

## MECHANISMS AND METHODS FOR INCREASING WOMEN'S EMPLOYMENT

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**Abstract.** Ensuring women's employment and reducing unemployment in the country is a complex socio-economic phenomenon that requires its own approach. When studying it, it is appropriate to study, take into account, and rely on the general laws and principles of employment. It has an impact on the level of employment of the population, especially women. According to scientists, "the lack of a clear attitude towards work among all women, the lack of highly qualified female professionals, the increasing leadership role of women in running the family economy, and the persistence of stereotypes regarding women's socially useful work, are factors in social perceptions of this issue." "The existence of gender differences is reflected in the low level of professional and leadership aspirations of rural women today." Social and economic mechanisms are the main means of providing the population with work, increasing the need for labor and supporting the effective supply of labor. The study of these relationships at the macro level is considered the main tool for regulating the labor market, in which social and economic mechanisms play a special role in increasing the demand for female labor and helping to support and strengthen its supply.

**Keywords:** Employment, female employment, labor market, gender equality, social and economic mechanism

**Аннотация.** Обеспечение занятости женщин и снижение безработицы в стране — сложное социально-экономическое явление, требующее своего подхода.

При его изучении целесообразно изучать, учитывать и опираться на общие закономерности и принципы занятости. Оно оказывает влияние на уровень занятости населения, особенно женщин.

По мнению ученых, «отсутствие четкого отношения к труду у всех женщин, нехватка высококвалифицированных женщин-специалистов, возрастающая лидерская роль женщин в ведении семейного хозяйства, сохранение стереотипов относительно общественно полезного труда женщин являются факторами общественного восприятия этого вопроса». «Наличие гендерных различий отражается в низком уровне профессиональных и лидерских устремлений сельских женщин сегодня». Социально-экономические механизмы являются основными средствами обеспечения населения работой, повышения потребности в рабочей силе и поддержки эффективного предложения рабочей силы. Изучение этих взаимосвязей на макроуровне считается основным инструментом регулирования рынка труда, в котором социально-экономические механизмы играют особую роль в повышении спроса на женскую рабочую силу и содействии поддержке и укреплению ее предложения.

**Ключевые слова:** Занятость, женская занятость, рынок труда, гендерное равенство, социально-экономический механизм

**Introduction.** Methods of mechanisms for increasing women's employment. Ensuring women's employment and reducing unemployment in the country is a complex socio-economic phenomenon and requires its own specificity. When studying it, it is advisable to study, take into account, and rely on the general laws and principles of employment.

Despite the fact that all social and legal conditions have been created in Uzbekistan to increase women's employment, the current situation in this area does not meet the requirements of modern economic development. To improve this situation, it is necessary to “ensure gender equality and expand the rights and opportunities of all women in our country in harmony with reforms aimed at ensuring equal rights and

opportunities for women and men”<sup>1-3</sup>, since most of them arise from the general problems of the formation and development of the labor market in the conditions of market transformation, and these problems, in turn, affect the level of employment of the population, especially women.

**Research methodology.** According to scientists, "the lack of a clear attitude towards work among all women, the lack of highly qualified female specialists, the increasing role of women in the family economy, the persistence of stereotypes in women's attitude towards socially useful work, the existence of gender differences in social perceptions in this regard, and other reasons are reflected in the low level of aspiration of rural women for professional careers and leadership today."<sup>1</sup>

Social and economic mechanisms are the main means of increasing the need for labor and supporting the effective supply of labor in providing employment to the population. Studying relationships in this regard at the macro level is the main means of regulating the labor market, in which social and economic mechanisms play a special role in increasing the need for female labor and supporting its supply.

The study of employment relations provides not only a logical-functional, but also, most importantly, a full disclosure of the main features of this mechanism. Also, the creation of an organizational structure that meets modern requirements, ensures the consistent and effective implementation of the set priority tasks, especially in such important areas as the employment of women living in remote areas in need of social protection, will help to strengthen work.

In scientific literature, the term “social mechanism” is used as a term in English mechanism, social; in German, mechanism, sozialer. This concept is a set of material and spiritual needs necessary for the reproduction and development of society, and research into the interrelationship of the elements of the social mechanism in order to ensure the participation of women in the field of social work will give good results.

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<sup>1</sup> Каримова В., Саидова Ю., Умарова Ш.,<sup>1</sup> Ўзбекистон Республикаси Олий Мажлиси Сенатининг қарори, 28.05.2021 йилдаги СҚ-297-IV-сон 3 Мираҳмедова М. Ўзбекистонда гендер-менежментнинг истикболи. Монографик тадқиқот. Т.: Турон-Иқбол, 2011. -74 б

Among the social mechanisms for increasing women's employment, indicators such as skill level, career guidance, development of social infrastructure, demographic factors, labor migration, and promotion of innovative employment occupy a key place. "These social mechanisms represent a system of social relations and norms for the reproduction, exchange and use of labor. Social mechanisms are considered as a means of implementing the employment strategy of the general state policy and each of its organizers, and its assessment is determined by the level of satisfaction of the conditions of life and well-being. International treaties on human rights constitute a system consisting of such elements of well-being as demographic conditions, working conditions, employment, organization of labor, advanced training, and human freedoms."<sup>2</sup> In this regard, the elements of social mechanisms for ensuring women's employment were systematized on the principle of directly including individuals with personal labor potential in the system of labor relations.

