



SOME ASPECTS OF LEGAL AND ECONOMIC SUPPORT FOR WOMEN IN NEW UZBEKISTAN

Munavvar Toshboboieva

Lecturer

Denov Institute of Entrepreneurship and Pedagogy

Denov, Uzbekistan

ABOUT ARTICLE

Key words: state, society, “New Uzbekistan” concept, women’s organizations, family, women, women’s rights, gender equality, women’s entrepreneurship, international experience.

Received: 19.05.25

Accepted: 21.05.25

Published: 23.05.25

Abstract: This article examines the recent changes in state policy toward women within the framework of the “New Uzbekistan” concept. It explores issues related to the protection of women’s rights and freedoms, as well as their economic empowerment. The study analyzes constitutional foundations and the development of laws and by-laws that support gender equality, safeguard women’s rights, and enhance their participation in governance and the labor market. Special attention is given to measures aimed at improving women’s living standards, as well as legal and institutional reforms intended to ensure full and equal participation in all spheres of public life.

YANGI O‘ZBEKISTONDA XOTIN-QIZLARNI HUQUQIY VA IQTISODIY QO‘LLAB-QUVVATLASHNING AYRIM JIHATLARI

Munavvar Toshboboyeva

o‘qituvchi

Denov tadbirkorlik va pedagogika instituti

Denov, O‘zbekiston

MAQOLA HAQIDA

Kalit so‘zlar: davlat, jamiyat, «Yangi O‘zbekiston» konsepsiyasi, ayollar tashkilotlari, oila, ayol, ayollar huquqlari, jinsiy tenglik, ayollar tadbirkorligi, xalqaro tajriba.

Annotatsiya: Ushbu maqolada «Yangi O‘zbekiston» konsepsiyasi doirasida ayollarga nisbatan davlat siyosatida amalga oshirilayotgan yangiliklar tahlil qilinadi. Ayollarning huquqlari va erkinliklarini himoya qilish, shuningdek, ularning iqtisodiy imkoniyatlarini kengaytirish bo‘yicha

masalalar ko'rsatiladi. Ilmiy tadqiqotda konstitutsiyaviy asoslar va qonunlar, hamda ularning ishlab chiqilgan qoidalari orqali jinsiy tenglikni ta'minlash, ayollarning huquqlarini muhofaza qilish va boshqaruvda hamda ishchi bozorda qatnashishlarini rivojlantirishga qaratilgan chora-tadbirlar tahlil qilinadi. Ustuvor ahamiyat ayollarning turmush daromadlarini yaxshilashga qaratilgan chora-tadbirlarga ham, ularning barcha ijtimoiy hayot sohalarida teng va to'liq faol ishtirokini ta'minlashga qaratilgan huquqiy va institusional islohotlarga ham berilmoqda.

НЕКОТОРЫЕ АСПЕКТЫ ПРАВОВОЙ И ЭКОНОМИЧЕСКОЙ ПОДДЕРЖКИ ЖЕНЩИН В НОВОМ УЗБЕКИСТАНЕ

Мунаввар Тошбобоева

преподаватель

Деновский институт предпринимательства и педагогики

Денов, Узбекистан

О СТАТЬЕ

Ключевые слова: государство, общество, концепция «Новый Узбекистан», женские организации, семья, женщина, права женщин, гендерное равенство, женское предпринимательство, международный опыт.

Аннотация: В данной статье рассматриваются недавние изменения в государственной политике в отношении женщин в рамках концепции «Новый Узбекистан». Анализируются вопросы защиты прав и свобод женщин, а также их экономического расширения. Исследование опирается на конституционные основы и развитие законов и подзаконных актов, направленных на обеспечение равноправия полов, защиту прав женщин и повышение их участия в управлении и на рынке труда. Особое внимание уделяется мерам по улучшению уровня жизни женщин, а также юридическим и институциональным реформам, направленным на обеспечение их полноценного и равного участия во всех сферах общественной жизни.

