

## WOMEN IN THE POPULATION ORDER EMPLOYMENT LEGAL PROBLEMS

**Sharofiddinova Gulnoza Ilxomjonovna**

Trainee-researcher of the Department of Economics

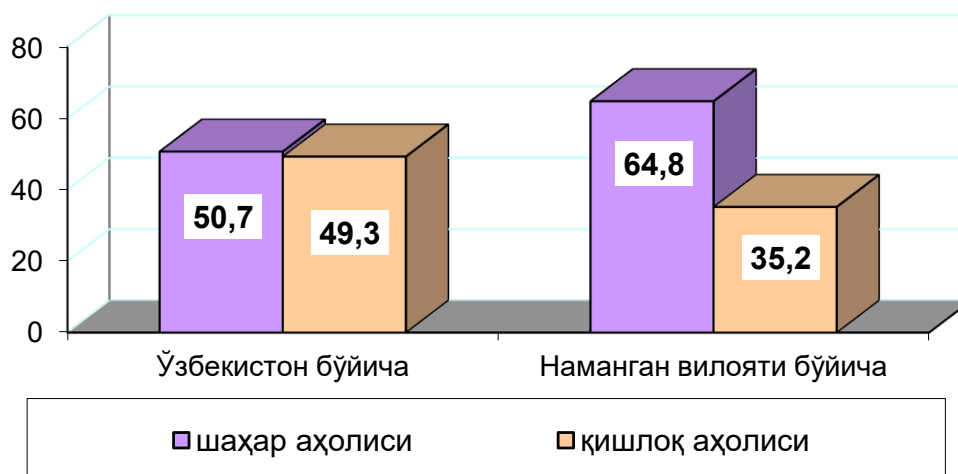
Namangan Engineering Construction Institute

Republic of Uzbekistan, Namangan city, 12 Islam Karimov street.

**Abstract:** An article about the problems of managing women's employment in the Namangan region. It highlights women's employment issues in the region.

**Key words:** women, management, labor force, population, employment.

Namangan region is located in the north of the Fergana Valley and has its own demographic characteristics. The territory of the region is 7,444 thousand sq. Km, and the population at the beginning of 2022 was 2931.1 thousand people. The population density is 385.2 people per 1 sq. Km. 50.8% of the region's population are men and 49.2% are women. 64.8% of the region's population (national rate - 50.7%) live in urban areas and 35.2% (national rate - 49.3%) live in rural areas (Figure 1).



**Figure 1. Location of urban and rural population<sup>1</sup>**

49.2% of the population of Namangan region are women, which is 1.6 points less than the total share of men in the region. However, the share of women in the population of Uychi district is 50.0%, which is 0.8 points higher than the regional average. In each of Uchkurgan and Chartak districts, 49.9% of the population are women. This is 0.7 points more than the regional average. In Turakurgan (49.4%) and Pop (49.7%) districts, the share of women in the population is higher than the regional average. The share of women in the population of Mingbulak district is 49.2%, which is

<sup>1</sup> The image is based on data from the Namangan Regional Statistics Office.

equal to the region. The share of women in Yangikurgan and Narin districts is 49.1%, and in Kosonsoy district - 49.0% (Table 1).

Table 1<sup>2</sup>

**Population and sex in the territory of Namangan region<sup>3</sup>**

(thousand people)

Regions	Total population	Women	Men	In relation to the total population	
				women	men
Namangan sh.	661.3	320.9	340.4	48.5	51.5
Mingbuloq	131.2	64.5	66.7	49.2	50.8
Kosonsoy	217.7	106.7	111.0	49.0	51.0
Namangan	183.8	89.9	93.9	48.9	51.1
Norin	169.3	83.1	86.2	49.1	50.9
Pop	226.9	112.9	114.0	49.7	50.3
Turakurgan	233.5	115.4	118.1	49.4	50.6
Uychi	222.1	111.0	111.1	50.0	50.0
Uchkurgan	178.1	88.9	89.2	49.9	50.1
Chartoq	206.2	103.0	103.2	49.9	50.1
Chust	274.3	134.2	140.3	48.9	51.1
Yangikurgan	226.7	111.5	115.2	49.1	50.9
<b>By region</b>	<b>2931.1</b>	<b>1442</b>	<b>1489.3</b>	<b>49.2</b>	<b>50.8</b>

In 2005-2007, the number of women in the region increased from 1,036.0 thousand to 1,059.6 thousand, and by the beginning of 2022 their number was 1,442,000. In order to provide employment

<sup>2</sup>The table data is as of January 2022.

