

# Elimination of Discrimination Against Women in Labor Relations and Labor Rights Guarantees

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## Abstract

This article analyzes women's rights, elimination of all forms of discrimination of women's rights, improvement of labor legislation regulating women's rights in the field of work, mechanisms to fight against violation of women's rights

**Keywords:** women's rights, gender inequality, problems of social discrimination, guarantees of women's work, equality between women and men, protection from oppression and violence, convention, sexual discrimination, labor rights.

## Introduction

Considering the historical and modern conditions of the problem of discrimination against women around the world, we come to the opinion that this topic will not lose its relevance now and will remain in the near future. Because in the period when salary is one of the main components of the population's income, it shows that it is difficult to eliminate the problems related to inequality in social and labor relations of women, especially in terms of wages for labor.

Despite significant progress in this area, there are still many problems in ensuring women's rights. From this point of view, this topic is important, and the problem of gender inequality and social discrimination of women cannot be solved only through state reforms and without an effective system of monitoring the implementation of norms prohibiting any violation of women's rights.

In order to solve this problem, it is necessary to change the social views of society, people's minds, and, accordingly, to look at this problem objectively from a sociological point of view.

Nowadays, women are taking their place in social life as a socially active category of the population. The numbers of recent years show that the number of women employed in the economy is growing steadily and is almost equal to men.

## Discussion

In terms of employment of women, the fields in which women can operate are somewhat limited compared to men. Most of the women are working in the social spheres such as communication, banking and education, health care, and social security.

For centuries, women have been excluded, limited, unrecognized, directed to eliminate, based on different characteristics, any difference based on sexual characteristics, in any political, economic, social, cultural, civil and other field that women use or exercise. Regardless of their family status, the roles and positions of men and women in society are determined by their gender.

Thus, in the competition for leadership positions, men are often given priority because "he is the breadwinner of the family" and "the main task of a woman is to give birth and raise children".

In addition, there are several forms of gender discrimination in the field of labor that modern women face, related to wages, hiring and firing, promotion. According to the statistical data of the Russian Federation, in 2016, the wage difference between men and women in Russia was on average 30% [6].

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the United Nations General Assembly in 1979, is an international agreement. This convention is described as an international law on women's rights, and the main goals of ensuring gender equality, expanding the opportunities and development of women in the third millennium of mankind are defined.[8]

Thus, the equality of women and men is declared at the international level, and the prohibition of discrimination against women, restriction of engagement of women in night work, protection of motherhood

(paid leave for women in connection with pregnancy and childbirth, raising a child for the right to work breaks, restrictions on the possibility of dismissal of women on vacation (child care, etc.) were strengthened.

The standards defined in the convention were ratified by the Republic of Uzbekistan in 1995, and today, when the process of building a legal, democratic state and civil society is underway, the protection of women, their rights and problems in social life are becoming a daily task of the society. At the same time, significant progress has been made in protecting women's rights and legal interests.

Currently, many reforms are being implemented in the life of our society. In particular, we can learn from the following words of the head of our state Sh.M. Mirziyoyev: "When we talk about the female race, which is dear and respectable to all of us, first of all, in front of the image of the Mother who gave birth to us and raised us with white milk we bow down. The most deserving of the word holy on earth is, first of all, Mother. Our nation always honors and honors the mother figure. This is evidenced by the fact that magnificent statues have been erected in honor of mothers in our country" [2].

In Uzbekistan, rapid reforms are being carried out in the field of ensuring women's rights and freedoms. This is evident from the fact that the Constitution of our Republic stipulates the equality of all citizens, as well as the constitutional guarantee of women's rights is directly strengthened by Articles 19, 58, 79, 80, 81, 82. It is worth noting that, as in international documents, the provision on the prohibition of discrimination on the basis of gender is prioritized in domestic legislation [7].

Also, the Laws "On Guarantees of Equal Rights and Opportunities for Women and Men" [4], "On Protection of Women from Harassment and Violence" [5] adopted in 2019 and the Laws of the President of the Republic of Uzbekistan in 2022 Decision No. 4235 adopted on March 7 "On measures to further strengthen the guarantees of women's labor rights and support entrepreneurship" is one of them.

Many social benefits for women were introduced in these legal documents. Thanks to such measures, our women have become active participants in socio-economic reforms, life-giving changes taking place in the state and society today.

It should be noted that the experts of the UN Committee on the Elimination of All Forms of Discrimination against Women evaluated the situation related to the protection of women's rights in Uzbekistan in general positively. The measures implemented in our country to support women in every way, ensure their employment and strengthen their health, are also widely covered in foreign mass media. As an example, the British newspaper "Pulse UK" published an article on this topic on its page, in which women in Uzbekistan were given the most proud place.

Prohibition of discrimination against women's rights in the field of labor and employment with the newly revised Labor Code of the Republic of Uzbekistan on October 28, 2022 [3] is an important document aimed at implementing gender policy in our country, a means of its implementation, and state and civil control is an important factor in the development of society and democracy.

These changes serve to create conditions for women and men to exercise their rights equally and provide for solving tasks. In particular, changes and additions were made to the paragraph "Additional guarantees given to women and persons engaged in family duties" in Chapter 25 of the Labor Code. The title of this paragraph was called "Specific features of legal regulation of work of women and persons engaged in family duties".

In particular, the following issues were identified:

Article 392. It is forbidden to refuse employment or to reduce the amount of wages due to pregnancy or the presence of a child;

Article 393 includes additional measures for the protection of women's work. In particular, it was forbidden for women to carry and carry heavy loads exceeding the maximum allowed for them;

Article 396. It was determined that pregnant women and women with children under the age of three are allowed to work at night only if there is a medical opinion confirming that such work does not endanger the life and health of the pregnant woman and the child;

Article 403. Pregnant women will be given additional days off for antenatal care.

Article 408. Guarantees for pregnant women during the termination of the employment contract were strengthened.

## **Conclusion**

Through these legal documents, the guarantees of women's equal rights in the Republic of Uzbekistan, their role in the life of society, their activities in the field of public administration, ensuring the employment of women, further developing their professional potential, and the stages of increasing the activity of women in all spheres of society. We can give scientific suggestions and practical recommendations regarding the study:

- the policy of eliminating gender discrimination in the field of labor should be carried out consistently and comprehensively.
- it is necessary to create an effective system for monitoring the implementation of norms prohibiting any violation of women's rights at the national level. From this point of view, it is necessary to take measures aimed at prevention, not only prohibition.
- to eliminate the concept of "feminine professions" formed in the society or to expand its types, to create an opportunity to freely choose a profession;
- to establish remote working activities so that family duties do not become an obstacle to professional activities, introducing flexible work procedures, exemption from overtime, setting part-time working days, qualifications during working hours create conditions for improvement;
- development of measures that allow women to further develop their abilities, encouraging creativity by establishing comprehensive cooperation with public organizations.
- to launch projects to increase the legal literacy of women, to ensure the participation of women in political careers, state administration, and to create a new approach to suitable jobs for them;
- to further strengthen the cooperation of state and non-state organizations with married women (introduction of flexible work procedures, exemption from overtime, setting part-time working days) and women who have suffered injustice and discrimination such as the development of a systematic mechanism of support.

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