

Inclusive Entrepreneurship Is Key to Unlocking Equal Opportunity

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Abstract: This article deals with women's entrepreneurship in Uzbekistan, as one of the most efficient areas of Inclusive Entrepreneurship. A certain proportion of women in Uzbekistan today live around the poverty line, work in the informal sector of the economy, cannot get a job in their specialty, start their own business or resist in tough competitive conditions. In Uzbekistan, there are many structures and programs to support small businesses, as well as women's entrepreneurship. But we also need to take effective socio-economic, legal and information provision measures to ensure their sustainable employment in entrepreneurship. The methods of research are a systematic approach, the method of comparative and retrospective analysis and synthesis.

Keywords: entrepreneurship, employment, women's entrepreneurship, women's employment and unemployment, informal economy, small business support centers.



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INTRODUCTION

Entrepreneurship in Uzbekistan is not a completely new type of activity that appeared during the transition of market relations. Without dwelling in detail on the historical aspect of the development of entrepreneurship, we note that its origin begins in the Middle Ages, when merchants, tradesmen and handicraftsmen appeared. As noted by R. Hisrich and M. Peters "Entrepreneurship is the process of creating something new that has value, and an entrepreneur is a person who spends all the necessary time and effort on this, takes all the financial, psychological and social risk, receiving as a reward money and satisfaction with what has been achieved"[2] Currently, there is a great interest in the development and study of entrepreneurship in our country, moreover, it comes to the fore as a driver for the ensuring women's employment and development of society.

LITERATURE REVIEW

The literature on mainstream entrepreneurship primarily focusing on the male entrepreneur emerged in the 1930s. The late 1970s witnessed the emergence of an explicit sub-domain of women entrepreneurship[3]. This section outlines the chronological history of development of the literature on women/female entrepreneurship. Table 1 presents a summary of the key historical milestones in this sub-domain.

Table 1. Review of the literature on women's entrepreneurship

No.	Author (Year)	Journal	Key Findings	Theory
1.	Bowen and Hisrich (1986)	Academy of Management Review	First literature review paper on female entrepreneurs. Examined literature from an entrepreneurial career perspective and posit a career model containing determinants of	Career theory

			women entrepreneurial behavior.	
2.	Birley (1989)	Journal of Small Business Management	The major difference between female entrepreneurs and male entrepreneurs is in their market-entry choices. There is a need to examine subtle factors like cultural conditioning and experiences.	Proposed a new theory- supply of entrepreneurs are situationally and culturally bound
3.	Brush (1992)	Entrepreneurship Theory and Practice	Research over the decade has shown some similarities and some differences between male and female business owners. Similarities have been reported on demographic features, some psychological traits and business skillset. Differences have been reported on educational background, occupation, motivation to start a business and approach to business creation and growth.	Proposed an integrated perspective, rooted in psychological and sociological theories, to explain gender-based differences
4.	Baker et al. (1997)	Entrepreneurship and Regional Development	Report a paradox- even though women business ownership has grown substantially in the US, the leading press and academic journals have remained silent. Small but significant gender differences in social behavior and leadership studies can offer interesting insights on gendered differences in business ownership.	Social behavior theory

Global Entrepreneurship Monitor (GEM, <http://www.gemconsortium.org/>) also published a special report on women and entrepreneurship in 2006 followed by subsequent reports in 2010, 2012, 2015 and 2021.

MATERIALS and METHODS

When preparing a scientific article, the methods of data grouping, analysis and systematic analysis, comparison and expert assessment were effectively used. In addition, monographic observation and analysis of its results were studied. The research was conducted based on the data of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, the State Statistics Committee and Internet resources.

RESULTS and DISCUSSION

According to the Decree of the President of the Republic of Uzbekistan dated April 28, 2021 "On the State Program for Creating New Jobs and Employment in 2021" No. PP-5094, the consolidated forecast indicators for creating new permanent jobs in 2021 were formed[6]. According to these indicators, 209,507 (almost 46%) of the total number of 457,127 new jobs created will be created through the development of small businesses and private entrepreneurship.

