

# Solving The Problems Of The Training Of Skilled Personnel And Employment Issues Of Women In Uzbekistan

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## Abstract

This article provides a comparative analysis of state policy issues in the field of increasing social activity, as well as social protection, training qualified specialists and ensuring the employment of women during the years of independence and attitudes towards women in the Soviet period in the Republic of Uzbekistan. Currently, large-scale work is underway to renew and modernize the country in accordance with the Decree of the President of the Republic of Uzbekistan dated February 2, 2018 "On measures to radically improve measures to support women and strengthen the institution of the family." Work is underway to increase the socio-political activity of women, conditions are being created to identify and develop their abilities and opportunities in various fields and sectors. The article describes measures to unconditionally ensure the legitimate rights and interests of women, and also suggests solutions to emerging problems in this area.

**Keywords:** socio-political activity of women, specialists, employment, transition to a market economy, the problem of unemployment, social production, concessional lending, the Women's Committee of Uzbekistan.

## Introduction

In the field of ensuring the socio-economic development of Uzbekistan, the personnel issue is designated as one of the priority areas of state policy. Therefore, one of the most urgent tasks is to work with personnel and constantly improve their capabilities. In this regard, a number of measures are being taken to select, train, retrain and gradually improve the skills of personnel in the country, as well as to create their current and prospective reserves.

## METHODS

The article is published on the basis of generally accepted historical and sociological methods-historical, comparative-logical, analytical, sequence, objectivity.

## RESULTS AND DISCUSSIONS

The ultimate goal of the labor market is, firstly, to ensure the social protection of qualified personnel, and secondly, to ensure full and permanent employment of the population. Therefore, one of the urgent tasks of the country is a radical reform of personnel policy and the system of their training, bringing it in line with modern requirements. The development of the state and society requires the creation of a favorable working environment, taking into account the lifestyle of women, who make up more than half of the country's population. And this is a guarantee of social protection for women. Today, the transformation of women from objects of "social protection" into an active subject is one of the urgent tasks of state policy.

Therefore, on the basis of Decree PF-4749 dated February 7, 2017 of the President of the Republic of Uzbekistan "On the strategy of action for the further development of the

Republic of Uzbekistan”[1], tasks were identified to increase the socio-political activity of women, their role in public administration, and ensure the employment of graduates of professional colleges, their involvement in entrepreneurial activities, further strengthening of family foundations. Adoption of Decree No. PF-5325 of February 2, 2018 “On measures to radically improve activities in the field of supporting women and strengthening the institution of the family” [2], as well as the Decree of the President of March 6, 2021 “On measures to further improve the system of support and provision active participation of women in the life of society” [3] is a logical continuation of the state policy of caring for women. It is worth paying attention to the following opinion of President Sh. Mirziyoyev: "... not a single woman in Uzbekistan will be left without attention and care of the state and society"[4].

As well as by the decree of the President of the Strategy of Uzbekistan for the Development of New Uzbekistan for 2022-2026, aimed at unconditionally ensuring human rights and interests, the formation of an active civil society based on the idea “Human dignity is the most important priority of society and a humane state”.

Historical experience shows that in Soviet times, cadres were the monopoly of the communist ideology, their talent, potential and initiative were measured by their compliance with survey data. The elimination of shortcomings in the economy and its development is carried out by qualified personnel[5]. And therefore, when choosing employees, one must be based on factors such as dedication, entrepreneurship and hard work, as well as the ability to widely use their strengths and abilities for good.

