



**DIRECTIONS FOR THE DEVELOPMENT OF WOMEN'S ENTREPRENEURSHIP
THAT INCREASE EMPLOYMENT LEVEL IN THE ECONOMY.**

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Abstract: The article discusses issues related to increasing entrepreneurial activity and its contribution to ensuring employment in the country, ensuring employment through the creation of new jobs, and factors that contribute to improving people's well-being.

Keywords: entrepreneurship, environment, business, investment, entrepreneurial activity, employment, subsidy.

Login. In the development of socio-economic development, which is a priority for every country, the level of dignity of the country's population, worldview, principles of national and religious beliefs, as well as gender equality issues, are recognized as the main influencing factors. Taking into account these factors, the directions of economic and social development are being determined in our country. In particular, the issue of women's participation in entrepreneurial activity, which is seen as the main lever of the economy today, occupies an important place among the primary and priority tasks of the state.

The expansion of women's participation in entrepreneurial activities, first of all, at the level of their own and family life, gradually leads to the formation of positive results in the surrounding environment, neighborhood, district, region and the entire state, society. Currently, entrepreneurial activity requires from a person the qualities of sensitivity, intelligence, leadership, striving for victory, the ability to compromise on controversial issues, and the ability to combine family interests with business. At this point, it should be noted that the high level of formation of these qualities in women helps them achieve good results in entrepreneurial activity. Another important feature of women's entrepreneurship is that they create businesses based on creative and innovative ideas that provide solutions to social problems. According to economists, currently, countries with a higher share of women in entrepreneurial activity are less likely to experience a slowdown in economic growth and are less prone to financial crises. Based on the information provided, it can be noted that women's entrepreneurship is becoming one of the foundations of social development.

Analysis and results. As a practical confirmation of this data, if we pay attention to Figure 1, in 2023, the participation rates of women in the labor market are becoming much higher in countries around the world. In this data, Kazakhstan has the highest rate of 63 percent, China has 61 percent, Finland has 58 percent, Russia and Kyrgyzstan have 54 percent, Turkmenistan has 49 percent, and Uzbekistan has 40 percent. The indicators in the Republic of Uzbekistan show a lower rate compared to neighboring countries. These data indicate that we need to carry out multifaceted reforms to ensure the participation of women in the labor market.

Along with female labor market employment rates, studying women's levels of entrepreneurial activity can provide insights into their participation in the economy.

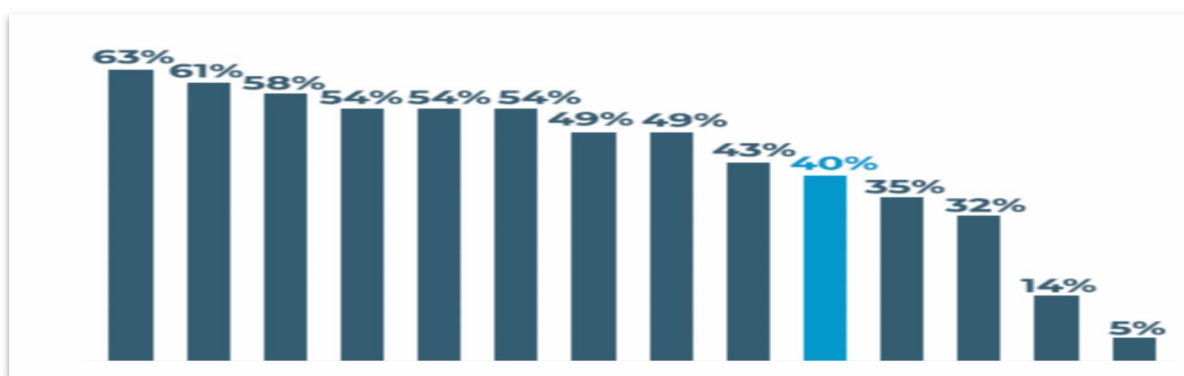


Figure 1. Women's labor market participation rates (2023)

According to Figure 2, Finland has the highest percentage of women-owned businesses at 44 percent, followed by Kyrgyzstan and Russia at 34 percent, Kazakhstan at 31 percent, and Uzbekistan at 26 percent. This data shows the need to focus on women's entrepreneurial activity and economic activity in countries around the world.