<sup>3</sup> The table is calculated by the author on the basis of data from the Namangan regional department of statistics.

for women in the region, it is expedient to launch new facilities in urban and rural areas, to establish small businesses and micro-firms, to develop private entrepreneurship, to establish domestic labor, to develop family business.

The average age of the population in the country is 29.7 years for women. In Namangan region, this figure is 29.2 years, which is 0.5 points lower than in the country. This indicates that the female workforce across the country will increase in the future.

The analysis shows that the labor force in Namangan region is growing rapidly. Therefore, the issues of employment of women in the Namangan region are of particular importance.

As the role of women in the development of the national economy of Uzbekistan grows, "further strengthening the role and status of women in government and society will remain one of the important directions of our reforms<sup>4</sup>. "

It is known that the Development Strategy, adopted on January 28, 2022, calls for<sup>5</sup> further deepening of the ongoing reforms in the new Uzbekistan, as well as the establishment of enterprises in various fields. Otherwise, the problem of employment will be complicated. To solve this problem, first of all, it is important to provide employment for the labor force living in urban areas.

Therefore, by 2022, the attention of women in the policy of our state and measures for their social protection have been strengthened. In particular, in the Development Strategy of New Uzbekistan for 2022-2026, the 4th priority is to pursue a fair social policy, the development of human capital, the 69th goal of which was:

-creation of an atmosphere of intolerance to oppression and violence against women in society, ensuring the rights and legitimate interests of women;

- Continuation of the policy of gender equality , increasing the socio-political activity of women, the implementation of reforms to support them;

-Education of women in education and professional skills, comprehensive assistance in finding a decent job, support for entrepreneurship, identification of talented young women and the proper orientation of their abilities;

- Improving the quality of medical and social services provided to women in the regions, especially in rural areas, the effectiveness of work to ensure a healthy lifestyle among them;

- Establishment of systemic measures to provide housing for women in need of housing, improve living and working conditions, increase income;

<sup>4</sup> Mirziyoev Sh. New Uzbekistan Strategy. –T.: "Uzbekistan" publishing house, 2021. 249 pages.

<sup>5</sup>See: Decree of the President of the Republic of Uzbekistan. "On the New Development Strategy of Uzbekistan for 2022-2026". PF-60-son. January 28, 2022.

- Providing social, legal and psychological assistance to women in difficult social situations, targeted support;

- Targeted work with the "Women's Book", the implementation of public control over the timely elimination of women's problems by the authorities.

In our opinion, the issue of employment in our country is one of the priorities of social policy, and the solution of the problem of employment of women, especially young people in the region, their livelihood should not be neglected. Because the issues of social protection of women in the country are expanding. However, while unemployment among women is largely unqualified, most of them are limited to general secondary education. This does not mean that women can work as professionals in different professions.

One of the most serious problems in Namangan is the low level of skills and education among women. In most areas, women living in rural areas stop studying and getting an education after receiving a general secondary education. As a result, they become preoccupied with household and agricultural activities. For example, in rural areas, particularly in Namangan Province, most women are accustomed to working on the farm in addition to household chores. In addition, their jobs include simple cleaning, product handling, or inspection. Their salaries are almost unsatisfactory.

In our opinion, the most important issue today in creating new jobs is to increase the number of small businesses, to open them a wide range of opportunities and benefits. In particular, the coronavirus pandemic has helped the labor market, labor relations and employment, as well as the employment of the unemployed, especially **women , due to the closure of external borders. demanded** that urgent measures be taken to ensure

According to statistics for the country by 2020, **513 thousand** women were provided with employment and labor services by labor authorities, and **125.4 thousand** were placed in permanent jobs. Unemployed and **260.3 thousand** women from low-income families included in the **Iron Book were involved in paid public works, and 270.5 billion soums** were allocated for their salaries from the Public Works Fund under the Ministry . **30.8 thousand soums** were allocated to unemployed women during the period of **unemployment billion UZS unemployment benefit** <sup>6</sup>.

