

Shamsieva M.

**THE ROLE OF NON-PROFIT
ORGANIZATIONS IN PROVIDING
THE EMPLOYMENT OF WOMEN IN
THE LABOR MARKET:
EXPERIENCE IN UZBEKISTAN**

Shamsieva Makhfuza, The Republic of Uzbekistan,
Uzbekistan National University, researcher

Abstract

The problem of employment of the population exists in all countries in various levels, regardless of the level of economic and social development. However, international experience shows that during the deterioration of the old economic, political and social relationships, this problem is reflected sharply. As well as some macroeconomic issues such as achieving sustainable economic growth, economic efficiency and balance, the problem of unemployment also plays an important role. In conditions of the liberalization of the economy, the increased rate of unemployment than the natural rate is costly for the society in economical and social spheres.

Keywords: population, economical and social spheres, independence, socialism, democratic system, state-owned enterprises, employment problems, women.

According to experts, the population of the world was 5 billion in 1987, reached 6 billion in 2000 and is estimated to reach 8 billion in 2025. The population of Uzbekistan was 20.4 million in 1990, nearly 25 million in 2000, 29 million in 2010, increased by more than 31 million in 2015, and is predicted to reach 33 million in 2020, 35 million in 2025. This indicates that further attention should be paid to the of the population all over the world, including our country. [1]

Uzbekistan, as the result of independence, chose the path of transition from socialism, dominated by a single ideology, based on planned production and consisting mostly of state property to

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«Research, Innovation and Education» 2016**

creating a civil society and legal state – a democratic system based on market economy. In the process of transition to a market economy the form of owning properties has changed, state-owned enterprises, even, land owners have changed, and labor has also been redistributed on the basis of market economy laws. The separation of people from their old jobs, the need to change them happens according to this criterion. Particularly, in this process, the variation of the number of unemployed people with the needs of social protection is also natural.

The first step of economic reform in Uzbekistan consists of excluding a property from state and privatization, creating a new class of property owners by forming a multi-economy.

I must say that in our country, according to the conception of improvement of economical reforms and the development of civil society, the protection of the rights of property owners is being developed. Over the last years in The Republic of Uzbekistan “About the protection of properties and the guarantee of the rights of property owners”, “About the allowance to business and entrepreneurship”, “About family business”, “About the freedom of entrepreneurship” (new edition) and more than fifteen laws have been confirmed.

Nowadays the efforts towards creating comfort and convenience to do small business and entrepreneurship is increasing their role in economy. In addition, there were 149 300 businesses in 2000, and it reached more than half a million in the last year. The entrepreneurs’ percentage in gross domestic products reached 56%, and the percentage of employment 77.2 %. In these days 23 % of products, nearly all market services and 18 % of exported products are the results of small business.[3]

In Uzbekistan, 35 % of the entrepreneurs are women. This shows that big efforts are made in the improvement of economical activeness among women and their employment. In various sectors of economy as management and production, 62 % of workers are women. In the last 10 years the rate of women managers in small and medium enterprises has increased by 1.6 times. If we pay attention to numbers, we can notice that the amount of credits paid for women by commercial banks is growing from year to year. For example, 90.1 billion UZS credit was given in 2007, and in 2014 it reached more than 1 trillion UZS. In the first quarter of 2015 commercial banks of the Republic gave credits of 314.3 billion UZS and more than 50 thousand women were employed.[4]

It is noteworthy that state has created a specific financial assistance model dedicated to the involvement of women to entrepreneurship. The social cooperation of “The third sector”

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members with government and state bodies is giving positive results. According to numbers, the frequency of women's non-governmental, non-profit organizations was 456 in 2010, and now it is nearly 540. [5]

State grant competitions announced by the non-profit supportive Public foundation under The Oliy Majlis of The Republic of Uzbekistan plays an important role in upgrading the projects for providing women's employment, including, increasing their social activeness by involving them to small and family business, outwork, and entrepreneurship. The growth in the number of projects dedicated to the involvement of social vulnerable layers of the population, women, the youth and young families to small and family business and other types of entrepreneurship can be seen in the following diagram.

