

Development of gender entrepreneurship

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Abstract. The article allows us to consider the socio-economic factors of the development of entrepreneurship among the female population of the Republic of Uzbekistan in the modern world. The aim of the study is the objective and subjective factors of female entrepreneurship that affect the employment of women. The digital economy is a positive factor in creating a favorable climate for business opportunities for women in entrepreneurship. Internet innovations are gaining more and more popularity; women entrepreneurs acquire the skill of working with digital technologies in their free time from their families. The study of the topic was carried out on the basis of an analysis of scientific literature, modern data, in the field of the formation and development of women's entrepreneurship. The main research methods are analysis, grouping, brainstorming, synthesis. In the conclusion, the ways of creating favorable conditions for the growth of economic activity of women are revealed, which is impossible without the participation of the state and the private sector.

1 Introduction

Gender policy in the modern world is the creation of conditions for equality of men and women in all spheres. The representative participation of women in decision-making and decision-making is an indicator of the development of a democratic society. The 1979 UN Convention on the Elimination of All Forms of Discrimination and Against Women, obliged all states to provide the female part of the population with equal rights with men for active intervention in society. [1]

Gender studies are gaining great popularity among scientists from all countries. Gender balance is the basis for the political, cultural, social and economic development of society. In the world, problems of gender equality are solved in entrepreneurship in the private sector of women's entrepreneurship.

According to the Global Entrepreneurship Monitor (GEM), in 2013, businessmen accounted for 5.75% of the working-age population, and in 2016, 11.3%. It takes about 170 years to jump over the gender gap. To get out of the situation, to ensure gender equality and

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sustainable development, it is necessary to develop women's entrepreneurship.

Women's entrepreneurship is a special type of economic activity performed by women, aimed at realizing their social qualities, self-affirmation in society, asserting their abilities, creating new forms.

2 Methods

The main research methods are the method of analysis, synthesis, deduction, and brainstorming, to identify the main ways to achieve an increase in the number of women in the private sector. [2]

The objectives of the study are:

1) analysis of the problems of development of women's entrepreneurship, the impact on economic growth

2) formation of proposals for the formation of measures to support women's entrepreneurship.

The concept of "women's entrepreneurship" was first used by S.Yu. Barsukova in the study of some factors of business, headed by women, the author gave characteristics of women's entrepreneurship. A. E Chirkova applied the definition of "female entrepreneurship" in her works, and reveals the problems of discrimination against female entrepreneurship. But many authors, in their works, do not fully disclose the concept of "women's entrepreneurship", both at the scientific and practical levels. [3,4]

3 Results

After the transition to a market economy in Uzbekistan, the position of women in entrepreneurship has changed significantly. In Soviet times, the desire of the female part of the population to receive an education and the desire for professional realization was great, during the transition period, all this was limited.

As a result, the unemployment rate among women is higher than among the male population. Often in the private sphere, preference is given to the male sex, since many shy away from paying for maternity leave, additional costs guaranteed by law. All this led to an unstable socio-economic position of the female part of the population. The woman has become less competitive in the labor market. The feminization of poverty is taking a big turn. [5,6]

Gender equality is the main task in human development, in this regard, an increase in economic growth and an increase in the well-being of the population is impossible without the effective participation of women. In 2020, the economically active population in the Republic of Uzbekistan amounted to 14.8 million people, of which more than 46% is occupied by the female part of the population. In the economic sector, the total number of employed people was 13.2 million people, of which about 45.8% were women. The unemployment rate in the Republic of Uzbekistan was about 12%, among women this figure was 14.7%. [7]

Low employment rates for women are directly related to low economic activity. In urban areas, economic activity and employment among women is very low, in comparison with economic activity and employment among men, in rural areas the same indicator is twice as high.

