

Features Of Uzbekistan's Policy On Women's Empowerment

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Abstract: We are witnessing that our state is making many fruitful efforts to protect the rights and interests of every citizen living in the Republic of Uzbekistan. In this respect, the basis of today's policy is to improve the main directions of our country's development and bring the ongoing large-scale reforms to a new stage under the updated constitutional and legal conditions. In this regard, it should be noted that the "Uzbekistan-2030" strategy is fulfilling its programmatic function.

After all, at its core are important ideas that serve to create all opportunities for every citizen to develop their potential, to raise a healthy, educated and morally mature generation, to form a strong economy, to ensure the rule of law, security and stability. According to these ideas, in the future, Uzbekistan will be among the countries with higher than average income based on stable economic growth rates, the organization of education, medical and social protection systems that can fully meet international standards, the improvement of the ecological situation, which is becoming more and more important for today, the interests of the people. It is natural that the introduction of such things as establishing a serving state and ensuring our national sovereignty and security will serve to form the foundations of a strong civil society.

On the basis of the "Uzbekistan-2030" strategy, five important directions have been put forward in order to increase the effectiveness of achieving goals that serve the development of our country and the well-being of our people. Among these directions, the tasks aimed at creating suitable conditions for each person to realize his potential occupy a special place in the realization of the vital needs of the members of our society. Already, at its core, issues aimed at reforming the education and health care system, improving the quality of social services, increasing the scope of measures aimed at reducing poverty, accelerating the state policy on youth, and improving the moral image of the people occupy an important place.

In recent years, a lot of significant work has been done to reform these areas. In particular, it is commendable that many measures have been taken to strengthen the position of women in the family and society, to expand their educational coverage, and to increase their share in state management. After all, the provision of women's rights is not only a basic human right, but also an important guarantee of achieving peace, prosperity and sustainable development. In recent years, the issue of women's education, prevention of early marriage, and increasing their share in public administration has been on the agenda of the Sustainable Development Goals until 2030. As the 5th goal of the BRM, a number of achievements have been made in this regard. However, certain problems still remain. Research conducted within the framework of BRM shows that domestic violence against women has increased internationally in recent years. As an effective solution to the existing problem, it is noted that it is necessary to increase the role of women in economic sectors and strengthen their position in the life of society. Within this article, the existing problems, their solutions and the results achieved in this regard will be revealed on the example of the Republic of Uzbekistan.

Keywords: Gender equality, competition, power, privilege, violence, labor relations, management, management psychology, social policy.

Introduction: As is known, the document adopted by heads of state and government at the United Nations General Assembly Summit on Sustainable Development in September 2015 is a fundamentally new global commitment for the period up to 2030. The 17 Sustainable Development Goals and their associated targets cover a wide range of issues, from health and well-being to climate change, from gender equality to changing consumption and production patterns.

In recent years, the issue of achieving gender equality has become a priority in the development of our society. We are well aware that this issue has risen to the level of state policy. We observe that many ideas are being put forward in this regard, sometimes positively, and sometimes negatively. By justifying the fact that the issue of ensuring gender equality serves the interests of all members of society equally, we can overcome negative attitudes in this regard. Therefore, when it comes to increasing the active participation of women in public administration, it is appropriate to dwell on the content and essence of gender equality.

As is known, gender equality means that men and women have equal rights in social, economic and political life. In this regard, it is important that women and men can use existing opportunities on an equal basis and that discrimination in this regard is not allowed.

At the same time, it is important to create opportunities in important areas of social life, which are:

- legal equality, i.e. equal rights for men and women before the law. These include inheritance rights, labor legislation, and non-discrimination in family relations.
- creating equal opportunities for boys and girls in education.
- ensuring equality in labor relations and the economic sphere. This includes the creation of the opportunity for women to freely enter the same positions as men and receive the same pay for the same work.
- political activism, i.e. ensuring the active participation of women in state governance and in the process of making important political decisions.

One of the issues that has gained particular importance among the Sustainable Development Goals is related to Goal 5, namely, ensuring gender equality and empowering all women. As one of the important factors of human development, it is not without reason that special attention is paid to this issue. After all, the lack of attention to the place of women in society serves to weaken the strength of society. At the same time, we can see that a number of tasks have been set to achieve this goal:

- to prevent discrimination against women in all aspects of public life;
- to combat all forms of violence against women, including human trafficking, sexual violence and other forms of exploitation;
- to prevent forced and early marriages;
- to encourage women's unpaid work related to family responsibilities through the provision of public services, infrastructure and social protection policies;
- to ensure the active and effective participation of women in governance and decision-making processes and to create equal opportunities for them to exercise leadership;
- to provide universal access to reproductive health and rights;
- to provide equal access to economic resources, property ownership and financial services;
- to use modern information technologies to ensure the rights and interests of women;
- These include the creation of legal foundations and the implementation of policies that ensure the equality of women and girls in all aspects of social life [1].

