



Sociological Assessment of the Impact of Organizational Mechanisms of Providing Employment to Rural Women on the Basis of Entrepreneurship Development

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Abstract: In this article the impact of the effective organizational mechanisms developed by the authors of providing employment to rural women based on the development of entrepreneurship is clearly sociologically evaluated. On its basis, the important socio-economic importance of modern types and means of providing employment to rural women, especially development of entrepreneurship, creation of new jobs, training and retraining of unemployed women is revealed.

Key words: rural women, employment, effective organizational mechanisms, unemployment, employment, accurate sociological assessment, entrepreneurship, labor resources, labor market, competitiveness.

Enter

Relevance of the topic. In our country In 2020-2021, the number of women entrepreneurs who stopped their work is more than the number of women who started their business. This is because of the pandemic situation, based on the needs of the region and the country, no systematic work has been carried out on the issue of creating business plans, and in the future, establishing women's entrepreneurship for the purpose of producing export products.

Existing problems have not been thoroughly studied and effective measures for their elimination have not been developed. As a result, a total of 108,782 business entities were established by women in 2020-2021. During this period, 115 thousand 920 women entrepreneurs were forced to stop their activities.

Secondly, 2063 helpless women, 75 thousand 920 families in need of social protection, 6 thousand 213 women living in difficult living conditions, targeted assistance and social support plans have not been carried out sufficiently.[1].

Thirdly, the situation in the labor market has not been sufficiently analyzed. Information about available vacancies is not fully reflected in the report of the authorities.

As a result of this, no statistical information was created that would allow to identify the women and young people in need of employment. Targeted measures for ensuring their employment and developing women's entrepreneurship have not been developed. 1132 unemployed women in difficult conditions were neglected due to the lack of good practice of working individually with unemployed and socially inactive women.[2].

"Creating new stable jobs in our country, ensuring employment of the population, especially young people and women, increasing their competitiveness and professional level in the labor market is one of the most urgent and priority tasks. During the months of January-May 2019, the Ministry of Employment and Labor Relations trained a total of 15,288 unemployed and unemployed people for short-term vocational training based on the needs of the labor market, and about 77.1 percent of them (11,791) corresponded to the share of women and women living in difficult living conditions"[3].

At the same time, in developing countries, rural women make up about 43.0% and have a great contribution to the implementation of the important strategic task of providing food security to the population. The way of life of most rural women is directly dependent on agriculture and natural resources, which determines their well-being according to the level of supply. Despite the fact that the living standards of the population in the countries of the world are increasing, more than one billion people live in conditions that are extremely unfavorable for life, with a shortage of food. In many countries, poverty is much higher in rural areas than in urban areas. About 80 percent of agricultural products are produced by small farms, which are the main source for more than 2.5 billion people in countries located in Asia and the southern part of the Sahara.[4].

At the moment, rural women have a very strong work motivation, they are distinguished by their passion for retraining, mastering computer skills, and learning foreign languages in order to engage in small business and family business activities.

The purpose of the study rural women on the basis of the implementation of fundamental economic reformson the basis of entrepreneurship developmentensuring employmentrural women based on a sociological assessment of the impact of effective organizational mechanismsconsists of developing a scientifically based conclusion and practical recommendations on reducing unemployment.

Methodological foundations and methods of scientific research

The methodological bases of scientific and practical research are the laws of the Republic of Uzbekistan, decrees and decisions of the President of the Republic of Uzbekistan, references of the Ministry of Employment and Labor Relations, results of sociological research and other relevant legal documents.

The research includes systematic analysis, comparative analysis, macroeconomic analysis, grouping, experimentation, decomposition, sociological analysis, innovative and integrative approaches, international research on reducing women's unemployment.

the analysis and approbation of experiments was used.

Analysis and results

In order to study the problems in the field of creating new jobs for rural women, social mechanisms and Based on the sociological evaluation of its main indicators (the 2nd questionnaire), the main goal was

to conduct specific sociological researches (analyses). In September 2022, specific sociological research was conducted based on the methodology proposed by the author. All of the selected respondents were women, 37.8% of participants were aged 18-25, 32.4% were aged 26-30, 20.3% were aged 31-55, 9.5 % was 56 years and older.

Questionnaires were written in Uzbek. The initial questionnaire data was processed on a computer using Microsoft Excel. As a result, reliable sociological information was created for the study of economic-social-organizational recommendations and proposals for improving the effective mechanism of ensuring the employment of rural women based on the development of entrepreneurship.[5].

