

DIRECTIONS OF DEVELOPMENT OF LABOR ENTREPRENEURSHIP IN AGRICULTURE NALISHLARI

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Annotation

The article is based on the specifics of agriculture and the role of entrepreneurship in it. The opinions of scientists conducting research in the field of agricultural entrepreneurship were also studied and analyzed. Modern problems and prospects of agriculture of the Republic of Uzbekistan are presented. Suggestions and recommendations were made on the lack of specialists in the field of agriculture and the solution of existing problems in the field of entrepreneurship.

Key words: Agriculture, entrepreneurship, agribusiness, technology, efficiency, product quality.

The development of the national economy of the Republic of Uzbekistan, the development of small businesses engaged in the industrial processing of agricultural products, is developing in parallel with the implementation of market reforms.

In the process of transition to market relations, forms of entrepreneurship play a decisive role in the development of employment. Private initiative in entrepreneurship, efficiency are the driving force of the modern economic process. Entrepreneurship development is one of the main directions of any market reform. In modern social life there is no economic activity that does not feel the need for it.

Entrepreneurship takes place taking into account the specific demographic and economic situation in each country and especially in its regions, and the development of entrepreneurship depends on the practical tasks of the economy in a particular situation.

At the same time, it must be recognized that among scientists and practitioners dealing with entrepreneurship, there are different views on this issue, in which there are certain contradictions. Many heads of enterprises and heads of large joint-stock companies consider themselves entrepreneurs, although their activities are controlled to one degree or another by the owners of the means of production. Many people believe that entrepreneurial activity is carried out exclusively within the framework of a small business by an entrepreneur who owns and manages his enterprise.

At the same time, there is an opinion that “an entrepreneur is a leader acting independently in the interests of his business” [7]. The Law "On Entrepreneurship in the Republic of Uzbekistan" defines entrepreneurship as follows: "Entrepreneurial activity is the economic activity of property entities with a risk for profit and on the basis of property liability, with an initiative within the framework of the current legislation."

In order to better understand the essence of entrepreneurship, the scope of its actions and opportunities, let us analyze the development of a system of views on its essence and role in the economy as a whole from the point of view of organizational, political, economic and socio-psychological aspects. Aspects.

Uzbek scientists A. Ulmasov and N. Tukhliyev characterized entrepreneurship as “an income-generating or profitable economic activity (profession, occupation) entrepreneurship - to engage in commercial activities, to engage in any activity for the purpose of earning” [8], “. ..entrepreneurship - to engage in any economic activity for the purpose of earning money, taking responsibility” [8]. These two definitions are so similar to each other that they cannot be distinguished from each other. On this basis, we can conclude that A. Ulmasov, developing his views on the content of these two concepts, gives a more complete definition of the concept of business. For example, under “entrepreneurship in the broadest sense” he understands activities

aimed at obtaining legal income, “economic activities aimed at generating income through the sale of material and monetary resources (capital) of entrepreneurs (property entities). Entrepreneurship, in general, does not mean making money, but making money through creative activity. Thus, we can conclude that any activity aimed at making a profit cannot be expressed in business terms. Business is a profit-oriented activity based on property liability and property risk. This means that there is a risk of homelessness, a collapse of the market in economic activity, and if this happens, the property may be lost. Therefore, the concept of business is understood as an activity based on property liability, economic risk in order to generate income, profit. Entrepreneurship is a type of business, creative activity for profit, that is, the production of goods and services. Business includes entrepreneurship, consumer business, and wealth-generating, non-creative business. In the process of functioning in a free market economy, small business changes the forms and types of organization, and under the influence of its capabilities and the external environment, it can move from one form to another.

