

The Role of Gender Equality for Women Workers

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Abstract: *The article is devoted to the gender problem and labor protection for working women. Compared to men, working women make up 40%. The article presents statistical studies on the duration of working years in various countries of the world. It also notes the labor activity of women in Uzbekistan, their role in science.*

A woman is the keeper of the family hearth, a mother who brings up her children. Therefore, special attention is paid to women's work in our country. Due to a number of features of the females' body, their participation in motherhood and child rearing, a number of laws have been adopted in the country that help to ensure that women's body is not harmed, to create suitable conditions for pregnant women and to participate in the upbringing of children.

Key words: *gender equality, labor protection, woman, equality, science, legislation.*

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Introduction

Gender equality means equality of position in life regarding their opportunities and abilities to participate in politics, economy, culture, public and social sphere of men and women. Over the years of independent development, Uzbekistan has made great strides in protecting the rights and legitimate interests of women. The republic was one of the first in Central Asia to approve a number of UN and International Labor Organization conventions, such as "On the elimination of all forms of discrimination against women", "On maternity protection", "On discrimination in the field of work and occupation" and other documents

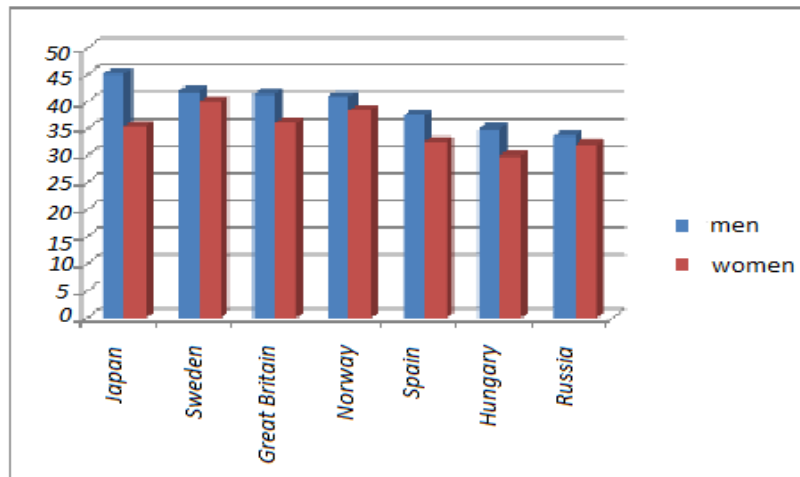
In the modern world, of the working men and women, the weaker half is more than 40%. Approximately 70% of working women have a paid job.

Long-term statistics show that over twenty years the percentage of working women has increased. The area of gender inequality in employment has declined, and the level of education received by women is increasing in the whole world. Modern women have become more independent, their position in the family and society has changed.

Methods and achievements. The study of statistical data on labor protection of women, laws of labor, as well as the method of computer processing, which consists of building a diagram in Excel.

Results. The woman is the "keeper of the hearth", the mother. She is the main participant in the upbringing of the child, takes care the health of her children and family. At the same time, along with this, on the same rights, she works together with men. Despite this, taking into account some factors of women, the law

imposes special requirements on labor protection for women. In some types of work, such as chemical, mining, etc. the law restricts, and in some cases, for example, at work with harmful and / or dangerous working conditions, as well as in underground work, even prohibits the work of women.



Pic 1. Duration of employment in different countries (years)

According to statistics, men outnumber women in terms of the number of years of work in various countries of the world. In Figure 1, you can see the difference between the working hours of women and men.

In Uzbekistan, women make up 49.6% of the population of Uzbekistan. The share of women in formal employment is still lower than men. Gender trends are clearly visible in the labor market: women are well represented in social sectors (education, health and social services, hotel services and catering) with lower wages, and men dominate technical and other more lucrative industries (e.g. construction, finance, industry, transport, communications). [2]

On January 21, 2021, the first international forum Women Career Forum 2021 was held in Tashkent in support of the government's initiative "On additional measures for social support of women" (Resolution of the Cabinet of Ministers dated 01/08/2021 No. 2).

The main goal of the forum was to support women in their search for self-realization, familiarization with professional skills and competencies, including motivation for present and future mothers. The issue of women's labor was also considered. Uzbekistan provides tremendous opportunities and several platforms to achieve these goals. Also of great importance is the issue of gender equality both in the field of water management and in science [5]. For example, the Ministry of Innovative Development of the Republic of Uzbekistan has announced a competition for the 40th round of the scientific project "scientist woman". There are 660 women doctors of sciences, six academicians working in Uzbekistan.

