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RESEARCH ARTICLE

FAMILY BUSINESS AND ENTREPRENEURSHIP TO ELIMINATE UNEMPLOYMENT IN THE RENEWAL OF UZBEKISTAN

Taylyakova Feruzakhon Sultanovna

Andijan Machine Building Institute Senior Lecturer at the Department of Humanities.

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Abstract

In recent years, the article aims to create favorable living conditions for the population through the socio-economic development of the country, support active entrepreneurship, innovative ideas and creative potential, improve the business environment and increase employment.

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Introduction:-

The concepts of "New Uzbekistan", "Renewing Uzbekistan", "New Stage of Development of Uzbekistan" occupy a very important place in the history of the country, in the series of relations of Uzbekistan with the world community. This period is a period that has completely changed the political, social and economic relations in the life of the society in the new conditions, and introduced the country to the world in a new, democratic way.

At the same time, in the context of economic development, which plays an important role in the socio-economic development of the country, family business and family entrepreneurship play an important role in creating new jobs in our country, eliminating unprecedented poverty.

In the modern society, the focus on supporting and developing family business and family entrepreneurship in our country is based on the fact that increasing the income and improving the living conditions of the population is an important factor, and the legal basis for the development of this area. Also, in this study, the development of this factor (family business), which has risen to the level of public policy, is of great importance for the country, not only economically, but also socially and politically. a new middle class of profitable landowners is being formed.

The results of the analysis also show that in order to attract people to entrepreneurship and create new jobs, to provide employment, to provide practical assistance to families (citizens) who want to earn a living, it is necessary to provide them with free labor resources.

Attention is drawn to the fact that the end result of the ongoing socio-economic reforms in the country is aimed at ensuring the well-being of families. It should be noted that according to the Constitution of the Republic of Uzbekistan, the family has the right to be the basic unit of society and to be protected by society and the state. Therefore, the development of the family in Uzbekistan is one of the key factors in ensuring the socio-economic

Corresponding Author:- Taylyakova Feruzakhon Sultanovna

Address:- Andijan Machine Building Institute Senior Lecturer at the Department of Humanities.

development of the country within the framework of the United Nations Sustainable Development Goals [1]. Therefore, family entrepreneurship is considered by the UN and the International Labor Organization as one of the strategic directions in the fight against poverty.

It is known that President Shavkat Mirziyoyev's tenure as head of the public administration system and the adoption of the Action Strategy for the further development of Uzbekistan in 2017-2021 also call for "continuous improvement of the legal and regulatory framework for the development of the sector. systematic assistance from the state in the field of technological re-equipment and modernization"[2].

In many respects, family business activity is determined by the nature of the entrepreneur himself, his family members and the business entities in which they are engaged. However, experience shows that the nature of entrepreneurship, the stable individual and personal characteristics of its constituent subjects, is based on the biosomatic, genetic, natural environment, their temperament, inclinations and, ultimately, profitable income.

Therefore, from a theoretical point of view, the analysis of social sciences and humanities pays special attention to the national, social and individual nature of family business.

When the issue of family entrepreneurship is on the agenda, first of all, the essence of the philosophical analysis of the relationship between the family and society, as well as the paradigm of self-interest in the balanced relationship between the entrepreneur and society, the retrospective view It is necessary to study current issues such as family interests.

Therefore, in the new system of socio-economic and spiritual relations in modern Uzbekistan, a set of issues of family business and family entrepreneurship in the field of social sciences and humanities is a separate topic.

Main Part

The success of family business development is determined not only by the external institutional conditions in which there is a clear positive dynamics in the economy of Uzbekistan, but also by the quality of the management system within the enterprise. At the same time, it is important for family businesses to create employees on the basis of a management system that allows them to achieve appropriate work discipline, but not to confuse family relationships with business relationships.

It is important to establish a system of management in the family business, to clearly define the responsibilities of each, to maintain a certain freedom and independence, both in cases where the couple manages, and in cases where the father manages the children. In this case, the management of the case does not require intensive and constant monitoring, which can be a source of conflict between relatives.

