the barriers and regulations that stifle personal initiative faced by small business and entrepreneurs. It is necessary to increase the volume of loans and further improve the terms of lending to create new jobs from all financing sources.

7. It is necessary to facilitate the procedures of participation of small business entities and entrepreneurs in international markets, to train qualified modern employees, to expand the possibilities of using technical information and data.

8. Attracting labor resources to the service sector, taking into account the fact that creating a new job in the service sector is 5-6 times cheaper, as well as the low expenditure of capital funds and other positive aspects:

9. For the further development of small business and private entrepreneurship in our country, to strengthen the work of giving practical guidance to entrepreneurs in commercial banks, to pay special attention to a number of directions in the issues of credit allocation and its provision, increasing the effectiveness of practical meetings held on the ground.

10. We believe that it is necessary to improve the services of employment centers, create social security mechanisms, provide vocational and technical guidance, establish employment, job search, career preparation, education, and information exchange services.

11. Strengthening the information system related to the labor market, in particular, by collecting and calculating relevant information and indicators on employment, unemployment, and wages, information and information related to the labor market, including information on available jobs outside the formal market. distribution should be established.

The labor market is the foundation of the market economy. He demands obedience to his irrefutable laws. If labor market laws are in full force and labor laws can meet their demand, and the economy is able to materially provide labor in the form of markets for various goods and services, then society is on the path to prosperity. Such a society does not have much difficulty in taking care of the disabled and the unemployed. Because an effective system based on labor freely chosen by the worker and in accordance with his interests will be able to take care of the dismissed and provide appropriate assistance.

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