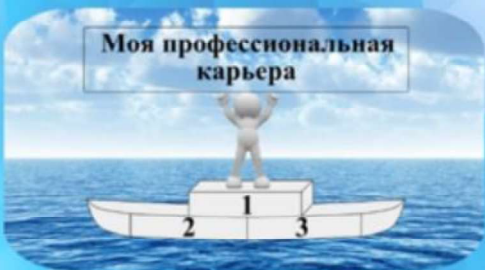


Моя профессиональная
карьера



ISSN
INTERNATIONAL
STANDARD
SERIAL
NUMBER

ISSN
2782-4365

Проверить
номер:



Научно-образовательный электронный журнал

ОБРАЗОВАНИЕ И НАУКА В XXI ВЕКЕ

Выпуск №60-1 (том 1)
(март, 2025)



Проверить индексацию статьи. Сайт: mrcareer.ru/google



Свидетельство
о регистрации СМИ
№ЭЛ ФС 77-77927
от 19.02.2020 г.



РОСКОМНАДЗОР

Периодичность выпуска: 1 раз в неделю
Сайт: mrcareer.ru/oinv21veke. Почта: obrmpcareer@mail.ru



Международный научно-образовательный
электронный журнал
«ОБРАЗОВАНИЕ И НАУКА В XXI ВЕКЕ»

ISSN 2782-4365

УДК 37

ББК 94

**Международный научно-образовательный электронный журнал
«ОБРАЗОВАНИЕ И НАУКА В XXI ВЕКЕ». Выпуск №60-1 (том 1) (март,
2025). Дата выхода в свет: 10.03.2025.**

Сборник содержит научные статьи отечественных и зарубежных авторов по экономическим, техническим, философским, юридическим и другим наукам.

Миссия научно-образовательного электронного журнала «ОБРАЗОВАНИЕ И НАУКА В XXI ВЕКЕ» состоит в поддержке интереса читателей к оригинальным исследованиям и инновационным подходам в различных тематических направлениях, которые способствуют распространению лучшей отечественной и зарубежной практики в интернет пространстве.

Целевая аудитория журнала охватывает работников сферы образования (воспитателей, педагогов, учителей, руководителей кружков) и школьников, интересующихся вопросами, освещаемыми в журнале.

Материалы публикуются в авторской редакции. За соблюдение законов об интеллектуальной собственности и за содержание статей ответственность несут авторы статей. Мнение редакции может не совпадать с мнением авторов статей. При использовании и заимствовании материалов ссылка на издание обязательна.

© ООО «МОЯ ПРОФЕССИОНАЛЬНАЯ КАРЬЕРА»

© Коллектив авторов

РЕДАКЦИОННАЯ КОЛЛЕГИЯ:

Пестерев С.В. – гл. редактор, отв. за выпуск

Абдурасулов Абдуллажон Абдукаримович	доктор философии педагогических наук
Азамов Жасурбек Муродович	доктор философии в области юриспруденции
Артикова Мухайохон Ботиралиевна	доктор педагогических наук, доцент
Ахмедов Ботиржон Равшанович	доктор философии в филолог. науках (PhD), доцент
Батурич Сергей Петрович	кандидат исторических наук, доцент
Бекжанова Айнура Мархабаевна	доктор философии по педагог. наукам (PhD), доцент
Бекжанова Гулнара Мархабаевна	кандидат медицинских наук, преподаватель
Боброва Людмила Владимировна	кандидат технических наук, доцент
Богданова Татьяна Владимировна	кандидат филологических наук, доцент
Ботиров Аминжон Розимбоевич	кандидат биологических наук, доцент
Демьянова Людмила Михайловна	кандидат медицинских наук, доцент
Еремеева Людмила Эмировна	кандидат технических наук, доцент
Жуманова Фатима Ураловна	кандидат педагогических наук, доцент
Засядько Константин Иванович	доктор медицинских наук, профессор
Исломова Саидахон Тургуновна	доктор философии по техническим наукам (PhD), доцент
Кабулова Мехрибан Толыбаевна	доктор философии по педагог. наукам (PhD)
Казакова Раъно Машрабаевна	доктор философии по филологическим наукам (PhD)
Кодиров Хасанбой Орибжонович	доктор философии педагогических наук
Колесников Олег Михайлович	кандидат физико-математических наук, доцент
Коробейникова Екатерина Викторовна	кандидат экономических наук, доцент
Ланцева Татьяна Георгиевна	кандидат экономических наук, доцент
Мухамедова Лола Джураевна	доктор философии по филологическим наукам (PhD)
Нарзикулова Фируза Ботировна	доктор психологических наук
Нобель Артем Робертович	кандидат юридических наук, доцент
Ноздрин Наталья Александровна	кандидат педагогических наук, доцент
Нуржанов Сабит Узакбаевич	доктор историч. наук (dsc), старший научный сотрудник
Олтаев Шавкат Собирович	кандидат экономических наук, доцент
Павлов Евгений Владимирович	кандидат исторических наук, доцент
Петрова Юлия Валентиновна	кандидат биологических наук, доцент
Попов Сергей Викторович	доктор юридических наук, профессор
Расулходжаева Мадина Ахмаджоновна	доктор философии по педагог. наукам (PhD), доцент

