

# EMPLOYMENT AND WOMEN'S ENTREPRENEURSHIP

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## Abstract

This article highlights the differences between the terms business and entrepreneurship, as well as the problems encountered by women's entrepreneurship in the current market economy, and also touches on the achievements that can be achieved by attracting women to business. The level of women's employment in our country and in the Samarkand region is also analyzed.

**Keywords:** Women's employment, women's business, unemployment, business, entrepreneurship, women's employment, women's business, women's notebook.

## Introduction

Women, who constitute a significant part of the population, constitute a significant part of the labor resources, and by increasing their economic activity, especially their participation in the field of entrepreneurship, an opportunity is created for more sustainable development of the country's economy. At the same time, the issue of gender equality is of particular importance not only as a means of ensuring social justice, but also as a factor of economic development. A number of reforms are being implemented in the Republic of Uzbekistan to develop women's entrepreneurship. In particular, state programs are being adopted aimed at involving women in economic processes, increasing their competitiveness in the labor market, improving their professional qualifications, and ensuring their financial independence. However, despite the existing opportunities, the insufficient share of women's entrepreneurship in the real sector, the systemic and social obstacles they face in doing business indicate the problems of this area that have not yet been fully addressed. This scientific article analyzes the economic activity and employment rate of women, studies the specific features of women's entrepreneurship, existing problems, and ways to overcome them.

No	Name of literature	Author and co-authors	Year of publication	Definition of the terms business and entrepreneurship	Additional comments
1.	<b>"Fundamentals of Entrepreneurship and Business"</b>	Z.Xudoyberdiyev (rahbar), K.Xomitov	2014	The word "business" is an English word that means entrepreneurial activity, or in other words, entrepreneurial activity aimed at making people profit.	-business is, first of all, a foreign word, it is widespread throughout the world, it is used in all countries. In Uzbek, the word business means entrepreneurship, and businessman means entrepreneur.
2.	<b>State regulation of small business and private entrepreneurship in Uzbekistan</b>	O.Aripov	2012	The term business was not defined, but it highlighted the differences between an entrepreneur and a businessman.	-in the West, modern entrepreneurial activity is expressed through the term "business".
3.	<b>Business plan writing guide</b>	N.Babayeva, M.Raximov va M. Halimova	2012	"Business" is a commercial activity, derived from the English word "busy" - to be busy. Entrepreneurial activity (entrepreneurship) is an initiative activity carried out by business entities in accordance with the law, aimed at obtaining income (profit) at their own risk and under their own property responsibility.	- In Uzbek, the word business means entrepreneurship.
4.	<b>Small business and entrepreneurship</b>	M.P.Boltabayev, M.S.Qosimova, B.K.G'oyibnazarov and others	2011	-Entrepreneurship is an independent activity of citizens aimed at obtaining personal income and profit. This activity is carried out in their own name, at their own property responsibility and at the expense of the legal liability of a legal entity. (the term business is not defined)	Characteristics of entrepreneurship: economic risk and responsibility, independence and freedom of entities conducting economic activities; -economic interest.

However, in the book "Business Planning" published in 2019 by Makhmudov E. and Isakov M., they looked at the terms business and entrepreneurship separately and showed their different aspects. In particular, "Some economists mistakenly consider business and entrepreneurship to be synonymous concepts. Other economists correctly understand the difference between them. Although there is no "Chinese Wall" between them, we can distinguish differences in some aspects." Also, in the dissertation prepared by Ulugmurodova Nodira Bermurodovna for the degree of Doctor of Philosophy in Economics, she stated that entrepreneurship and business are similar concepts, but there are certain differences between them.

"Developing entrepreneurship is a strategic task for us. Our support, our backbone, and our greatest strength are in this area. Therefore, supporting entrepreneurs must be the daily work of all leaders, from the center to the lowest level. In particular, local governors should communicate more with each entrepreneur, visit enterprises, and live with their pain. We need

to protect and cherish business representatives who have great talents. They are very valuable people for us,” said Shavkat Mirziyoyev.

### Differences between business and entrepreneurship

№	Business	Entrepreneurship
1.	The process of capital conversion to increase income, the pursuit of success, the production of marketable products, the provision of services	The process of creating new products and services that have value for society, generate income, and provide personal satisfaction from the results achieved.

It is also important to distinguish between a businessman and an entrepreneur.