Introduction. In recent years, Uzbekistan has implemented large-scale reforms aimed at increasing the social, political, and economic participation of women. Within the framework of the "New Uzbekistan" concept, a number of projects and initiatives have been undertaken to protect women's rights, expand their opportunities, and strengthen their role in society. Special emphasis has been placed on strengthening families, increasing women's socio-political engagement and employment, developing entrepreneurial skills, and ensuring gender equality. Since 2020, through the introduction of the "Women's Register" system, more than 2.5 million

women have received socio-economic, medical, legal, and psychological assistance, with over 5.1 trillion soums allocated for these purposes. More than 11,000 women who were victims of violence were provided with medical, psychological, and financial support and were socially reintegrated through rehabilitation centers.

However, despite these efforts, several issues remain. Structural coordination between central and local institutions remains insufficient, and the lack of effective inter-agency cooperation among responsible ministries and departments has hindered progress in supporting women. These shortcomings are evident in several areas, including: broader involvement of women in science, education, and creative research; training women in modern, in-demand professions; assisting women who seek employment; protecting them from pressure and violence; increasing their share in leadership roles; and safeguarding their rights and interests [1].

In Uzbekistan, as the economy is being modernized and reforms are deepened, various new forms of ensuring women's employment have emerged, notably the development of home-based work (*kasanachilik*) in new qualitative formats. In particular, the Decree of the President of the Republic of Uzbekistan dated May 24, 2017, *"On Measures to Create Favorable Conditions for the Further Development of Home-Based Work,"* and the Decree No. PQ-3777 of June 7, 2018, *"On the Implementation of the 'Every Family is an Entrepreneur' Program"* were adopted. These documents introduced a form of cooperation between individuals engaged in labor and enterprises through production orders, allowing women to be employed in various types of work suited to their abilities without leaving their homes. This has enabled them to be economically active together with their family members—particularly able-bodied children—during their free time and, as a result, to support themselves and their families financially [2, p.48].

Research Methodology. An overview of contemporary domestic and international literature reveals that the issue of women's role in societal development has been extensively analyzed within the field of philosophy. To address this topic, the research employed several methodological approaches, including: The problem-chronological method, which aims to investigate the evolving role of women in social life and identify the origins and development of various forms and methods of their participation in different spheres of society; The comparative-historical method, which highlights the growing involvement of women in the state and societal life, as well as the progressive elimination of barriers and challenges in this regard; The concrete sociological method, which facilitates the analysis of women's activities across diverse fields and sectors, as well as the identification of related trends and transformations in society; The logical method, which allows for the clarification of specific relationships between existing phenomena and processes.

The combined application of these methods in this article has made it possible to examine the existing problems more precisely and in greater depth.

Literature Review. Numerous national and international scholars have conducted studies dedicated to the philosophical analysis of the role of women in societal development and their contribution to ensuring stability. These studies collectively address the theoretical, organizational, and practical issues surrounding barriers to women's active engagement. For example, works such as *The Strategy of New Uzbekistan* by President Shavkat Mirziyoyev (Tashkent: "Uzbekistan" NMIU, 2021, p. 520), *"If We Are United, We Are a Nation"* (Vol. 8, Tashkent: "Uzbekistan" NMIU, 2024, p. 344), and *"Modern Times and New Uzbekistan"* analyze the role of women from philosophical and developmental perspectives. Other significant contributions include: N. Rakhmatova's reflections on entrepreneurship and the role of women in Uzbekistan; D. Anvarova's research on improving the constitutional and legal foundations for ensuring women's social rights; I. Toshmatov and D. Toshmatova's analysis of the role of women in implementing economic reforms in Uzbekistan; N. Tolibova's study on the socio-political and economic activities of women in Uzbekistan between 1991 and 2019; N. Juraeva's work on societal attitudes toward women in Uzbekistan; G. Makhmudova's study titled *The Role of Non-Governmental Organizations in the Formation and Development of Women's Entrepreneurship in Uzbekistan*; M. Baltabaeva's research on women's participation in the development of small business and private entrepreneurship in Uzbekistan during 2017–2021. These studies collectively offer valuable insights into the evolving role and position of women in the context of a modernizing Uzbek society.

