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ENSURING THE EMPLOYMENT OF WOMEN IN THE DEVELOPMENT OF FAMILY ENTREPRENEURSHIP

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Abstract. This article reflects on the role of women in the development of family businesses, the conditions created to ensure women's employment in these businesses, the laws enacted, and the proposals for further development. There is a need to expand supportive measures such as special credits, subsidies, and grants for women. Additionally, it is important to develop educational programs and organize specialized training to enhance knowledge in finance and management. Finally, preserving cultural values and respecting them in the development of family businesses is essential, as this approach can align with the traditional norms of the community and contribute to economic growth.

Keywords: Family businesses, economic stability, entrepreneurship, gender equality, women's empowerment, government initiatives, "Every Family is an Entrepreneur" program, cultural preservation, Uzbekistan, social development

Introduction

Today, family businesses play a vital role in ensuring economic stability, improving employment opportunities, and enhancing the living condition of the living conditions of the population. Recognizing this importance, our president has implemented additional measures to boost the financing of business initiatives within the framework of family business development programs. These initiatives aim to support the growth and sustainability of family-run enterprises which are critical to the local economy. To support this vision, local authorities, and responsible agencies have developed comprehensive roadmaps which outline clear strategies and actions for promoting family businesses.

The Law of the Republic of Uzbekistan on Guarantees of Equal Rights and Opportunities for Women and Men was officially announced on September 3, 2019. [101] This landmark law aims to ensure equality between women, girls, and men across various aspects of life. This law represents a significant step towards creating a more inclusive society by establishing legal frameworks that protect against gender-based discrimination and promote equality in areas such as education, employment, health, and social participation. It underscores the commitment of Uzbekistan to advancing gender equality and empowering women and girls while ensuring that men also benefit from equal opportunities.

From a scientific perspective, several researches have been done on this aspect of family entrepreneurship. For example, In her article, Leona Achtenhagen studied the effect of female membership on family business boards. She examined how having women on the boards of family businesses impacts the decision-making process,

[101] Law of the Republic of Uzbekistan, от 02.09.2019 г. № LRU-562

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leadership dynamics, and overall performance of these businesses. Achtenhagen's research explores the potential benefits and challenges that female board members bring to family-owned enterprises. Her findings contribute to understanding how gender diversity in leadership positions can influence business strategies, innovation, and long-term sustainability within family businesses (Achtenhagen, 2017). In her article, Vanessa Ratten discussed women's entrepreneurship in private business, examining the role of gender in these businesses and highlighting the personal influence of female leadership in Germany. She focused on the role of women as entrepreneurs, analyzing how they navigate challenges and opportunities in the private sector. Ratten explored the unique qualities and leadership styles that women bring to entrepreneurship, as well as the impact of gender on business practices and success. (Ratten, 2021)

In summary, there is a considerable body of research and a robust framework of governmental legislation addressing the role and development of family businesses. Academic studies have explored various aspects of family entrepreneurship, including gender dynamics, decision-making processes, and the impact of family values on business sustainability.

Methodology

Family entrepreneurship refers to entrepreneurial activities or businesses that are owned and operated by family members with the goal of generating income. In this type of entrepreneurship, the business is typically a shared venture that involves multiple family members, who contribute their time, resources, and skills to manage and grow the enterprise.

Key characteristics of family entrepreneurship include:

1. Family Involvement: The business is controlled and operated by members of a family, often with each member playing a distinct role in the business's operation or management.

2. Long-Term Focus: Family-run businesses often prioritize long-term sustainability over short-term profits. They may aim to pass the business down through generations, creating a legacy for future family members.

3. Shared Values and Goals: Family members typically have a shared sense of purpose or vision for the business. This can lead to strong internal cohesion, but it can also present challenges when personal relationships and business interests intersect.

4. Risk and Reward Sharing: Income, risks, and rewards are typically shared among family members. Successes and failures impact the entire family, which can motivate the group to work closely together or create tension.

5. Resource Sharing: Family entrepreneurs often leverage family resources such as capital, time, skills, and networks to grow the business. This collaborative approach can provide advantages, but also challenges regarding control and decision-making.

The program "Every Family is an Entrepreneur" signed by the president on June 8, 2018, [102]aims to promote and support family entrepreneurship, handicrafts, homemaking, and other small-scale activities, to ensure that every family has a stable source of income. This initiative seeks to empower families to become self-sufficient by encouraging them to engage in entrepreneurial ventures, while also contributing to the broader economy.

Key objectives and benefits of this program include:

1. Income Stability for Families: By encouraging family-based entrepreneurship, the program provides families with opportunities to generate income. This is particularly

[102] https://lex.uz/acts/-3772869

beneficial for those who may not have access to traditional forms of employment or for communities with limited job opportunities.

2. Promotion of Traditional Crafts and Skills: The program aims to revitalize and popularize handicrafts, homemade goods, and other traditional forms of business. This helps preserve cultural heritage while offering families a chance to tap into niche markets for unique, handcrafted products.