Flexible organization of the labor process at small enterprises will increase the employment of women, students, the disabled and pensioners. Especially in the context of the coronavirus pandemic, which today affects almost all countries of the world, radical changes have taken place in the structure and content of employment. The traditional lifestyle of people has changed: remote work, social protection, the need to strengthen the individual order of service, the emergence and development of such a form as a delivery service, family business, freelance.

As mentioned above, the importance of small business in the economy of our country is also expressed in the creation of new jobs, participation in increasing the employment of the population. According to the data, in 2016-2020, small businesses and private entrepreneurship in our country accounted for more than $\frac{3}{4}$ of total employment in the economy, which is even higher than in a number of developed countries of the world. The slight decline in this indicator in recent years is a consequence of the relative expansion of

employment in a large sector of the economy and the negative impact of the coronavirus pandemic on employment in small businesses.

An analysis of trends in the employment of the population by gender showed that in recent years, the employment of the male population has been intensively growing, while the number of women employed in the economy has been decreasing. Consequently, the structure of employment by gender is changing. In 2019, the share of women employed in the economy was 41.4%, against 45.6% in 2015. Accordingly, during this period, the proportion of men increased from 54.4% to 58.6%. During the analyzed period, the entire additional increase in the number of employed fell on the share of men. It should be noted that in the total increase in the number of employed in 2010-2015. the proportion of men was 53.2%. This situation is due to sectoral overflows of labor, deeper transformations in the economy, and an increase in demand for male labor. Thus, during the analyzed period, with an increase in the number of working men by 837.7 thousand people, the number of women employed in the economy decreased by 354.9 thousand people. Ultimately, there is a decline in the employment rate of women. Thus, in 2020, working women accounted for 58.7% of the total number of women of working age against 64.2% in 2016. During that period, the employment rate of men increased from 71.1% to 76.2%.

Taking into account the growing role of women in ensuring the welfare of the family, on the one hand, and their entrepreneurial potential in terms of contribution to the economy, on the other hand, it is necessary to implement consistent and effective measures on the part of central and local authorities to create an enabling environment for women's economic activities, including access to information, education and financial resources. The development of women's entrepreneurship today is one of the important global trends and a driver for the growth in the share of small and micro firms in the GDP of economies that pay focused attention to women's business. Despite the fact that more than half of the working-age population in our country are women, the active role of women in the country's economy is confirmed by the indicators of small and medium enterprises (SMEs). Today, on average in the country, more than 10% of SMEs in the country are headed by women. In absolute terms, this is 34,910 SMEs [9].

It should also be noted that the World Bank's WBI (Women Business Index) index shows the level of favorable business and social environment for the development of women's entrepreneurship in Uzbekistan, in 2019 the average world score was 75.2 compared to 73.9 in 2017. The leaders in this ranking are the following eight countries: Belgium, Canada, Denmark, France, Iceland, Latvia, Luxembourg and Sweden. Uzbekistan ranks 139th with 67.5 points[10].

In Uzbekistan, the infrastructure for business development is a progressively developing system, as a whole, but it is not yet effective enough to promote and support women's entrepreneurship. It is necessary to carry out work to create new and strengthen existing mechanisms that represent and protect the interests of women entrepreneurs in the field of both small and large businesses.

CONCLUSIONS

Assessments of the conditions for the development of women's business made it possible to develop a number of recommendations that could help expand the opportunities for women's entrepreneurial activities in the republic:

- creation of a Working Group on the development of women's entrepreneurship under the Coordinating Council for the support of small and private businesses of the Cabinet of Ministers of the Republic of Uzbekistan;
- introduction of the State program to support women entrepreneurship with the involvement of all interested parties and the allocation of funds from the budget for the implementation of this program;
- introduction of gender-disaggregated forms of statistics in the business sector, in particular, on the participation and contribution of women entrepreneurs to the economic indicators of the country;
- introduction of statistical forms of reporting on the provision of credits, loans and leasing to women entrepreneurs;
- creation of structures for the development of training and consulting services for unemployed women and start-up entrepreneurs, including business incubators, using the potential of state, public and international organizations

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