Рахматова Фотима Ганиевна	доктор философии по педагог. наукам (PhD), доцент
Рахмонов Азизхон Боситхонови	доктор педагогических наук, доцент
Таспанова Айзада Кенжебаевна	доктор философии (PhD) по экономическим наукам
Таспанова Жыгагул Кенжебаевна	доктор философии по педагог. наукам (PhD), доцент
Табашникова Ольга Львовна	кандидат экономических наук, доцент
Тўрабоева Мадинахон Рахмонжон қизи	кандидат педагогических наук, доцент
Тюрин Александр Николаевич	кандидат географических наук, доцент
Уразова Лариса Карамовна	кандидат исторических наук, доцент
Усубалиева Айнура Абдыжапаровна	кандидат социологических наук, доцент
Утегенова Жамила Джолмурзаевна	доктор философии по эконом. наукам, доцент
Фаттахова Ольга Михайловна	кандидат технических наук, доцент
Ширинов Отабек Тувалович	доктор психологических наук (PhD)
Хамдамова Ситора Сафаровна	Доктор философии в области философских наук, доцент
Ханбабаев Хакимжан Икрамович	доктор педагогических наук (DSc)
Худайкулов Хол Джумаевич	доктор педагогических наук, профессор
Худойбердиева Хурият Каримбердиевна	доктор философии (PhD) в социальной философии
Ширинов Отабек Тувалович	доктор психологических наук (PhD)
Эшназаров Журакул	кандидат педагогических наук, профессор
Эшназарова Фарида Журакуловна	доктор философии по философии (PhD)
Юнусова Бахора Ахтамжоновна	кандидат филологических наук, ассистент
Яхяева Сожида Абдурахимовна	доктор философии (PhD) в социальной философии

Балязова Янгильжон, Аллабердиева Айшат, Аннагурбанова Назикджевал, Ходжаева Марал, Гылыджова Мая БАРХАННЫЕ ПЕСКИ	501
Гурджиев Гурбангельды, Сердарова Огулышат, Астанова Азат, Айыдова Гульнабат, Тораев Селим УКРАШЕННЫЙ ЧИБИС	506
Овезов Бяшим, Мухамедов Шаназар, Атаева Энеджан, Мустакова Гозель ЭНДЕМИЧНЫЕ И РЕДКИЕ РАСТЕНИЯ БОЛЬШОГО БАЛХАНА	509
Овезов Бяшим, Сейитмамедов Хезрет, Абдуллаев Тахир, Байджанов Овез ПРИРОДА – НАШЕ БОГАТСТВО	514
Нуриев Хаджимухаммет, Юсупгельдиева Гульбахар РОЛЬ ЦЕННЫХ БУМАГ В ФИНАНСИРОВАНИИ ИНВЕСТИЦИОННЫХ ПРОЕКТОВ	519
Хыдыров Арслан, Бабышова Энегул, Байрамдурдыев Ислам, Бегенджовава Шасенем ПРОГРАММНОЕ ОБЕСПЕЧЕНИЕ СОВРЕМЕННЫХ КОМПЬЮТЕРНЫХ СИСТЕМ: ГЛУБОКИЕ ТЕХНОЛОГИЧЕСКИЕ ИЗМЕНЕНИЯ	524
Aylar Tangrykulyeva EXPLORING PRACTICAL IMPLICATIONS IN COGNITIVE DEVELOPMENT RESEARCH	528
Shavkat Oltaev UZBEKISTAN IS EFFECTIVE IN HUMAN RESOURCES IN THE LABOR MARKET INNOVATIVE WAYS OF USE	533
Shavkat Oltaev THE IMPORTANCE OF WORKFORCE RECYCLING IN PROVIDING YOUTH EMPLOYMENT	545
Shavkat Oltaev INNOVATIVE WAYS TO TRANSITION FROM LOW EMPLOYMENT TO PRODUCTIVE EMPLOYMENT IN SELF-EMPLOYMENT	556
Shavkat Oltaev NATIONAL LABOR MARKET AVERAGE BASED ON PRIVATE SECTOR NEEDS STAFF TRAINING: PROBLEMS AND SOLUTIONS	572
Shavkat Oltaev EDUCATION AND EDUCATION PROCESS BASED ON CLUSTER APPROACH ISSUES OF INNOVATION MANAGEMENT	589