In line with the socio-economic development trends of countries around the world, the priority tasks of our state are to increase the employment rate of women in our country and to ensure this by involving them in entrepreneurship, as part of economic growth programs.

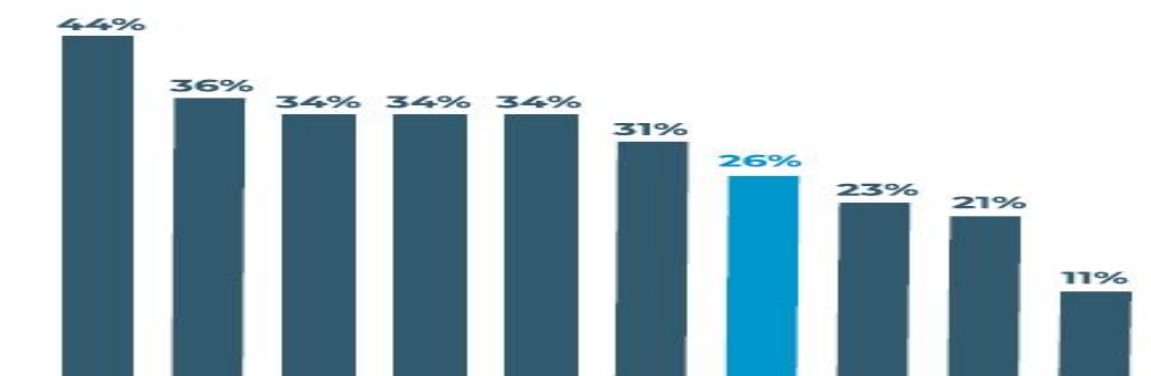


Figure 2 Proportion of women-owned enterprises [UNDP, 2025]

As a result of the ongoing reforms, in 2023, small businesses accounted for 55 percent of the country's GDP. Of the approximately 5.2 million entrepreneurs operating in 2024, 2.1 million were women. This figure is seven times higher than in 2020, while almost 35 percent of women employed in the economy are women entrepreneurs. If we study the level of activity of women entrepreneurs by sector, they are very active in the trade, production and service sectors. At the same time, women implement 90 percent of social projects in the education sector.

As a result of large-scale reforms in our country on gender equality and women's rights, our country's score in the World Bank's "Women, Business and the Law" index has increased by 11.9 points and is included in the list of 5 countries that are actively implementing reforms on gender equality issues. We can see these results in the figure below.

