

DEVELOPMENT TENDENCIES OF THE GENDER POLICY OF THE REPUBLIC OF UZBEKISTAN

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**ABSTRACT:** Gender is a socially applied definition of women and men. It means equality of interests, obligations and opportunities of women and men in all spheres of society. This concept does not mean the biological characteristics of women and men. On the contrary, the concept of gender is based on the concept of tasks and functions of women and men in society, public and personal life.

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Gender is a socially applied definition of women and men. This concept does not mean the biological characteristics of women and men. On the contrary, the concept of gender is based on the concept of tasks and functions of women and men in society, public and personal life. The concept of gender represents the social aspects of relations between men and women in all spheres of society's life and activity, including politics, economy, culture, education and science. It follows that the concept of gender does not only represent the interests of women. Perhaps it suggests that both sexes should be given the same opportunity to pursue their dreams and goals and improve their quality of life. One of the requirements of a developed society is the provision of equal rights for men and women.

Uzbekistan was one of the first among Central Asian countries to implement a number of measures to give women equal rights with men. In 1995, Uzbekistan ratified the Convention on the Elimination of All Forms of Discrimination against Women. A number of its articles were included in the legislation. In Uzbekistan, which has entered a new stage of development, the issue of gender equality is being deeply reformed. President Shavkat Mirziyoyev signed a number of laws on equal rights for women and men in our country. In fact, the empowerment of women is one of the important factors in accelerating the process of sustainable development. As a result of the acceptance of the concept of gender equality as one of the main principles of human activity by the UN in 2000 together with the entire international community, a number of positive changes were achieved in this direction. In Uzbekistan, in the last five years, significant steps have been taken to strengthen the position of women in the socio-economic and political spheres. In particular, in order to further improve the legal basis for ensuring and protecting women's rights in Uzbekistan, in September 2019, on guarantees of equal rights and opportunities for women and men, on protection of women from oppression and violence Laws on protection were adopted. In addition, in order to further strengthen the guarantees and support of labor rights, rehabilitation and adaptation of victims of domestic violence, as well as suicide prevention republican center and Women's new structures such as the center for girls' entrepreneurship, the family scientific-practical research center under the Government were established.

The Decision of the Senate of the Oliy Majlis of the Republic of Uzbekistan on the approval of the strategy for achieving gender equality in the Republic of Uzbekistan by 2030 was signed. According to him, legality, democracy, openness and transparency are the main principles for ensuring gender equality.

Strategy for achieving gender equality in the Republic of Uzbekistan until 2030 (hereinafter - Gender Strategy) Constitution of the Republic of Uzbekistan, Law of the Republic of Uzbekistan "On guarantees of equal rights and opportunities for women and men", was developed in accordance with the priority tasks of the country's development and national goals in the field of sustainable development until 2030 and other legislative documents defined in the Strategy of Actions on the five priority directions of the development of the Republic of Uzbekistan in 2017-2021. Within the framework of the gender strategy, the concept of gender equality means the equality of rights and opportunities of women and men in all spheres of society's life and activities, including politics, economy, law, culture, education, science, and sports.

## CURRENT SITUATION AND EXISTING PROBLEMS

As a result of comprehensive reforms carried out in recent years, the Republic of Uzbekistan has established a strong policy on the issues of ensuring equal rights and opportunities for women and men in all spheres of public life and activity, and protecting women from harassment and violence. Since 2017, fundamental changes have been implemented in the health care system, strengthening the reproductive health of the population, teaching citizens to be conscious and responsible for the birth of healthy children, and realizing the reproductive rights of women and men. Systematic work was carried out to create equal opportunities. Media activities are also important for promoting and achieving gender equality. The number of radio broadcasts and television shows that reflect the image of modern socially and politically active women and highlight the opportunities created for women and men has increased.

In order to organize systematic work on the consistent implementation of the Sustainable Development Goals of the United Nations Global Agenda, the national goals and objectives of Uzbekistan in the field of sustainable development until 2030 have been adopted in our country. In order to ensure gender equality and expand the rights and opportunities of all women, the necessary measures in political, social, economic and other fields have been determined within the framework of these tasks. The activities of the Parliamentary Commission for monitoring the implementation of national goals and tasks in the field of sustainable development have been launched. Regulation of issues related to labor migration has gained special importance for Uzbekistan. In particular, in 2019, the Republic of Uzbekistan became a member of the International Organization for Migration. A special fund was established under the Ministry of Employment and Labor Relations in order to support persons working abroad and protect their rights and interests.