The most efficient structure for a small family firm is a linear-functional structure. This form of company organization implements the principle of democratic centralization, the preparation and discussion of these decisions is carried out jointly, and the responsibility for decision-making and its implementation is given to the leader. This structure combines the best features of linear (clear connections of subordination, one-sided centralization of management) and functional (division of labor, skilled decision-making) structures.

It should be noted that the difficulties of the former system have exacerbated many problems of the family in the country, despite the fact that the family is the most important part of society, the family is divided indifferently. As a result, the society and the state pursued a policy against private property and entrepreneurship. Such a policy led to the devaluation of the dignity and interests of the family. The public proclamation that "private property is a tool of human exploitation" blocked the path of private property, business and entrepreneurship.

Today, under the influence of changes in politics, economy, culture, the relationship in the social structure, the relationship between various social institutions, including society and the family, has changed. Thus, family entrepreneurship has become one of the most important aspects of the mechanisms of change in society based on the interests of the individual (entrepreneur, businessman) as the most important social condition for national modernization at all levels. [3]

At the same time, the country should take concrete measures to reduce the role and participation of the state in the economy, to expand market principles and mechanisms for the management of economic sectors, as well as to increase the welfare and living standards of the population. formed a mechanism to serve the establishment of partnerships.

It should be noted that family business is the most widespread form of entrepreneurial activity in the world and is based on centuries-old traditions. In countries with developed market economies, family firms form the basis of the prosperity and development of society, they are responsible for a large part of the goods and services produced. The middle class formed on this basis is the basis of social and political stability of society.

The analysis of foreign experience shows that the importance and role of family business is important in reforming the economy and ensuring a high level of income. [4]

Today, most small businesses around the world operate as family businesses. Family business produces 40-50% of the gross national product in Europe, 65% to 82% in Asia, and about 70% in Latin America. Its share in the US economy is more than 95%. In many developed economies, there are specialized associations that conduct research in the field of family business, advocate for its interests, and provide a platform for discussion on the activities of family businesses. Such an approach allows to increase the active involvement of the population in entrepreneurial activities, the formation and development of family traditions, the dynasty of family entrepreneurs. [5]

In particular, in recent years, the essence of political, social and economic relations, the image of our society has completely changed, these positive changes are reflected in the lives of our compatriots, the living standards of our people, the level of knowledge, culture and consciousness. and it is important to inform our country and the international community through expert assessments.

The development of family business is becoming a vital necessity for the conditions of the renewed Uzbekistan. Therefore, the establishment of family business solves many socio-economic problems in our country. First of all, it creates a class of landowners who are the main driving force of a market economy. In family business, a structure of relationships is formed, in which all family members, the head of the family business and the family itself participate.

It is known that to date, family business is carried out mainly in the form of individual entrepreneurship or private enterprise and even a limited liability company. However, in such cases, the owner of a private enterprise or the director of a limited liability company has legal significance as a registered individual entrepreneur. Although this type of entrepreneurial activity is carried out with the active participation of other family members, their wishes, actions and interests (the employer and the employee are not equal) are not taken into account in employment contracts. However, in family business, the form of the family as a separate social structure is also unique.

It should be noted that in the new conditions of Uzbekistan, a new stage in the process of conducting and developing family business is emerging. The implementation of this activity will serve not only the future development of the family, but also the development of the country. Family entrepreneurship is an initiative activity carried out by family members at the risk and for the purpose of gaining income (profit) under their own property responsibility.

Therefore, the establishment of family entrepreneurship as one of the ways to achieve prosperity in the Republic, its popularization creates an opportunity to address the most important socio-economic issues, ie the well-being of families and citizens, and employment. Therefore, the development of family business is becoming a vital necessity for our country and the development of the industry is a constant focus of the Government of the Republic.