ФИО автора(-ов): *Shavkat Oltaev* – PhD, Associate Professor of the Department of Economic Analysis and Statistics of Samarkand Institute of Economics and Service. Uzbekistan. Samarkand.

Название публикации: «INNOVATIVE WAYS TO TRANSITION FROM LOW EMPLOYMENT TO PRODUCTIVE EMPLOYMENT IN SELF-EMPLOYMENT»

Abstract: this paper explores innovative ways of moving from vulnerable employment to productive employment in self-employment. Also, the article examines the self-employment system based on the theoretical and practical aspects of improving weak employment based on the characteristics of productive employment. In this, the types, composition, and characteristics of self-employment activities, as well as national and international standards for their regulation, legal, organizational, and economic opportunities for effective use of the current mechanism, and specific aspects of international experiences for improving the system were studied. Also, the article discusses the development of the self-employment system in rural and urban areas, the mitigation and elimination of factors that negatively affect the further increase of self-employment indicators, reforms, measures and theoretical-scientific bases aimed at increasing the income of the population based on this type of employment.

Keywords: self-employment, self-employment system, vulnerable employment, productive employment, innovation, types of self-employment activities, opportunities to increase the number of self-employed, vocational training, professional development of self-employed, benefits for self-employed, improvement of labor relations in self-employment.

Introduction. Creating the necessary conditions to increase the level of employment, as a very important factor in increasing the income and well-being of the population in the country, further developing the labor market infrastructure, strengthening the social protection system of people, and enriching the content and essence of the activity of labor legislation and the social protection system in resolving these issues are on the list of urgent issues today.

Today, special attention is paid to qualitative indicators of increasing the level of employment of the population, taking into account the territorial characteristics of the formation, distribution and use of labor resources, as well as socio-demographic factors. In this regard, as a result of natural and mechanical movement of the population

Educational level of the labor resources being formed, skilled labor migration, based on the principles of productive, rational and decent work

It is very important to take into account such features as ensuring employment, reducing unemployment, and making timely and effective use of available labor resources.

The state control of irregular forms of employment is a complex process, as it often represents informal employment that is not reflected in official statistics. A very rational solution is to use the status of self-employment, a new form of employment that is not legally defined and differs significantly from the norm in the national labor market.

Many developing countries prefer to use self-employment, a type of population growth based on quantitative indicators.

Self-employed individuals are individuals who find their own work and earn income by doing it themselves. For example, self-employed nannies, potters, hairdressers, cleaners, tailors, programmers, and many other professions can be self-employed.

Their activities are regulated by the “Regulations on the Procedure for Carrying Out Activities as Self-Employed Persons”. According to the Decree of the President of the Republic of Uzbekistan No. PF-193 dated November 10, 2023 “On Measures to Improve the System of Financial Support for Small and Medium-Sized Businesses”, a person can engage in 101 types of activities. Of course, depending on the wishes of the citizen, it is possible to choose several of them at the same time.

Every individual of working age can be self-employed, except for sole proprietors. However, it is stipulated that self-employed persons are not required to register as sole proprietors.

Individuals who are employed on a monthly basis may work under an employment contract at their main place of work and simultaneously engage in self-employment. The condition is that the type of activity at their main place of work is not included in the list of types of activity permitted for self-employment.

Analysis of literature on the topic

In research by the Organization for Economic Cooperation and Development, one of the world's leading international organizations conducting scientific research, self-employment refers to individuals who have made individual entrepreneurial decisions.

Self-employment is recognized by international organizations as vulnerable employment. Vulnerable employment refers to jobs in which workers experience instability, low wages, limited social protection and insufficient protection of labor rights. The types of vulnerable employment and their classification have been detailed in their reports by international organizations (Table 1). In particular, the Bureau of Labor Statistics has identified self-employment as vulnerable employment.

In our view, vulnerable employment is a person above the national poverty line for himself and his dependents, using his productive and creative abilities, not prohibited by law.

