

CREATION OF GUARANTEES OF EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN AND MEN IN THE NEW CONSTITUTION

Muyassarkhon Karimova,

Andijan Branch" Kokand University" "Social humanities and Pedagogical Sciences" Associate Professor of the Department

Email: karimova@gmail.com

Abstract

This article contains a philosophical analysis of the essence, practical significance of guarantees of equal rights and opportunities for women and men in the new constitution of the Republic of Uzbekistan. The priorities of the fair policy on the glorification of human dignity in our country have been studied.

Keywords: women and men, Law, labor market, gender unity, educational programs, gender gap, income, entrepreneurial women, women Resources.

Introduction

The equality of rights and opportunities for women and men in the current Centennial is recognized by the United Nations as one of the core values. In this case, it is necessary to keep in mind that gender equality is not just a matter of justice, nor a problem that applies to the observance of human rights. Many studies conducted in different countries of the world show that there is a positive correlation between the increase in the level of knowledge of women and the amount of gross domestic product per capita:

1. An increase in the share of family income managed by a woman leads to an increase in costs for food, children's education and their clothing night, and in this case, the family's costs for alcohol and tobacco products decrease.

2. Therefore, gender equality is one of the main goals of socio-economic development.

Review of thematic literature

In addition, the main idea of equal rights and opportunities for women and men is not equal rights in men and women in the field of education, but equal rights that ensure that they can use all resources to realize their potential. During the years of independence, Uzbekistan underwent positive changes in ensuring equal rights of the Sexes, the condition of women improved, and their rights expanded. The existing regulatory legal framework guarantees equal rights to men and women in the use of all the opportunities offered by the labor market. Nevertheless, as all over the world, ensuring gender equality in the country's labor market remains an urgent issue. Women make up about 47%[1] of the labor force in Uzbekistan.

According to the State Statistical Committee of the Republic of Uzbekistan, women are less likely to participate in the labor market: their economic activity (68.2% of women, 76.5% of men), and their employment rate is lower by 9.1% (64% of women, 73% of men). Women make up more than half of the registered unemployed. For example, in

2010 they accounted for 68.1% of the total number of officially recognized unemployed. Women and men are engaged in different industries and specialties, there is a ham gender differentiation in the labor market. Women operate in the health, sports of the economy and Social Security, where they make up 75% of all employed, as well as Education, Culture, Arts and science, where 2/3 of the workers made up women. Today, less than 30% of scientific researchers are women. According to UNESCO data from 2014-2016, only 30% of girls studying in higher education choose the areas of scientific and technical science. The proportion of girls who choose the ICT sector worldwide is 3%; those who choose natural sciences, mathematics and statistics are 5%, while the proportion of girls who choose engineering, manufacturing and construction is 8%.

“Women and men are equal” of Article 58 of the new constitution adopted in the Republic of Uzbekistan.[2]

-The fact that the state provides women and men with equal rights and opportunities in the management of society and state affairs, as well as in other areas of society and state life, further encouraged Uzbek women. He raised the prestige of the fair policy of the Republic of Uzbekistan in foreign and domestic policy. In addition, the practical significance of the laws adopted in the Republic of Uzbekistan has been strengthened. In particular, the law “on equal rights and guarantees of opportunities for women and men” adopted in the Republic of Uzbekistan (August 23, 2019) defines the provision of the following guarantees:

- equal rights and opportunities of women and men for the use of all types of education, retraining and professional development, participation in the implementation of the educational and scientific process and the use of culture, cultural values and heritage;
- Preparation and printing of educational literature free from misconceptions based on the idea of the superiority of one of the Sexes;

regular monitoring of curricula and textbooks on compliance with the principle of non-discrimination by gender;

- to encourage and comprehensively support information and educational activities aimed at raising the legal culture of the population on issues of ensuring the implementation of gender policy.

The research methodology ensures that the competent authority in the field of Education conducts an examination of educational programs, programs of educational institutions and plans in terms of their compliance with the principles of ensuring equal rights and guarantees of opportunities for women and men.

Educational programs and advanced training courses of higher education institutions should include a course on equal rights and empowerment for women and men.

The state's policy in education can help achieve gender equality in bidirectional opportunities in the labor market: firstly, by promoting the increase in the level of knowledge of women, and secondly, by encouraging the occupation by women and men of other genders by professional people who traditionally make up the majority. For example, in 2002, a five-year project was introduced in Austria aimed at increasing the number of women engaged in scientific research. Government grants are directed to the

application of women in the field of Science and technology. to organize summer schools for women working in the field of information technology; to allocate scholarships for them to conduct research; to introduce a complex gender approach to change the principles of teaching technical sciences, etc. Within the framework of this project, the women's Postgraduate College for Internet Technologies was opened at the Vienna University of technology, which was called upon to address the problem of female inferiority in computing.

The Norwegian experience is another example of the introduction of a complex gender approach in education, where a project called "Girls and technology in the southern part of Norway" was implemented, which aims to involve women in technological networks. In the process of full implementation of this project, the number of girls choosing a technological specialty will grow by 30% per year.

The reduction of Gender differences implies the reduction of horizontal and vertical differences. In the first case – the main work should be carried out in the field of education, since the choice of a profession by young people, opportunities to study in the appropriate educational institution will depend on the possibility of their work in professions and industries where representatives of the opposite sex are the majority, as well as their faster access to it. Lowering the level of Gender disparities, on the contrary, implies the development and implementation of measures in the field of employment, since the relevant political decisions should be directed towards the assistance of women to act on the service ladder.

b) to reduce vertical gender differences, the following is considered necessary: - to create a nationwide database containing information about women who have the potential to occupy leadership positions. Conduct regular trainings, training programs for those who are included in the database; communicate information about this database to all employers; - promote the development of women's entrepreneurship by creating training centers, provide loans, provide preferential taxation. Implementation of programs to support women entrepreneurs as well as women who intend to open their own business through information and advice.

Conclusions and suggestions

It is advisable to take the lead in the following issues, reflecting the practical importance of our new counterculture, which determines the prospect of our country. First, women get access to resource management, which traditionally has a positive impact on health, education, and nutrition, both for themselves and for their offspring. Secondly, the level of economic activity of women, their involvement in the labor sphere, increases. Thirdly, the dissemination of information about positive examples of the conduct of business, science by women serves as an incentive for other women. As a result, -the development of women's scientific and creative opportunities, entrepreneurship – will be a powerful impetus to reduce gender differences.

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