In fulfilling these tasks, it is appropriate to study the practical and methodological aspects of work carried out in the labor market. Working conditions and the duration of working hours, such as working on reduced working days or working hours set at the request of a female worker, are also important social indicators and are usually redistributed in order to reduce the supply of female labor.

The main reasons for the low level of women's activity in the labor market are their preoccupation with family chores and child rearing, as well as their high level of unpaid work as housewives. Children's health, education, and financial well-being are among the main factors determining their well-being, and women also serve as role models for their children as they grow up. This requires further expansion of the conditions for women to demonstrate their talents.<sup>3</sup>

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<sup>2</sup> BMT ijtimoiy taraqqiyot dasturining Inson huquqlari bo'yicha shartnomalar. T.: Adolat. 2008. 24-26 b.

<sup>3</sup> O'zbekiston Respublikasi Mehnat kodeksi

Women are mainly concentrated in areas with average salaries. Most women try to work informally, which places additional time and burden on them in addition to caring for children in the family. The disconnection of wages from their final results and the low level of professional knowledge of working women and the provision of workplaces with productive equipment lead not only to the inefficient use of production capacities in agriculture, but also to the production of low-quality products that do not fully meet the requirements of domestic and foreign markets. As a result, the work of many women is not recognized from a social point of view, and even if it is recognized in practice through wages, their employment cannot be given economic substance.<sup>4</sup>

“The economic mechanism is a set of organizational structures, certain forms and methods of management, as well as the implementation of the production process through economic laws and legal norms.”<sup>5</sup> . It makes it possible to calculate the level of employment of economically active women in the labor market, to analyze the main socio-economic phenomena in a more complete and differentiated manner, and to regulate the use of labor potential. This also requires taking into account the sectoral characteristics of the economy in the employment program to combat unemployment, reduce its structural and frictional types.

It is advisable to further develop production and social infrastructure to increase women's employment. In this regard, it is extremely important to implement a program for the development of production and social infrastructure in the regions, taking into account the supply and demand for female labor. These mechanisms are extremely important in implementing a program for the development of production and social infrastructure, taking into account the supply and demand for female labor. In the current context of economic reforms, ensuring the effective employment of able-bodied women

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<sup>4</sup> O'zbekiston Respublikasi Prezidentining 2022 yil 28 yanvardagi «2022-2026 yillarga mo'ljallangan Yangi O'zbekistonning taraqqiyot strategiyasi to'g'risida»gi PF-60-sonli Farmoni. <https://lex.uz/docs/5841063>

<sup>5</sup> «2017-2021 yillarda O'zbekiston Respublikasini rivojlantirishning beshta ustuvor yo'nalishi bo'yicha harakatlar strategiyasini «Faol investitsiyalar va ijtimoiy rivojlanish yili»da amalga oshirishga oid davlat dasturi to'g'risida»gi 2019 yil 17 yanvardagi PF-5635-sonli Farmoni.

is one of the most important tasks. This is not only the basis for the sustainable development of society and the state, but is also of decisive importance in the life of every person. Because labor activity occupies a significant part of human life, ensuring equal rights for women and men also ensures the attainment of a certain and social status by generalizing existing conditions.<sup>6789</sup>

### **Conclusions and Recommendations:**

In conclusion, the main tasks of the concept of ensuring effective employment of women in Uzbekistan are

- to form the volume, composition and ratio of supply and demand for women's labor force, based on the real requirements of the economy and the labor market;
- to regulate supply and demand for women's labor force through labor relations, ensure the proportionality of the labor market and the development of its infrastructure, and reduce the level of unemployment among women;
- to implement measures to assist able-bodied unemployed women in finding jobs, to prepare them for work, retrain them, and improve their professional skills;
- to strengthen state support for women in need of social protection and persons with disabilities, and to improve the provision of social services;

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<sup>6</sup> «2019-2021 yillarda O'zbekiston Respublikasini innovatsion rivojlantirish strategiyasini tasdiqlash to'g'risida»gi 2018 yil 21 sentabrdagi PF-5544-sonli Farmoni.

<sup>7</sup> O'zbekiston Respublikasi Vazirlar Mahkamasining «Ishga joylashtirishga muhtoj aholi sonini aniqlash, shu jumladan, uy xo'jaliklarini mehnat bilan bandlik masalalari bo'yicha o'rganishlar o'tkazish, shuningdek, mehnat resurslari, bandlik va aholini ishga joylashtirish balansini shakllantirish metodikasini takomillashtirish to'g'risida»gi 1011-sonli Qarori, 2017 yil 22-dekabr

<sup>8</sup> Mirziyoev Sh.M. Qonun ustvorligi va inson manfaatlarini ta'minlash – yurt taraqqiyoti va xalq farovonligini garovi. –T.: «O'zbekiston» NMIU, 2017. – 48 b.

<sup>9</sup> Petti V., Smit A., Rikardo V., Keyns DJ., Keyns M., Frimen M. Klassika ekonomicheskoy mysli. M.: EKSMO-PRESS, 2000. – 115 s

- to create conditions for the full implementation of labor and entrepreneurial activity among able-bodied people, to strengthen propaganda work on state-created benefits and innovations.

The above allows us to present a reliable perspective plan for the employment of able-bodied women in our country, to determine the prospective state of demand and supply of female labor, and to establish rational ratios between them.

In Uzbekistan, socio-economic mechanisms are the main tool for increasing the need for labor and supporting the effective supply of labor in providing employment to the population, and it is appropriate to study foreign experience in this regard and make proposals for applying their advanced aspects in our country.

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