"Labor Economics and Human Capital", No. 1 in 2024, is a type of activity that cannot generate guaranteed labor income for consumption.

International experience in introducing the institution of self-employed citizens is based on the following: In 1979, the French government experimented with introducing a program to develop self-employment in the country, which was based on paying a citizen registered as a self-employed person a start-up capital formed at the expense of his own funds. This cost was significant for the country as it was more effective than unemployment benefits. This program was introduced in Great Britain for persons recognized as unemployed. Later, similar programs were introduced into the practice of other European countries.

Table 1

Types of vulnerable employment described in reports of international organizations

t/r	Vulnerable type of employment	Description	Organization report
1.	Temporary and short-term work under contract	Working on short-term contracts without the guarantee of transfer or permanent employment	European Agency for Safety and Health at Work [1], 2019
2.	Part-time employment	Working less than full-time without full formal benefits and guaranteed protection at work	Organization for Economic Cooperation and Development [2], 2019
3.	Self employment	Self-employment in low-income sectors with unstable incomes and no social security guarantees	Bureau of Labor Statistics [3], 2020
4.	Unskilled labor migration	Permanent and temporary migration to other countries or regions based on consent to unskilled, unstable-wage jobs with limited access to social services moved passage	United Nations [4], 2020
5.	Working in high-risk workplaces	Working conditions are not regulated, the risk of injury is high was house works, construction, village farm and other in places busy to be	World Health Organization [5], 2021
6.	Informal employment	Working without a formal employment contract, without making payments to the social insurance and pension fund, working independently, temporarily or seasonally, and doing household work	International Labor Organization [6], 2021

In the United States, the self-employed began to be classified in legislation in the same way as military veterans, which significantly expanded the concept of self-employment [7].

of Uzbekistan K.Kh. Abdurakhmanov gave the following general definition of employment: “Employment is the activity of citizens related to satisfying their personal and social needs, which does not contradict the legislation, and which brings them

wages and income”[8]. Self-employment is also considered a type of employment that brings income and has the appropriate norms and legal basis.

Researcher K. Dilmonov argues that “self-employment is a factor in ensuring employment and increasing the well-being of the population, and it manifests the features of material and non-material production.” [9] In fact, the high share of self-employed individuals in the total employed population is characteristic only of underdeveloped and developing countries.

Self-employment is not only considered a non-traditional form of employment for the population, but also has features that distinguish it from other types of employment. Russian researchers N. Tonkikh and A. Babinseva consider self-employment to be a non-traditional form of employment [10]. However, it does not fall within the spectrum of informality.

Among the categories of employed population identified in the International Classification of Employment Status (ICSE-93) of the International Labor Organization (ILO), the most reliable group not affected by poverty is wage earners.

The ILO classification (ICSE-93) classifies all other employment groups as vulnerable employment. In developed countries, the risk of poverty among wage-earning workers is very low. However, in developing countries, the fact that working-age people may still be living in poor households despite being in wage-earning employment calls for consistent reforms in this area.

A. Burlak defines self-employed people as follows: ““self-employed citizens’ combine the characteristics of a capital owner, employer, and manager. Their main difference from other social groups is the presence of capital management and personal labor functions, which allows them to be identified as a border layer within the class of small owners” [11].

The concepts of “self-employment” and “entrepreneurship” were described by O. Grabova and A. Suglobov, paying special attention to the participation of an individual in personal labor, as follows: “self-employed persons are citizens who independently carry out activities based on personal labor participation in the provision of services, aimed at systematically obtaining profit; not registered as individual

entrepreneurs; hired workers are citizens who independently carry out activities based on personal labor participation in the performance of work for individuals at their own risk and risk” [12].

It can be found in the studies of several European scientists that self - employment is based on personal qualities and skills.

In particular, according to researcher I. Light [13], if workers are not accepted by the formal economy and labor markets, self-employed people can further increase their employment opportunities by bypassing the formal labor market and avoiding discrimination.

Research by G. Borjas and S. Bronars shows that individuals with higher levels of education are more likely to be self-employed than those with lower levels of education [14]. This can be explained by the principles of personal development and the pursuit of spiritual freedom.

The same views were also expressed in the research of E. Lazear, who found that, in his opinion, people who work in several places and have a high level of education are more likely to engage in entrepreneurship through self-employment than those who work in one place or have simple professions [15].

Self-employment is not just an activity, but also a necessity. Western researcher R. Boden notes that when women feel the need to work, they are more likely to engage in self-employment due to their free time and family situation [16]. This can manifest itself not only as a main job, but also as an additional one.

