

Using the Mechanism of Social Partnership to Ensure the Employment of Women

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ABSTRACT

This article discusses the importance of ensuring the employment of women in Uzbekistan, as well as the mechanism of social partnership and its subjects. This social partnership is a powerful mechanism and represents an organized, free and responsible team of employees for negotiation and joint management.

Social partnership by its nature can be defined as "a stable relationship of mutual recognition, institutional cooperation and regulated conflict between organized labor, organized business and government" (Streeck & Hassel, 2003). This definition contains a number of basic characteristics. Stability: There is an established system that spans networks and lasts longer than any government. It includes institutional cooperation, which means that in areas such as wage setting and training, employers and unions work together to address collective action issues, such as adequately providing trained workers.

At the initiative of the President of the Republic of Uzbekistan, the Law of the Republic of Uzbekistan "On Social Partnership" was adopted, according to which Social Partnership is the cooperation of state bodies with NPOs and civil society institutions in the implementation of socio-economic development programs of the country, including sectoral, territorial programs, as well as regulatory legal acts and laws affecting the rights and legitimate interests of citizens, this is a collaboration in development and implementation.

The subjects of social partnership are state bodies, non-governmental non-profit organizations (foundations, foundations, associations, associations) and civil society institutions (political parties). At the moment, great attention is paid in our country to the use of this mechanism, especially in ensuring the employment of women. In particular, in order to improve the lifestyle of women, support their activities by the decree of the President of the Republic of Uzbekistan dated 01.03.2022. No. PP-146, it was decided to establish a State Committee on Family and Women, the purpose of which is not only to ensure the employment of women in the country, but also to ensure their education in universities, increase their scientific potential, acquire professional skills, and even this also played an important role in encouraging women with

talents. The creation of a "society of women scientists", the enhancement of the role of women in society, the approval by the Republican Commission on Gender Equality and the Family of "programs to increase the activity of women in public administration", the creation of centers for employment and women's health promotion can be a clear proof of the above.¹

The first meeting of the republican commission on enhancing the role of women in society, gender equality and family issues was held in the Senate of the Oliy Majlis. In addition, one of the main goals of the Law of the Republic of Uzbekistan "On Social Partnership", of course, is to further strengthen cooperation between state bodies with NPOs, non-profit organizations and civil society institutions in the development of normative legal acts of socio-economic development of the country and laws affecting the rights and legitimate interests of citizens, and ensuring the development of our state.

Another aspect of women's employment that is important to focus on is issues such as wages, workplace conditions and equality. Thus, the system of social partnership serves to ensure the balance of interests of the employer and employees, as well as for the joint implementation of economic efficiency and social justice.

Network agreements reflect socio-economic and legal protection, employment, remuneration, labor protection, health improvement of employees and their family members, creation of decent and safe working conditions, protection of the interests of women and youth and other norms arising from the specifics of the industry.

The basic principles of social partnership are:

- ✓ submission to the law;
- ✓ equality;
- ✓ openness and transparency;
- ✓ communication skills;
- ✓ independence;
- ✓ impartiality;
- ✓ mutual respect, consideration of interests and responsibility;
- ✓ and voluntary commitment.

The principle of social partnership in its content obliges to take care of social justice, the welfare of citizens, their social protection. Also, recognizing the socially oriented policy as its main task, it takes the initiative in the large-scale implementation of the directions specified in the Constitution. Following this principle, the State, through its organs, continuously takes measures to solve problems in all spheres of public life.

On the basis of this principle, citizens' self-government bodies, which are the main elements of civil society, form cooperation with State organizations. Social partnership is, in turn, cooperation in coordinating the interests of the three above-mentioned industries and solving all problems of public life. It should be especially noted that the most important aspect of social partnership is not the mutual agreement of the parties on the observance of rights and obligations, but a separate most authoritative set of ethical norms of relations between them.

Another feature of social partnership is that in this system of relations, all parties have equal rights and powers in all spheres and are based on social harmony and equal cooperation of interested parties. Legal guarantees for the implementation of the social partnership system in our country are being developed on the basis of international experience. In particular, the Law

¹ Xalq so'zi, 02/16/2022, <https://xs.uz/uz> <https://xs.uz/uz/post/category/culture>

of the Republic of Uzbekistan “on guarantees of the activities of non-governmental non-profit organizations” provides for the issues of ensuring guarantees of the activities of non-governmental non-profit organizations from the state, financial support of the state in solving socially significant issues by them. First of all, NGOs contribute to ensuring a balance of interests in society. In this regard, every citizen directs his activities to the realization of his capabilities, taking care of increasing his social activity and legal culture, creating conditions.

Decree of the President of the Republic of Uzbekistan dated 07.03.2022 No. PF-87 “On measures to further accelerate the work on systemic support for families and women” provides, in turn, the use of the mechanism of social partnership to protect the rights and legitimate interests of women in the country, increase their economic, social and political activity, preserve health and well-being., vocational training and employment, broad participation in entrepreneurship, social support for women in need, it is aimed at the systematic continuation of ongoing reforms to ensure gender equality, and also for the consistent implementation of the United Nations Sustainable Development Goals.

The figures below (1.1, 1.2, 1.3) show indicators representing the level of unemployment and employment of labor resources and the population of Uzbekistan at the end of 2021.

1.1.- picture. Labor market index of Regions



The regional labor market index (MBI) was calculated based on the results of 2022 by experts from the Institute for forecasting and macroeconomic research (PMTI).

The labor market index is an index that helps to assess and monitor the situation in the labor market and includes 5 indicators that directly reflect the current state of the labor market.

To calculate the MBI, indicators such as the number of available vacancies and resumes, the concentration coefficient in the labor market and the average monthly salary amount were used.

