



## REFORMS TO PROTECT THE RIGHTS AND INTERESTS OF WOMEN IN THE RENEWED UZBEKISTAN IS A PRIORITY DIRECTION OF STATE POLICY

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### Annotation

This article focuses on the development and implementation of the legal framework for the protection of women's rights in New Uzbekistan, the role of women and men in the implementation of gender education in society and the family. The issues of enhancing the role of women in public life, financial support, prevention of their hard work and employment were also disclosed and discussed.

**Keywords:** Constitution, gender equality, upbringing, socialization, educational process, national values, skills, critical thinking, citizenship, family, personality, initiative, legal culture, action strategy, development strategy.

During the years of independence, the comprehensive support of women of the republic and the protection of their rights were the most important priority of state policy, which was defined as a legal norm by the recognition of "Women and men are equal" in Article 46 of the Law on the Constitution of the Republic of Uzbekistan. This legally guaranteed the full participation of women as active members of society in all spheres.

Taking into account the active participation of women in the implementation of socio-political and economic reforms at a new stage in the development of Uzbekistan, the conditions for further increasing the socio-political and social activity of women, the conditions for them to realize their abilities and opportunities in various fields and industries, large-scale work is being carried out to form, ensuring unconditional observance of rights and legitimate interests, comprehensive support for motherhood and childhood, as well as strengthening the institution of the family. In particular, the Decree of the President of the Republic of Uzbekistan PQ-4235 of March 7, 2019 "On measures to further strengthen the guarantees of women's labor rights and support for entrepreneurship" was adopted. In accordance with the decision, the prohibitions on the use of female labor in certain areas or professions have been lifted, if the father used at least three months of parental leave, one of the fathers or mothers will be granted an additional month of parental leave with benefits in accordance with Article 234 of the Labor Code of the Republic of Uzbekistan, and two of the parents raising a





minor child are given the right to determine the break time during the day in agreement with the employer at the expense of breaks provided for rest and eating, feeding the child during work.

Also, from May 1, 2019, “Centers for Women's Entrepreneurship” were created with the status of a non-governmental non-profit organization. The main tasks of the centers in cooperation with the Ministry of Employment and Labor Relations are to retrain women who are on long parental leave, who are in a difficult economic situation, in professions that are in demand on the labor market and help them get a job; attract women who want to engage in entrepreneurship to the centers and provide assistance in organizing entrepreneurial activities; the formation of women's skills in organizing and running their own business, consulting assistance in the preparation of business ideas, including the preparation of a business plan for a project, the selection and application of various taxation regimes, the organization of training in accounting, the use of modern information technologies and other areas; if necessary, help women entrepreneurs who are starting their activities in allocating space from empty buildings in microdistricts; providing necessary advice and practical assistance to women entrepreneurs and women who have expressed a desire to engage in entrepreneurship in organizing their own business, including finding reliable partners, assisting in the acquisition of mini-technologies and equipment, assisting in the sale of manufactured products; It was decided to provide practical assistance to informally working female artisans in the use of taxes and other types of benefits, as well as in obtaining soft loans, by registering and becoming members of the Hunarmand association.

In addition, in order to strengthen the mechanism for protecting women, on September 2, 2019, the Law of the Republic of Uzbekistan “On the protection of women from harassment and violence” No. ZRUz-561 was adopted. This Act aims to protect women from all forms of harassment and violence in marriage, at work, in educational institutions and elsewhere. Also important tasks of the law are the regulation of relations in the field, ensuring guarantees of legal and social protection of victims of harassment and violence. This Act introduced new core concepts such as sexual abuse, physical abuse, mental abuse, economic abuse, abuse, workplace, harassment, victim of harassment and abuse, protection from harassment and abuse, prevention of harassment and abuse, protection order, and the essence is revealed. Also, the Cabinet of Ministers of the Republic of Uzbekistan, local self-government bodies, internal affairs bodies, labor bodies, state educational authorities and educational institutions, public health authorities and health care institutions, the Women's Committee of Uzbekistan, self-government bodies of citizens have





determined the governing bodies, powers and participation of non-state non-profit organizations and other institutions of civil society in the field of protecting women from oppression and violence.

