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## **ECONOMIC DEVELOPMENT TRENDS IN UZBEKISTAN**

**Annotation:** in the article at the current stage of development of our country, in the context of further deepening socio-economic reforms, the following have been identified as priority tasks for the further development of small and private entrepreneurship: training employees of small enterprises in effective labor methods, transition to rational methods of using labor potential, introduction of advanced labor methods, reduction of costs due to introduction of effective labor methods.

**Keywords:** small business, entrepreneurship, labor relations, labor organization, labor standards, employment.

If we talk about the measures that are currently being taken to develop the economy of Uzbekistan, then, first of all, state support in financing entrepreneurial activity is very important. To support the activities of entrepreneurs, it is important to provide loans at favorable interest rates, attract more investments in this area, further expand tax benefits, and ensure convenience in the process of paperwork. In particular, deep structural changes in the economy, income growth, increased employment, and the creation of new jobs by increasing the efficiency of entrepreneurial activity should be implemented in a short time, as well as Various forms of employment of the population are developing, which is positively reflected in the number of small enterprises, micro-firms and other types of enterprises and organizations operating in our country.

One of the most important aspects of the development of family entrepreneurship is that it increases the chances of employment for unemployed

family members. Therefore, in recent years, large-scale work has been carried out to create decent living conditions for the population by supporting the socio-economic development of the country, active entrepreneurship, in particular, the development of family entrepreneurship.

As a priority area for increasing employment, it is necessary to develop the following labor relations:

- full satisfaction of the needs of all segments of the working population for socially useful work;
- effective coordination of human labor according to the nature and content of labor;
- compatibility of social and production factors in the labor process, considered as conditions of employment in small business and entrepreneurship;
- high growth in labor productivity and efficiency indicators;
- as a result of the distribution of labor resources, the possibility of achieving success in satisfying the material, spiritual and social needs of the population.

The methodological approach to protecting the labor rights of workers and strengthening labor protection, maintaining the working capacity and health of citizens in the process of work, ensuring their safety, supporting balanced labor relations between employers and employees plays an important role. A number of legislative acts adopted in our country specifically highlight measures and tasks that affect the methodology of ensuring labor relations. This is reflected, first of all, in the Labor Code of the Republic of Uzbekistan. Article 16 states the following:

In accordance with the Constitution of the Republic of Uzbekistan, everyone has the right to work, to free choice of work, to fair and honest working conditions, to protection from unemployment in the manner prescribed by law. Each worker:

- receive remuneration for their work in an amount not lower than that established by law for the first category of the Unified Tariff Scale of Remuneration;
- Rest provided by establishing standardized working hours, reducing the working day for a number of professions and jobs, providing weekly days off, holidays, and paid annual vacations;
- professional training, retraining and advanced training;
- compensation for damage caused to health or property in connection with the performance of professional duties;
- join trade unions and other organizations representing the interests of workers and work collectives;
- for social security in old age, in case of loss of ability to work, loss of a breadwinner and in other cases provided by law;
- to protect their labor rights, including through legal protection and obtaining qualified legal assistance;
- has the right to protect his interests in collective labor disputes.

Based on the study of research conducted in this area, we believe that the following factors influence the development of labor relations:

- in the course of modern development of the labor market improvement of the regulatory framework for labor rights and freedoms of citizens, labor protection;
- improving the professional level of employees of regional labor agencies through the introduction of modern methods of the digital economy;
- implementation of state control and supervision over compliance with the requirements of legislation in the field of protection of labor rights of citizens, as well as labor protection and ensuring safe working conditions by organizations, regardless of the organizational and legal forms of business;
- protection and continuous monitoring of compliance with the rights of subjects of labor relations, as provided for by legislation on labor, employment of the

population and labor protection, as well as public control over the quality of certification of workplaces for working conditions;

- improving the system of providing advisory and methodological assistance to employees and employers, including small businesses and entrepreneurs, on issues of application and compliance with labor and occupational safety legislation.

In the development of small business and entrepreneurship Features of the implementation of motivation mechanisms, the formation of skills according to G.K. Abdurakhmanova According to their research, "...the system of labor incentives in a transitional economy should consist of the following components:

- firstly, it is a system of material, monetary incentives for work. Its essence lies not only in the payment of a certain amount of wages for work, but also in ensuring a positive perception by the employee of the amount of labor expended and the amount of monetary income received for it;

- secondly, a system of material incentives of a social nature (non-monetary). This system includes the creation of decent working conditions for workers, ensuring motivation for work through the transition to a creative, meaningful work process, encouraging them by allocating free time, creating a favorable atmosphere in the team;

- and finally, thirdly, incentives aimed at motivating a person not only as a mechanism performing production functions, but also as an individual. The three methods of labor motivation listed above should form a complete system of labor motivation applicable to both an individual and a team.

The effectiveness of small business and entrepreneurship traditionally represents a set of adequate perceptions, decision-making, actions and skills that are formed at certain stages of its existence and change as the business grows, develops and changes, moving from one qualitative state to another.

Skills, Knowledge, and Experience Technical skills are essential if the business idea is to produce a product or provide a service. Business management skills are the skills needed to run a business wisely. Having marketing skills may be the most important of these, but other areas of business management are vital to success.

Entrepreneurship is an important factor in economic development, increasing employment and incomes of the population. In order to comprehensively support representatives of this sphere, more than fifty decrees and resolutions have been adopted in recent years. In particular, the procedures for state registration of entrepreneurial activity, obtaining various permits and many other services have been simplified. To create conveniences in this regard, the Agency for State Services and its territorial centers have been created, and the position of business ombudsman has been introduced.

Also, the Resolutions of the President of the Republic of Uzbekistan dated June 27, 2018 No. PP-3777 "On the implementation of the program "Every family is an entrepreneur", dated October 24, 2019 No. PP-4498 "On additional measures to improve the procedure for lending to projects implemented within the framework of state programs for the development of family entrepreneurship", dated August 30, 2022 No. PP-364 "On measures to implement the tasks set in the "Open Dialogue" of the President of the Republic of Uzbekistan with entrepreneurs in 2022" provide for the development of small businesses and the elimination of problems and obstacles arising in this activity.

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