The results of the sociological analysis to be carried out show that, in your opinion, in order to reduce the employment of rural women in the informal sector of the economy, new jobs should be created in which of the following main industries or sectors? -to the question, those who participated in the survey in the following areas: 8.5% cotton growing - textile cluster, 5.2% cereal cluster, 3.2% livestock cluster, 5.5% fruit and vegetable cluster, 12.5% cocoon cluster, 0.5% fishery cluster, 2.5% agrotourism cluster, 4.4% medicinal plants cluster, 3.6% farms, 4.0% agricultural cooperatives, 6.5% private estates, farmers and other sectors of agriculture, 5, 4% processing industry, 3.5%, construction and building materials preparation industry, 8.5%, healthcare, 9.3%, education and training, 4.9%, culture and sports, 6, 8%, financial and credit system, 6.4% household services and other service sectors, 5.9% private business and family entrepreneurship, 0.5% recognized that it is necessary to create new jobs in other main sectors .

A woman's income can help not only to strengthen her economic position, but also to raise the standard of living of the whole family. It should be noted that despite the fact that the problems of rural employment, entrepreneurship, and increasing real incomes in the field of agriculture were taken as the main criteria in the reforms carried out in all periods, this problem has not been completely solved.

According to the results of the survey, the respondents increase income p9.8% for horticulture, 7.4% for vegetables and policing, 8.5% for viticulture, 4.7% for horticulture, 6.5% for individual labor activities, 5.5% for processing and storage of products, private homestead 3.6% to economy, 5.5% to supply, sale, preparation, 3.5% to service, 2.4% to health care, 13.5% to small business and family business, 9% to management .4%, 3.6% for household, 2.4% for education and science, 2.6% for catering, 1.5% for physical education and social welfare, 0.5% for other sectors.

It can be seen that employment for women is not only about earning, but also about improving their skills and thereby strengthening their social status. With age, this indicator decreases, and only 49% of women aged 50 and older said that they would continue to work even if there were no financial problems in their family.

According to the respondents, the measures affecting the employment of rural women are to increase the attractiveness of investments specific to the territorial characteristics of the villages (21.6 %) and to maintain the existing ones by creating new jobs for women through the development of the private sector (18.4 %) and a number of other measures are considered the main condition for employment.

Table 1

Effective socio-economic mechanisms affecting the employment of rural women of the Republic of Uzbekistan (all respondents - in relation to employers, in %)*

Measures	For all districts	Including in the following districts:							
		Kitob	Shah-	Past-	Urgut	Beru-	Ellikq	Zarb-	Pax-

			risabz	darg'- om		niy	al'a	dor	takor
Increasing the attractiveness of investments specific to the territorial characteristics of villages	21.6	19.4	14.7	16.5	19.9	14.0	16.8	22.5	16.5
Creating new jobs for women and maintaining the existing ones through the development of the private sector	18.4	18.5	10.2	13.5	10.4	12.4	15.0	16.6	14.3
Improving tax and credit incentives for companies that create new jobs	11.8	12.1	9.8	12.2	10.6	10.3	10.0	11.4	13.0
Effective use of modern types of employment for rural women	19.5	11.0	8.8	10.0	9.8	10.6	11.3	13.5	9.0
Improving the average salary of women according to the tariff system of each sector.	18.3	6.5	10.5	10.2	10.5	11.0	11.0	8.0	10.0
Continuity of working hours, determination of working hours for women with children, taking into account their circumstances	16.0	9.4	9.6	9.6	9.6	8.4	7.6	6.0	8.5
Radically expanding the range of services provided to family business and private entrepreneurship	11.5	5.5	8.6	8.0	9.3	7.0	6.5	5.5	9.5
Establishment of market infrastructure facilities, service and service branches that organize the sale of products produced by business families	9.6	5.0	7.5	7.5	7.4	7.6	5.0	5.0	6.7
Expanding the scope of services of the work carried out within the framework of the "Every family is an entrepreneur" program	9.1	4.6	7.0	5.2	5.5	6.9	3.0	4.2	5.5
Supporting women's business initiatives	8.4	4.2	6.0	2.5	3.0	4.5	4.0	3.0	3.0
Organization of mini-clusters taking into account the specialization of industries and	5.5	2.8	5.3	3.0	2.0	4.3	2.0	2.0	2.0

neighborhoods (craftsmanship, tailoring, processing, organization of compact greenhouses)									
Other conditions	2.1	1.0	2.0	1.8	2.0	3.0	2.0	1.6	2.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source:calculated by the author based on the results of a sociological survey.