The strategic direction of the ongoing reforms to ensure the employment of women in the conditions of renewal and modernization of the country is as follows [6]:

- promoting the creation of a diversified economy, the expansion of employment and the expansion of opportunities for women to choose suitable forms of employment that correspond to their abilities and interests;
- coordinate the activities of the non-governmental sector of the economy, its business and non-manufacturing sectors

(maintenance and training) to create and maintain new jobs for women;

- further improvement of legislation in the field of women's economic activity;
- development of programs to create and maintain jobs for women at the state, regional and local levels, preparation of organizational and regulatory frameworks for their implementation;
- introduce mandatory social expertise to assess the impact of all developed programs on women's employment and mitigation of social problems in the regions;
- social partnership by including mechanisms for empowering women and their employment at all levels, improving the mechanisms for adapting women to changes in the structure and quality of their work, as well as expanding the practice of public works.

It is known that despite the new forms of job creation, the transition to a market economy raises the problem of unemployment. In such conditions, ensuring employment of the population remains one of the most important socio-economic problems. The number of unemployed registered by the working bodies in 1991-2000 averaged about 30-35 thousand people. From the sources it becomes clear that in 1992, out of the total number of workers and employees, the number of women was 2,492 thousand people [7].

Among the unemployed in Uzbekistan, 732 thousand are young people, 834 thousand are women. Therefore, the main priority direction of the employment policy in the country is to ensure the employment of women.

The socio-psychological stability of women is undoubtedly ensured through their employment. The information pays special attention to the work carried out towards achieving these goals, in particular, providing women with decent work, their professional training and advanced training, support for entrepreneurship, as well as measures to prevent family divorces by strengthening the role of women in the family, her socio-psychological protection.

In addition to the differentiation and consolidation of women across sectors, there are occupational differences in employment rates. For example, men working in mechanical

engineering and the metalworking industry are mainly engaged in highly skilled manual work related to machines and machine tools (machine operators, machinists, repairmen, etc.), while working women are mainly engaged in cleaning, stamping, packaging, work that does not require qualifications. or are qualified operators in the field of completing computer equipment. In agriculture, mostly mechanized jobs are occupied by men, while women are engaged in less skilled jobs. In the service sector, including health care and education, women are mostly engaged in mental work or unskilled work.

Inequality in the situation of men and women in the workplace is mainly expressed in two ways: limitation of professional and career growth of working women and wages, in general, low wages for women are explained by the fact that women are mainly employed in low-paid areas. All this leads to inequality in the division of labor between men and women, which negatively affects their development, while the psychological and physical stress of women leads to an increase in the share of unpaid work [8]. Wage differentials are also evident in the employment of women in various fields.

In each of the approximately equal sectors of male and female employment, there are many industries in which women occupy a significant place. First of all, this applies to the textile and clothing industry, the production of food products (confectionery, milk and other products).

In general, the process of women's employment is carried out in three directions.

First, the availability of jobs for women on the basis of employment programs allocated by the state;

Secondly, the availability of vacancies in each enterprise and organization;

Thirdly, quotas for jobs opened by the government are distributed among women with many children, citizens with disabilities, people released from places of deprivation of liberty and people in need of social protection.

The modernization of society in Uzbekistan has led to radical changes in the women's "platform of the movement". Social and legal support for women, professional, physical, spiritual and intellectual potential of women, as well as their

social, socio-political activities, were developed with the active participation of the state in the field of national policy aimed at ensuring the implementation of specific measures. Over the years of independence, more than 80 legal acts on human rights, in particular on women's issues, have been adopted [9].

According to the analysis, in 2001, 123, 265 women were employed in the country, 18,179 women were trained in various professions, and 6,994 women with small children were recruited to work at home. Financial assistance was provided to more than 2.5 thousand unemployed women who have children under three years of age or disabled children [10].

During 2005–2007, 614,400 women were employed (205,000 people per year) [11]. If in 2006 43.8% of those employed in the economy were women, then in 2007 the share of women in the real sector of the economy was 47.8%, including in industry - 42.8%, in agriculture - 42.4%, in science and culture - 72.9%, in healthcare - 75.3% [12].