Discussion and Analysis. In recent years, a number of legal documents aimed at protecting the rights of women have been adopted in Uzbekistan. The Constitution of the Republic of Uzbekistan enshrines the principle of equality between women and men, guaranteeing equal rights and opportunities for both in the governance of society and the state. Specifically, Part 3 of Article 42 in the newly revised Constitution states: *"Refusing to hire, dismissing from work, or reducing the wages of women due to pregnancy or having a child is prohibited."* The Law of the Republic of Uzbekistan No. O'RQ-561, dated September 2, 2019, *"On Protection of Women from Oppression and Violence,"* defines the legal aspects of concepts such as violence, sexual violence, physical violence, economic violence, psychological violence, and workplace harassment, as well as protection orders and preventive measures. The law also outlines the roles and responsibilities of executive and self-governing bodies, as well as civil society institutions, in protecting women from violence. It regulates not only domestic violence but also violence and discrimination occurring in the workplace, educational institutions, and other areas [3, p.54].

Legal reforms aimed at ensuring the protection of women's rights in Uzbekistan have been advancing rapidly in recent years. This law, intended to ensure equal rights and opportunities between women and men, represents a significant step toward achieving gender equality. It affirms that *“The State guarantees equality between women and men in the exercise of personal, political, economic, social, and cultural rights. The State ensures equal participation of women and men in the governance of society and the state, in the electoral process, and in sectors such as healthcare, education, science, culture, labor, and social protection, as well as in other areas of public and state life”* [4].

The Committee on Family and Women Affairs of the Republic of Uzbekistan is responsible for implementing state policy aimed at protecting the rights and interests of women and supporting them. To regulate the activities of the Committee, a number of normative-legal documents have been adopted. Furthermore, the Senate of the Oliy Majlis (Parliament) of the Republic of Uzbekistan has established a working group to strengthen mechanisms for protecting women's rights and interests. This group is tasked with reviewing legal documents, analyzing existing issues, and developing proposals to improve legislation.

Researchers emphasize the need to enhance the constitutional and legal mechanisms for securing women's social rights. In this regard, unifying the social protection functions of state organizations, identifying socially vulnerable categories of women, and eliminating all forms of discrimination are of great significance.

From this perspective, several key legal measures are particularly noteworthy: A new state body—the Committee on Family and Women Affairs—was established to work professionally with families and women; The main directions of a unified state policy for supporting women and protecting their rights and legal interests were defined; A new mechanism for working with women was introduced, involving targeted and individualized engagement with women at the community (mahalla) level; New legal mechanisms were established to protect women's rights and prevent violence, including the supervision of relevant legislation enforcement by the Prosecutor's Office; A new package of state guarantees and privileges was introduced to support women's access to education and involvement in scientific and creative activities; Existing mechanisms were improved to support women's entrepreneurial activities and promote their ability to lead dignified lives; A new system was introduced for safeguarding women's health, enabling early detection and prevention of gender-specific diseases and enhancing maternal protection; New mechanisms for communication with women are being implemented, along with the creation of modern and effective dialogue platforms.

In recent years, several initiatives have been implemented in Uzbekistan to ensure the economic independence of women. Through the “Women's Register” program, financial support

was provided to socially vulnerable women. Within the framework of the “Enterprising Woman” program, preferential loans were allocated to women for the development of small businesses. “Women's Entrepreneurship Centers” were established to provide women with consultations on business planning, marketing, and finance. As noted in the literature, “Women are actively participating in economic reforms and contributing to the country’s economic development. They are playing a significant role in launching entrepreneurial ventures, creating new jobs, and increasing household incomes” [5, p. 69].