In scientific institutes at the Academy of Sciences of Uzbekistan, about three thousand women conduct researches. Uzbek women scientists have proven themselves in the fields as chemistry, biotechnology, agriculture and water management and many other industries. Also, the labor legislation of the Republic of Uzbekistan notes a special position for women. The Labor Code of the Republic of Uzbekistan dated December 21, 1995, with amendments and additions as of December 3, 2020, provides special guarantees for women.

Labor protection at an enterprise is a set of legislative and regulatory acts that regulate working conditions in the production of certain types of work. Such a concept as labor protection for women is not separated into a separate block, but in almost every document one can find separate clauses that establish more benign conditions for women in comparison with other categories of workers. Also, for them, their own standards are established when they interact with various harmful and dangerous factors [1].

Article 224 of the Labor Code offers guarantees for the employment of pregnant women and women with children. It is forbidden to refuse to hire women and reduce their wages for reasons related to pregnancy or the presence of children. The Labor Code enshrines legislation prohibiting the use of women's labor in jobs

with unfavorable working conditions, as well as in underground work, except for some underground work (non-physical work or work on sanitary and domestic services). Article 225 says about the Prohibition of lifting and moving by women of weights that exceed the maximum permissible norms for them.

The list of jobs with unfavorable working conditions, in which the work of women's labor is prohibited, and the maximum permissible norms of loads for women when lifting and moving weights are established by the Ministry of Employment and Labor Relations of the Republic of Uzbekistan and the Ministry of Health of the Republic of Uzbekistan in consultation with the Council of the Federation of Trade Unions of Uzbekistan and representatives of employers .

In article 226, labor legislation pays great attention to pregnant women in order to improve their health and unborn child. For pregnant women, in accordance with a medical report, production rates, service standards are reduced, or they are transferred to an easier job or excluding the impact of unfavorable production factors, while maintaining the average monthly earnings from their previous job.

Article 227 notes that the state takes care of women with children under two years of age. Transfer to a lighter or excluding the impact of unfavorable production factors on the work of women with children under the age of two. Restrictions on the work of women in night work, overtime work, work on weekends and their sending on a business trip are noted in article 228 of the labor legislation.

Article 229 of the labor legislation establishes part-time work for women and persons engaged in the performance of family responsibilities. At the request of a pregnant woman, a woman who has a child under the age of fourteen (a disabled child under sixteen years old), including those in her care, or a person caring for a sick family member in accordance with a medical opinion, the employer is obliged to establish part-time or part-time work (Article 119).

Attention is paid to single parents-widows, widowers, divorced, single mothers and wives of conscripts, raising one or more children under the age of fourteen (a disabled child - up to sixteen years old), annual leaves, at their request, are provided in the summer time or at another convenient time for them (Article 144 of the Labor Code of Uzbekistan).

A woman, at her request, is also granted additional unpaid leave to care for a child until the child reaches the age of three. Parental leave can be used in full or in parts also by the child's father, grandmother, grandfather or other relative actually caring for the child.

At the request of a woman or persons specified in part three of Article 113, while on parental leave, they can work part-time or by agreement with the employer at home. At the same time, they retain the right to receive benefits. Article 236 says about women with children under the age of two years, in addition to a break for rest and meals, additional breaks for feeding the child are provided. These breaks shall be granted at least three hours apart, each lasting at least thirty minutes. In the presence of two or more children under the age of two, the duration of the break is set at least one hour.

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Conclusions and recommendations. The physiological characteristics of the female body, the interests of the protection of motherhood and childhood dictate a number of requirements related to the protection of labor and health of women, which are enshrined in the code of labor laws and the law "On labor protection" of our republic. It is prohibited to use the labor of women in heavy work and work with harmful and hazardous working conditions [4]. The guarantees and benefits provided to women in accordance with labor legislation help women combine work with family responsibilities. The laws and articles of the labor code are developed taking into account the psychophysiological characteristics of the body of women and are aimed at special protection against harmful production factors on the female body. They are also aimed at the well-being in the family life of working women and the growing up of a new, healthy generation. According to the program of gender equality and labor legislation in matters of women's labor, it is recommended to

further develop the work of women in public affairs, as well as the participation of women in leadership positions.

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