At the same time, there are issues that require serious attention to expand the participation of women in the construction of the state and society, socio-economic, education, health care and other socio-economic fields. In particular, women's participation in decision-making on current issues of state and community management on an equal basis with men is not ensured enough, their involvement in the socio-economic development of the regions remains weak.

The negative views of the society about the activities of women and girls in state power and management prevent them from advancing their ideas in political processes. In most cases, women are charged with non-economic and unpaid household work. There are sharp differences between women and men in education, and today more than 70 percent of general secondary education teachers are women.

The share of women studying in the fields of pedagogy and humanitarian sciences (philology, pedagogy, psychology, culture and art) is 68 percent, while their share in engineering (information technology, energy, engineering) and law fields is 68 percent. it still remains low (24 percent). In the regions of the republic, especially in rural areas, the low quality of health care services, the underdevelopment of private medical services, and the insufficient medical culture of family planning among husbands and wives are the reasons for the persistence of maternal and infant deaths.

Gender aspects of external and internal migration, its impact on women and men, their families, and children are not sufficiently researched. propaganda work is not being organized properly. In addition, there is no gender analysis of media products, there are traditional views on the role of women and men in the family and society in the mass media, and the contribution of women to the development of society is not adequately covered in the print and electronic media.

Persistence of the above problems and shortcomings not only limits the possibility of fully ensuring human rights and freedoms, but also negatively affects the image of the country in the international arena, its place in international rankings and indexes. In particular, it ranks 139th out of 190 countries in the World Bank's "Women, Business and Law Index", and 89th out of 167 countries in the "Women, Peace and Security Index" maintained by the Georgetown Institute of the USA. Uzbekistan is not included in the global report "Global gender gap" prepared by the World Economic Forum based on the statistical data of international organizations providing the index. In this regard, the implementation of the Gender Strategy is based on political, economic, social, etc. between women and men.

1. Ensuring equal rights and opportunities for women and men in the exercise of voting rights In order to ensure equal rights and opportunities for women and men in the exercise of electoral rights, it is necessary to implement the following measures:

to involve women and men in the electoral processes of political parties on an equal basis, to encourage the activities of recommending women to leadership positions;

monitoring whether political parties ensure equal rights and opportunities for women and men when nominating candidates to the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan, Dzhokorgi Council of the Republic of Karakalpakstan, local Councils of People's Deputies;

- to change the negative attitudes towards women formed in the society by increasing the political activity of women;
- to analyze the full observance of the rights of women and men to vote and be elected to representative bodies of state power;

Ensuring equal representation of women and men in the composition of the Central Election Commission of the Republic of Uzbekistan, regional, district, city, district, precinct election commissions for conducting elections and referendums.

2. Providing equal rights and opportunities for women and men in the field of public service.

In order to ensure equal rights and opportunities for women and men in the field of public service, it is necessary to implement the following measures:

- to gradually increase the share of women in leadership positions by introducing the mechanisms of appointment to leadership positions of state bodies on the basis of competitions;
- strengthening the participation of women in solving socio-political issues in the life of the society and making decisions of urgent importance and their implementation;
- to expand the opportunity for women to represent the state and the state body and organization in which they operate at the international level, and to participate in the work of international organizations;
- expansion of the practice of solving the problems that concern the population by women working in leadership positions;
- increasing their activity in the socio-economic development of regions by expanding the practice of appointing women to leadership positions of local executive authorities;
- development of criteria for ensuring gender equality aimed at creating equal opportunities for promotion in state bodies and organizations based on the experience of advanced foreign countries;

- establishing systematic measures to improve the qualifications of women recommended for leadership positions in public authorities and management bodies at the Academy of Public Administration under the President of the Republic of Uzbekistan;
- to establish a system of training, retraining and upgrading the qualifications of experts on the gender-legal examination of normative legal documents and their projects;
- keeping information on the ratio of the number of women and men working in relevant positions in state bodies and organizations;
- strengthening the legal basis for conducting gender audits in state bodies and organizations on the basis of a comprehensive gender approach, developing its principles.