Next upimproving tax and credit incentives for enterprises that create new jobs (11.8%), effective use of modern types of employment for rural women (19.5%),employment among women by improving the average salary of women according to the tariff system of each industry (18.3%), the length of working hours, setting working hours for women with children taking into account their circumstances (16.0%) it is noted that it is possible to increase the level. The lowest indicators are the support of women's business initiatives (8.4%), qcreation of mini-clusters taking into account the specialization of industries and neighborhoods (craftsmanship, tailoring, processing, organization of compact greenhouses)Qspecialization of industries and neighborhoods (craftsmanship, tailoring, processing, organization of compact greenhouses) (5.5%) to form mini-clusters taking into accountoccupied by measures (Table 1).

Particular attention is being paid to the development of cooperative relations between the agricultural holdings and landowners, which have a share of more than 70.5% in the gross agricultural product of our republic, and the processing, processing and exporting enterprises. In particular, the decision of the President of the Republic of Uzbekistan on May 18, 2020 "On additional measures to support landowners and ensure employment of the population" further increased the economic importance of real estate. increasing, it means that different families do not earn the same level. Some families use homesteading as their main source of income, while for other families it is a source of additional income.

In the questionnaire, "Which basic conditions would you like to work in the newly created jobs for women in private farms, farmers and other fields of agriculture?" The answer to the questions shows that the development of private estates and farms has a special place in rural areas.

Table 2

"Which basic conditions would you like to work in the newly created jobs for women in private farms, farmers and other sectors of agriculture?"

(in % of all respondents)*

Working conditions	All districts	Including in the following districts:							
		Kitob	Shah-risabz	Past-darg'-om	Urgut	Beru-niy	Ellikq al'a	Zarb-dor	Pax-takor
1	2	3	4	5	6	7	8	9	10
When receiving income according to the final results of labor activities	28.1	31.0	22.5	35.3	35.8	25.8	26.0	30.5	24.2
When jobs are provided with	17.8	28.6	21.8	15.2	22.8	18.2	25.5	21.6	13.5

water resources, quality fodder, machinery and mineral fertilizers									
When agricultural crops are provided with quality and productive varieties	15.3	22.7	15.0	10.9	16.7	15.6	23.0	24.5	18.8
When agricultural products are fully supplied with agrochemical and veterinary services	12.5	10.7	12.1	10.0	11.6	10.4	21.3	12.9	17.5
When livestock is provided with purebred and high- yielding species	9.6	8.3	10.0	9.6	10.2	9.7	12.8	12.0	10.5
In the case of organizational and economic support for new agricultural products production and processing	8.5	7.2	9.3	4.3	5.5	6.0	12.5	9.4	8.5
When services for the sale of finished agricultural products are organized in good quality	8.0	4.2	4.2	3.5	3.0	5.5	5.6	-	7.0
When customs and tax incentives are provided for the export of agricultural products	4.5	4.0	2.1	2.0	2.5	2.1	8.5	5.0	-
Other basic conditions	3.7	8.1	3.0	9.2	5.0	2.7	3.5	2.0	2.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source:calculated by the author based on the results of a sociological survey.

According to the final results of work activities in Table 2, in 8 districts where the opportunity to work while receiving income was selected, the respondents noted that work results depend on income, this is especially the case in Pastdarg'om (35.3%), Urgut (35.8 %), the highest rate was in Zarbdar (30.5 %) districts. Special attention is paid to the conditions of providing high-quality and productive varieties, as well as the development of private homesteads and farms.

As a result of a sociological survey, you would like to work in the newly created jobs for women in the manufacturing industry if the following basic conditions exist? to the questions asked, rural women recorded the following selected answers: when material benefit wages are paid on time (25.6%), when preferential housing loans are provided for employees (22.5%), when jobs are created when fully provided with means of production (19.5%), when quality techniques and technologies are introduced in the processing industry (8.6%), guaranteed direct employment creation when foreign and local investments are attracted (5.5%), when jobs meet technical safety requirements (4.5%), when there are opportunities to export finished products abroad (3.7%),

In the following years, as a result of the implementation of the structural policy aimed at increasing the share of high-value-added goods, in-depth processing of raw materials, the share of agriculture in the

country's gross domestic product decreased and the share of industry and service sectors increased. The development of service industries depends on the effective organization of economic activity, increasing its profitability, and expanding the range of services, especially in rural areas. At this point, in the questionnaire, the respondents recorded the following answers to the questions "Would you like to work in the newly created workplaces for women in the service industries, if the following basic conditions exist?"

