

**WOMEN IN UZBEKISTAN - INTELLECTUAL OF GIRLS
PROBLEMS OF CAPACITY INCREASE AND THE RESULTS IN THEIR SOLUTION
(EXAMPLE OF SOUTHERN REGIONS)**

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Annotation: *This article analyzes the problems of women in public life, the results of the conditions created by the state in solving problems on the example of the southern regions of Uzbekistan. It is shown that the legal documents created by the state are important in increasing the intellectual competence of women.*

Key words: *women, gender equality, women's committee, legal and social protection of women, independence, in the regions, measures.*

After gaining independence in Uzbekistan, the issue of women rose to the level of state policy. Article 46 of the Constitution of the Republic of Uzbekistan states that men and women have equal rights [1]. This has become important for the expansion of women's participation in all aspects of social life in the country.

Also, the 69 th goal in the appendix of the Decree of the President of the Republic of Uzbekistan "On the Development Strategy of New Uzbekistan for 2022-2026" dated January 28, 2022 is called "Supporting women and ensuring their activity in the life of society" All priority issues of women's policy in new Uzbekistan are comprehensively described [2].

In 1992, the population of Uzbekistan was 10 million. more than 50.6% of them were women [3]. In 1997, the population was 23,867, of which 12,008 were women. In 2002, the total population was 25,523 thousand, of which 12,700 thousand, in 2007, the population was 27,167 thousand, of which 13,593 thousand were women. When analyzed by region, in 1997, 1,030,000 people in Kashkadarya region and 832,000 people in Surkhandarya region were women.[4]

Therefore, the analysis of the above figures shows that the issue of women, who make up half of the population, required serious attention from the state.

The Women's Committee of the Republic of Uzbekistan, established in 1991, played an important role in increasing the social activity of women in Uzbekistan [5]. 208 departments and divisions of the Women's Committee of Uzbekistan, about 41 thousand primary organizations were active [6].

In 1997, women's committees and their members were established in Surkhandarya region as follows: 39 people in the regional women's committee, 23 people in the city women's committee, 640 people in the district women's committee, 759 members of the women's committee established in enterprises and institutions organized women [7]. As a result, a number of works were carried out to solve issues related to women's problems, as well as to ensure their legal and social guarantees.

In 1995, the IV World Women's Conference was held in Beijing, China under the slogan "Peace and Development". Based on the Beijing Declaration, the government-level "Concept and program documents on women's issues of the Republic of Uzbekistan" guaranteeing the legal and social protection of women in Uzbekistan were developed [8]. The programs focused on the following directions:

- to determine ways to bring women's standard of living, socio-political status, intellectual indicators to the level of the most developed countries of the world;

- to further improve the social protection of mothers and children, to determine measures to reduce the level and amount of death of mothers and children;
- improvement of ways to protect the health of women, including girls of kindergarten and school age;
- based on directions such as formation of women's legal culture, priority tasks were implemented in all regions of the republic [9].

In the republic, several normative legal documents were adopted, guaranteeing the services of women in the legal, social and economic spheres and serving their interests [10]. In order to ensure the implementation of these documents, groups of social welfare, health care, public education workers and active women were organized in the regions. The essence of the periodical documents was conveyed to the general public by the members of this group [11]. Such benefits established by the government served for the social protection of women.

For example, according to the data of 1999-2000, 1013 women worked in "Surkhontextil" joint-stock company, of which 718 were women with children. 442 women were on partially paid leave up to the age of 2 and unpaid leave up to the age of 3 to raise their young children. Therefore, as a result of the implementation of regulatory documents on the protection of women's labor rights, the work efficiency of women was ensured in the places.

Labor laws in Uzbekistan set special standards for women. According to the decision of the President of the Republic of Uzbekistan No. PQ-4235 "On measures to further strengthen the guarantees of the labor rights of women and girls and to support entrepreneurship", the prohibitions on the use of women's labor in certain fields or professions have been canceled, together with the negative effects on women's health. the list of sectors or occupations that may be affected has been approved, a new procedure for taking child care leave and breaks during the work process has been established, reflecting gender equality.

The labor legislation of the Republic of Uzbekistan defines additional guarantees and benefits for the following persons:

- women and persons busy with family obligations;
- young people;
- persons who study and work.

These guarantees and benefits apply to employment, salary calculation, leave, health-related work, etc. is used.

For example, it is forbidden to refuse employment and reduce wages to women due to pregnancy and having children.

Pregnant women and women with children under the age of fourteen (disabled children under the age of sixteen) are not allowed to engage in night work, overtime work, work on weekends, and send them on business trips without their consent [12].

At the same time, it is allowed to engage pregnant women and women with children under the age of three in night work only if there is a medical opinion confirming that such work does not pose a risk to the health of the mother and the child. They have children under the age of three and work in institutions and organizations that are financially supported by the budget women are assigned a reduced period of working time not exceeding thirty-five hours per week.

The favorable clauses regarding women mentioned in the decision served to increase the level of legal literacy of women, to strengthen their place and position in the family.

So, during the period of independence in the studied region, women were given ease and favorable conditions not only in the conditions of today's globalization, but also in the years of

independence. The article analyzed the rights of women, the conditions and opportunities created for them. Effective results have been achieved with the measures identified along with the problems.

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