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Empowering Women: The Importance of Social Support and Labor Protection

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ABSTRACT

How important is women's empowerment in effective use of labor resources? In the course of our research, we have analyzed the participation of women in various fields and the factors that increase their activity. At present, it is necessary to reach new levels of development and make effective use of human capital. Not effectively using the opportunities of women, who make up half of the world's population, is equivalent to denying half of the world's labor resources. But due to negative reasons such as underestimating women's work and potential, women are not able to reveal their full potential. Many women face mental or physical shock in the work process and in the family. The system of strengthening their social and labor protection, clarifying it with laws, and introducing additional benefits is analyzed on the example of Uzbekistan. Some differences and similarities of approaches to women's issues in Uzbekistan from other countries of Central Asia are shown. Measures to protect women's rights and legal guarantees, and to increase legal literacy were also discussed. In order to expand the opportunities of women and increase their activity in society, it is necessary to clearly define their social and labor protection.

Keywords: Empowerment, women's rights, legal guarantees, retirement, maternity, violence, national program.

INTRODUCTION

Empowerment of women in various fields leads to economic development. Increasing the share of female employees has a positive effect on product and process. Gender inequality in the labor market is very high in some Central Asian countries. On average, women earn significantly less than men, and most management positions are held by men. From the first days of independence, Uzbekistan recognized human value as the highest value and became a member of the Universal Declaration of Human Rights on September 30, 1991. As the Uzbek people praise human dignity as the highest value, respect, appreciation and protection of women in particular is our heritage over the centuries. Honoring women, who are the pillars of family and society, the pride and beauty of our lives, showing respect and honor to them has been a great value for our people since time immemorial and will remain so [1]. When it comes to honoring and appreciating women, ensuring their rights

and legally guaranteeing them is one of the criteria for increasing the dignity of women. When analyzing the literature, there is very little information on concepts such as "women's rights" that are defined and commented on, these concepts are partially covered in legal literature. Women's rights are human rights in general, as well as the special position of women in society and the family, as well as a set of specific rights and freedoms that apply only to women [2]. On August 31, 1995, the Oliy Majlis of the Republic of Uzbekistan ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). According to tradition, the Republic of Uzbekistan submitted the first national report to the CEDAW Committee on the implementation of the Convention in 1999. The Second and Third National Reports of the Republic of Uzbekistan were reviewed by the UN CEDAW Committee in New York on August 6-13, 2006.

MATERIALS AND METHODS

In many countries of the world, women face additional limitations in their ability to improve their economic, physical and psychological well-being due to the negative effects of gender discrimination throughout their lives[3]. This, in turn, limits women's ability to improve the economic and nutritional status of their families and communities[4]. The presence of gender aspects in career choice and employment indicates that there are some problems in this topic [5]. Gender inequality is also reflected in labor participation [6]. Studies show that due to the one-sided opinion that "married women cannot work effectively", some women temporarily or completely refuse to get married for the purpose of professional growth [7]. In such cases, the personality of women also plays an important role. The fact that active women of the 21st century are delaying motherhood through education and professional development [8] shows that there are not enough amenities for mothers with children. Married women can also work effectively enough, for this they should have enough support for child rearing and work. Women simultaneously live with family and school problems during their working lives. . The fact that women retire earlier than men is also a high value given to women's work. In Uzbekistan, unlike other countries in Central Asia, the retirement age for women is set at 55 years. In Uzbekistan and Turkmenistan, benefits are given for the work of women with children. Beginning from 2022, the retirement age for mothers of many children was reduced in Turkmenistan. Thus, the age of mothers with many children has been reduced by 2 years (52 years), and the required period of work - by 5 years (10 years). In order to further develop the state policy for women in Uzbekistan, the UN Convention on the Elimination of All Forms of Discrimination against Women, the International Labor Organization's Convention on Maternity Protection and Labor and Employment Ratification of conventions on "discrimination in the field of education" was one of the important steps. In the Law of the Republic of Uzbekistan "On Labor Protection" there are defined privileges and guarantees in the working conditions of women, and Section V of the Law of the Republic of Uzbekistan "On Health Care" namely "Maternity and child protection, women's childcare issues are legally guaranteed. On March 17, 1999, the Presidential Decree "On additional measures to strengthen the social protection of women and girls" was adopted. Also, the Cabinet of Ministers of the Republic of Uzbekistan adopted a decision "On receiving a preferential tax from the income of women whose working conditions