Entrepreneur	Businessman
-unusual ideas	-pre-existing ideas
-unreasonable risk-taking	-calculated risk-taking

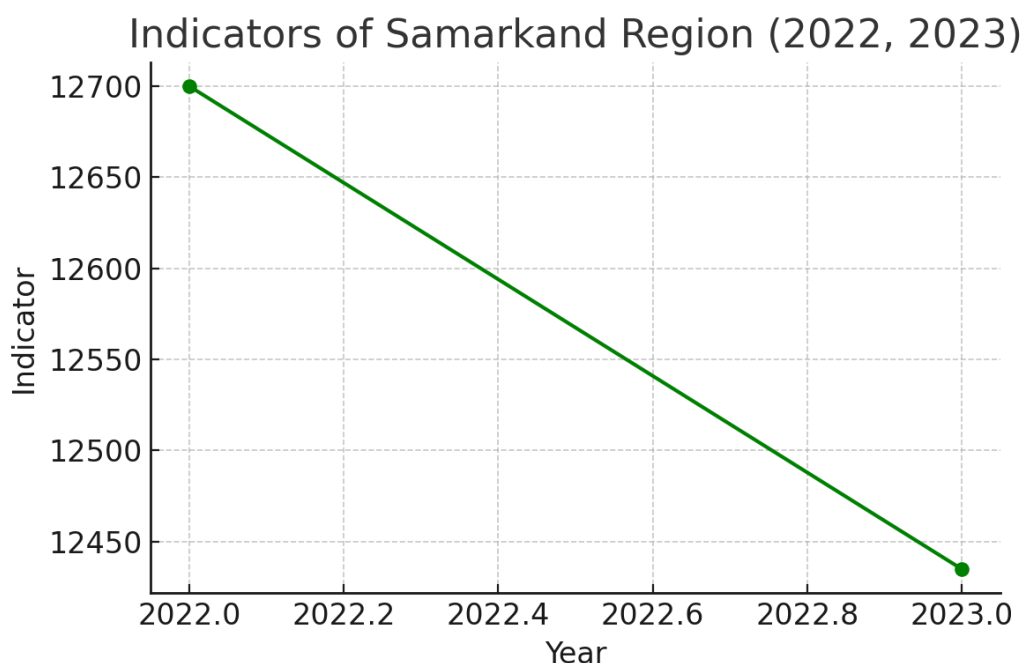
Unemployment among women is high, with 42 percent of young women aged 15-25 not in employment, education or training (NEET). The low proportion of women among entrepreneurs is evident from the data provided by our statistical office, and this is one of the problems encountered in today's market economy.

Number of women entrepreneurs (2018, 2022, 2023, based on data from the State Tax Committee)

Regions	2018	2022	2023
Republic of Uzbekistan	69 756	99 307	102 802
Republic of Karakalpakstan	4 795	6 081	6 902
Andijan region	673	6 335	6 681
Bukhara region	7 390	7 293	7 448
Jizzakh region	2 769	3 955	4 090
Kashkadarya region	5 913	8 917	9 214
Navoi region	3 796	3 305	3 294

<b>Namangan region</b>	2 684	4 748	4 938
<b>Samarkand region</b>	8 038	12 698	12 436
<b>Surkhandarya region</b>	5 271	6 913	6 662
<b>Syrdarya region</b>	2 077	3 133	3 273
<b>Tashkent region</b>	7 431	10 602	10 968
<b>Fergana region</b>	6 014	8 007	7 881
<b>Khorezm region</b>	5 468	7 074	6 968
<b>Tashkent city</b>	7 437	10 246	12 047

If we look at these statistical indicators for the Samarkand region, we can see a relative decrease in the number of female entrepreneurs.



The main reasons for this are:

- planning;
- motivation;
- lack of management skills.

However, women's qualities such as giving advice and quick adaptation to a different environment, as well as friendly relations with employees of the enterprise, accelerate the process of finding a place in the business environment.

Currently, laws and resolutions are being adopted to ensure women's employment, increase women's sources of income, and reduce unemployment among women. In particular, the

Decree No. 103 of March 14, 2025 was adopted, which set the following as the main target indicators for supporting women:

- Ensuring employment for 2 million women;
- Training 250 thousand women in professions and entrepreneurship;
- Ensure 250,000 women receive higher education;
- Organize motivational seminars to improve the health of 50,000 women in sanatoriums and develop entrepreneurial skills in them.

The “Women's Book Fund” is an organization established to support women included in the “Women's Book” list of budget organizations in the form of an extra-budgetary fund. The main goal of this is to systematically solve women's problems and provide them with social support. The State Committee of the Republic of Uzbekistan for Family and Women, the Ministry of Economic Development and Poverty Reduction, the Ministry of Employment and Labor Relations, the Ministry of Health and other responsible ministries and departments are assigned a number of tasks to systematically solve women's problems and provide them with social support through maintaining the “Women's Book”, which are as follows:

Women's business is a set of businesses created or managed by women for the purpose of gaining economic freedom, finding alternative sources of income, and other purposes. In Uzbekistan, women today make up more than 17 million of the country's population, and they bring a variety of ideas, innovations, and management methods to the country's economy that ensure competitiveness and economic growth. However, we see that more men are employed in existing positions in the business environment.