As it can be seen, 20 projects have been supported to 162.8 UZS in 2008-2010, and in 2011-2013 years 54 projects were funded to 739.9 million UZS, the amount of allocated funds has increased by 4.6 times. During 2009-2013, the following targeted projects on the development of women's non-profit organizations, small and family business, entrepreneurship, outwork and folk crafts were financed. [6]

It should be noted that nowadays, a number of international projects on the development of entrepreneurial skills of women are being implemented. They include Women's Committee of Uzbekistan, "Formaper" agency (Italy) under Milan trade and industry, crafts and agriculture chamber, Social Innovation Fund (Lithuania), "New programs on providing social assistance for needy families and creating sources of income", which is carried out within the framework of the program of European Union's Institutional development in cooperation with "Women for communication and education" union (Spain). This project has been carried out in 5 neighborhoods of Tashkent and Sirdaryo regions. Within the framework of this project training sessions were held, recommendations were given on how to create business plans microcredit system and establishing a business. [7]

In September, 2013 an international conference was held on "The role of women in the formation of a civil society and state: Experience of Uzbekistan. The participants of the conference (experts from The USA, Italy, Germany, China) acknowledged the achievements of our country in supporting the entrepreneurship of women. They also shared their opinions on the conditions of colleges for learning a profession, the development of home-based business among women, project implementation process on increasing

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women's activeness by involving them to business and pointed out their cooperation with Uzbekistan in this sphere.

No	Name of organization	Name of project	Allocated funds
1	"Qish suri" women's social and legal aid center	"To support women socially and legally and teaching them business basics"	14 600 000 UZS
2	"Lola" women and youth center	"In order to ensure the welfare of families, to organize vocational training and career development for women and youth with low-income and in need of social protection in remote regions of the district"	10 100 000 UZS
3	"Cooperative and health fund" Nisangang regional department	"To teach low-income families, women and the youth the basics of small business and entrepreneurship and national handicraft skills by establishing training centers in remote border regions of the district"	14 600 000 UZS
4	"Businesswoman" Uzbekistan Business Women's Association founder district department	"To teach women of low-income families to crafts in vocational training courses "My craft skills - my comfortable life happiness and wealth" and improve the welfare of living"	14 000 000 UZS
5	"Support for children and families" Association Yangiyoqon district department	"Creating new jobs and involving unemployed women and the local youth in remote villages to business activities"	14 000 000 UZS
6	"Women's council" Fergana regional department	"To establish training centers in H'kand suburban districts and provide vocational training to young married women and graduated girls of colleges. To support them developing their private business"	14 500 000 UZS
7	"Lohar qishlar" non-governmental non-profit organization	"Opportunities for rural women"	14 200 000 UZS
8	"Support for children and families" Association Jambek regional department	"To teach rural women basics of running business at home"	7 450 000 UZS
9	Republica "Confiance union" Qashqadaryo region, G'uzor district	"A harmonious woman - a perfect mistress"	14 000 000 UZS
10	"Kasimbek" non-governmental non-profit organization	"To open a support center for entrepreneur girls"	14 000 000 UZS
11	"Soh" socio-economic development center	"The implementation of the social activity of women in the Oqdaryo district"	14 000 000 UZS
12	Xhorezm region "Mak" bring 'i' social and legal support center of women and their families	"To help young girls of low-income families choose profession and their employment in the villages of Qashqadaryo district"	14 000 000 UZS
13	Republica "Olma" Women's association Xhorezm region department	"Creating new jobs and facilitate the achievement of employment of the unemployed youth and women in Xhorezm region by "Training small business and private entrepreneurship"	14 000 000 UZS
14	Tashkent city "Businesswoman and entrepreneurs" community association	"Businesswoman, welfare family, stable society"	13 000 000 UZS
15	"Ayollar kengashi" Republica community association	"To assist the development of family business, private entrepreneurship, outwork, folk crafts and other types of business in remote rural areas"	13 000 000 UZS
16	Women's Committee of Uzbekistan	"To create a cooperative portal of business women and home-based entrepreneurs of the Republic of Uzbekistan"	14 000 000 UZS

Women having professional skills and role in society is one of the most important indicators of the welfare of the country. According to UN, women perform 60-75 % of all the work in the world. 45 % of the World Food is produced with their work. As women make up half of the world's labor resources, numbers show

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that prosperous life can be achieved only if every country provides opportunities for women to realize their talents and abilities. [8]

As the result of Independence, Uzbekistan has become one of the countries where “Women are appreciated and respected”. Women are supported economically and socially. Because, economically independent woman will have a status in the society. As noted by the President of The Republic of Uzbekistan Islam Karimov – “Women are one of the greatest wealth of our country”.

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