## 3. PROVIDING EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN AND MEN IN EDUCATION, SCIENCE, SPORT AND HEALTH

In order to ensure equal rights and opportunities for women and men in the field of education, science, sports and health care, it is necessary to implement the following measures:

- development of continuous education system, encouragement of opportunities for women and men to study throughout their life, expansion of coverage of women in need of social protection with higher education;
- widely involving women in scientific activities, supporting their software development based on modern information and communication technologies, innovative ideas, inventiveness, rationalization activities;
- to increase the gender literacy of citizens by introducing the topic of gender into the curricula of preschool, general secondary, special secondary, and higher educational institutions, taking into account modern pedagogical technologies and methods;
- attract women to study and improve their qualifications in local and foreign educational institutions in areas of high need;
- to establish the practice of gender examination of existing and future school textbooks, educational materials and other publications in accordance with the principle of non-discrimination on the basis of gender;
- helping women from troubled families in need of social protection to get an education and guide them to a profession;
- supporting activities to involve men equally with women in pre-school education, general secondary education, health care and other areas where the share of men is low;
- to increase the medical culture of women and men regarding family planning, to ensure that they have free and equal access to the necessary information and services, to support the prevention of interference of third parties in their personal life in family planning;
- to improve the quality of medical and social services provided to women and men in the regions, especially in rural areas, to support families in need of social protection, to improve their healthy lifestyle; support for patients suffering from socially significant and infectious diseases;
- to analyze the differences between women and men in the fields of education, science, sports and health care, to support scientific, practical and fundamental research in this regard;
- to increase the medical culture of women and men, to strengthen their reproductive health, to prevent marriages between close relatives, to strengthen social partnership between state bodies, non-governmental non-profit organizations and other institutions of civil society in preventing direct and indirect gender discrimination .

## 4. PROVIDING EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN AND MEN IN SOCIO-ECONOMIC AREAS

In order to ensure equal rights and opportunities for women and men in socio-economic spheres, it is necessary to implement the following measures:

support the development of network gender strategies and action programs aimed at expanding the economic and financial opportunities of women in state bodies and organizations;

development of women's entrepreneurship in the country, expansion of women's opportunities to obtain loans, own land and property;

increasing the number of women working in various directions of economic and monetary policy, as well as in management positions of fisheries, forestry, agriculture, farmers and peasant farms;

strengthening the capacity of non-governmental non-profit organizations on women's issues, supporting their participation in the implementation of gender policy;

take the necessary measures to create decent jobs for women in rural areas, pay equal wages to women and men for the same type of work, and ensure the employment of unemployed women through self-employment 'rish;

taking into account the poor and needy social protection and unemployed women, especially women in border (or enclave), remote and hard-to-reach remote (mountainous, desert) areas, promoting their employment to provide and expand the scope of measures for their social support;

support the creation of decent jobs and guaranteed working conditions in the labor market for women and men with secondary and secondary specialized education;

to support self-employed women and men, to expand the types of services provided by such persons, to stimulate the population's interest in self-employment;

for women to carry out labor activities, participation in community life along with family obligations, including a network of child care institutions that provide opportunities for work.

comprehensive analysis of external and internal migration, its impact on the socio-economic development of the country, improvement of legislation in this regard;

support the adoption of national strategies and programs for the prevention of the effects of climate change, taking into account gender aspects;

support programs for improving the skills of women and men employed in the agricultural sector, expanding opportunities to use environmentally safe modern equipment and technologies.

## 5. ENSURING EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN AND MEN IN PREVENTING HARASSMENT AND VIOLENCE

In order to ensure equal rights and opportunities for women and men in the prevention of oppression and violence, it is necessary to implement the following measures:

improvement of the system of social rehabilitation and adaptation of victims of persecution and violence and financing from the state;

supporting victims of harassment and violence, implementing measures to ensure their safety, physical and mental rehabilitation and adaptation;

conducting preventive measures in all offices and organizations, regardless of ownership, to prevent cases of oppression and violence against women and men and to improve the culture of mutual relations with them;

strengthening social partnership relations between state bodies, citizens' self-government bodies, non-governmental non-commercial organizations and other institutions of civil society in preventing harassment and violence against women and men;

keeping records of families, workplaces, penal institutions and other objects where oppression and violence have been recorded, as well as identifying persons with antisocial behavior who are prone to oppression and violence or who have committed it, preventive measures to them improving the system and measures of influence and behavior change;

considering measures to improve Uzbekistan's position in international rankings and indices that assess the situation of oppression and violence in countries;

to analyze the reasons and conditions that lead to oppression and violence in society and to take measures to eliminate them, to conduct public control in this regard, as well as to support scientific, practical and fundamental researches;

to create an environment of intolerance towards oppression and violence against women and men, to strengthen propaganda and campaigning activities with the participation of mass media to eliminate gender stereotypes.