The Law of the Republic of Uzbekistan "On Family Business" of April 26, 2012, PF-4725 of May 15, 2015 of the President of the Republic of Uzbekistan "On ensuring reliable protection of private property, small business and private entrepreneurship" PF-4848 of October 5, 2016 "On Additional Measures to Ensure the Rapid Development of Entrepreneurial Activity, Comprehensive Protection of Private Property and Improving the Quality of the Business Environment" Resolution of the Cabinet of Ministers of the Republic of Uzbekistan "On additional measures to increase the involvement of the population in entrepreneurship and the development of family business in the regions" of June 7, 2018, PK-3777 "On the implementation of the program" Every family is an entrepreneur "

Resolution of the Government of the Republic of Uzbekistan dated August 1, 2011 No. 631 "On the organization of family guest houses" and other relevant legal documents related to this activity.

In this regard, in accordance with the Decree of the President of the Republic of Uzbekistan dated February 2, 2018 "On measures to radically improve the activities in the field of support of women and strengthening the institution of the family" PF-5325 The Presidential Decree "On Additional Measures for the Development of Entrepreneurship and Family Entrepreneurship" has become one of the legal bases for entrepreneurship, including its family form, to become an integral part of the national economy.

These documents set forth the urgent tasks of comprehensive assistance to the population in certain employment activities aimed at earning income, the development of family business and the systematic organization of work in this direction. It envisages the financing of projects and activities under the program "Every family is an entrepreneur" at the expense of the Fund for Reconstruction and Development of the Republic of Uzbekistan and credit lines of international financial institutions.

Commenting on the implementation of the program "Every family is an entrepreneur", President Shavkat Mirziyoyev said: "One or two plants can not provide employment for one percent of the population. People can be fed here only through entrepreneurship and craftsmanship. If we invest in households, provide them with the necessary equipment and teach them to work wisely, people will be able to support themselves. She buys things for the house, buys books for her child, pays taxes, electricity, and the budget. After a year, the money we spent will be doubled. This is how the economic mechanism should be." [6]

Nevertheless, today the issues of improving the legal and economic basis for the development of family business, identifying the factors that affect their activities and, on this basis, increasing the prosperity of families are among the challenges that need to be addressed. Given these problems, the socio-economic characteristics of families and the level of property security, it is important to develop science-based recommendations to further improve their performance.

Conclusion:-

The importance and role of family business in the economic development of the country is very important. In Uzbekistan, which is being modernized today, the work done in this area is bearing fruit, but much remains to be done in this area.

By 2018-2020, it will be possible to create conditions for the formation of additional and sustainable sources of income through the involvement of the population in entrepreneurial activities, employment in handicrafts, home-based work and other areas of entrepreneurial activity. helped to improve the economic situation of some families.

The number of small and medium-sized businesses in the country is growing every year. In particular, the number of family business owners is growing. Some of them are active in their homes. However, entrepreneurs who have recently entered the industry do not have information on the possibility of conducting business in their homes.

Article 16 of the Law on Family Entrepreneurship stipulates the place where a family business is to be located: The buildings are the place where the family business operates."

One of the important functions of a market economy is the organization of family business. "Family entrepreneurship is an independent, self-sustaining initiative based on the optimal use of family capital. Family capital is represented here as the physical, social, financial and intellectual capital of family members" [7].

Ensuring employment in the country through the development of entrepreneurship in families, expanding their sources of income, accelerating the skills of adapting to the modern requirements of a market economy, increasing the number of taxpayers, ensuring the employment of the younger generation.

Today, one of the most pressing issues is the further development of entrepreneurial activity, which has become a driving force of the country's economy, strengthening the protection of the legitimate interests of business.

In particular, its family form is not only an important direction, but also a continuation of the traditions inherited from our ancestors. Because it is known from history that our ancestors for centuries have taught the secrets of family business from generation to generation.

One of the peculiarities of family business is that the experience gained in it is important for the gradual expansion of the business community, and on this basis for the establishment of competitive manufacturing enterprises. [8]

In conclusion, it should be noted that the above-mentioned legal basis for the organization of family business and family entrepreneurship, and the ongoing state policy in this area will increase the share of small business and private entrepreneurship in the economy of the country, increase employment and increase employment serves to increase the number of deputies.

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