1.2.- picture. Employment rate in Uzbekistan for 2021.

| Bandlik darajasi / Уровень занятости / Employment rate | | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <i>foizda / %</i> | | | | | | | | | | | | |
| Band aholi sonining mehnatga layoqatli yoshdagi aholi soniga nisbati | | | | | | | | | | | | |
| Hududlar | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
| O'zbekiston Respublikasi | 66,9 | 66,2 | 66,6 | 67,1 | 67,7 | 68,2 | 68,7 | 69,2 | 67,4 | 68,1 | 66,0 | 67,0 |
| Qoraqalpog'iston Respublikasi | 57,3 | 57,0 | 57,4 | 57,7 | 57,9 | 58,1 | 58,1 | 58,3 | 62,9 | 62,9 | 62,0 | 61,1 |
| Andijon | 69,3 | 68,6 | 69,0 | 69,9 | 70,8 | 71,5 | 72,3 | 73,0 | 69,6 | 70,1 | 66,5 | 68,2 |
| Buxoro | 74,5 | 73,5 | 74,1 | 74,4 | 74,0 | 73,4 | 72,9 | 72,5 | 70,7 | 69,3 | 68,3 | 67,2 |
| Jizzax | 56,8 | 56,0 | 56,0 | 56,5 | 57,3 | 58,1 | 59,1 | 60,0 | 61,6 | 67,1 | 66,2 | 67,5 |
| Qashqadaryo | 61,7 | 61,1 | 61,2 | 61,8 | 62,5 | 63,3 | 64,3 | 65,4 | 64,8 | 63,9 | 60,9 | 62,2 |
| Navoiy | 75,3 | 74,6 | 74,7 | 74,1 | 73,6 | 73,2 | 72,8 | 72,4 | 69,2 | 69,5 | 66,8 | 68,3 |
| Namangan | 57,4 | 56,6 | 57,2 | 58,1 | 59,3 | 60,5 | 61,9 | 63,4 | 63,8 | 66,4 | 65,0 | 65,5 |
| Samarqand | 64,7 | 64,0 | 64,7 | 65,4 | 66,5 | 67,6 | 68,7 | 69,7 | 66,3 | 65,3 | 63,2 | 63,7 |
| Surxondaryo | 62,5 | 62,2 | 62,3 | 62,7 | 63,4 | 64,3 | 65,4 | 66,6 | 65,2 | 67,0 | 63,9 | 64,5 |
| Sirdaryo | 72,0 | 72,1 | 72,2 | 72,5 | 72,9 | 72,2 | 71,7 | 71,1 | 70,5 | 68,9 | 64,8 | 64,5 |
| Toshkent | 71,5 | 71,8 | 72,9 | 74,0 | 75,1 | 75,3 | 75,4 | 75,2 | 71,4 | 71,4 | 68,2 | 72,4 |
| Farg'ona | 69,4 | 67,9 | 68,0 | 68,3 | 68,8 | 69,1 | 69,6 | 69,9 | 66,0 | 67,5 | 65,1 | 66,2 |
| Xorazm | 63,2 | 63,3 | 63,9 | 64,3 | 65,0 | 65,6 | 66,3 | 66,9 | 64,6 | 66,1 | 63,7 | 64,0 |
| Toshkent sh. | 81,6 | 80,7 | 80,7 | 80,7 | 80,9 | 81,1 | 81,0 | 80,8 | 77,5 | 80,1 | 81,7 | 81,3 |

1.3.- picture. Unemployment rate in Uzbekistan for 2021

| Ishsizlik darajasi | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|--|
| <i>foizda / в процентах / in %</i> | | | | | | | |
| Bandlik va mehnat munosabatlari vazirligi ma'lumotlariga muvofiq | | | | | | | |
| Hududlar | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | |
| O'zbekiston Respublikasi | 5,2 | 5,8 | 9,3 | 9,0 | 10,5 | 9,6 | |
| Qoraqalpog'iston Respublikasi | 5,4 | 6,0 | 9,5 | 9,1 | 10,5 | 10,1 | |
| Andijon | 5,6 | 6,0 | 9,6 | 9,2 | 10,9 | 9,9 | |
| Buxoro | 5,4 | 5,5 | 8,7 | 8,9 | 10,6 | 9,8 | |
| Jizzax | 5,4 | 5,0 | 9,8 | 9,2 | 11,0 | 10,1 | |
| Qashqadaryo | 5,3 | 6,1 | 9,7 | 9,3 | 11,1 | 10,2 | |
| Navoiy | 5,0 | 5,2 | 8,7 | 8,5 | 9,4 | 8,8 | |
| Namangan | 5,3 | 5,8 | 9,6 | 9,1 | 10,6 | 9,7 | |
| Samarqand | 5,7 | 6,5 | 9,7 | 9,3 | 11,0 | 9,9 | |
| Surxondaryo | 5,6 | 6,7 | 9,7 | 9,3 | 11,1 | 10,2 | |
| Sirdaryo | 4,4 | 5,1 | 9,3 | 9,3 | 11,0 | 10,2 | |
| Toshkent | 4,1 | 5,2 | 9,0 | 8,9 | 10,5 | 9,4 | |
| Farg'ona | 5,5 | 6,4 | 9,7 | 9,3 | 10,9 | 10,0 | |
| Xorazm | 5,5 | 5,7 | 9,4 | 9,1 | 10,9 | 9,9 | |
| Toshkent sh. | 3,6 | 4,5 | 7,9 | 7,4 | 8,0 | 7,0 | |

In conclusion, the use of the mechanism of social partnership in ensuring the employment of

women not only reduces the number of unemployed women, but also plays an important role in providing them with competitive jobs and comfortable working conditions, increasing the legal literacy of women. This in turn contributes to the development of the country's economy and the state budget.

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