- 23.1% when the salary corresponding to my work is paid on time;
- when jobs are provided with service tools, quality raw materials, goods and other material resources - 19.2%;
- when service jobs are fully provided with modern information and communication technologies and Internet network tools, as well as high-quality communal services - 17.6%
- 8.7% when attracting investments guaranteed to create new jobs;
- 5.6% when fully provided with labor and technical safety in service processes;
- 1.2% when there are opportunities for professional development and retraining;
- 24.6% when preferential loans are provided for providing housing.

According to the decision of the President of the Republic of Uzbekistan dated June 7, 2018 on the implementation of the "Each family-entrepreneur" program No. The program "Each family is an entrepreneur" is being implemented, which aims to fundamentally improve the material conditions of the population, to ensure the implementation of significant positive changes in the quality and level of lifestyle in its regions. Based on this Program, positive results have been achieved in the field, taking into account the specialization of villages and neighborhoods (craftsmanship, tailoring, cultivation of certain types of agricultural products, organization of compact greenhouses, etc.). It is planned to connect entrepreneurs with business experience to families who have started to engage in new business activities in the neighborhoods - to establish mini-clusters. In this regard, we would like to focus on the conditions created in the newly established workplaces for women in sewing to explore the opinions of rural women (Table 3).

Table 3

"Would you like to work in a newly established rural women's sewing job if the following basic conditions exist?"

(in % of all respondents)*

Working conditions	All districts	Including in the following districts:							
		Kitob	Shah-risabz	Past-darg'-om	Urgut	Beru-niy	Ellikq-al'a	Zarb-dor	Pax-takor
Financial incentives are paid on time	30.6	23.5	29.5	29.3	30.0	21.0	22.7	23.5	17.5
When workplaces are fully equipped with sewing materials	21.7	21.0	15.8	16.9	20.4	15.2	20.5	20.6	21.0
Jobs are high provided with effective techniques and technologies	10.8	17.6	6.0	11.0	10.5	10.6	15.4	16.5	10.4

When sewing processes are provided with utilities	10.0	10.7	10.5	5.0	7.6	8.6	1.6	10.4	13.0
When experienced specialists are assigned to jobs	8.1	4.5	5.0	4.6	1.4	6.6	10.8	8.5	13.5
When preferential loans are given in the provision of housing	14.2	13.8	18.1	16.7	15.8	18.6	15.0	7.5	12.6
When there are opportunities for further training and retraining	2.6	-	5.2	-	3.0	10.0	-	5.0	4.0
When ensuring the safety of equipment at workplaces	2.0	2.6	6.4	5.2	2.5	7.2	10.8	4.0	3.0
When product marketing services are well established	-	2.5	1.0	1.2	3.5	2.7	3.0	1.0	5.0
Other basic conditions	-	3.8	2.6	5.8	5.3	10.0	0.2	3.0	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source:calculated by the author based on the results of a sociological survey.

Table 3 shows that respondents are financially motivated when wages are paid on time (30.6%), jobs are fully supplied with sewing materials (21.7%), jobs are equipped with high-performance machinery and provided with technologies (10.8 %), provided preferential loans for housing (14.2 %) indicated the need to create working conditions.

In addition, every third of the women interviewed in Shahrisabz, Pastdargom, and Beruniy districts indicated the need to provide preferential loans for providing housing.

The participation of women in business activities is increasing significantly, American researchers R. Peterson and K. Vermeier called this phenomenon "peaceful revolution on a global scale". Indeed, it cannot be denied that in recent years, women's entrepreneurship has become widespread all over the world and is making a great contribution to the world economy. For example, in the USA and Canada, a third of small businesses are owned by women, in France, there are 3 times more female entrepreneurs than male entrepreneurs. At this point, special attention is being paid to the development of small business and family entrepreneurship among women in our republic, and wide opportunities are being opened. But,

Table 4 shows the respondents to have incomes based on the results of business activities, and according to the participants, this indicator is one of the most (25.0%) requirements. This is especially true in the districts of Pastdargham (26.8%), Urgut (24.2%), Shahrisabz (23.5%), Kitab (21.2%), and Zarbdar (21.6%).

