INCREASING THE LEGAL KNOWLEDGE OF WOMEN A PRIORITY IN NEW UZBEKISTAN

Gulshada Urazalieva

Abstract: This article is devoted to the disclosure of the state policy essence in ensuring women's rights and gender equality in the new conditions of Uzbekistan. Based on the study and analysis of the available literature, the objective conditions and subjective factors of working conditions, lifestyle, as well as their role activation in a new democratic, legal and civil society construction in Uzbekistan are analyzed. Particular attention is paid to ensuring the women rights in the labor, education, medical care spheres, including the right to reproduction.

Keywords: woman, gender, gender relations, legal consciousness, women status, education, employment, reproduction, right to personal choice, social issues.

Human rights are one of the central issues of our time international, domestic political, economic, legal, democratic, cultural and other facets. Women have made a great contribution to the economic and social development of Uzbekistan, but their work has always been underestimated. Therefore, today the gender situation has changed due to the constant efforts of President Shavkat Mirziyoyev, aimed at transforming the women role in society. Gender balance will increase the women role in decision-making; the country will be able to more effectively solve social issues, since women are more sensitive to social issues. The XX century has significantly changed the women role in the world, there have been radical changes in the women legal status, and the gender equality idea began to conquer the people minds. Today the international community, including such organizations as the UN, The International Labor Organization includes the issue of the women status among the global issues of humanity. Measures to achieve women gender equality and the empowerment, sufficiently fully represented in the Convention on the elimination of all discrimination forms for women (adopted by the UN General Assembly in 1979), Beijing Declaration and Platform for Action (1995), are reflected in the Sustainable Development Goals - the action program for 2015-2030 adopted by the UN member states. However, according to international experts, progress in the world is slow and uneven. UN Secretary General António Guterres said that as of October 2018 women headed the state or government in only nine percent of the UN member states. Moreover, in 31 countries, only ten percent of parliamentarians are women. «We must understand that more women in decision-making should actually guarantee us better decision-making and a more voluminous view of certain issues», — noted the UN Secretary General.[6] In this area, Uzbekistan has adopted many legislative acts, including decrees and resolutions of the President of the Republic of Uzbekistan on ensuring the women rights, in particular on women gender equality and protection from harassment and violence, on strengthening the status of women's entrepreneurship. President Shavkat Mirziyoyev stressed at the twentieth plenary session of the Senate of the Oliy Majlis on June 21, 2019: « I am worried about the stereotype rooted in our people minds. Usually we honor a woman primarily as a mother, the keeper of the family hearth. This is definitely correct. However, today every woman should not be a passive observer, but an active and proactive participant in the democratic transformations carried out in the country». [8] A number of documents on the regulation of the women status have been adopted in Uzbekistan in recent years. In the Constitution of Uzbekistan, in the first of the CIS countries, the women and men equality is enshrined. (Article 46) [1] In particular, the Decrees of the President of Uzbekistan...
On measures to radically improve activities in the supporting women and strengthening the family institution" (February 2, 2018), “On guarantees of equal rights and opportunities for women and men”, and "On measures to further strengthen guarantees of labor rights and support women's entrepreneurship" (March 7, 2019), determine the provision of targeted assistance to women in difficult social situations in the regions. [5]. Despite the existing legal guarantees of non-discrimination, in practice the situation necessitates the mechanism development, the legal regulation subject which would be the women and men rights, and which would ensure the practical realization of the rights and equal opportunities for people of both sexes. Unfortunately, stereotypes regarding women have not yet been eliminated in society, that is, the domestic violence facts, which, as a rule, occur in the marriage and family relations sphere. The educational work carried out does not always give the proper results. There are more women specialists with higher and secondary education than men, but as they rise up the hierarchical career ladder, the number of women decreases sharply, especially among the leading government bodies. According to the statistics announced by the President, today about 1400 women occupy leading positions in the state and public organizations system of the country. There are 17 women in the Senate, 21 women in the Legislative Chamber. More than 23% of the local council’s deputies are women. In May, 1025 women were elected as chairpersons of citizens' assemblies. The number of women among managers at enterprises is 45.3%. The share of women in health and social services is over 82%, in the spheres of science, education and upbringing, culture and art, it is 72%, in agriculture - more than 25%, in industry is 38%, in the structure of business entities is 29%. [8] Studies have shown that the time a woman spends on housekeeping turns out to be almost equal to another work shift. Thus, everyday life, in essence, correlates with social status not in favor of women. However, the women difficulties combining production, family and social functions in the minds of individual males, in the opinion of broad strata of the population, on the pages of books, newspapers, magazines they have increasingly become mistakenly associated with the costs of emancipation, deformations in the political, economic and social, and spheres. A paradoxical situation has arisen when, in the public consciousness, cause and effect have, as it were, changed places. Moreover, the economic reform and market relations have generated new contradictions, created a situation in which, in particular, women with children turned out to be less competitive than men, and therefore their position becomes more vulnerable. With regard to women and men, actual equality has limitations of biological properties, which are taken into account by the legislator. Equalization of the women and men rights does not ensure real equality of rights for women, who, while performing the same functions in society, as performing their specific function of motherhood. Therefore, the legal status of women, that is, their rights totality and obligations, also legally protected interests, cannot be the legal status of men. Equality of rights for women takes place where women, having the same rights as men, are also endowed with additional rights. A woman performs three main social functions in society: a worker, a citizen, and a mother. That is why the legal status of a woman and her actual position in a democracy should be considered from three positions: societies in general, work collective and family. The female literacy rate is 99.98%, one of the highest in the world. Uzbekistan should be proud of these achievements. In the country, education is legally guaranteed for both men and women. In the general and special education level, women in Uzbekistan have achieved de facto equality with men, which theoretically create for them equal starting conditions with men for admission to an interesting job, promotion and earning money. However, in Uzbekistan there is still a gender gap in labor activity, there is a general insufficiently high weight of women in responsible positions in almost all economic, social and public life sectors of the republic. According to official data, in 2017 the men employment was 61.5%, while 38.5% among women in the formal economy sector. At the same time, according to the UN, only 35% of women with secondary education in Uzbekistan are employed, and 68% of women with higher education have a job. [10] The transition to a market economy has further exacerbated the protecting problem the rights and interests of working women. The periodical press pays great attention to illegal dismissals cases of pregnant women, mothers with small children. Heads of enterprises and institutions, under various pretexts, try not to hire women with children, as well as girls who may become mothers in the future. In these conditions, in
our opinion, the condition for the constitutional principle implementation of gender equality in the labor relations should be the creation of such economic opportunities for the enterprise in which the gender factor or the children presence would not be negative for employers. There was a proposal to use the normative deduction mechanism from gross profit, from the profit share remaining at the enterprise disposal, should increase proportionally depending on the "child load", i.e. the ratio of the children number among the employees of the enterprise to the total number of employees. Such money will be able to accumulate in the "children's fund", which right to use, should belong to the enterprise collective. In particular, funds can be used to compensate for additional workload for those who have to work for a colleague who has stayed at home with a sick child, which is quite common in practice. From such a fund, it would be possible to pay for the work of kindergarten workers where the children incidence is sick, etc.