In the period from 2006 to 2009, the growth of the economy can be traced only in the field of industry and education. The volume of industrial production in 2006 increased by 28.2%, and in 2009 by 30.3%, i.e. by 2.1 points compared to 2006. The share of women employed in the education sector in the analyzed period was the highest - 62.8% in 2006, 65.3% in 2009, which is 2.5 points higher in 2009 compared to 2006 [13].

Between 2012 and 2015, the employment rate of women in enterprises and organizations in the country decreased. In particular, in 2012 - 40.3%; 2013 - 39.1% in; in 2014 - 38.6%; in 2015 - 38.8% [14].

In 2015, the share of women in the field of health, physical education and social security was 75%, education, culture, art, science and scientific services - 66.2%, industry - 25.8% and agriculture - 20.3% [15].

According to the Program approved by the Cabinet of Ministers of the Republic of Uzbekistan in 2020 to ensure the employment of women, especially young women living in difficult conditions in the regions of the republic, in January-August of this year, out of 7,706 women with difficult living conditions,

whose employment was to be provided, 5 thousand 460 (70.9%) found a job [16].

In 136 mahallas with a high level of unemployment and poverty, objects for learning crafts in mahalla guzars and other empty places were identified, lists were drawn up for training the profession and providing employment for 2158 women and girls.

Work is underway to maintain “women's notebooks” in mahallas for targeted work with the unemployed, those who have lost their breadwinner, single women and women who have certain problems.

The decrease in the participation of women in social production and the relative low wages of women are due to the desire of the employer to hire more men than women, as well as the non-distribution of household work between spouses. It is worth noting that women work on average 20-25 hours less than men and are employed intermittently, which affects their professional experience and skills.

However, it can be seen that the participation of women in the private sector has increased dramatically. In particular, the participation of women in small and medium-sized businesses and private entrepreneurship has played an important role in the development of small enterprises, dehkans and farms. Among the unemployed population, women were mainly engaged in small business, private enterprise, self-employment, agriculture and other forms of self-employment. According to the abilities and interests of women, unlimited opportunities for their self-employment have been created on the basis of the non-state sector of the economy.

According to the Decree of the President of the Republic of Uzbekistan dated November 10, 2008 No. UP-4051 “On further expansion of the activities of ATB Microcreditbank”, an additional 70 billion soums of credit were allocated from the state budget for the development of agriculture. On this basis, new jobs were created for 2,506 women throughout the country.

If, in 2009, the volume of soft loans provided by women amounted to 204.2 billion soums [17], then in the first six months of 2010 this figure amounted to 161 billion soums. 653 million soums. The Microcredit Bank alone invested \$13.9 billion in six months of 2010, as a result,

8.23 new jobs were created. In general, in 2010, Microcreditbank issued 26.1 billion soums of microcredit to women entrepreneurs and women who expressed a desire to do business and created 17,000 new jobs [18].

Women currently run over 120,000 small businesses, including over 4,500 farms. For example, in 2007, 90.1 billion, in 2016, more than 1 trillion. 646 billion soums were directed to timely financing of promising women's projects by commercial banks.

For the period 2013-2017 commercial banks have allocated more than 6 trillion. soums of loans for the development of women's entrepreneurship [19].

As of May 19, 2017, banking systems allocated 11 billion soums of preferential microcredits for organizing entrepreneurial activities of graduates of professional colleges, financing their business projects and entrepreneurial activities. Also, according to the memorandum of cooperation signed between the Tadbirkor Ayol Union and the Microcredit Bank, 10 billion soums of concessional loans were allocated for the development of women's entrepreneurship. Thousands of women entrepreneurs have been able to effectively use these funds and create hundreds of new jobs.

As part of the implementation of the Five Important Initiatives, sewing workshops were organized in remote areas and 10,000 women were employed. 1,250 women were paid initial contributions for the purchase of housing in the amount of almost 22 billion soums. Only within the framework of the program “Every Family is an Entrepreneur”, about 126 thousand of our compatriots were provided with preferential loans. Also, almost 215,000 families were allocated loans for the development of family entrepreneurship for a total of more than 6 trillion soums. Almost 55,000 women learned various professions in the centers of entrepreneurship, vocational education, took up handicrafts and home work [20].