Accordingly, it can be said that the issue of increasing the role of women in public governance is one of the important tasks that need to be addressed within the framework of the Sustainable Development Goals (SDGs). Increasing the role of women in public governance is mutually reinforcing with the goals of the SDG agenda on achieving gender equality (Goal 5) and promoting peace, justice and effective institutions (Goal 16) [2].

It is no coincidence that the global community is promoting initiatives to increase the role of women in public administration. Because the active participation of women in the process of change and renewal taking place in society contributes to a number of positive changes in the existing sphere:

- to ensure inclusiveness and effectiveness of the decision-making process regarding important issues of community life;
- sharp reduction of corruption activities;
- establishing social justice in society and ensuring gender equality;
- among them is the improvement of the effectiveness of the activities of democratic institutions.

Naturally, ensuring the active participation of women in public life is a complex and controversial process. In this regard, ensuring the effectiveness of activities in this area requires state support, namely the creation of a solid legal framework and the development of a

strategy to ensure the implementation of this task. In this regard, the following issues are of primary importance:

1. Creation of a regulatory and legal framework. In this regard, it is necessary to strengthen legislation on ensuring gender equality, allocate separate quotas for women in public administration bodies, and eliminate gender discrimination.
2. Implementation of educational reforms and development of programs for improving personnel skills. In this regard, it is advisable to organize leadership schools for women and develop mentoring and skills development programs for women engaged in activities related to public administration.
3. Implementation of reforms at the institutional level, in particular, it is necessary to pay special attention to assisting women in carrying out their labor activities in public bodies, facilitating their placement in new jobs and creating favorable working conditions (flexible work schedules, remote work opportunities), as well as establishing gender audit and evaluation systems.
4. In order to reduce gender stereotypes in society, these include organizing awareness-raising activities in educational institutions and through the media on the benefits of ensuring gender equality, as well as disseminating information about successful women leaders [3].

The international community is doing a lot of significant work to increase women's political participation. This can be seen in the implementation of various programs by the UN and many international organizations, including:

- UN Women works to ensure the rights and freedoms of women around the world;
- The World Bank Group allocates various grants and investments to ensure the economic well-being of women;
- The ILO (International Labor Organization) develops recommendations for governments to improve labor legislation on gender equality.

At the same time, we can see that in many countries around the world, reforms have been made to ensure the participation of women in public administration, which has led to notable results. In particular, Sweden has made great strides in this regard. In 1994, the Swedish parliament achieved gender equality, with women winning 144 out of 349 seats in parliament. In 2018, the Swedish government declared itself "feminist". According to the results of the 2022 elections, 46 percent of the seats in parliament were held by women. In 2021, the first woman, former speaker of parliament and Minister of Finance

Magdalena Andersson, was appointed prime minister [4].

Rwanda can also rightly boast of new achievements in this regard. According to data published in the magazine "Jeune Afrique", according to the results of the parliamentary elections held in Rwanda in September 2023, women occupied 51 of the 80 parliamentary seats. Thus, they managed to increase their share from 56.3% to 63.75% [5].

Scandinavian countries also have advanced experience in increasing the share of women in public administration. Norway, Sweden and Finland are among the countries in the world with the highest gender equality. This can be seen in the fact that women are provided with equal rights and opportunities with men in the workplace, the high share of women in parliament and political positions (about 45% of the Norwegian parliament is made up of women), and the establishment of a unique family leave policy (in Norway and Sweden, maternity leave is also provided to men). As is known, in Norway, parents can take 49 or 59 weeks of paid maternity leave. In this case, monthly payments for 49 weeks of leave (about 11.5 months) are paid at 100% of the salary, and for 59 weeks of leave (about 13.5 months) are paid at 80% of the salary.

It is worth noting that today, in the Republic of Uzbekistan, effective work is being carried out to increase the active participation of women in public administration. As is known, Uzbekistan has ratified all major international treaties regulating the legal, economic and social protection of women from any discrimination. In addition, 25 regulatory legal documents have been adopted to ensure gender equality, including 2 laws, more than 20 decrees and resolutions of the President of the Republic of Uzbekistan, and government resolutions.