In addition, Uzbekistan has adopted the “*National Strategy for Achieving Gender Equality in the Republic of Uzbekistan until 2030*” [6]. This document emphasizes the importance of ensuring equal rights and opportunities for women and men in socio-economic spheres and outlines a number of key directions and measures. These include: supporting the development of sectoral gender strategies and action plans aimed at expanding women’s economic and financial opportunities within government agencies and institutions. The strategy also focuses on supporting the creation of decent jobs and guaranteed working conditions in the labor market for both women and men with secondary and specialized secondary education.

It has been demonstrated that “Women's engagement in market-oriented and competitive environments positively influences their growth in the private sector, activates their presence among property owners, contributes to the creation of new jobs, enriches the national market with consumer goods and services, fosters new forms of employment for women, and leads to increased family incomes” [7].

At present, a number of new measures are being introduced to support women’s participation in education, scientific research, and innovation. These include: Allocation of interest-free educational loans for a period of seven years to cover the tuition fees of women studying in higher education institutions, technical schools, and colleges (including part-time and evening forms of study); Annual financing of at least 200 billion soums from the State Budget to fully cover tuition fees—without repayment—for all women enrolled in the master’s programs of state higher education institutions; Provision of additional scholarships through the “El-Yurt Umidi” Foundation for 50 women annually in undergraduate and 10 women in graduate degree programs at foreign higher education institutions; Full coverage of tuition fees—without repayment—using additional sources of local budgets for 2,100 female students from socially vulnerable families, including orphans or those deprived of parental care; The introduction of a special admissions practice to enroll, on a tuition-contract basis, 500 women annually who have at least five years of work experience in their field but do not hold a higher education degree, based on recommendations from the Committee on Family and Women Affairs and outside the standard admission quotas, through separate entrance examinations.

As scholars emphasize, *“Attitudes toward women in Uzbekistan have evolved over the course of historical processes. In the years of independence, reforms aimed at increasing the social and economic engagement of women have significantly contributed to strengthening their role in society”* [8, p. 268].

To encourage all women in Uzbek society to pursue science, a new mechanism—the “Association of Women Scientists”—has been established. In order to support and further stimulate its activities, 50 billion soums have been allocated from the State Budget. This move is expected to significantly strengthen women’s motivation to become part of the most active social stratum: the “scientific woman.”

Many countries around the world have created institutional structures to ensure women’s rights and legal interests. For example, in Denmark this is implemented through a council, in Germany through a federal agency, in Portugal through a national commission, and in Canada, Singapore, Japan, South Korea, and India through ministries. According to some researchers, based on international experiences, state regulation of women’s rights can be categorized into four institutional models: An independent state administration body; An organizational structure under an existing state administrative body; A sectoral body dealing with gender-related issues (e.g., the Ministry of Women and Gender Equality in Canada, the Ministry of Women, Family and Regional Development in Malaysia, the Committee on Family and Women Affairs in Uzbekistan, and Germany’s Federal Ministry for Family Affairs, Senior Citizens, Women and Youth); The absence of a dedicated body in this area (e.g., Greece, Latvia, Georgia) [9, p. 58].

In our view, supporting women's entrepreneurship has become one of the key directions of economic reform in New Uzbekistan. Targeted programs, incentives, and initiatives are being implemented by the state. These reforms can be vividly illustrated through practical examples and real-life projects. For instance, the “Women’s Register” is a practical support mechanism aimed at identifying unemployed and low-income women living in difficult conditions and creating opportunities for them to engage in entrepreneurial activities. For example, in 2023, more than 100 women in the Buvayda district of Fergana region received material support through the “Women’s Register,” including sewing machines, construction tools, and commercial equipment. Most of these women launched small businesses in crafts and service sectors.

Preferential loans and grants have become key financial support tools to help women start their own businesses. As part of the “Enterprising Woman” program, women were offered soft loans of up to 100 million soums for a term of up to 5 years at an annual interest rate of 8% in 2024. In Namangan region alone, nearly 400 women received “Young Entrepreneur” grants and opened sewing workshops, salons, or small markets. Economic independence has brought transformative changes to the lives of these women and to society as a whole.