Private business entities **231 people 5.3 billion soums** to cover the costs of vocational training, retraining and advanced training of employees . **sum** subsidies were allocated, resulting in the employment of **2,200 women** . Construction of light greenhouses on private plots, purchase of seeds and seedlings for planting, as well as irrigation equipment **12.4 thousand women received 32.4 billion soums. sum** subsidy funds were provided <sup>7</sup>.

<sup>6</sup> Source: <https://mehnat.uz/uz/news/importance-and-progresses-of-participation-with-government-organizations-in-promoting-your-work-and-entrepreneurship>

<sup>7</sup> The analysis data are for 2020.

In order to increase women's employment in Namangan region, we believe that the following should be addressed:

- Organization of various courses (free of charge) and national training centers to improve women's literacy and skills;

- taking measures to create new jobs through the development of home-based activities;

placement of labor-intensive production and service enterprises in densely populated areas (especially in urban areas), intensification of their organization;

- Conduct research to study the supply and demand for the profession in order to use the quality of labor from unemployed women;

Raising literacy in order to bring small businesses to rural areas and increase the sense of ownership of individual entrepreneurship .

It would also be expedient to create conditions to increase the level of employment of women, to activate traditional forms of entrepreneurship, such as family business and handicrafts, and to open a wide range of products for consumers to sell in market conditions.

#### References:

1. Арипов, О. А. (2019). СОЗДАНИЕ БЛАГОПРИЯТНОГО НАЛОГОВОГО КЛИМАТА ДЛЯ МАЛОГО БИЗНЕСА И ЧАСТНОГО ПРЕДПРИНИМАТЕЛЬСТВА В УЗБЕКИСТАНЕ. In *АКТУАЛЬНЫЕ ВОПРОСЫ СОВЕРШЕНСТВОВАНИЯ БУХГАЛТЕРСКОГО УЧЕТА, СТАТИСТИКИ И НАЛОГООБЛОЖЕНИЯ ОРГАНИЗАЦИЙ* (pp. 64-68).
2. Арипов, О. А. (2018). ОСНОВНЫЕ КОМПОНЕНТЫ ФОРМИРОВАНИЯ ДЕЛОВОЙ СРЕДЫ И МАСШТАБНЫЕ РАЗВИТИЯ В ЭКОНОМИКЕ УЗБЕКИСТАН. In *Региональные проблемы преобразования экономики: интеграционные процессы и механизмы формирования и социально-экономическая политика региона* (pp. 121-123).
3. Abdullayevich, A. O. (2021). Problems Of Agricultural Development In Uzbekistan. *Design Engineering*, 9724-9729.
4. Арипов, О. А. (2019). Структурные элементы деловой среды и их влияния на функционирования субъектов малого бизнеса и предпринимательства. *Региональные проблемы преобразования экономики*, (8 (106)).
5. Aripov, O. A. (2019) "Development of small business and priate entrepreneurship and creating competent business environment for them," *Economics and Innovative Technologies: Vol. 2019 : No. 2 , Article 1.*
6. Арипов Ойбек Абдуллаевич (2018). Ўзбекистонда ишбилармонлик мухитини яхшилашдаги ташкилий-хукукий саъй-ҳаракатлар. *Экономика и финансы (Узбекистан)*, (5), 18-25.
7. Sirojiddinov, I., & Xodjibaeva, I. (2020). Features of the investment process in the economy in the conditions of the pandemic coronavirus. *EPRA International Journal of Multidisciplinary Rescarch-Peer Reviewed Journal*.