According to this Law, a victim of harassment and violence has the right to apply to the relevant competent authorities and organizations or to the court with a statement about the harassment and violence committed against him or the threat of their commission. On September 2, 2019, the Law of the Republic of Uzbekistan “On Guarantees of Equal Rights and Opportunities for Women and Men” No. ZRUz-562 was adopted. According to the law, by ensuring equal rights and opportunities for women and men in the public service, conditions are guaranteed for the participation of persons of different sexes in public administration. This Law introduced and disclosed new basic concepts, such as temporary special measures to ensure the implementation of gender policy, gender, gender statistics, gender legal expertise, direct discrimination on the basis of sex, indirect discrimination on the basis of sex, as well as disclosed their content. electoral rights have been introduced in the civil service, guarantees of equal rights and opportunities for women, girls and men in the economic and social spheres, education, science, culture and health care have been established in the implementation. In particular, a gender legal review of these documents and their drafts was carried out in order to identify and eliminate norms that allow gender discrimination in legal documents. It was also determined that a unified state policy in the field of ensuring equal rights and opportunities for women and men will be implemented by the Commission for Ensuring Gender Equality.

It can be seen that today the issue of gender equality is one of the most pressing issues. In fact, the dictionary meaning of the term “gender” means the Latin “genus”, that is, “sex”, meaning the existence of equal conditions and opportunities for both sexes to show their personal qualities in society. The status of equality gives all citizens the opportunity to participate on an equal basis in various aspects of the life of society as a whole, which positively affects their psyche, the search for their place in society, and the emergence of a sense of self-satisfaction. In a word, the state creates the same conditions and opportunities for women and men to find their place in society and expand their opportunities, which serves as the basis for ensuring gender equality.

The Constitution is not only an important life guide for us, but also a source of pride, and, if necessary, a reliable protection for all people living on this earth, regardless of their nationality, language, religion. In our country, which differs significantly from the times of the autocratic regime, special attention is paid to the implementation of women's equality and freedom on paper, not in words - an airy ideology, but literally in our practical life. Over the past period, the legal framework for the protection of





women's rights has been created in Uzbekistan. Article 46 of the Constitution of the Republic of Uzbekistan enshrines the equal rights of men and women, and this provision has been reflected in a number of other laws. In particular, in the Family Code, equality of men and women in family relations, in Article 17 of the Civil Code of the Republic of Uzbekistan, equal recognition of the ability (capacity) of all citizens to have rights and obligations, in Article 6 of the Labor Code of the Russian Federation, all citizens have labor rights and equal opportunities in their use. It is worth noting that it is defined that has. As the President of the Republic of Uzbekistan Shavkat Mirziyoyev noted, "In the coming years, ensuring the rights and interests of women, gender equality, protecting the family, motherhood and childhood, developing entrepreneurship among women, creating new jobs for them, improving working and living conditions in our country will become a priority state policy[1, 247].

Also, the Constitution of Uzbekistan enshrined guarantees of the electoral rights of our citizens, including women[2]. That is why, in accordance with the democratic transformations taking place in our country, gradual reforms are bearing fruit in terms of increasing the socio-political activity of women, increasing their role and influence in solving problems related to family, public and state construction, to a completely new level.

In addition, our legislation provides for benefits aimed at social support for women. In particular, the Labor Code provides for benefits in determining the order of annual leave for women, additional leave for women with a child under the age of twelve or a disabled child under the age of sixteen, maternity leave, leave to care for a child under the age of up to two and three years, adoption of newborns, guarantees for the termination of employment contracts concluded with pregnant women and women with children.

Uzbekistan supports and approves all UN initiatives aimed at ensuring the rights, freedoms and legitimate interests of women. Uzbekistan pays great attention to ensuring all the rights of women, regardless of their nationality, language, religion, social origin, religion, personal and social status, place of residence. The state provides a balanced approach to improving the lives of women living in both urban and rural areas. The legal, economic and social protection of women in our country, the creation of the necessary conditions for their comprehensive development has been identified as a priority task of state policy. In Uzbekistan, the protection of the rights, freedoms and legitimate interests of women, the constant and comprehensive monitoring of the state of protection of women's rights, the enhancement of their role in the family, society and the management of public and state affairs occupy one of the central places in state policy.





Uzbekistan, which signed the UN Millennium Declaration, took responsibility for including the goals of the Declaration in the country's development programs and the implementation of the Millennium Development Goals. In realizing the goals of this declaration, first of all, measures aimed at reducing poverty, improving people's lives, enhancing the role of women in the sustainable development of society, and ensuring equal rights for men and women are being consistently implemented.

The significant achievements of the country in the field of education, gender equality, health care and other social and medical issues are directly related to concern for the well-being of women. These measures, of course, are primarily the Convention, the Beijing Declaration and Platform for Action, as well as the implementation of the provisions of the outcome document of the 23rd special session of the UN General Assembly "Women in 2000: gender equality, development and peace in the 21st century"[3].