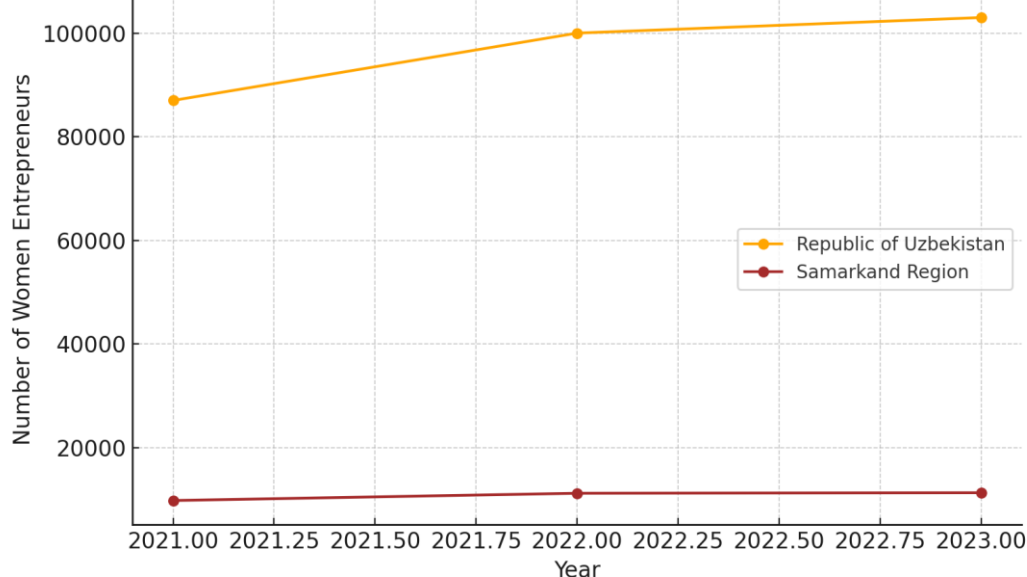
#### Number of unemployed people by region (thousand people and percent)

Indicators	2021	2022	2023
<b>Republic of Uzbekistan</b>	1441,8 (9,6%)	1332,7 (8,9%)	1024,1 (6,8%)
<b>Women</b>	856,5 (13,3%)	872,9 (13,4%)	660,9 (10,2%)
<b>Men</b>	585,3 (6,9%)	459,8 (5,4%)	363,2 (4,3%)

From the provided statistical data, it is known that 10 out of every 100 women and 4 out of every 100 men are officially unemployed. We can see from the data provided by our State Statistics Committee that the number of women engaged in entrepreneurship is increasing year by year.

Number of individual female entrepreneurs (annual changes in the number of individual female entrepreneurs registered and operating with the state tax service authorities in the Republic of Uzbekistan and Samarkand region for 2021–2023 are presented in graphical form).

Number of Sole Proprietor Women Entrepreneurs (2021-2023)



However, in the current market economy environment, women face difficulties in running their businesses. The reason is that there are factors that prevent women from starting a business and managing an existing business, the main of which are:

- lack of self-confidence and courage to start a business;
- insufficient capital to run a business;
- lack of knowledge and experience in starting and running a business;
- fear of loss;
- gender stereotypes;
- insufficient support from state and non-governmental organizations;
- difficulties in balancing work and family life.

There are demands on running a family and the tasks that need to be done in a business, which create the opportunity for women to choose either a family or a business. While family members expect women to be mothers or wives, the business environment requires them to be leaders and to be decisive and responsible in carrying out their responsibilities. Additionally, running a business may not always be a profitable venture. If people around women entrepreneurs are skeptical about starting a business or expanding their existing business, they may be deterred from starting one for fear of failure or not being able to make a profit. They need to exchange ideas with experts in the field when it comes to running a business.

By involving women in business, women are given the following opportunities:

- to gain financial freedom;
- to start and run their own business;
- to contribute to the improvement of the living environment.

Such qualities of women as giving advice and quick adaptation to a different environment, friendly relations with employees of the enterprise accelerate the process of finding a place in the business environment.



The share of women in entrepreneurship is 25 percent of the total number of small business representatives. One of the priority tasks facing this area is to increase the share of women among business entities to 40 percent. Summarizing the advice given by active Uzbek businesswomen, they listed the necessary things for businesswomen, including: family peace, support from their spouse, solidarity with employees, and good treatment.

In order to increase the socio-economic activity of our women, in addition to the "Family and Women's Committee", various non-governmental organizations, in particular, the "Tadbirkor Ayol" Association of Business Women of the Republic of Uzbekistan, operate on the basis of grants and also receive funds from a special fund under the Oliy Majlis, a fund supporting the non-governmental sector.

Name of the association	Year of establishment	The purpose	Number of branches across the country
"Tadbirkor ayol" Businesswomen of the Republic of Uzbekistan	1991	Expanding the economy in Uzbekistan, particularly increasing jobs	62
"Women in Tech"	2024	Supporting women's success in science and technology	The organization's headquarters are located in Paris, with branches in 48 countries.

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