Based on Table 1, economic activity and employment among the male population in rural and urban areas are equal. The average level of economic activity among the female population in the world over the past 5 years was 50%, which indicates that more than half of the female population of working age had a job or were actively looking for it. [8.9]

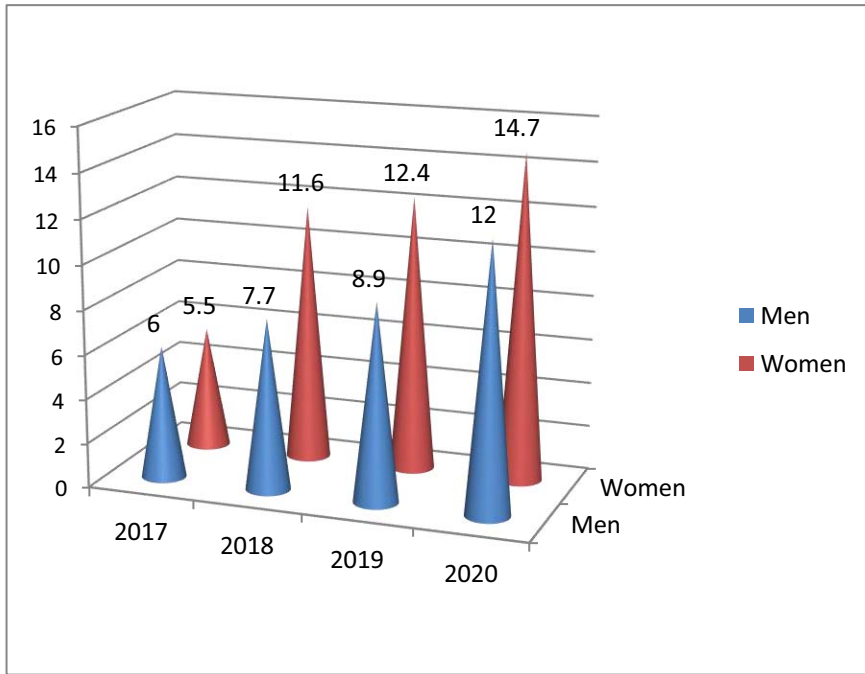


Fig. 1. Unemployment rate by gender in the Republic of Uzbekistan.

Table 1. Economic activity and employment of rural and urban areas in the Republic of Uzbekistan, in %

	The level of economic activity		Employment rate	
	Male part of the population	The female part of the population	Male part of the population	The female part of the population
Countryside	74.2	27.5	62.8	22.3
Urban area	73.5	38.7	61.3	34.5

The labor force amounted to more than 19 million people, compared to 2018, this figure increased by 0.9%. The number of people employed in the sectors of the economy amounted to 13.5 million people, a 2% increase compared to 2018. The number of people employed in the formal sector of the economy amounted to 5.7 million people, which indicates that the figure increased by 3.7% compared to 2018. The population in need of employment is 1.33 million people. The unemployment rate among young people aged 16 to 30 is 15%, among women - 12.8%.

4 Discussion

Most women are concentrated in the pedagogical sphere - about 70%. Women in the administrative staff make up less than 2%, which indicates their weak representation at the decision-making level in Uzbekistan. A significant gender balance prevails in the sectoral distribution of the working-age population. The female part of the population predominates in the spheres of education and health care, in construction and transport they make up 10.4% and 14.7% of women from the total number of workers in the industry. In industry,

agriculture, trade and financial services, women account for 40% to 55% of the total number of employees.

The participation of women in entrepreneurship is an important global trend and a stimulus for the growth of the share of small and microfirms in the GDP of economies. On average over 10% in the country, about 34,910 small and medium-sized businesses are headed by women.