Self-employment can be not only weak, but also dangerous. S. Parker and D. Smeaton have assessed self-employment as a generally dangerous activity [17]. Researcher D. Smeaton explains it as an activity that, along with high costs, can bring high profits.

In our research work, we see the weak aspects of self-employment activities and transformation processes to productive employment.

Research methodology

In this study, empirical and conceptual studies related to the issues of increasing the level of population employment based on the principles of self-employment

reflected in a number of scientific sources were studied and scientific approaches were systematized. Also, systematic analysis, logic, analysis and synthesis, comparative analysis and grouping methods were used in the research work.

Analysis and results

Informal employment arises from two main situations in the country's labor market.

First of all, the main reason for this is the inefficiency in work, which is caused by the significant increase in the impact of various tax rates on labor income in the official labor market.

this problem is to ensure that a person's informal sector income for a given profession or position is higher than the formal sector income for the same profession or position. Otherwise, the mechanism of evasion of labor income and social taxes will be activated.

Secondly, the lack of formal jobs or the fact that the wages offered in them do not significantly differ from the established minimum wage leads those who want to work to seek income opportunities outside the formal labor market. This can lead to tension in the labor market.

The solution to this problem is based on creating new jobs, activating the system of vocational training, advanced training and retraining, and encouraging external labor migration.

A new strategy - regulating and encouraging self-employment - is gaining importance as a solution to the two main labor market issues mentioned above.

As is known, as of July 1, 2020, there were 24 types of activities that self-employed persons could engage in, and persons engaged in these types of activities paid social tax in the amount of 4.5 times the current Basic Assessment Amount (BAA) (1,000,000 soums).

From July 1, 2020, 43 new activities were added to the types of activities that self-employed persons can engage in, bringing their number to 67. At the same time, a social tax was introduced in the amount of 50% of the current Basic Assessment

Amount (BAA) (111,500 soums). The amount of social tax was reduced by almost 10 times.

Based on the Decree of the President of the Republic of Uzbekistan No. PF-6221 dated May 5, 2021 “On the consistent continuation of reforms in the healthcare system and the creation of necessary conditions for increasing the potential of medical workers”, from July 1, 2021, nursing work (type of activity 68 on the list) was included in the list of types of activities (works, services) that self-employed persons can engage in. The social tax payable in this case was set at 373,650 soums.

As of November 1, 2022, the types of activities that self-employed persons can engage in have increased by 10 to 78.

In 2022, the types of activities that self-employed persons can engage in have changed, new ones have been added, and their number has increased to 82.

Based on the Decree of the President of the Republic of Uzbekistan No. UF-193 dated November 10, 2023 "On measures to improve the system of financial support for small and medium-sized businesses", 19 types of activities were added and came into effect on March 1, 2024.

self -employment is included in the length of service taken into account for calculating the old-age pension from the moment of becoming entitled to a pension.

The dynamics of the number of self-employed persons in the Republic of Uzbekistan has shown a sharp growth trend in recent years. As of March 1, 2024, 2,633,471 people were self-employed in the country. This can be explained by the expansion of the list of types of activities for self-employment in November 2023.

Articles 35-37 of the Law "On Employment of the Population" in the Republic of Uzbekistan, Resolution of the President of the Republic of Uzbekistan No. PP-4742 dated June 8, 2020, and Resolution of the Cabinet of Ministers No. 806 dated December 23, 2020 are the main legal bases for regulating the activities of self-employed persons.

As is known, a self-employed person can register through the "Soliq.uz" mobile application or the taxpayer's personal account, or by personally visiting the state tax service body.

The period of registration as a self-employed person is included in the length of service for the purpose of assigning a pension, regardless of whether labor activity was actually performed in the self-employed manner during this period or not.

Local labor authorities make recommendations to commercial banks to allocate preferential microloans to self-employed persons [18].

As is known, in order to widely involve the population in entrepreneurial activities and create additional conditions for engaging in legal labor activities, the types of activities for self-employed persons have been expanded. The types of activities are expanding, but there is a need to ensure that not all types of self-employment remain weak and transform them into productive employment.

First of all, it is necessary to define productive employment. In our view, productive employment is an activity that is not prohibited by law and uses one's productive and creative labor skills to provide guaranteed labor income for oneself and dependents for consumption above the national poverty line.

Do all self-employed individuals today earn guaranteed labor income for consumption above the national poverty line for themselves and their dependents?! For this, it is necessary to conduct a deep scientific study of the types of self-employment activities in terms of seasonal, legal, organizational, administrative, social and economic aspects, reasonable analyzes and mechanisms for transitioning from weak employment to productive employment.