According to the World Health Organization, more than 25 per cent of women aged 15 to 49 experience physical or sexual violence in their lifetime. 33 per cent of these acts of violence occur in Southeast Asia. It is worth noting that the Prosecutor General's Office stated in its report that in 2020 the number of defamation cases increased by 27.7 percent. This is so sad... Behind these figures, shown in percentage terms, how many girls of broken destinies, trampled honor and dignity. Analysis of appeals to the Commissioner for Human Rights (Ombudsman) of the Oliy Majlis shows that until April 15, 2021, about 20 appeals were received from women on the facts of sexual and physical violence and psychological harassment. Most of them belong to the Surkhandarya and Kashkadarya regions.

It is known that, according to Article 3 of the Convention on the Elimination of All Forms of Discrimination in the Field of Women's Rights, which was added in 1995 by the Republic of Uzbekistan, the participating countries must guarantee the realization and exercise of human rights and fundamental freedoms of women on the basis of equality with men. In order to ensure its comprehensive development and progress, today our legislation defines and implements all relevant measures, including legislative ones, in particular in the political, social, economic and cultural spheres.

In the national legislation, first of all, the Constitution was adopted, as well as special laws guaranteeing the rights of women in accordance with international standards, as well as a number of normative legal documents. In particular, the Constitution of the Republic of Uzbekistan and the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" establish guarantees of non-discrimination on the basis of sex and ensuring equal rights and opportunities for women and men. In addition, the Law "On the Protection of Women from Harassment





and Violence” reflects the norms related to ensuring the rights, freedoms and legitimate interests of women, protecting them from harassment and violence. It is worth noting that Resolution No. 3 of the Cabinet of Ministers of the Republic of Uzbekistan dated January 4, 2020 “On measures to improve the system for protecting women from harassment and violence” approved the “Regulations on Conduct”. In accordance with this Regulation, the issuance of a protection order for women victims of harassment and/or violence, and the establishment of a number of restrictions or prohibitions against persons who have committed or are prone to harassment and/or violence, are of great importance in preventing future cases of harassment and/or violence.

Although there are so many legal mechanisms in the country aimed at protecting women, it is of course sad that there are still reports of mistreatment of them.

The great educator Abdullah Avloni said: “Girls should strive for education more than anyone else, because with this knowledge they will educate the future generation”[19]. Since the goal of our development is to achieve the Third Renaissance, then making our women more educated and enlightened in this direction should be our main task. It should be noted that an enlightened woman is the way of development of society, because it is she who brings up children and forms their consciousness, worldview, level of knowledge. “Tell yourself, who knows more about the pains and worries of people on the ground, about the situation in the family and the neighborhood, who feels the best? Really, not our respectable and loving women? Undoubtedly, the role and influence of our sisters is very great in identifying social problems and their timely solution, improving management efficiency. Therefore, we will actively continue the policy aimed at increasing the place and status of women in society, assigning various responsible tasks to them”[4]. In order to improve the system of work with families and women, over the past 5 years, 2 Laws of the Republic of Uzbekistan, 4 Decrees, 4 Resolutions of the President of the Republic of Uzbekistan, 11 resolutions and 6 orders of the Government have been adopted. To date, national mechanisms have been created for the promotion and development of women's rights, as well as national institutions to strengthen their role at all levels of political, economic and social life. We can see confirmation of this when the activity of women in political parties increased from 36% to 50%. Today, our women work in all sectors of the economy. In particular, 52% of women work in industry, 70% in the public education system, and 73% in the healthcare system.

During the coronavirus pandemic, special attention is paid to the development of personal farmsteads and employment through agriculture for unemployed members of low-income, low-income families listed in the Iron Book in the regions.





After all, honoring women, glorifying them and lightening their burdens is a sacred heritage left by our ancestors. At the moment, all this means that the reforms on the path to building a new society will not turn back, and this path will proceed decisively and steadily. New Uzbekistan is being built on the basis of the life-giving ideas of our President, thanks to the selfless work of our people.

In conclusion, we can say that the main goal of the adoption of the above regulatory legal documents in our country. It serves to further improve the attitude towards women in society, marriage, at work, in educational institutions and other places, to further strengthen their respect and respect. Our country pays serious attention to strengthening legal equality between women and men. A new step in this direction was that the women's committee and its regional branches were completely reorganized, they were given additional powers and opportunities, and the necessary conditions were created for their full-fledged activities.

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