3. Job Creation and Unemployment Reduction: A central focus of the program is to address unemployment by creating opportunities for families to start their own businesses. By supporting family entrepreneurship, the program works to alleviate the economic pressures that often contribute to joblessness in certain regions.

In essence, the “Every Family is an Entrepreneur” program seeks to equip families with the necessary skills and opportunities to become entrepreneurial, thus reducing unemployment, promoting self-sufficiency, and fostering economic growth through family-led enterprises.

To improve family entrepreneurship, various rules and opportunities are being created to support women and government initiatives. For example, special credit programs and loans are being offered to women, making it easier for them to start or expand businesses within family enterprises. Additionally, training programs are provided to help women gain necessary business skills, such as management, marketing, and finance, enabling them to better contribute to and manage family businesses.

Discussion

Family businesses stand out for their long-term stability and potential to be passed down as a legacy through generation. Beyond economic benefits, they play a significant role in fostering social development. They shared goals and values among family members contribute to internal cohesion, ensuring stability. However, the intertwining of personal relationships with business matters can sometimes lead to conflicts, underscoring the need for effective conflict management strategies. Studies demonstrate that women’s involvement in family business enhances decision-making processes and foster innovation. Women’s active participation in entrepreneurship not only promotes their economic independence but also plays a pivotal role in advancing social equality. This highlights the importance of gender-inclusive policies and practices within family enterprises. The “Every family is an entrepreneur” initiative in Uzbekistan has been instrumental in enabling families to launch and expand businesses. The program has made substantial contributions to economic growth by providing financial support and training. Nevertheless, regional disparities persist, with some areas facing resources and practical support. Addressing these issues could further enhance the program’s impact.

Results

✓ Family businesses play a vital role in ensuring economic stability and increasing employment opportunities.

✓ Special credits, tailored curricula, and distance learning opportunities created for women are helping to enhance women's involvement and activism in the business sector.

✓ The “Every Family is an Entrepreneur” program is effective in creating jobs and increasing family income, supporting the growth of family businesses.

Suggestions

As for the recommendations, firstly, we must expand measures to support women, such as increasing the amount of credit and providing subsidies and grants. Additionally, we should develop educational programs by organizing specialized training sessions to enhance knowledge in finance and management. Furthermore, implementing a monitoring and evaluation system is crucial to track the progress and effectiveness of

these initiatives. Finally, it is important to preserve cultural values while promoting the growth of family businesses, ensuring that business practices remain aligned with the community’s traditions and ethical standards. By taking these steps, we can create a more inclusive, supportive environment for women in the family business sector, ultimately fostering economic growth and social stability.

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TAYYOR MAHSULOTNI ISHLAB CHIQARISH VA SOTISHNI HISOBGA OLISH VA TAHLIL QILISHNING NAZARIY JIHATLARI

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Annotatsiya: Ushbu maqolada tayyor mahsulotni ishlab chiqarish va sotishni hisobga olishning nazariy jihatlari tahlil qilinadi. Asosiy e'tibor ishlab chiqarish jarayonining samaradorligini oshirish, xarajatlarni hisobga olish, mahsulot narxini belgilash, sotuvlar prognozini yaratish va inventarizatsiya boshqaruvini optimallashtirishga qaratilgan. Ushbu tahlillar korxonalarga iqtisodiy samaradorlikni oshirish, moliyaviy rentabellikni ta'minlash va to‘g‘ri soliq hisobini yuritishda yordam beradi.

Kalit so‘zlar: Tayyor mahsulot, ishlab chiqarish, sotish, hisobga olish, xarajatlar, mahsulot narxi, rentabellik, sotuvlar prognozi, inventarizatsiya, moliyaviy tahlil, iqtisodiy samaradorlik, soliq hisoboti, boshqaruv, iqtisodiyot, samaradorlik.

Kirish(introduction): Tayyor mahsulotlar - to‘liq qayta ishlash, yig‘ish va shtatdan o‘tgan, standartlar, shartnoma talablariga javob beradigan, texnik nazorat bo‘limi tomonidan qabul qilingan va tayyor mahsulot omboriga etkazib berilgan yoki xaridorga topshirilgan mahsulotlar. Tayyor mahsulot tarkibiga kiritish, ishlarning turi ular bajarilganligi sababli aniqlanadi, bu esa ushbu baholashdan foydalanishga imkon beradi; me'yoriy (rejalashtirilgan) narx narxida. Ushbu baholash usuli yordamida oyning oxirida analitik hisobda alohida qayd etiladigan normativdan (rejalashtirilgan) haqiqiy tannarxning og‘ishi aniqlandi. Ushbu baholash usuli, tashkilot xarajatlarni hisobga olish va ishlab chiqarish xarajatlarini hisoblashning me'yoriy usulidan, rejalashtirilgan