In the transformation processes from weak employment to productive employment, the following issues are clearly visible:

1. It is necessary to correctly assess the current state of self-employed persons' activities. The main reason for this is that today there are quite a few self-employed persons who, despite being officially registered with the tax authorities, are not carrying out their activities or are about to cease their activities.

2. Self-employed individuals do not require any special training or relevant qualification certificates to start their activities. In fact, international experience suggests that any specific field of activity requires certain skills and knowledge.

3. Self-employed persons are not required to have at least a business model or a target plan for registration. This may indicate a simplification of the registration system, but what is actually being registered should be important. Therefore, it is advisable and effective to create a detailed business plan, including a market analysis, marketing strategy, financial forecasts and an operations plan, with the help of existing business incubators in the country.

4. Self-employed individuals should have basic financial knowledge and legal awareness to further develop their business. They should be able to conduct a primary analysis of financing methods for the activity being created, including loans, grants or investments, register the activity in accordance with local laws, and independently obtain the appropriate licenses and permits.

The transformation from vulnerable employment to productive employment takes time, effort and strategic planning. The right approach can significantly improve the professional and personal life of a self-employed person.

Conclusions and recommendations

While the urgent tasks of transitioning the informally employed population to formal employment and bringing informal entrepreneurship to transparency and openness are being addressed in Uzbekistan, ensuring the activation of self-employment mechanisms in state programs and targeted strategic directions is also becoming a very urgent issue. Currently, more than 2.6 million people are self-employed in the republic, working in 101 types of activities. We believe that the employment of self-employed people is based on the principles of efficiency rather than weakness, due to the following:

In different countries, reforms aimed at increasing the income of individual entrepreneurs may differ depending on the economic situation, legal framework and state needs. However, there are several general areas of reform that can be applied in different contexts:

First, it would be advisable to simplify the tax system for the self-employed. According to the amendments to the current legislation, starting from January 1, 2024, income received by self-employed persons as a result of labor activity or from the sale

of goods (services) will be subject to taxation in accordance with the procedure established for individual entrepreneurs from the date on which this income exceeds one hundred million soums during the tax period [19]. However, there is a need to introduce tax holidays for certain seasonal types of self-employment activities.

Secondly, it is necessary to introduce a system of social support for self-employed categories. In this regard, it is very necessary to create a system of insurance of their activities, and to organize funds to support them during economic downturns or natural disasters. After all, many promising future entrepreneurs are forced to close their activities for the above reasons.

Thirdly, it would be advisable to provide free or subsidized education for self-employed individuals to improve their knowledge and skills within the framework of their activities, to help them enroll in courses and trainings online or in person to improve their skills and learn new skills, and to create support centers that provide advice on business, marketing, and financial management.

Fourth, create conditions to improve access to finance. In particular, develop microcredit programs for self-employed individuals to expand their businesses or start new ones, and introduce subsidy and grant programs to support various innovative projects and business initiatives.

Fifth, the development of a dedicated digital platform and centralized mobile applications for the self-employed can further facilitate their activities. The current "Saliq.uz" mobile application could not fully cover the representatives of this field.

Sixth, it is necessary to create a centralized electronic market for the free and remote sale of goods and services produced by self-employed individuals and support them on this basis.

Used literature list

1. European Agency for Safety and Health at Work. (2019). Temporary and Contract Work. Bilbao: EU-OSHA, 2019.
2. OECD. (2019). Self-Employment Without Employees. Paris: OECD.2019.
3. Bureau of Labor Statistics. (2020). Part-Time Employment. Washington, DC: BLS. 2020.