Since 2019, national legal mechanisms have been introduced to ensure compliance with the norms on non-discrimination related to gender discrimination. Also, the Laws of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" [6] and "On Protection of Women from Harassment and Violence" [7] dedicated to ensuring gender equality have been adopted.

The implementation of the Gender Equality Strategy in Uzbekistan until 2030 involves a comprehensive approach to implementing the principle of equality between women and men in all areas. A national program has also been approved for 2022–2026, aimed at increasing the participation of women in various spheres of public life.

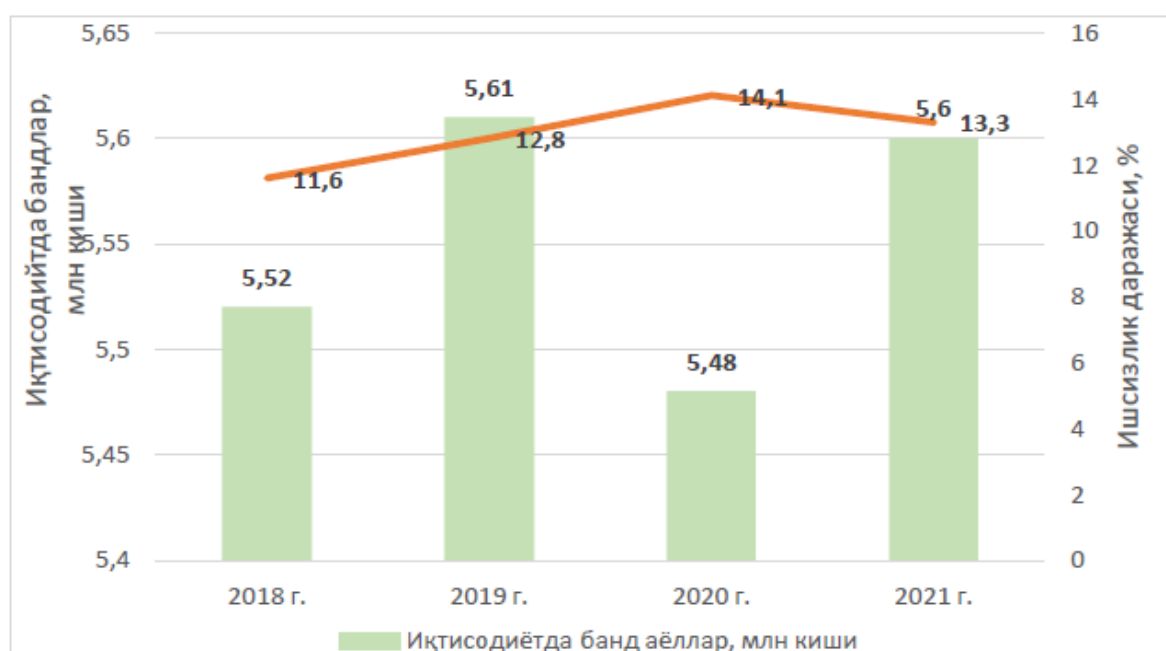
In recent years, the share of women studying in higher

education institutions has doubled. We can see that existing efforts are also contributing to an increase in the share of women in state governance bodies. Accordingly, the political activity and weight of women in the Legislative Chamber and Senate of the Oliy Majlis, as well as in other leadership positions, is increasing.

The Strategy for Achieving Gender Equality in the Republic of Uzbekistan by 2030 sets out priority tasks

aimed at increasing the participation of women in all aspects of the economic, political and social life of our country, providing them with equal and quality education, creating opportunities for women in rural areas to receive higher education, and preventing violence and human trafficking.