Providing workplaces with quality goods, raw materials, seeds, crops, livestock and other material resources with organizational and economic support (15.2%), land for business objects, those who wanted working conditions when there were no illegal restrictions on the supply of water, energy and other resources (10.3%), when preferential loans were provided by commercial banks (12.6%), and others (37.0%). Differences were also found in the answers offered by women regarding the development of small business and private entrepreneurship in the regions, including the idea of reducing illegal

inspections by tax and other legal authorities in Jizzakh (8.0%), Samarkand (15.0%) and Kashkadarya (5.9 %) was recorded separately in the regions. .

Table 4

You would like to operate in a small business and family business startup for women, which of the following key conditions are present (% of all respondents)*

Working conditions	All districts	Including in the following districts:							
		Book	Shah-risabz	Low-hanging	Urgut	Beruniy	Ellikkala	It'shit	Pax-takor
1	2	3	4	5	6	7	8	9	10
When receiving income based on the results of business activity	25.0	21.2	23.5	26.8	24.2	23.3	18.6	21.6	21.2
Providing workplaces with quality goods, raw materials, seeds, crops, livestock and other material resources with organizational and economic support	15.2	18.6	20.4	21.2	21.5	20.2	17.2	20.8	20.8
In the absence of unreasonable restrictions on the provision of land, water, energy and other resources for business facilities	10.3	18.0	15.7	8.2	18.2	18.6	15.0	20.0	17.3
When jobs are fully provided with goods, agrochemical and veterinary services	8.0	15.2	11.5	14.5	17.2	15.2	12.3	16.4	10.2
When favorable conditions are created for attracting direct investments	5.0	8.5	10.2	10.4	6.5	10.3	11.0	10.2	8.5
When preferential loans are provided by commercial banks	12.6	12.3	8.5	9.2	4.2	8.4	10.8	4.6	7.2
In the absence of illegal inspections by tax and other legal authorities	13.4	2.6	3.3	8.0	3.7	4.0	8.5	3.0	5.0
When there are organizations specializing in	5.0	3.1	4.2	0.5	2.0	-	7.5	2.3	4.0

the sale and export of finished products									
Other basic conditions	5.5	0.3	3.0	1.2	2.0	-	-	1.1	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source:calculated by the author based on the results of a sociological survey.

Therefore, it can be concluded from the above table that by further improving the conditions for the development of small business and family entrepreneurship for rural women, it is possible to achieve a constant increase in their employment share with the steady formation of new jobs.

Employees in the informal sector of the economy who perform permanent, temporary, one-time and seasonal work, including those who go outside the country to perform these works, who run their own business, are not prohibited by law, but are not registered. it is desirable to train personnel who can quickly adapt to occupations in high demand in the labor market, taking into account the registration of wage earners or persons who are not taken into account in official statistics.

According to the results of the survey, 18-25-year-old women are mostly entrepreneurs, economist-accountants, business managers, doctors, teachers, computer programmers, and 31-55-year-old women are seamstresses, greenhouse technologists, and milkmaids. - have shown mastery of skills. Every second (42.6%) of women aged 56 years and older want to earn additional income by taking professions such as hairdressers, policemen, and herbalists.

Conclusions and suggestions

Thus, based on the results of specific sociological research, rural women of selected districts of our republic on the basis of entrepreneurship development a new information fund was created that studies the main indicators of the effective organizational mechanism of employment.

They are the population of the rural areas with many and few labor resources, mostly women on the basis of entrepreneurship development serves as an important source of information in the development of recommendations and proposals aimed at the formation of an effective organizational mechanism of employment.

According to him, the village to improve the socio-economic status of women in places development of family business, private entrepreneurship it is necessary to improve the measures of In this way, the possibilities of providing employment to rural women, increasing their income, increasing the level of professional training, that is, turning them into fully competitive personnel in the labor market, will expand.

In our opinion, increasing the employment of women ensures the improvement of the effective economic regulation of the rural labor market. In addition, it allows to assess the number of unemployed based on the real economic development situation and serves as a program for determining ways to reduce it. In this regard, it is appropriate to implement the following measures:

- regular updating of the data bank on new business structures, innovative projects, community organizations;
- to further improve the social activity of women and the quality of their professional education;
- to further support the development of family business, private entrepreneurship, homemaking and crafts, and other forms of entrepreneurial activity;

- wide promotion of international experiences for the development of small business and private entrepreneurship among women;
- implementation of regular control over the provision of social guarantees created for homeowners;
- more consistent continuation of the ongoing systematic work on providing preferential loans to family enterprises based on the development of national handicrafts.

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