

Conditions Created for the Professional Development of Women in Uzbekistan

Boykuzieva Guzalkhon Khudoyberdiyevna

Doctor of Philosophy in Philosophy (PhD) Kokand State University

Abstract. *This article discusses the state-level attention being paid to women's issues by the President of our country. It outlines the role of women in the family, as well as the measures being taken to improve their social protection and working conditions. The article also addresses existing problems related to women in the family and society, and provides scientific conclusions regarding possible solutions.*

Key words: *Education, science, family, women, social equality, gender, employment, mahalla (community), cooperation, dedication.*

According to the decree of the President of the Republic of Uzbekistan, for the 2020/2021 academic year admission, an additional four percent of state grant quotas will be allocated on top of the general state grant quotas for full-time undergraduate education to women who have recommendations from the Ministry of Mahalla and Family Support of the Republic of Uzbekistan.

More than 2,180 women have been awarded high state honors since independence, which clearly demonstrates this. Among them are dozens of Heroes of Uzbekistan, scientists, national teachers, poets, and artists. I would like to especially emphasize these devoted, intelligent, and compassionate women who work diligently in various fields today, as well as their talented successors — young girls. “All of them represent the golden fund of Uzbekistan’s human potential,” and this is no exaggeration.

Women hold an important position and role in the development of our country, as well as in family and social life. Women, who make up nearly 50 percent of the population, actively work in all spheres of social, spiritual, political, and economic life — particularly in government administration, representative bodies, production, entrepreneurship, farming, healthcare, education, enlightenment, culture, and other social sectors.

Currently, among women in our country, there are 514 doctors of science, 6 academicians, 15 Heroes of Uzbekistan, 17 senators, and 15 deputies of the Legislative Chamber. Furthermore, more than 23 percent of local council deputies and 72 percent of those working in science, education, healthcare, culture, and industry are women. This fact should be specially highlighted.

The great Czech pedagogue John Amos Comenius justified the need to educate girls alongside boys in Chapter IX of his work “Great Didactic”: “Schools should educate not only the children of the rich and nobles but everyone — all nobles and common people, rich and poor, boys and girls.”

Regarding whether girls should be educated in schools, J.A. Comenius responded: “Women possess intellect as sharp as men’s and in many cases even sharper, and like men, they hold the highest positions.”

In the process of building the New Uzbekistan, special attention is being paid to increasing women's socio-political activity, protecting their health, supporting their aspirations and initiatives, and creating decent working and living conditions for them. As our leader said, "A country that honors women is powerful." The women of this country are always honored.

The attitude toward women in our country has deep historical roots. Our ancestors have always called to honor women, to respect and value them. National mentality is formed over many centuries in each nation, and one of its most important components is the role of women in family and society and the upbringing of the younger generation. In particular, at the beginning of the 20th century, our national enlighteners expressed their views on women becoming educated, knowledgeable, cultured, and useful individuals for their society. Abdulla Avloni wrote, "Girls must strive for knowledge more than anyone else because with that knowledge they will raise the next generation." Indeed, it is difficult to imagine progress without solving this issue. The level of culture in developed societies is determined by the attitude toward women and the opportunities created for them. This should be based both on national traditions and universal human values.

The United Nations General Assembly adopted a resolution on "Science, Technology, and Innovation for Development," which raises the issue of ensuring gender equality in these areas and calls for creating opportunities worldwide for women to equally and fully benefit from scientific, technological, and innovative achievements. According to the UN decision, since 2016, February 11 has been celebrated annually as the "International Day of Women and Girls in Science." The main goal of this day is to draw attention to and support women's potential in science.

The decree of the President of the Republic of Uzbekistan No. PF-5325 dated February 2, 2018, "On measures to radically improve support for women and strengthen the family institution," and the resolution No. PQ-4235 dated March 7, 2019, "On measures to further strengthen the labor rights of women and support entrepreneurial activity," clearly demonstrate this. These legal documents aim to increase the socio-political activity of women, create conditions for them to realize their abilities in various fields and sectors, ensure the unconditional respect for their rights and legal interests, comprehensively support motherhood and childhood, and also strengthen the family institution.

Today, women in our country are demonstrating their talents and capabilities in all sectors of the economy. Supporting women in introducing new approaches, ideas, and initiatives has become a pressing need of the time. It is also noteworthy that women actively participate in projects under the state programs related to scientific activities being implemented in the Republic. Scientific research conducted by women scholars makes a significant contribution to the development of industry, agriculture, social enlightenment, and cultural spheres. Indeed, the growth of our country's economy is closely linked to the advancement of science. This, in turn, places special responsibility on women engaged in scientific research.

At our university, the Gender Research Center provides broad opportunities for women involved in scientific research. Our scientifically capable women consistently assist female researchers to sustain their scientific creativity and contribute equally alongside men to scientific progress. Since 2018, the competition titled "100 Best Innovative Projects of Uzbek Women" has been held with great attention. It involves female scientists, doctoral candidates, talented female students and pupils, inventors, rationalizers, engineer-designers, programmers, and entrepreneurial women who aspire to implement their technical projects, rationalization proposals, and innovative developments in practice. From these projects, the 100 most suitable are selected, and their authors are recognized as winners of the competition.

To further increase the role of women in science, the announcement of the "Grants for Women Scholars" competition is an important step in supporting them. This initiative aims to widely involve women in science across the Republic, comprehensively support and encourage new ideas and developments by women engaged in scientific activities in various fields of science, education, and the economy.

In the past three years, women have accounted for 32 percent of those who have been awarded the scientific degree of Doctor of Science (DSc) and 37 percent of those awarded the scientific degree of Doctor of Philosophy (PhD).

Postgraduate studies, including targeted training of highly qualified scientific and scientific-pedagogical personnel through doctoral and advanced doctoral programs, play a crucial role in enabling young scientists to demonstrate their intellectual potential in various fields of science. Today, the institutes of postgraduate education existing in the republic serve to enhance scientific capacity, improve the efficiency of education, and further develop the training of scientific and scientific-pedagogical personnel.

Great attention is being paid to women's issues in Uzbekistan. Their rights, freedoms, and legal interests are firmly established in our Constitution and laws. It must be acknowledged that many reforms in this area remained only on paper. In some cases, conditions for women to express themselves were insufficient, and stereotypes created barriers. For example, if a woman wanted to engage in entrepreneurship, there was no system of preferences. Although a legal framework for creating privileges for women was established, a clear "Roadmap" for their implementation was not developed. As a result, this segment of society, which should have been active, became increasingly passive. Taking the education sector alone, there were and still are differences in girls' and boys' access to education, career choice, and future prospects.

In conclusion, it can be said that the saying, "A woman rocks the cradle with one hand and shakes the world with the other," is not without reason. Because a woman must have her place not only in the family raising children but also in society.

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