Other ways of solving this problem are also possible. One thing should not be allowed - a spontaneous deterioration of the social and status of women in the market relations conditions. In the light of the above, the Scandinavian countries experience, which has achieved noticeable success in involving women in the state and society leadership, deserves attention. The women integration into the political life of these countries is rightly regarded as an egalitarianism indicator of the political system of these states. In these countries, in recent years, the so-called law of public interest has been widely spread, representing a kind of offshoot in a set of norms relating to a person. The main goal of this sub-branch of human rights is to create legal protection for groups and the population strata, infringed to one degree or another in their rights due to their physical and social status. These include emigrants, disabled people, women, youth, unemployed, etc. XXI century became the century of women social activity revival, the role and the family enhancement. Now in the family, the mutual moral function support of its members, the creation of conditions for them to satisfy not only every day, but also spiritual needs, has come to the fore. The economic independence of women, inextricably linked with their participation in social production, has an increasing influence on the family relations transformation. The active participation of women in social production and political life often conflicts with the exercise of the motherhood function by the traditional distribution of responsibilities in the family. Help in the family should be one of the important functions not only of all its members, but also of the state. The state and society should free the family as much as possible from performing the time-consuming, routine, mechanical and unproductive functions associated with serving its members. It is common knowledge that most of this work is for women. [7] A radical solution to the problem of unloading women from household, family chores consists not in shifting their weight from the shoulders of the wife to the shoulders of the husband or by dividing them in equally, and in the widespread deployment of a network of children's institutions and school educational institutions, in their availability not only in cities, but also in rural spheres.

References: