

**THE ROLE OF THE APPROVED STRATEGY FOR ACHIEVING
GENDER EQUALITY IN THE LIVES OF WOMEN OF OUR REPUBLIC
TO FURTHER STABILIZE THE ACTIVITIES OF WOMEN LEADERS IN
THE NEW UZBEKISTAN**

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ABSTRACT

In New Uzbekistan at the exact time women and men have equal rights. This is enshrined in the Constitution of the Republic of Uzbekistan. The gender factor is reflected in more detail in the Labor Code. The government sets labor standards for women, maternity leave, and work schedules for mothers raising minors. The employment contracts of employers with trade unions also analyze the strengthening of various norms for women's rights.

KEYWORDS: *Gender, Labor Code, Leadership Skills, Women's Rights, Gender Factor, Privileges, Entrepreneurial Woman.*

INTRODUCTION

In 2021, the strategy for achieving gender equality in Uzbekistan until 2030 was approved. The document envisages increasing the number of women in management, reducing gender disparity, creating opportunities for education, and combating violence and harassment against women. Today, gender equality has risen to the level of state policy in the republic. The President mentions its importance; various programs to support women are implemented in our country with the support of international organizations.

According to tradition, in the society of Uzbekistan, a woman is, first of all, a loving mother, a housewife, the first educator and teacher. This was artificially destroyed during the cotton monopoly. At that time, the main labor force in the fields was women, who bent their backs and rolled up their sleeves to take care of the upcoming harvest for months. A village woman could not think about getting an education and promotion. The lack of a profession did not allow them to earn a steady income, which made women helpless.

Today, systematic reforms aimed at expanding the rights and opportunities of women and increasing their role in all processes of state administration and society are being carried out in Uzbekistan. We are talking about restoring the special status of women and respect for them. These principles became the basis of the state policy implemented in the field of gender equality. All necessary conditions have been created for the implementation of these tasks. But the most important thing is that there is a strong political will. The President of Uzbekistan, Shavkat Mirziyoyev, in his speech at the inauguration, noted that constant attention and care for women

will be an integral part of the state policy, and the relevant National Program is expected to be adopted in this regard.

In May 2021, the Senate approved the Gender Equality Strategy. Adoption of this document was an important stage in the development of gender policy in our country. 2021-2030- important aspects intended for years are reflected. These areas will become priorities in the near future, and the Strategy envisages equal participation of women and men in the implementation of these processes and at all levels of decision-making.

Prevention of violence and human trafficking is another key feature of the Strategy. Uzbekistan is a party to the main international agreements that provide for the legal, social and economic protection of women from all forms of oppression and violence. In these matters, we are actively cooperating with international organizations and implementing various programs, which are yielding positive results.

Today, women and men have absolutely equal rights. This is enshrined in the Constitution of the Republic of Uzbekistan. The gender factor is reflected in more detail in the Labor Code. The state has set labor standards for women, maternity leave, work order for mothers raising minor children. Different norms of ensuring women's rights are also strengthened in labor contracts signed by employers with trade unions. For example, in cotton-textile clusters at yarn-processing enterprises, employees are provided with service transport, they are given free food and special clothes, and assistance is provided in placing children in pre-school educational institutions. All these issues are decided by the employer. There are many examples of how the policy of social support for working women is implemented in practice.

Today, women are showing themselves more and more in business. Currently, the share of women entrepreneurs in business in the republic is 39 percent, this is a special category of modern Uzbek society, and it is necessary to support it. Thanks to enterprising women who lead business structures, new enterprises are opened and jobs are created. These women take an active part in beautification of the areas where they live and in the development of business activities. Most importantly, they are role models for other girls and women who want to start their own businesses. Therefore, women's entrepreneurship centers were established in order to support the development of entrepreneurship in all regions of our country. In 2021 alone, more than 53,800 Uzbek women were trained in various professions.

More than 100.3 billion soums (9.2 million dollars) of loans have been allocated for the development of entrepreneurship by the State Fund for Women and Family Support. Thanks to these measures, 34,500 women were employed. Loans, benefits and other forms of support for women's entrepreneurship are a contribution to the development of our country's economy on a global scale. According to Boston Consulting Group experts, if the number of women entrepreneurs equals the number of men in business, the world gross domestic product will double.

Currently, the reforms being carried out in all regions of our republic are for women, the mother of the nation, the core of education, modern heroes. The opportunities created for them to become members of society with high potential in all aspects are commendable. We hope that in the near future this will lead to huge processes that will contribute to the development of our country.

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