4. United Nations. (2020). Labor Migration. New York: UN. 2020.
5. World Health Organization. (2021). High-Risk Sectors. Geneva: WHO.2021
6. International Labor Organization. (2021). Informal Employment. Geneva: ILO, 2021.
7. Bondarenko V.A. Razvitie samozanyatosti v stranakh Evropeyskogo Soyuza i SShA. - M.: NP "Moscow center development entrepreneurship", 2009.
8. Abdurakhmanov Q.D. Labor economy (textbook). - T.: Labor. - 2009. -512 p.
9. Dilmonov K. The impact of self-employment in the service sector on the standard of living of the population // "Business-Expert" economic scientific and practical monthly publication, 2021, issue 3 (159), pp. 74-77
10. Tonkikh N.V., Babintseva A.V. Issledovanie samozanyatosti naseleniya v Rossiyskoi Federatsii: obshchie i chastnye problemy // Vestnik Omskogo universiteta. Series "Economics", 2020. T. 18. No. 1. S. 172-183. doi: 10.24147/1812-3988.2020.18(1).172-183.
11. Burlak A.V. K voprosu o ponyatii "samozanyatyte grajdane" // Vestnik Omskogo universiteta. Series "Pravo". - 2016. - No. 4 (49).
12. Grabova O.N., Suglobov A.E. Problemy vykhoda "track skin" samozanyatykh lits v Rossii: riski i puti ix preodoleniya // Ekonomika. Nalogi . right - 2017. - T. 10. - No. 6. - S. 108-116.
13. Light, I. (1972) Ethnic Enterprise in America: Business and Welfare among Chinese, Japanese, and Blacks. University of California Press, Berkeley.
14. Borjas, G. and Bronar, S. (1986) Consumer Discrimination and Self-Employment. Journal of Political Economy, 97, 581-605.
15. <https://doi.org/10.1086/261617>
16. Lazear, E. (2005) Entrepreneurship. Journal of Labor Economics, 23, 649-680. <https://doi.org/10.1086/491605>
17. Boden, R. (1999) Flexible Working Hours, Family Responsibilities, and Female Self-Employment: Gender Differences in Selection. American Journal of Economics and Sociology, 58, 71-83. <https://doi.org/10.1111/jj.1536-7150.1999.tb03285.x>

18. Parker, C. (2004) *The Economics of Self-Employment and Entrepreneurship*, Cambridge University Press.; Smeaton, D. (2003).

19. Employed workers: calling the shots or hesitant independents? A consideration of the trends. *Sage Journals*. 17(2), 379-391.

20. M. Karimjonov . Himself himself busy to do what to do will it be increased ? // "Xabar.uz" information and analytical portal . Source: <https://www.xabar.uz/mahalliy/ozini-oziband-qilish-kanday-amalga-kesiliy>

21. How do self-employed individuals with income exceeding 100 million soums submit their AOS report? Source: <https://soliq.uz/press-services/news/show/daromadi--mln-somdan-oshgan-ozini-oziband-qilan-izkardinaos-hisobotini-kanday-topshiradi-2-3>

22. ICSE - International Classification of Status in Employment, 1993. URL: <https://www.ilo.org>.

23. Shavkat Oltaev. Herausforderungen und Lösungen beim Bau einer Gemeindeabteilung und Investitionen in Familienunternehmer (Am Beispiel von Navobod NCM des Bezirks Samarkand). *Berlin Studies Transnational Journal of Science and Humanities*. 93-97 pp. <http://doi.org/10.5281/zenodo.5513703>

24. Shavkat Oltaev. Wide Opportunities for Innovative Development of Small Business And Private Entrepreneurship in our Country. *Academic Journal of Digital Economics and Stability*, 2021. Online: <https://academicjournal.io> 7-13 pp. <https://economics.academicjournal.io/index.php/economics/article/view/334>

25. Shavkat Oltaev. Challenges and solutions in constructing a community section and investing in family entrepreneurs (On the example of Navobod NCM of Samarkand district). *American Journal of Research*. 2021 USA, Michigan 34. 34-37 pp. <https://zenodo.org/record/5514016>

26. Shavkat Oltaev. A strong family is as basic of the prosperity of the neighborhood. *American Journal of Research*. 2021 USA, Michigan 30. 30-33 pp. <https://zenodo.org/record/5513761>

27. Shavkat Oltaev. The role of the state in the innovative development of Tourism. The American journal of management and economics innovations. (TAJMEI). 2021. USA. <https://doi.org/10.37547/tajmei/Volume03Issue10-05> 17-20 pp.

28. Shavkat Oltaev. Innovative Education Is An Important Factor To Increase The Efficiency Of Economic Education. The American Journal of Interdisciplinary Innovations and Research. <https://doi.org/10.37547/tajir/Volume03Issue11-02> 2021. 9-13 pp.