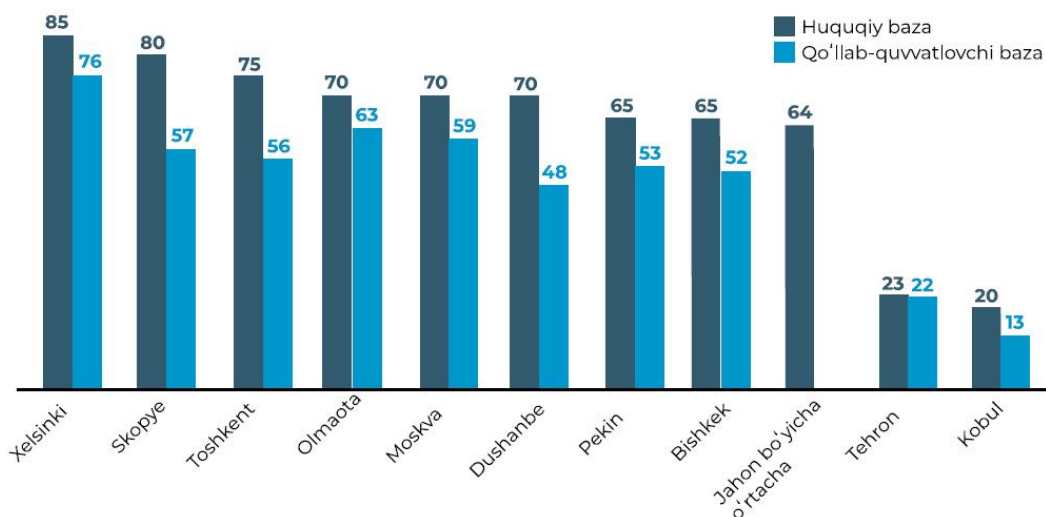


Figure 3. Ranking of leading cities by World Bank's Women, Business and the Law Index (2024)
In order to increase women's employment and their broad involvement in entrepreneurial activities, 17 trillion soums of loans were allocated in 2024. As a result of the attention given, last year our female entrepreneurs created products worth 81 trillion soums and exported 450 million dollars. As a result of the reforms carried out in this direction, the number of employed women and girls increased from 5.5 million to 6.1 million compared to 2021, and the unemployment rate decreased from 13.3 percent to 7.4 percent.

The issues we have highlighted above will be prioritized in our country in 2025, and we are determining that 2025 will be a decisive year in ensuring women's employment. Based on the speeches of our Honorable President at the solemn ceremony dedicated to International Women's Day, the goal is to establish a Council of Women Entrepreneurs under the Chamber of Commerce and Industry, which will be able to directly address the parliament to reduce the problems of women's unemployment and solve the life problems of women entrepreneurs in the regions. At the same time, our President has set us the following many tasks as a plan to ensure women's employment this year [Presidential Speech, 2025].

- ✧ to ensure the employment of 2,000 of our women this year, to attract 1.3 million of them to entrepreneurship, and to provide favorable financial packages for this purpose by commercial banks;
- ✧ Allocating 3.3 trillion soums for women's entrepreneurship in neighborhoods, providing another 100 million dollars for family entrepreneurship programs, and providing unsecured loans of up to 50 million soums to self-employed women by commercial banks;
- ✧ Providing unsecured loans of up to 100 million soums as part of the program to support women entrepreneurs, as well as providing grants of up to 50 million soums to 1,000 "mentor" entrepreneurs who have introduced 5 women to business in the neighborhood;
- ✧ extension of bank loan payments for women on maternity leave for up to 10 months;
- ✧ Establish a new 4-stage system for developing women's entrepreneurship
- ✧ Transforming 2 districts in each region into areas free of unemployed women:

The above-mentioned tasks are very ambitious, and we believe that these efforts will begin to bear fruit in the coming years. In addition to the many efforts being made to ensure women's employment, focusing on the issues that hinder their activity levels can help us achieve our goals.

Conclusions and suggestions. If we look at the nature of the problems, it is in this direction that the biggest problems, in terms of the proportion of medium-level, solved problems, the biggest problems are the issue of ensuring a balance between work and family (48 percent), the issue of access to financial resources (41 percent), the issue of lack of mentoring and guidance (30 percent), the issue of lack of access to the Internet (30 percent), difficulties in entering markets and establishing contact with customers (29 percent), regulatory and legal barriers (28 percent), and the issue of lack of business skills and training (28 percent).

To reduce these indicators, we need to make large-scale efforts to revise traditional cultural views on the division of labor in Uzbek families, that is, to reduce the unequal gender burden of caregiving on our women, to gradually increase the levels of financial and digital literacy, marketing, and legal literacy, and to strengthen the economic and social development of our country. It contributes greatly to social progress. After all, as our President emphasized, "It would be right to say that women who, beyond household chores and child-rearing, are studying, working, and engaging in entrepreneurship are the true heroes of our time."

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