## 6. PROVIDING EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN AND MEN IN THE FIELD OF FAMILY RELATIONSHIPS AND CHILD EDUCATION

In order to ensure equal rights and opportunities for women and men in the field of family relations and child education, it is necessary to implement the following measures:

strengthening the family, increasing the responsibility of all family members in family relations, improving the current mechanisms to prevent any person from arbitrarily interfering in family matters;

analysis of the causes and conditions of early marriage, marriage between close relatives, early childbirth, family separation, support of scientific, practical and fundamental research in this regard; strengthening of families on the basis of national values, positive customs and traditions formed over the centuries, strengthening of social partnership relations between state bodies, citizens' self-government bodies, non-governmental non-profit organizations and other institutions of civil society in the prevention of family separations ;

to change the negative views formed in the society about the role of women and men in family relations, to support propaganda work in this regard with the participation of mass media;

increasing the responsibility and role of men along with women in all-round intellectual, moral, aesthetic and physical development of children, taking into account advanced foreign experience; further improvement of the system of counseling for women and men regarding problems related to family life, psychological-pedagogical, legal and other issues;

to protect families from misconceptions based on the idea of superiority of one of the sexes, which lead to violation of the moral principles of young people, negate family values, promote immorality, as well as form a disrespectful attitude towards parents and other family members;

information and educational activities about the rights, freedoms and obligations of women and men in family relations.

It is envisaged to achieve the following results by performing the tasks defined within the framework of the gender strategy:

the practice of appointing women to leadership positions of higher and lower state bodies will be expanded;

by encouraging political parties, women are widely involved in electoral processes;

Guaranteed equal rights and opportunities for women and men in the field of employment, as well as creating decent jobs for them, providing employment to families in need of social protection and low income, especially in rural areas, and providing them with social support. the efficiency of support work will increase, the scope of self-employed persons will expand;

the system of prevention of harassment and violence against women and men will be improved, the level of negative attitudes towards women will be reduced in the society;

the necessary conditions are created for women and men to carry out labor activities, participation in community life along with family obligations;

the system of protecting the rights and freedoms of women and men who are labor migrants will be developed, their legal literacy will be improved;

the responsibility and role of women and men in the strengthening of family values in the society, intellectual, moral, aesthetic and physical development of children in all aspects is increased;

mechanisms for preventing family disputes and ensuring the rights of women, men and children in such negative situations will be developed; the medical culture of women and men regarding family planning will be increased, the possibilities of using the necessary information and services will be expanded; the quality of medical and social services provided to women and men in the regions, especially in rural areas, will be improved, the system of supporting and providing medical and social services to patients with socially significant and infectious diseases will be improved; local and foreign educational institutions will be established in areas where the need for women is high; men are attracted to pre-school education, general secondary education, medicine and other fields where the percentage of men is low; by implementing an open and transparent budget policy, measures will be taken to reduce inequality between women and men, provide targeted public services to women and men, and improve their quality and efficiency; "Gender-oriented budgeting" system will be introduced step by step; the capacity of ministries and agencies for planning and budgeting from the gender point of view will be increased, the practice of mandatory gender examination of all drafts of normative legal and other documents related to budget issues will be introduced.

## MONITORING THE IMPLEMENTATION OF THE GENDER STRATEGY

Systematic monitoring of the implementation of the gender strategy, general coordination, prompt consideration and resolution of problematic issues that hinder the development of the sector, involving official state bodies, mass media, non-governmental non-profit organizations and other institutions of civil society of Uzbekistan It is carried out by the Commission on Gender Equality of the Republic. Monitoring of the implementation of the Gender Strategy is carried out on the basis of indicators of the evaluation of the activities of the competent bodies on the timely, high-quality and complete implementation of the activities provided for in the Gender Strategy.

The reports prepared on the results of the monitoring of the implementation of the gender strategy were considered at the meeting of the Commission on Ensuring Gender Equality of the Republic of Uzbekistan and at the meetings of the Committee on Women and Girls and Gender Equality of the Senate of the Oliy Majlis of the Republic of Uzbekistan. will be released.

It follows that the main objective of the Gender Policy/Strategy is to enable equal access of women and men to the services provided and to achieve a balanced participation and participation of women and men in the Board. To date, almost 80% of women in the Republic are working mainly in two social spheres - education and health care. But now, the number of women in positions of importance in state administration, such as politics, diplomats and ministers, is expected.

In conclusion, it can be said that at the level of legislative and executive bodies in the republic, it is progressive and reliable for the implementation of the state policy towards women and men aimed at ensuring the constitutional principle of equality between women and men in legal, organizational, financial-economic, social and other fields. the base is created.

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