



THE ESSENCE AND PRIORITY DIRECTIONS OF THE STATE SOCIAL POLICY FOR WOMEN IN UZBEKISTAN

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Article history:	Abstract:
Received: 11 th December 2022 Accepted: 11 th January 2023 Published: 20 th February 2023	In the article, the legal regulations on social protection and social benefits for women adopted in Uzbekistan during the years of independence were studied. Also, social benefits, their types, essence, classification, specific features and different aspects were described.
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INTRODUCTION

Education of young people in all aspects is undoubtedly one of the urgent issues today. This issue cannot be resolved without the participation of mothers with high spirituality. Because the first educator of a child is his mother. Therefore, creating decent living conditions for women in our country, taking care of them, ensuring their legal interests and rights is a priority of our state policy. Most of the laws, decrees and decisions adopted in recent years are significant in that they are aimed at valuing, honoring, and strengthening social protection of women.

MATERIALS AND METHODS

On February 2, 2018, the head of our state signed Decree No. PF-5325 [2] "On measures to fundamentally improve activities in the field of supporting women and strengthening the family institution". In accordance with this document, the position of an expert on working with women and strengthening spiritual and moral values in families was introduced in all citizens' meetings. The establishment of the "Family" scientific-practical research center and its regional departments was a practical step in the strengthening of the family institution. Also, the activity of the registry office was subordinated to district and city hokims. In accordance with the above presidential decree (February 2, 2018) and on the basis of the decision of the Cabinet of Ministers dated March 14, 2018 No. 201 [3], the Women's and Girls' Committee of Uzbekistan and the scientific and practical research center "Family" established a public fund for women and family support done. The main tasks of this public fund are to provide comprehensive support to women and families, including providing financial assistance to women and families in a difficult social situation, women with disabilities, women in the organization of family and private entrepreneurship, handicrafts, assistance in acquiring knowledge and skills in occupations that are in high demand in the labor

market was established. It should be noted that the issue of employment is important in increasing the socio-political activity of women. Employment is a solution to a number of life problems, and one of the factors that prevent crimes and family disputes. Therefore, the social benefits and social protection reforms aimed at women are directly aimed at the protection of women's rights and opportunities, and are of special importance today.

RESULTS AND DISCUSSION

Social protection of the population is a guarantee system of the state that has a specific purpose and ensures the normal living conditions of the population. Social protection of the population is insurance for old age, work capacity or loss of breadwinner (pension provision), social payments to low-income families (child benefits), social support for temporary unemployed (unemployment benefits), for certain categories of the population, taking into account their material security and services. benefits and facilities (providing patronage services, delivery of products, medicines, etc.), maternity protection (prenatal and postnatal leave), health insurance (temporary disability benefits), support for young people in education (scholarships), is provided through the system of prevention of disability and restoration of work ability (rehabilitation of the disabled). The state regulates the level of social protection of the population through laws, determines the minimum wage, social payments, insurance premiums and types of social assistance (privilege). Social protection of the population is provided through the following types of social assistance: pensions, social allowances, benefits, advantages and services, one-time (non-systematic) financial assistance, etc.

Social benefits are benefits established by law, which are cases of full or partial exemption from the fulfillment of specified duties or easing of conditions related to the special social and legal status of a citizen, the characteristics of professional activity.



Foreign scientist M.V. Goncharova thoroughly researches in her research and explains as follows [4]:

1) Provision of social benefits is a characteristic of economically developed societies;

2) The process of redistribution of social goods to certain layers of society through the mechanism of state social support;

3) Social benefits reflect differences in the socio-economic status of certain layers of society;

4) Compensation for the recovery of the members of the society, to restore their usual recognized position;

5) Social benefits are mainly material. It is this sign, in our opinion, that is important in understanding the essence. That is, money as a universal exchange equivalent ensures all financial transactions related to the movement of goods and services in any socio-economic system. In other words, it is possible to fill the social gap by paying money or by reducing the amount of taxes.

Social benefits can be divided into two types: social financial subsidy and social financial incentive. Social financial subsidy is a targeted monetary payment intended to improve the economic situation of a certain category of people, and it is a type of material assistance given to the disabled, unemployed, single, bereaved, families with many children and other socially vulnerable groups. Social financial incentive is the awarding of cash prizes, badges and medals for the rendered services.

Equal participation of women in society and state affairs is one of the main requirements for the construction of a democratic legal state. Therefore, systematic work is being carried out in this field in our country. In particular, in order to legally strengthen the sector, on September 2, 2019, the Law of the Republic of Uzbekistan "On guarantees of equal rights and equal opportunities for women and men" was adopted. This document guarantees the equal participation of women and men in society and state management, their equal rights and opportunities in health, education, science, culture, labor and social protection, as well as in other aspects of state and social life.

During the study of the social privileges that serve women in our republic and are intended for their social protection, we found out that the current regulatory and legal documents of the Republic of Uzbekistan, on the one hand, recognize the equality of social and economic rights of all citizens, regardless of gender, and on the other hand, women and family provides additional guarantees for persons engaged in the fulfillment of obligations. Such guarantees may include:

1. Prohibition of refusal of employment and reduction of wages of women due to pregnancy or having a young child. Officials who have the right to hire a woman, knowing that she is pregnant or taking care of a young child, illegally refuse to hire her or dismiss her from work shall be held criminally liable (Article 148 of the Criminal Code of the Republic of Uzbekistan);

2. Additional guarantees are provided to persons in need of strong social protection, that is, those who face difficulties in finding a job and cannot compete on equal terms in the labor market, as well as single parents and children under the age of fourteen or parents with many children who have disabled children. (Creation of additional jobs with the support of the state employment support fund; organization of special training programs; determination of the allocation of jobs for such persons to enterprises, institutions, organizations in order to employ the mentioned category of citizens, etc.);

3. To prevent the appointment of preliminary trial periods for the employment of pregnant women and women with children under the age of three;

4. Prohibiting the use of women in unfavorable working conditions and underground work, as well as not allowing them to carry and carry heavy loads exceeding the norms set for women;

5. Giving leave to women and girls due to their pregnancy and childbirth, setting the leave day as seventy calendar days before giving birth and fifty-six calendar days after giving birth (seventy calendar days in case of difficult childbirth or birth of two or more children). Payment of state social insurance benefits in the amount of 100 percent of the woman's average salary for all days of vacation;

6. When the pregnancy and maternity leave are over, leave to take care of the child according to the woman's wish: improvement of the organizational and legal basis of ensuring women's rights in Uzbekistan a) until the child reaches two years of age 200% allowance payment; b) after the child turns two years old, leave without salary until the child turns three years old; women who have a child under two years of age and want to work are given breaks during the working day to feed the child, which are included in the working hours and are paid according to the average salary; introduction of a shortened (35 hours) working week for women who have a child under three years old and work in institutions and organizations financed by the state budget without reducing wages.

CONCLUSION

Although gender relations are not defined in official laws or strategies and mechanisms, social roles



for women and men in the family and society are defined, rules of behavior, work functions, values, and obligations are defined for women and men, who try to fulfill these obligations implicitly. After all, motherhood and family concepts are considered important in Uzbek society, and if a woman wants to pursue a career in business, politics, or any other field, she will have to do all this in harmony with her reproductive duties. Gender stereotypes have a significant impact on women's education, career choice, and professional growth. A number of reforms are being implemented in order to prevent such problems. Regulatory documents aimed at the fundamental improvement of activities in the field of support for women and strengthening of family institutions, social benefits granted to women and technologies for their effective use, systematic approaches to solving gender equality problems are directly aimed at the protection of women's rights, ensuring their social and political activity.

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