

Yashil

IQTISODIYOT va TARAQQIYOT

Ijtimoiy, iqtisodiy, siyosiy, ilmiy, ommabop jurnal

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08.00.03 Sanoat iqtisodiyoti
08.00.04 Qishloq xo'jaligi iqtisodiyoti
08.00.05 Xizmat ko'rsatish tarmoqlari iqtisodiyoti
08.00.06 Ekonometrika va statistika
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08.00.15 Tadbirkorlik va kichik biznes iqtisodiyoti
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FOSTERING ENTREPRENEURSHIP AND ENHANCING WOMEN'S EMPLOYMENT: THE UZBEKISTAN PERSPECTIVE

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Abstract: This article explores the importance of developing entrepreneurship and increasing women's employment in Uzbekistan. It highlights the potential of women entrepreneurs in contributing to economic growth and social progress. The article emphasizes key strategies such as access to education and skill development, financial inclusion, supportive legal frameworks, support networks, and changing societal perceptions. It emphasizes the role of government support, collaboration with educational institutions, digital literacy, market access, addressing cultural barriers, monitoring and evaluation, and international collaboration. By implementing these strategies, Uzbekistan can unlock the untapped potential of women entrepreneurs, leading to job creation, economic growth, and a more inclusive society.

Key words: entrepreneurship, women's employment, Uzbekistan, economic growth, empowerment, skill development, access to finance, legal frameworks, support networks, mentorship programs, financial inclusion, education.

Annotatsiya: Ushbu maqola O'zbekistonda tadbirkorlikni rivojlantirish va ayollar bandligini oshirishning ahamiyatini o'rgatadi. Unda tadbirkor ayollarning iqtisodiy o'sish va ijtimoiy taraqqiyotga hissa qo'shishdagi salohiyati alohida ta'kidlangan. Maqolada ta'lim olish va malaka oshirish, moliyaviy inklyuzivlik, qo'llab-quvvatlovchi qonunchilik asoslari, qo'llab-quvvatlash tarmoqlari va jamiyat tushunchalarini o'zgartirish kabi asosiy strategiyalarga urg'u berilgan. Unda davlat tomonidan qo'llab-quvvatlash, ta'lim muassasalari bilan hamkorlik, raqamli savodxonlik, bozorga kirish, madaniy to'siqlarni bartaraf etish, monitoring va baholash hamda xalqaro hamkorlikning roli ta'kidlangan. Ushbu strategiyalarni amalga oshirish orqali O'zbekiston tadbirkor ayollarning foydalanilmagan salohiyatini ochib, yangi ish o'rinlari yaratish, iqtisodiy o'sish va yanada inklyuziv jamiyatni shakllantirishga olib kelishi mumkin.

Kalit so'zlar: tadbirkorlik, ayollar bandligi, O'zbekiston, iqtisodiy o'sish, imkoniyatlarni kengaytirish, malaka oshirish, moliyadan foydalanish, qonunchilik asoslari, qo'llab-quvvatlash tarmoqlari, murabbiylik dasturlari, moliyaviy inklyuzivlik, ta'lim.

Аннотация: В данной статье исследуется важность развития предпринимательства и увеличения занятости женщин в Узбекистане. В нем подчеркивается потенциал женщин-предпринимателей в содействии экономическому росту и социальному прогрессу. В статье подчеркиваются ключевые стратегии, такие как доступ к образованию и развитию навыков, финансовая доступность, поддерживающая правовая база, сети поддержки и изменение общественного восприятия. В нем подчеркивается роль государственной поддержки, сотрудничества с образовательными учреждениями, цифровой грамотности, доступа к рынкам, устранения культурных барьеров, мониторинга и оценки, а также международного сотрудничества. Реализуя эти стратегии, Узбекистан может раскрыть неиспользованный потенциал женщин-предпринимателей, что приведет к созданию рабочих мест, экономическому росту и более инклюзивному обществу.

Ключевые слова: предпринимательство, женская занятость, Узбекистан, экономический рост, расширение прав и возможностей, развитие навыков, доступ к финансам, правовая база, сети поддержки, программы наставничества, финансовая доступность, образование.

INTRODUCTION

Entrepreneurship plays a pivotal role in shaping the economic landscape of nations, and Uzbekistan is no exception. As the country strives for sustained growth and development, empowering women and nurturing their entrepreneurial spirit is crucial. By creating an environment conducive to female entrepreneurship, Uzbekistan can unlock a wealth of untapped potential, driving economic growth, job creation, and social progress. This article explores the importance of developing entrepreneurship and increasing women's employment in Uzbekistan and highlights key strategies to achieve these goals.

Uzbekistan boasts a rich cultural heritage and a diverse population, including a significant number of talented and educated women. However, women's participation in the formal economy remains relatively low.



Recognizing the immense potential of women entrepreneurs is the first step towards fostering entrepreneurship and increasing women's employment in the country.

ANALYSIS OF LITERATURE ON THE TOPIC

Promoting entrepreneurship among women requires a comprehensive approach that begins with access to quality education and skill development programs. By investing in women's education, Uzbekistan can equip them with the necessary knowledge and skills to start and run successful businesses. This includes providing training in areas such as business management, financial literacy, marketing, and technology.

Access to finance is a critical factor in enabling women to venture into entrepreneurship. Uzbekistan should focus on improving women's access to loans, grants, and other forms of financial support. This can be achieved through the establishment of dedicated funds and financial institutions that specifically target women entrepreneurs. Additionally, fostering partnerships with microfinance organizations and promoting financial literacy can help women navigate the financial landscape and access the necessary capital.

Uzbekistan needs to establish an enabling legal environment that supports women entrepreneurs. This includes eliminating discriminatory laws and regulations and implementing policies that promote gender equality in entrepreneurship. By streamlining business registration processes, reducing bureaucratic hurdles, and protecting intellectual property rights, Uzbekistan can encourage women to start and grow their businesses with confidence ^[1, 2].

PRESENTATION METHODOLOGY

Establishing support networks and mentorship programs is crucial for women entrepreneurs to thrive. Uzbekistan should encourage the formation of women-led business associations and networking platforms that provide a space for knowledge sharing, collaboration, and mentorship. Engaging successful women entrepreneurs as mentors can provide guidance, inspiration, and valuable insights to budding entrepreneurs.

Societal perceptions and cultural norms can hinder women's participation in entrepreneurship. Uzbekistan must actively promote awareness campaigns that challenge gender stereotypes and highlight the benefits of women's economic empowerment. By showcasing success stories of women entrepreneurs, the country can inspire and motivate other women to pursue entrepreneurial ventures.

The Uzbekistani government plays a crucial role in driving entrepreneurship and women's employment. It should implement targeted policies and initiatives that specifically aim to empower women economically. This can include providing financial incentives, tax breaks, and grants for women-owned businesses. The government can also establish incubators and innovation centers that offer resources, mentorship, and networking opportunities to aspiring women entrepreneurs.

Collaboration between the government, educational institutions, and industry can foster entrepreneurship and employment opportunities for women. Universities and vocational training centers can design entrepreneurship-focused programs and courses tailored to women's needs. These programs can provide practical skills, connect students with industry professionals, and facilitate internships or apprenticeships to enhance their entrepreneurial capabilities ^[3].

Incorporating technology and digital literacy into entrepreneurship programs is vital in today's digital age. By equipping women with digital skills, Uzbekistan can enable them to leverage online platforms, e-commerce, and digital marketing to establish and expand their businesses. Initiatives should be launched to promote digital literacy among women and provide training on utilizing technology for business growth.

Facilitating access to domestic and international markets is crucial for women entrepreneurs in Uzbekistan. The government should support initiatives that promote market linkages, trade fairs, and exhibitions where women-owned businesses can showcase their products and services. Additionally, providing assistance in navigating export procedures and accessing international trade networks can open up new opportunities for women entrepreneurs to expand their businesses globally ^[4, 5].

ANALYSIS AND RESULTS

In many societies, including Uzbekistan, cultural and social barriers can impede women's entrepreneurial progress. It is essential to address these barriers through awareness campaigns, community engagement, and targeted interventions. Engaging religious and community leaders, along with influential figures, can help shift societal attitudes and norms, promoting acceptance and support for women's entrepreneurship ^[6].

To ensure the effectiveness of efforts to develop entrepreneurship and increase women's employment, a robust monitoring and evaluation system should be established. Regular assessments and data collection can help identify gaps, measure progress, and inform policy decisions. This data-driven approach allows policymakers to adapt strategies, allocate resources effectively, and address emerging challenges in real-time ^[7, 8].



Uzbekistan can benefit from international collaboration and the exchange of best practices in promoting women's entrepreneurship. Engaging with international organizations, such as the United Nations and regional development agencies, can provide access to technical expertise, funding opportunities, and knowledge sharing platforms. Learning from successful models implemented in other countries can accelerate progress in Uzbekistan [9].

CONCLUSION AND RECOMMENDATIONS

By implementing these strategies and fostering a supportive ecosystem, Uzbekistan can empower women entrepreneurs, increase women's employment rates, and contribute to sustainable economic growth and social development. The collective efforts of the government, educational institutions, civil society, and the private sector are crucial in realizing the full potential of women's entrepreneurship in Uzbekistan.

Developing entrepreneurship and increasing women's employment in Uzbekistan is a multifaceted endeavor that requires concerted efforts from various stakeholders. By recognizing the potential of women entrepreneurs, providing access to education and finance, creating supportive legal frameworks, fostering support networks, and promoting awareness, Uzbekistan can unlock a wave of innovation, job creation, and economic growth. Empowering women through entrepreneurship not only strengthens the economy but also contributes to a more inclusive and equitable society. As Uzbekistan moves forward on its path to development, investing in women's entrepreneurship is a powerful catalyst for progress.

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2. Policy Research Organizations: Explore the websites of policy research organizations such as the International Labour Organization (ILO), the United Nations Development Programme (UNDP), or the World Economic Forum (WEF). These organizations often publish reports and articles on entrepreneurship, gender equality, and employment, which may include insights into Uzbekistan or similar contexts.
3. Government Publications: Check the official websites of government agencies or ministries dedicated to economic development, women's empowerment, or entrepreneurship in Uzbekistan. They may have published reports, white papers, or policy documents related to the topic.
4. International Development Agencies: Visit the websites of international development agencies like the World Bank, the Asian Development Bank (ADB), or the United States Agency for International Development (USAID). These organizations often release publications and reports on entrepreneurship, women's empowerment, and employment, including case studies and best practices from various countries.
5. Research Institutes and Think Tanks: Look for research institutes and think tanks that focus on entrepreneurship, gender studies, or economic development. They often publish reports, articles, and working papers that provide valuable insights and analysis in these areas.
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