By 2021, 297 women who have been working in various fields for many years and have achieved high results, taking an active part in the life of the state and society, were awarded the badges “Mutabar ayol”.

It should be noted that solving the problem of women's employment by creating additional

jobs is one of the important areas of work of the Women's Committee of Uzbekistan. The employment of women, their participation in professional activities is associated not only with financial needs, but also with the desire to take a worthy place in society, using their abilities, interests and skills [21]. However, the negative consequences of the problem of unemployment among women are observed with a one-time wage work. In particular, the Committee, as a result of the analysis of the problems, identified the following serious social problems:

- unemployment;
- lack of housing;
- divorce and absence of breadwinners;
- informal marriages;
- Lack of a passport for some women.

The study showed that the unemployment rate among rural women is due to low wages and skills, the closure of economically insolvent enterprises, job cuts and child rearing. In order to reduce unemployment among rural women, it is necessary to offer them timely employment, professional development, vacancies, as well as improve advertising activities, develop small businesses and private entrepreneurship, establish regular contacts with employers to create suitable jobs, etc. [22].

In order to strengthen work in support of women, in February 2020, in connection with the creation, at the initiative of the President, of the Ministry for Support of the Mahalla and the Family, the Women's Committee was abolished. Instead, a Committee on Women and Family Affairs was formed.

The Committee is a government body authorized to develop and implement a unified state policy in the field of supporting the family and women, protecting their rights and legitimate interests. The main tasks [23] of the committee are noted as:

protection of the rights and legitimate interests of women, increasing their role and activity in the socio-political life of the country, ensuring gender equality, wide involvement in scientific activities;

timely identification of family and women's problems, provision of social, legal and psychological assistance to families and women in a difficult social situation;

creating the necessary conditions for women to acquire knowledge and skills in professions that are in demand on the labor market, attracting rural women to family and private entrepreneurship, crafts;

implementation of targeted measures to promote a healthy lifestyle among women, strengthening the spiritual and moral values of the family;

support for the activities of women's NGOs.

## CONCLUSION

In conclusion, it should be noted that as a result of the policy of caring for women during the years of independence, their socio-economic activity increased. Therefore, to ensure the economic independence of women, it is important to improve their professional skills. At the same time, it is necessary to ensure that women with a certain profession work effectively in their professional field and support their individual work. It is especially desirable to increase the participation of women in public life by strengthening their self-confidence.

As a result of the state policy to support women, new forms of employment have emerged. Work in this area is a source of income and well-being for women. The state pays great attention to ensuring the legal, social and economic status of women, living and working conditions, education and strengthening the health of mother and child.

However, since the problem of unemployment among women remains, one of the most effective ways to solve this problem is to reduce the unemployment rate in the country through the development of market infrastructure, with attention to the following areas of the state program for employment and creation of new jobs:

- support for small and medium-sized businesses, family businesses that do not require large investments;
- effective involvement of women registered with employment services in public affairs;

- prevention of unemployment on the basis of retraining of personnel who have fallen under the reduction, without termination of employment contracts;
- Expansion of the network of private offices to assist in finding employment in the field;
- further improvement of the provision of long-term concessional loans to women for entrepreneurial activities;
- development of special measures to increase the level of economic knowledge, economic literacy and professional development of women due to the fact that the economic independence of women is an important factor in ensuring their full participation in the social life of the country;
- introduction of the division of labor based on gender differences and age factors that affect the level of employment for material incentives;
- organization of special training courses for women planning to enter the business sector in order to improve their knowledge in the field of information, marketing and management;
- development and implementation of socio-economic and other evidence-based mechanisms for greater involvement of women in the scientific support of production, promotion of scientific research and technological innovation.

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