8. Isomukhamedov, A., & Sirojiddinov, I. (2022, January). DETERMINING AND ACCOUNTING FOR THE COST OF PRODUCTION IN SMALL BUSINESSES IN THE MANUFACTURING SECTOR. In *Conference Zone* (pp. 241-243).
9. Ботирова, Р. А., & Сирожиддинов, И. К. (2017). Социальная направленность инвестиционных процессов в Узбекистане. *Молодой ученый*, (41), 38-39.
10. Сирожиддинов, И. К., & Ботирова, Р. А. (2014). Стимулирование развития малого бизнеса и частного предпринимательства в Узбекистане. *Молодой ученый*, (6), 486-488.
11. Ботирова, Р. А., & Сирожиддинов, И. К. (2015). Роль коммерческих банков в финансовом оздоровлении предприятий. *Молодой ученый*, (5), 245-246.
12. Сирожиддинов, И. К., & Ботирова, Р. А. (2016). Ускоренное развитие промышленности-основа структурных преобразований в экономике. *Молодой ученый*, (28), 546-548.
13. Сирожиддинов, И. К., & Ботирова, Р. А. (2016). Представление финансовой отчетности в соответствии с международными стандартами финансовой отчетности. *Молодой ученый*, (12), 1460-1461.
14. Ogli, I. S. H., & Oglu, O. I. A. Peculiarities of the Development of Industrial Production in Namangan Region. *Volume*, 9, 544-547.
15. Abdullayevich, A. O., & Abdullajanovich, U. T. (2021, December). DEVELOPMENT OF SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP IN UZBEKISTAN. In *Conference Zone* (pp. 123-128).
16. Abdullajanovich, U. T. (2022, March). THE ROLE OF INDUSTRIAL ENTERPRISES IN THE DEVELOPMENT OF THE NATIONAL ECONOMY. In *Conference Zone* (pp. 271-276).
17. Yakubovich, Y. A., & Sobirjon o'g'li, J. E. (2021, December). TAX POLICY AND WAYS TO IMPROVE IT. In *Conference Zone* (pp. 167-170).
18. Ubaydullaev Toxirjon Abdullajanovich, & Ibrogimov Sherzodbek Halimjon ogli. (2021). THE MAIN DIRECTIONS OF DIVERSIFICATION OF EXPORTS OF INDUSTRIAL PRODUCTS ON THE BASIS OF LOCALIZATION. *Galaxy International Interdisciplinary Research Journal*, 9(12), 70-75. Retrieved from <https://internationaljournals.co.in/index.php/giirj/article/view/623> More Citation Formats
19. Xolmirzaev, U. A. (2020). Financial assets and improvements of their analysis. *Экономика и социум*, (1), 102-105.
20. Khakimov, B., & Kholmirzayev, U. (2020). IMPROVING CASH ACCOUNTING AND ANALYSIS ON THE BASIS OF INTERNATIONAL EXPERIENCES. *International Finance and Accounting*, 2020(1), 18.
21. Xolmirzaev, U. A., Juraev, E., & Jamgirova, G. I. (2021). APPROACH TO ACCOUNTING FOR FINANCIAL ASSETS IN THE ENTERPRISE IN ACCORDANCE WITH INTERNATIONAL STANDARDS. *Интернаука*, (21-5), 17-19.
22. Gulshirin, J., & Abdulazizovich, X. U. B. (2022, March). INCREASING THE EFFICIENCY OF INVESTMENT IN THE DEVELOPMENT OF EXPORT DIVERSIFICATION IN THE REGION. In *Conference Zone* (pp. 277-281).
23. Хакимов, Б., Талабоев, Х., & Холмирзаев, У. (2021). ВОПРОСЫ УЛУЧШЕНИЯ АНАЛИЗА ОБРАЩЕНИЯ ДОЛГОВОЙ ЗАДОЛЖЕННОСТИ В УСЛОВИЯХ НАПРАВЛЕНИЯ. *Экономика и социум*, (6-2), 441-446.
24. Xolmirzaev, U., Juraev, E., & Axmadjonova, M. (2021). THE ROLE OF ACCOUNTING IN SMALL BUSINESS MANAGEMENT. *Интернаука*, (21-5), 20-22.