29. Shavkat Oltaev. Innovative Education is an Important Factor in Increasing the Efficiency of Economic Education. Journal of Marketing and Emerging Economics. 54-57 pp. <https://openaccessjournals.eu/index.php/jmee/article/view/940>

30. Shavkat Oltaev. Creation of new jobs in our country – an important factor in providing employment. Modern views and research – 2021. International scientific and practical Conference. London, UK. <https://doi.org/10.5281/zenodo.5570503> 2021. P: 41-43

31. Shavkat Oltaev. Improving Ways of Attracting Foreign Investments to the National Economy and Using Them. International Journal Miasto Przyszłości, 92–95 pp. 2022. <https://miastoprzyszlosci.com.pl/index.php/mp/article/view/503>

32. Shavkat Oltaev. Issues of attracting foreign investments to the regions of Uzbekistan: problems and solutions. International journal of social science. 96–100 pp. (2022). <https://www.gejournal.net/index.php/IJSSIR/article/view/923>

33. Shavkat Oltaev. Ways of increasing the efficiency of using labor resources (on the example of the Samarkand region). Journal of Hunan University (Natural Sciences) Vol. 49. <https://johuns.net/index.php/abstract/445.html> №10. 2022.

34. Shavkat Oltaev. (2024). Ways of government support for innovative activity in the field of service provision. European International Journal of Multidisciplinary Research and Management Studies, 4(01), 231–236. <https://doi.org/10.55640/eijmrms-04-01-41>

35. Shavkat Oltaev. (2024). Financial sources and organizational and legal basis of social protection of the country's population. European International Journal of Multidisciplinary Research and Management Studies, 4(01), 244–250.

<https://doi.org/10.55640/ejmrms-04-01-43>

36. Shavkat Oltaev. (2024). Innovative ways of raising our country's development to a new level by improving the quality of higher education. *Best Journal of Innovation in Science, Research and Development*, 3(1), 258–263. Retrieved from

<https://www.bjisrd.com/index.php/bjisrd/article/view/1414>

37. Shavkat Oltaev. (2024). Innovative Ways of Implementing Digital Transformation in the Educational System. *Middle European Scientific Bulletin*, 44, 38-43. Retrieved from

<https://cejsr.academicjournal.io/index.php/journal/article/view/2048>

38. Shavkat Oltaev. (2023). Ways of Implementing and Developing the Corporate Management System In Our Country. *Procedia on Economic Scientific Research*, 6, 23–31. Retrieved from <https://procedia.online/index.php/economic/article/view/1031>

39. Shavkat Oltaev. (2023). Analysis of Investment Activity in Foreign Countries. *Academic Journal of Digital Economics and Stability*, 34, 82–86. Retrieved from

<https://economics.academicjournal.io/index.php/economics/article/view/808>

40. Shavkat Oltaev. (2023). Employer in the private sector of the country status of the current demand and its employment role in supply. *Results of National Scientific Research*, 2(8), 92–101. <https://zenodo.org/record/8330456>

41. Shavkat Oltaev. (2023). In investment authority and economy innovative ways to use it efficiently. *Results of National Scientific Research*, 2(8), 83–91.

<https://doi.org/10.5281/zenodo.8330300>

42. Shavkat Oltaev. (2024). The need to form the state investment strategy. *Innovative Development in Educational Activities*, 3(6), 25–30.

<https://doi.org/10.5281/zenodo.10899979>

43. Shavkat Oltaev. (2024). Issues of attracting foreign investments to the special economic zones of the country. *Innovative Development in Educational Activities*, 3(6), 31–36. <https://doi.org/10.5281/zenodo.10899983>

44. Shavkat Oltaev. (2024). Innovative ways to diversify and improve the quality of tourist services in Uzbekistan. *International Journal of Advanced Research in Education, Technology and Management*. 3(3), 109-118.

<https://doi.org/10.5281/zenodo.10880030>

45. Shavkat Oltaev. (2024). Innovative ways to eliminate the migration problem in Uzbekistan. *International Journal of Advanced Research in Education, Technology and Management*. 3(3), 123-130. <https://doi.org/10.5281/zenodo.10880419>

46. Shavkat Oltaev. (2024). The need to form the state investment strategy. *Innovative Development in Educational Activities*, 3(6), 25–30. <https://doi.org/10.5281/zenodo.10899979>

47. Shavkat Oltaev. (2024). Issues of attracting foreign investments to the special economic zones of the country. *Innovative Development in Educational Activities*, 3(6), 31–36. <https://doi.org/10.5281/zenodo.10899983>

48. Shavkat Oltaev. (2024). The role of the economic sector in society. *Eurasian Scientific Herald*, 30, 55–58. Retrieved from <https://geniusjournals.org/index.php/esh/article/view/5815>

49. Shavkat Oltaev. (2024). Purposeful formation of the high quality of providing economic growth in the country. *Web of Teachers: Inderscience Research*, 2(3), 273–280. Retrieved from <https://webofjournals.com/index.php/1/article/view/1047>