are particularly harmful and are employed in particularly difficult jobs" [9]. Due to local and regional characteristics, most of the women who are engaged in seasonal work in light industries in cities and in rural areas work in unfavorable working conditions. According to the type of industrial economic activity, the share of women employed in unfavorable working conditions compared to the total number of workers was 20.0 percent in 2013, 16.5 percent in 2017, and 12.8 percent in 2021 [10]. Usually, they are found to be working in excessively dusty and unsanitary conditions. In the course of work, women and girls are given special privileges, unlike men. In particular, pregnant women and women with children under the age of three are not subject to the initial trial period. Women who have two or more children under the age of 12 or a dependent child under the age of 16 with a disability are granted additional paid leave of at least 3 working days per year. They are also entitled to unpaid leave of not less than 14 calendar days per year. Such leave can be used in addition to annual leave or separately [11]. Women with children under the age of 2 have an additional break for feeding the child, in addition to the break for rest and meals. Employment contracts concluded with pregnant women and women with children under the age of three are not allowed to be terminated at the initiative of the employer, except in cases of complete liquidation of the enterprise. Also, in accordance with Article 18 of the Law of the Republic of Uzbekistan No. 265-I "On the Protection of Citizens' Health" adopted on August 29, 1996, children under the age of three, along with When seriously ill older children who, according to the doctors' opinion, need additional care, are being treated in an inpatient hospital, their mother will be given the opportunity to be with her child in the treatment facility and will be given a certificate of incapacity for work [12]. Due to the fact that women have reached the retirement age or have the right to receive state pension according to the law, it is prohibited to terminate the indefinite-term employment contract concluded with them until they reach the age of 60 or until the end of the term of the fixed-term employment contract at the initiative of the employer [13]. Women who were released from work and declared unemployed due to changes in technology, production and labor organization, the reduction of the volume of work that led to a change in the number of employees (staff) or the nature of work, or the termination of the enterprise, when they reach the age of 53 and their length of service he will be entitled to a pension when he is at least 20 years old [14].

RESULT AND DISCUSSION

Increasingly, women's "empowerment" has become a policy objective, both as an end in itself and as a means to achieve other development goals [15]. Despite increasing social protection and legal guarantees for women, violence against women is one of our most painful points. Violence is the intentional physical, mental, sexual or economic influence of one person on another person, or by threatening to use measures to exert such influence on his life, health, sexual integrity, is an illegal action or inaction that infringes on their dignity and other rights and freedoms protected by law [16]. Worldwide, one in three women (35 percent or around 736 million) experience some form of violence in their lifetime, and unfortunately, these numbers have not changed in the last decade [17]. Globally, 38 percent of all murdered women are killed by an intimate partner [18]. The saddest thing is that many women can become victims of violence in their own families. Today, the sharp increase in the number of women who are victims of domestic violence, as well as external violence, requires strengthening laws against violence [19]. Domestic violence against women is also reflected in women's decision making in the household [20]. In particular, 344 women who suffered from domestic violence were identified in Uzbekistan in 2014, 8 of them in Andijan region, 16 in Fergana region, and 1 in Namangan region. By 2017, these indicators decreased in Andijan (5) and Fergana (15) regions, but increased by 1 in Namangan region. This study found that, Uzbek women do not tell anyone about the violence in their family, they are afraid or intimidated. In order to prevent such situations, the procedure for issuing protection warrants for women was introduced and measures of responsibility were clearly defined [21]. For violating the rights of women in Uzbekistan, for committing violence against them, intentionally inflicting severe (Article 104), moderately severe (Article 105) or light (Article 109) bodily harm, torture (Article 110), threat of death or violence (Article 112), criminal abortion (Article 114), endangerment (Article 117), defamation (Article 118), forcing a woman to have sex (Article 121), violating the law on the age of marriage (Article 1251), forcing a woman to touch the ground or preventing her from touching the ground (Article 136) In accordance with the relevant articles of the Criminal Code of the Republic of Uzbekistan, clear and strict liability is established [22]. As a result of the established legal guarantees and the implemented systematic actions, the number of women subjected to oppression and violence has decreased sharply, and in 2021 it was 94, 4 in Andijan region, 7 in Fergana region, and 2 in Namangan region. Women who have been subjected to

harassment and violence, even after this situation has ended, the physical and mental impact inflicted on them will still have an effect later. It is for this reason that protecting women from various forms of violence is considered an important issue for any society.

There is no way to protect women from oppression and violence without promoting legal culture in society. For this purpose, in 1997, the Oliy Majlis of the Republic of Uzbekistan adopted the "National Program for Improving Legal Culture in Society" [23]. One of the important conditions for building a democratic legal state is the level of legal education. The issue of legal literacy is also gaining importance in the world community. The call "education is the basis of democracy" was put forward by the UNO and within the framework of 1995-2004, which is considered the decade of education in the field of human rights of the UNO since 1996, in all educational institutions in Uzbekistan, the name "Human rights" has been taught. training courses were introduced [24]. In particular, 2009 was declared by the UNO as the international year of "Education on Human Rights."

CONCLUSIONS

The issues of ensuring and protecting the rights of women and girls are at the level of state policy in Uzbekistan. 2001 "Year of Mothers and Children," 2005 "Year of Health," 2007 "Year of Social Protection," 2012 "Year of Strong Family," 2013 "Year of Prosperous Life", "2014 "Year of a Healthy Child," 2016 "Year of a Healthy Mother and Child," 2017 "Year of Communication and Human Interests," 2019 "Year of Active Investments and Social Development," which is also reflected in naming 2021 as the "Year of Youth Support and Public Health Promotion." In conclusion, the result of the reforms implemented in any country is reflected in the well-being of the people. It is impossible to expand women's opportunities without rewarding their activity in society. The attitude towards women is one of the invisible factors in the development of times. A society that values women will develop in all directions. After all, a woman is the honor and future of the nation.

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