25. Juraev, E., Xolmirzaev, U. A., & Rustamova, M. (2021). INCREASING THE EFFICIENCY OF REAL INVESTMENT IN THE CONDITIONS OF ECONOMIC LIBERATION. *Интернаука*, (21-5), 9-11.
26. Sirojiddinov, I., Xolmirzaev, U., & Axmadjonova, M. (2021). THE NEED AND FACTORS TO ACCELERATE THE DEVELOPMENT OF PRIVATE ENTREPRENEURSHIP. *Интернаука*, (21-5), 14-16.
27. Xolmirzayev, A. X. (2021). RISK FACTORS AND UNCERTAINTIES IN THE ECONOMY. *Мировая наука*, (2), 24-27.
28. Холмирзаев, У. А. (2021, October). ҚИСҚА МУДДАТЛИ ҚИММАТЛИ ҚОҒОЗЛАРНИ АНАЛИТИК ҲИСОБИНИ ТАКОМИЛЛАШТИРИШ. In " *ONLINE-CONFERENCES" PLATFORM* (pp. 396-399).
29. Juraev, E. S., & Xolmirzayev, U. A. (2019). Profits of housekeeping and its development. *TRANS Asian Research Journals*, 8(4).
30. Abdurahmon, K., & Abdulazizovich, K. U. (2021, December). SOME ISSUES OF IMPROVING SECURITIES ACCOUNTING. In *Conference Zone* (pp. 129-132).
31. Yuldashev, A. A., & Jurayev, E. S. (2018). DIRECTION OF DEVELOPMENT LOCAL TAX-BUDGET POTENTIAL IN THE REGIONS. *Теория и практика современной науки*, (3), 111-115.
32. Juraev, E., & Juraeva, M. (2021). CURRENT ISSUES OF HIGHER EDUCATION SYSTEM DEVELOPMENT. *Интернаука*, (21-4), 62-63.
33. Zayliyev, A. A., Jurayev, E. S., & Muxammadjonov, B. B. (2018). DISCLOSURE LINES OF CREATIVE FINANCIAL REPORTING OF TRADE BANKS. *Теория и практика современной науки*, (3), 120-122.
34. Zayliyev, A. A., Jurayev, E. S., & Muxammadjonov, B. B. (2018). TARGETING OF PROJECT FINANCING AND MONITORING IN CREDIT TERRITORIES. *Теория и практика современной науки*, (3), 116-120.
35. Juraev, E. S. (2017). World experience in lending to small businesses. High School.
36. Жураев, Э. С. (2018). ЗАРУБЕЖНЫЙ ОПЫТ ПО ВЕДЕНИЮ ФИНАНСОВОЙ ПОЛИТИКИ ДЛЯ РАЗВИТИЯ МАЛОГО БИЗНЕСА. *Экономика и социум*, (11), 357-362.
37. Juraev, E. S. (2018). Foreign experience in conducting financial policies for small business development. *Economy and Society*.
38. Ботирова, Р. А., Сирожиддинов, И. К., & Жураев, Э. С. (2020). Поддержка и стимулирование инвестиционных процессов в экономике в условиях короновирусной пандемии. *Экономика и социум*, (5-1), 416-421.
39. Juraev, E. S. (2020). INFLATION RISK. *Мировая наука*, (1), 29-33.
40. Ходжибаева, И. В. (2020). Механизм государственного регулирования инвестиционной деятельности. *Экономика и социум*, (3), 563-565.
41. Isakov, M. (2020). МИ Isakov Biznes-rejalashtirish 2019. *Архив научных исследований*, (22).
42. Isakov, M. (2020). МИ Abdurahim Ortiqov, Musaxon Isakov. *Industrial iqtisodiyot. O 'quv qo'lanma.-T. TDIU*, 2019.
43. Sharifjanovna, Q. M. (2021). Perpendicularity of a Straight Line to a Plane and a Plane to a Plane. *International Journal of Innovative Analyses and Emerging Technology*, 1(5), 70-71.
44. Abduraximovich, U. M., & Sharifjanovna, Q. M. (2021). Methods of Using Graphic Programs in the Lessons of Descriptive Geometry. *International Journal of Discoveries and Innovations in Applied Sciences*, 1(6), 149-152.

45. Комилов, С., & Козокова, М. (2015). Разработка вычислительного алгоритма решения гидродинамических задач управления процессами ПВ в неоднородных средах при условии использования этажной системы разработки. *Молодой ученый*, (11), 324-328.