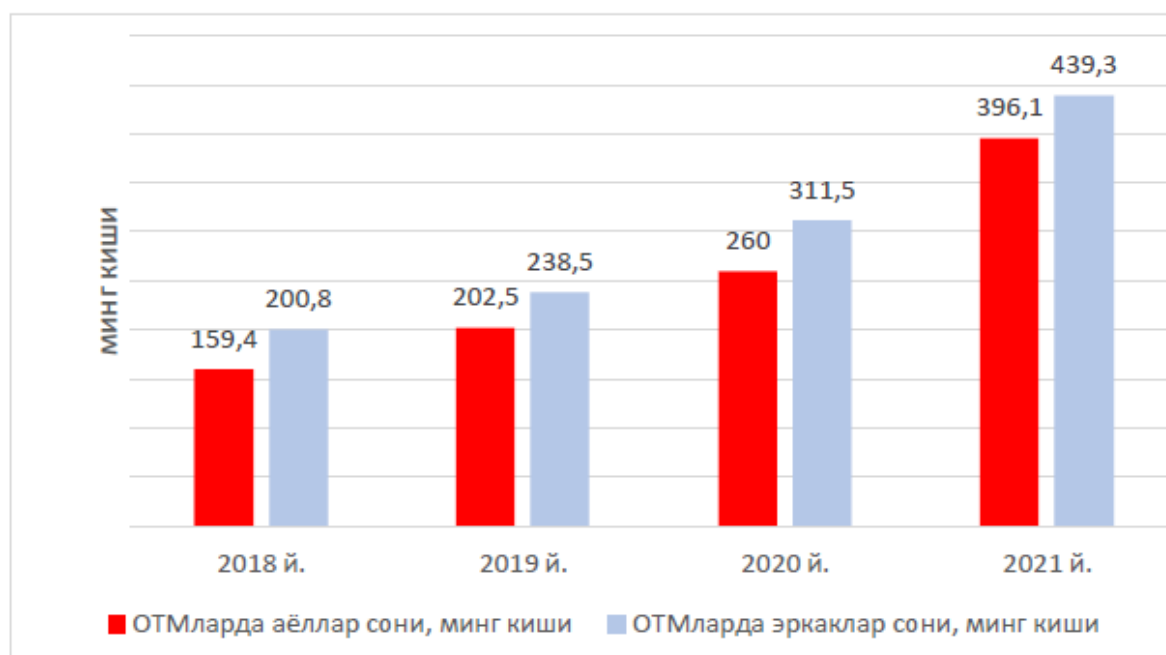
Along with the above, a downward trend in female unemployment and an increase in female employment were also observed in 2020-2021.



Employment and unemployment rates among women [8]

In order to comprehensively develop the education system aimed at women, a 4% budget quota was introduced for women entering higher education institutions starting from the 2020/2021 academic year. As a result of the admission of 2 thousand women to higher education institutions on a special grant basis in the 2021/2022 academic year, 45.6% of students

admitted to higher education institutions were women. Starting from 2022, a system of allocating interest-free educational loans for a period of 7 years by the state to pay for educational contracts of women studying in higher education institutions, technical schools and colleges has been established, and the number of women studying in higher education institutions is increasing significantly.



Number of students in universities [9]

In order to ensure the equality of families eligible for maternity benefits, as well as to ensure the equality of families eligible for maternity benefits, a “Public Mercy

Service” is being established, which includes children eligible for maternity benefits. It is possible that traces of household poisoning may be found at the scene of the emergency [10].



Share of positions held by women [11]

In 2024, the World Bank's Women, Business and Law Index ranked Uzbekistan among the top 5 countries that have implemented significant reforms in the field of women's rights and gender equality [12]. Uzbekistan achieved high scores in the index's components of women's mobility, entrepreneurship, and assets. However, it is indicated that Uzbekistan needs to improve its gender policies on issues such as discrimination in the workplace, wages and pensions, and gender equality in raising children.

Despite the remarkable achievements in strengthening the role and status of women in society in the countries

mentioned above, it can be observed that in many countries of the world, problems in this regard have not yet been solved. We can see that a number of factors hinder the solution of existing problems, which are:

- the formation of incorrect views in society that women should only be engaged in household chores;
- discrimination related to labor activity, that is, the existence of restrictions on the appointment of women to leadership positions;
- the lack of proper organization of propaganda aimed at supporting women and increasing their political activity;

- the lack of a fully developed legislative system aimed at determining and strengthening the status of women in the family and society, etc.

In conclusion, it should be noted that the active participation of women in public life is of great importance not only for ensuring human rights, but also for the sustainable development of society. It is natural that increasing the participation of women in public administration within the framework of the Sustainable Development Goals will not only ensure gender equality, but also serve to implement state policy in a more effective, fair and inclusive manner. In this regard, further strengthening the legal, economic and social support systems for women is a necessary condition. The advanced experience of world countries shows that increasing the status of women in public life not only strengthens social justice, but also increases economic growth rates and is an important impetus towards sustainable development. In short, in achieving Goal 5 of the MDGs, special attention should be paid to improving relevant legislation, involving women in education and entrepreneurship, and ensuring their active participation in the process of making political and economic decisions. It is natural that these approaches serve to ensure gender equality and enhance the status of women in society around the world.

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Манба: Статистика агентлиги маълумотлари

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