

IMPROVING THE FORMS AND MECHANISMS OF LEGAL PROTECTION OF WOMEN IN THE FIELD OF LABOR

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Abstract: the article shows that protection of women's rights and interests, their social support and strengthening of their position in society are of urgent importance all over the world. Also, the privileges and guarantees established by the labor law for women are highlighted based on foreign experience.

Key words: women's rights, gender equality, women's rights, women's work, women's employment.

In recent years, about 100 related to issues such as protecting the rights and interests of the neighborhood, family, women and youth, providing them with social support, strengthening their position in society, ensuring employment, preventing poverty, and increasing the activity of women in the development of the state and society. legal and regulatory documents were adopted. The prestige of the Republic of Uzbekistan in the international arena largely depends on the observance of human rights, especially women's rights. The Republic of Uzbekistan joined the Convention on the Elimination of All Forms of Discrimination against Women adopted in New York on December 18, 1979. This Convention states that all necessary measures should be implemented for women to have equal rights with men in the field of socio-economic activity. The provisions on women's rights stated in the Convention and other international legal documents are fully reflected in the Constitution of the Republic of Uzbekistan and labor legislation. It should be noted that today the share of women in the economically active population is 45.7 percent. It can be seen that the percentage of women among the employees working in some fields is high. For example, in the field of healthcare and social services, their share is 76.6 percent, in the field of education 75.6 percent, that is, 7 out of 10 employees are women.

According to Article 42 of the Constitution of the Republic of Uzbekistan: It is prohibited to refuse to hire women, dismiss them and reduce their wages due to pregnancy or having a child.

According to the Ministry of Employment and Poverty Alleviation, in the first half of 2023, labor authorities received 3,330 appeals from women regarding employment and labor protection. As a result of the studies, explanations were given on 2 thousand 23 applications, and the violated labor rights of 1 thousand 307 women were restored. During the reporting period, 274 cases of gender-related violations of women's employment, 319 cases of dismissal, 2,59 cases of wage violations, and 432 cases of discrimination against women were identified. In particular, in 39 cases, it was clear that women were involved in various forms of forced labor. 24,700 women in need of social protection, including girls who have graduated from educational institutions, women with small children, single mothers and women with children under 14 and disabled have been employed.

These statistical data and current practice indicate that women, especially pregnant and child-rearing women, are discriminated against in situations related to employment, transfer, payment of wages, labor protection, and social payments.

Despite the above, there is a need to further improve the forms and mechanisms of legal protection of women in the field of work. In particular, in order to ensure the equality of women with men in the field of work, currently, the experts of the International Labor Organization are concerned with the removal of certain restrictions set by the law for the implementation of their work activities, the provision of employment for women without separation from the family in jobs such as homemaking, remote service, and discrimination in hiring women. Further improvement of the legislation aimed at ending abuses, providing women with decent work, creating appropriate conditions for them to perform social duties, and preventing illegal transfers and dismissals is required.

Women and persons engaged in family tasks are an additional socially protected category of employees in the labor sector. Women's physiological structure, reproductive function, and the fulfillment of social tasks such as raising children are the basis for including them among certain categories of employees. Also, there is a need for additional social protection for persons busy with family duties. As a result, special norms defining guarantees and benefits in the field of labor are applied to them.

Of course, although the legal documents mention the equal rights and freedoms of men and women, there are issues such as the place and status of men in society being considered superior to women, or under the guise of equality, women are involved in labor relations that do not correspond to their physiological aspects. encourages the active implementation of norms in life, increasing the level of women's protection.

Chapter 25, Paragraph 1 of the Labor Code of the Republic of Uzbekistan stipulates a number of prohibitions and restrictions, as well as additional guarantees and privileges, for women and persons engaged in family tasks. By analyzing this chapter, the norms that provide for the regulation of the work of women and persons engaged in family tasks can be classified as follows:

- 1) related to women;
- 2) applied to pregnant women;
- 3) applies to women who are engaged in raising children under the age of two;
- 4) applies to women who are engaged in raising children under the age of three;
- 5) applies to other persons engaged in raising children;
- 6) applies to employees performing other family obligations.

We can see that such classifications are implemented in the labor legislation of other countries. For example, the lawyer L.V. Zaitseva classified the norms that regulate the labor of women and persons engaged in family duties on the basis of the Russian labor legislation as follows:

- 1) all women, regardless of age or reproductive age, taking into account the physiological characteristics of the organism;
- 2) pregnant women who require the provision of necessary working conditions, the exclusion of harmful factors of high production;
- 3) mothers, fathers, as well as other family members engaged in raising children;
- 4) other persons fulfilling family obligations that require special legal regulation of labor relations.

It should be noted that the characteristics of labor regulation for different categories of employees, including women and persons engaged in family duties, are also different. In this regard, it is appropriate to consider the specifics of the labor regulation of each of them separately.

Summary

In short, the first group whose work is regulated by special legal regulations is "women". Women are protected based on the physiological characteristics of the body, regardless of their age (reproductive or fertile age). In particular, the Labor Code of the Republic of Uzbekistan prohibits discrimination in the field of work and training, the content and structure of the collective agreement, the procedure for granting vacations, as well as privileges and guarantees regarding pregnancy and maternity leave are implemented in relation to "women". That is, here, belonging to the female gender is considered the basis for obtaining these preferential rights.

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