Significant advances have also been made in vocational training and the development of business skills. In 2023, 1,000 women in Kashkadarya region were trained in accounting, SMM, IT, confectionery, and tailoring through the “Women’s Training Centers.” Free courses were offered on business fundamentals, tax legislation, and business planning.

To encourage proactive women and popularize their success, contests such as “Inspirational Women” and “Most Active Businesswoman of the Year” have been organized. Through media reports and televised interviews, the achievements of successful female entrepreneurs are being showcased to inspire others. Currently, the association comprises approximately 70,000 women entrepreneurs, who have collectively created over 70,000 jobs through their business activities. By 2017, over 14,000 women had been trained in business fundamentals, and unemployed women were supported in acquiring vocational skills.

These comprehensive efforts have established the association not only as a prominent national organization, but also as a model non-governmental public institution at the international level. For example, in 2012, the association received a special award from the UNIFEM (United Nations Development Fund for Women) and was recognized for its efforts in “Improving the Economic Status of Women through Vocational Training and Microcredit,” receiving certification and prizes from the organization [10].

“Women are contributing to the sustainable development of the national economy through their active participation in small business and private entrepreneurship. The enterprises they establish play a vital role in creating new jobs and ensuring employment for the population” [11, p.131]. In addition, regional employment programs have been launched. Under the “Support for Women’s Labor” program, nearly 10,000 women in Karakalpakstan were placed in permanent or seasonal jobs in 2023. Job fairs have been organized in rural areas, offering employment opportunities in trade, agriculture, and handicrafts. “Responsibility for ensuring women’s employment in every mahalla has been assigned directly to the local governors” [12].

Flexible forms of employment are being introduced, enabling mothers with many children and women with disabled dependents to work from home, including remote and part-time positions. Women are receiving subsidies and equipment for home-based employment in sectors such as tailoring, trade, and culinary services. The inclusion of flexible work formats in labor legislation is considered a modern solution to retaining women in the labor market.

Special attention is being paid to ensuring gender equality in public institutions. The number of women in leadership positions in state bodies has doubled. Notably, the presence of women in senior positions within education, healthcare, and finance has increased significantly. In accordance with a resolution adopted in 2022, every government institution is required to include specific measures in its annual plan aimed at improving working conditions for women. “Creating

equal opportunities for women in public administration and business is a guarantee of the country's development" [13].

To protect labor rights and combat violence, a new law *"On Combating Violence Against Women"* was adopted in 2023. "Counseling Trust Centers" have been established in each district to provide legal assistance on labor disputes and workplace injustices. Centers for professional retraining and skills development for women are operational, with over 200 "Women's Training Centers" opened across the republic in 2023. Approximately 60,000 women received vocational training. The most popular fields include IT, accounting, tailoring, culinary arts, SMM, and retail management. Retraining women is increasingly regarded as one of the most effective methods to enhance competitiveness in the labor market.

Conclusion

Within the framework of the "New Uzbekistan" concept, reforms aimed at expanding the rights and opportunities of women are being effectively implemented. By strengthening the legal foundation, increasing economic and political engagement, and expanding access to education and healthcare, the role of women in society is being solidified. These reforms are serving as an essential pillar for Uzbekistan's sustainable development.

Legal reforms aimed at protecting women's rights in Uzbekistan are broad in scope, with the primary objective of strengthening their role in society and ensuring equal rights and opportunities. The laws enacted and institutions established are playing a key role in achieving this goal. At the same time, efforts to resolve remaining issues and improve legal mechanisms are ongoing.

Promoting women's economic activity and creating equal opportunities are among the top priorities of national policy in Uzbekistan. The practical implementation of decisions and programs is contributing significantly to the country's development. Providing women with employment opportunities is one of the most critical components of the broad reforms underway in New Uzbekistan. These reforms aim to ensure equal and active participation of women in the labor market, reduce unemployment, and provide them with dignified working conditions.