One of the economic essence and important aspects of entrepreneurship is the steady growth of its share in GDP. If you look at the figures presented in Figure 1, then its share in the Republic of Uzbekistan over the past decade ranged from 31% in 2000 to 54.2% by 2021, and more than 82% of the population is employed in the economy



Figure 1. The share of small businesses in GDP and industry in Uzbekistan in 2000-2021 (in percents)

The share of small business and private entrepreneurship in the Gross Domestic Product and the share of the population employed in the economy by small business is growing at a rate of 1.5-2.0%, which differs from general and regional indicators. The growth in the share of small and private enterprises in GDP and employment in developed and developing countries will increase the priority of small businesses and private enterprises in a market economy, the role and importance of ensuring the stability of the country. In particular, most of the world's population is engaged in small business. In particular, in China 80% of the population, in Japan 48%, in the USA 50%, in Uzbekistan 78% are engaged in small business. The share of small businesses in the economy is also high in the world, including 60% in China, 68% in Italy, 53% in Germany, 48% in Korea, 50% in the US, 21% in Russia and 56% in Uzbekistan. The number of enterprises per 1000 population is 57 in the European Union, 90 in the USA, 27.2 in Russia [3] and 22 in Uzbekistan. According to statistics, in developed, economically stable countries, the difference between the share of small businesses and private enterprises in GDP is 5-10%, and in Uzbekistan this figure is 15-17%. The share of small business and private entrepreneurship in GDP in the country and in the regions is not low. Although the share of agriculture in the GDP of the Republic of Uzbekistan is small, 55% of the population

lives in rural areas. Therefore, it is necessary to deepen and improve the content of entrepreneurial activity in the field of agriculture.

Table 1

The share of small business in the production of agricultural products in the Republic of Uzbekistan

Indicators	2000	2005	2010	2015	2021	Changes in 2021 compared to 2000, point
Area of agricultural crops, thousand hectares	3778,3	3647,5	3708,4	3694,2	3260,7	0,9
Agricultural production, billion soums	1387,2	5978,3	30856,7	99604,6	302524,9	218,1
Volume of agricultural production in small business and private entrepreneurship, billion soums	1021	5019,7	29900,4	98198	299280	293,1
Share of small business in agricultural production, %	73,6	84,0	96,9	98,6	98,9	1,3
Agricultural products per thousand hectares, billion soums	0,4	1,6	8,3	27,0	92,8	252,7

The Republic of Uzbekistan has 3,260.7 thousand hectares of arable land, which is 10% less than in 2000. However, the volume of agricultural production in 2021 amounted to 302524.9 billion soums, an increase of 218.1 points compared to 2000. The share of small business in agricultural production was 98.2%, with agricultural production amounting to 299,280.0 billion soums. Agricultural enterprises amounted to 92.8 billion soums per 1,000 hectares, which is 252.2 points more than in 2000. While agricultural production is growing, changes in ownership are leading to rising unemployment in rural areas. In recent years, the influx of entrepreneurs from other sectors has increased due to the lack of entrepreneurial skills in agricultural specialists. Over the years, the decline in the number of specialists in this field has had a negative impact on agricultural entrepreneurship.

In developed and developing market economies, small businesses and private entrepreneurship perform a number of key functions. By creating new jobs, it balances the social costs of necessary structural changes in the economy. In the process of introducing a market economy in Uzbekistan, it is also necessary to develop small businesses and private entrepreneurship, to consistently study the experience of foreign countries in this regard.

Based on the foregoing, we can say that the economic policy of the state and local governments, aimed at building a democratic society, a fully functioning and market economy based on the priority of private property, in a modern economic development strategy should provide for the development of small business and private entrepreneurship

Small business has not only economic, but also social significance, which can be expressed as follows:

- development of small business will provide work for the able-bodied population;
- ensures the growth of the material interests of the population employed in production;
- development of small business will fully meet the growing needs of the population;

Small business makes it possible to fully demonstrate the potential of able-bodied citizens in practice and form middle-class owners in society.

As a result of economic reforms in the agro-industrial complex, various property economic entities have been formed in accordance with the market economy. Some property objects are privatized and transformed into private-individual, private-state forms of entrepreneurship. In the sphere of agricultural production of the agro-industrial complex, first of all, collective (firm) farms were created, including farms, dehkan farms. According to the Decree of the President of the Republic of Uzbekistan “On the Concept for the Development of Farms for 2004-2006”, low-profit enterprises (except for specialized ones) were liquidated and transformed into farms. According to the Decree of the Cabinet of Ministers of the Republic of Uzbekistan dated January 9, 2019 No. 14 on additional measures to improve land reclamation of farm and other agricultural enterprises and the efficient use of agricultural land, agricultural land is optimized depending on the field is determined as follows:

the minimum size of land plots of cotton-grain agricultural enterprises - 100 hectares;

the minimum size of land plots of agricultural enterprises in the field of grain and vegetables - 20 hectares;

The minimum size of land plots for horticultural and vineyard farms is 10 ha;

The minimum size of land plots for vegetable and horticultural farms is 5 ha.