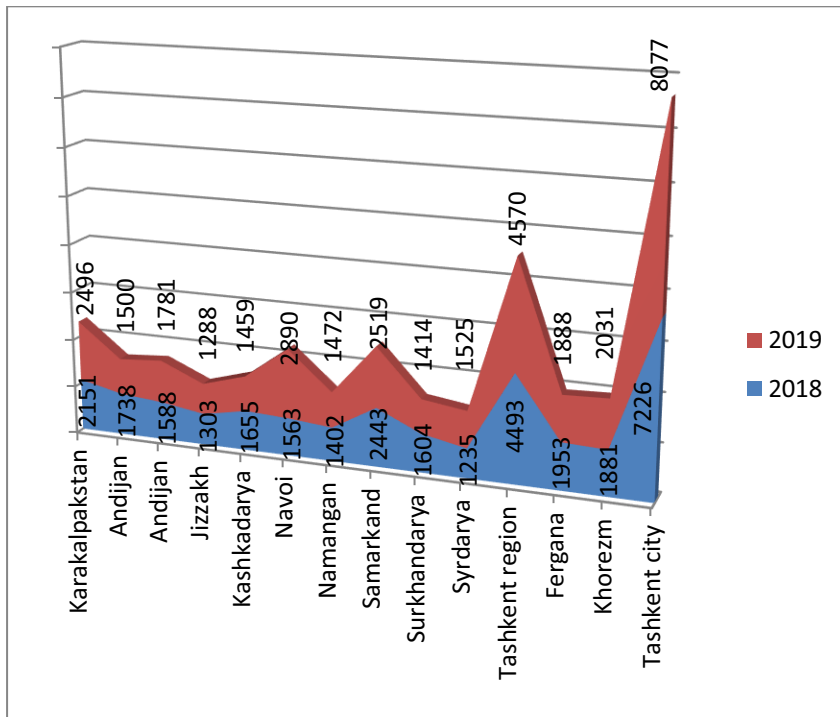


Fig. 2. The number of commercial enterprises in the Republic of Uzbekistan, headed by women, for 2018-2019

As can be seen from Figure 2, a large number of enterprises run by women are located in the city of Tashkent. Compared to 2017, the number of enterprises increased by 5360, which is 118%. 8558 of 74,964 private entrepreneurs are women (12%).

The WBI (Women Business Index) is an indicator of the world bank, it reflects the level of favorable business and social environment for the development of female entrepreneurship in Uzbekistan, in 2019 the average world estimate was 75.2 compared to 2017 - 73.9. The leaders are: Belgium, Canada, Denmark, France, Iceland, Latvia, Luxembourg, Sweden. In this rating, the Republic of Uzbekistan ranks 139th and received 67.5 points. [10,11]

Do not forget about foreign experience. In the mid-60s, affirmations were introduced in the United States - measures given to women to increase their chances of admission to higher education and employment. In the CIS countries, especially in Russia, in 1997, development began in the field of gender legislation. The European Economic Community recommends the adoption of special programs and the creation of state structures to support women's entrepreneurship initiatives. Without fail, in many countries of the world for women are created motivation to run their own business with the fulfillment of family obligations. [12,13]

5 Conclusions

The Resolution of the President of the Republic of Uzbekistan dated March 7, 2019 "On measures to further strengthen guarantees of labor rights and support of women's entrepreneurial activity" was adopted. The Women's Committee of the Republic of Uzbekistan has undergone changes, the position of a specialist in working with women and strengthening spiritual and moral values in families has been introduced into the structure of regional and city women's committees, the Oila Scientific and Practical Research Center has been created under the Cabinet of Ministers of the Republic of Uzbekistan, and "Women's Entrepreneurship Centers" with the status of a non-governmental non-profit organization. [14]

The guarantee of the protection of women's rights is supported by support for entrepreneurial initiatives, and solves the following tasks:

- the abolition of prohibitions on the use of women's labor in certain industries and professions

- the approval of recommended industries or professions that negatively affect the health of women, etc.

The government supports the female part of the population in starting their own business. The head of state of the Republic of Uzbekistan Sh.Mirziyoyev noted "Strengthening the sacred for all of us the foundations of the family, creating a calm, friendly and favorable atmosphere in families, filling the spiritual and educational work with concrete content" should be as important as "creating for women not only permanent jobs, but also new jobs due to the development of family business, homework, handicrafts, subsidiary plots"[15]

To expand employment opportunities for the female part of the population, a number of measures need to be taken:

- 1-improvement of the mechanism of continuous professional improvement of women in order to provide them with the rights and opportunities to compete with the male part of the population in the labor market

- 2-improve the social and legal framework to stimulate the implementation of initiatives and mechanisms aimed at increasing competence in addressing gender issues.

- 3-creation of retraining centers for women and creation of additional jobs for women in state enterprises.

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