Creating labor opportunities for women in New Uzbekistan goes beyond the provision of jobs. It is being realized through comprehensive mechanisms such as legislative guarantees, flexible working conditions, vocational training, equality in both the public and private sectors, and legal protection systems. These are crucial steps toward ensuring the active participation of women in society.

References:

1. O'zbekiston Respublikasi Prezidentining 21.12.2023 yildagi PF-208-son Oila va xotin-qizlar qo'mitasining faoliyatini takomillashtirishga oid qo'shimcha chora-tadbirlar to'g'risida Farmoni, <https://lex.uz/docs/6704824>

2. Raxmatova N. O‘zbekistonda tadbirkorlik va unda xotin-qizlarning o‘rni va roli haqida ba’zi mulohazalar // O‘TMISHGA NAZAR –Toshkent:, 2020. №6. –B. 48
3. Anvarova D. Xotin-qizlar ijtimoiy huquqlarini ta’minlashning konstitutsiyaviy-huquqiy asoslarini takomillashtirish // Jamiyat va innovatsiyalar – 4 № 5 (2023) -B. 54
4. O‘zbekiston Respublikasining 02.09.2019 yildagi Xotin-qizlar va erkaklar uchun teng huquq hamda imkoniyatlar kafolatlari to‘g‘risidagi O‘RQ-562-son Qonuni, <https://lex.uz/docs/4494849>
5. Toshmatov I., Toshmatova D. O‘zbekistonda iqtisodiy islohotlarni amalga oshirishda xotin-qizlarning o‘rni// O‘zbekiston intellektual salohiyatini yuksaltirishda xotin-qizlarning o‘rni// Respublika ilmiy-amaliyanjumanmateriallari. Toshkent, 2016. 69-71 bet
6. O‘zbekiston Respublikasi Oliy Majlisi Senatining qarori, 28.05.2021 yildagi 2030 yilga qadar O‘zbekiston Respublikasida gender tenglikka erishish strategiyasini tasdiqlash haqida SQ-297-IV-son <https://lex.uz/docs/5466673#5467881> <https://lex.uz/docs/4494849>
7. Toliboeva N. O‘zbekiston xotin-qizlarining ijtimoiy-siyosiy va iqtisodiy islohotlarni amalga oshirishdagi faoliyati (1991–2019 yy.) doktorlik dissertatsiyasi avtoreferati. –Toshkent: 2020. library.ziynet.uz
8. Jo‘raeva N. O‘zbekistonda xotin-qizlarga munosabat- Toshkent, 2013. 268
9. Anvarova D. Xotin-qizlar ijtimoiy huquqlarini ta’minlashning konstitutsiyaviy-huquqiy asoslarini takomillashtirish // Jamiyat va innovatsiyalar – Общество и инновации – Society and innovations – 4 № 5 (2023) -B. 58
10. Maxmudova G. Rol nepraviteletvenixorganizatsiy v stanovlenii i razviti jenskogo predprinimatelstva v Uzbekistae // <http://www.fpa.su>
11. Baltabaeva M. O‘zbekiston xotin-qizlarining 2017–2021 yillarda kichik biznes va xususiy tadbirkorlikni rivojlantirishdagi o‘rni // O‘zbekiston xotin-qizlar “Olima” uyushmasi, respublika ilmiy-amaliy anjuman materiallari -Toshkent, 2018. -B. 131–135
12. Mirziyoev Sh. O‘zbekiston Respublikasi Prezidentining 2022 yil, Oliy Majlisga murojaatnomasi <https://president.uz/uz/lists/view/5774>
13. Prezident Shavkat Mirziyoevning 2023 yildagi Xalqaro xotin-qizlar kunidagi «Mamlakatimiz xotin-qizlari uchun munosib sharoit yaratib berish – doimo e’tiborimiz markazida” nomli nutqidan // <https://president.uz/uz/lists/view/6013>