Entrepreneurial activity in the agricultural sector, in addition to the knowledge and experience of the entrepreneur, is influenced by state policy and the characteristics of agriculture. In particular, this provision is the basis for the formation of property in agriculture.

In this regard, it is necessary to increase organizational and economic measures in the region and its districts to increase the level of development of entrepreneurship in agriculture and employment. It is also important to ensure the mobility of businesses and existing human resources, to improve their skills, to maintain the existing experience of people.

To this end, we believe that the formation of a system of professional development of labor resources in two directions will create a competitive environment between entrepreneurs and labor resources in the rural labor market, as well as between labor resources and entrepreneurs.

In order to form this situation, it is necessary to introduce a mechanism of gradual training and retraining of personnel.

Below we recommend a system of training qualified personnel in the field of agricultural small business,(Table 2).

Table 2

The system of training qualified personnel in the field of small business in agriculture

Learners	Entrepreneurs	Uneducated unemployed	Unemployed people with education
Direction of education	Professional development	Vocational training	Orientation to a new profession
Learning Objectives:	-Introduction to new information for adaptation to a market economy -Promotion of advanced practices in the country and abroad	Involve and raise awareness of the rural population in areas other than agricultural production in a market economy. Vocational training and guidance in this area	
Organizations and institutions organizing education:	Provincial and district administrations, Ministry of Higher and Secondary Special Education	Regional and district administrations, labor exchanges, universities, vocational colleges, business incubators.	

Establishment and duration of communication between the learner and the teacher:	-One month every two years in direct auditoriums -Online uninterrupted	-Reception of new listeners in direct auditoriums every month of the year - Online uninterrupted	
Learning Stages and Audience Encouragement:	-The first stage is a month-long training, exchange of experience across the country -The second stage is a month-long training and exchange of experience to create innovation in entrepreneurship, to send entrepreneurs who have expanded their fields to exchange experience abroad.	The first step is to take a one-month vocational training course. The second step is to refer the entrepreneur to the training system when starting a new business in the field of study.	The first step is to study the field of interest for a month. The second step is to refer the entrepreneur to the training system when starting a new job in the field of study.
Education Support:	Local budgets of provinces and districts, special funds of large enterprises in the agro-industrial complex, financing from financially stable business entities		

Another area of development is international cooperation. Those developing countries receive financial and financial support from developed countries, as well as assistance in learning from their experience and business practices. This will help to overcome the backwardness of some countries and agricultural structures, as well as to identify their potential.

In short, agriculture, like any other sector of the economy, has its own problems that hinder its rapid development and improvement. But studying them reveals many promising areas for strengthening positions and further growth. Entrepreneurship in agriculture is widespread throughout the world, creating many opportunities for international cooperation. It can also be useful in individual countries, in accelerating their development and unlocking their potential, and in bringing the global economy as a whole to a new level.

Entrepreneurship plays an important role in the formation of a class of owners from a social point of view, the formation of a group of people who are actively involved in the social sphere, ensuring the economic stability of the country from an economic point of view, and fully satisfying growing needs.

In the agro-industrial complex, entrepreneurship also reflects private relations without changing its socio-economic nature. Ensures the development of socio-economic interdependence. It is based on the socio-economic, production relations of the land, the seasonality of agriculture, natural and climatic conditions and the socio-economic relations of economic entities in the agro-industrial complex.

In the agro-industrial complex, private and private-collective entrepreneurship is formed on the basis of private and collective property. In the agro-industrial complex, private entrepreneurship has been developed in the following areas: farmer, dekhkan farms in the field of agricultural production; in the field of cultural, community, trade, paid services in the service sector; In the processing industry, small enterprises for processing fruits, vegetables, meat and milk, as well as individual entrepreneurs for processing grain, have been developed. In the form of private-collective farms, separate specialized enterprises for the production of agricultural products, agricultural firms, enterprises for the production of seeds, fuel, fertilizers, water supply and repair, processing enterprises with a large technological base were formed

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