

# Ensuring Gender Equality in Customs Authorities Is an Important Factor

“Our prosperous life today and our bright future depend on women. If we want our people to be satisfied with us, we must first of all create decent living conditions for our respectable mothers and sisters”.

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**Annotation:** In this article, there are opinions about a number of reforms being carried out to ensure gender equality in customs authorities and their results, including the reforms being carried out in terms of attention and respect for women, the creation of the conditions are covered. Also, issues such as setting up institutional mechanisms for achieving the goal of "Gender Equality" in the customs authorities were revealed.

**Key words:** human development, customs authorities, gender equality, women, political and legal capacity, strategy for achieving gender equality, human dignity, advisory council, gender budgeting, justice and opportunities, "Gender Equality" badge.

## INTRODUCTION

In the current period of world development, human development, his right and freedom, social justice and human security is recognized as an important factor to ensure the equality of women and men in practice in all aspects of social life.

In this regard, we must ensure the effective implementation of the state policy to support women, protect their rights and legal interests, increase their role and activity in the social and political life of the country, equal rights for women and men during the period of reforms being implemented in our country and providing guarantees of opportunities is one of the priority tasks.

50 percent of the total population of the country, of which 29 percent are under 14 years old, 28 percent are under 15-30 years old, 21 percent are 31-45 years old, 15 percent are 46-60 years old, and 7 percent are women over 60 years old.

From the member states of the United Nations more than 120 have a gender quota. In particular, quotas of 40% for women out of the total number of candidates nominated by political parties in Central Asia have been legalized in Kazakhstan, Kyrgyzstan and Uzbekistan.

According to articles 70 and 91 of the Election Code of the Republic of Uzbekistan, the number of women should be at least forty percent of the total number of candidates for deputy from a political party.

Today, the percentage of women in the Parliament has reached the level of 32 percent, in line with the recommendations set by the United Nations.

The share of women in management positions is 33 percent, in the fields of science, education, culture and art - 72 percent, in industry - 38 percent, in the field of entrepreneurship 35 percent, in political parties 44 percent, in higher education 46 percent is a proof of our country's worthy place in the development of all sectors.

In this regard, a lot of attention is paid to women in the system of customs authorities. Especially the year 2022 of our honorable President on February 17, during the video telecast on "Transformation of the Customs system into a corruption-free system", they gave important tasks to double the number of female employees working in the customs authorities.

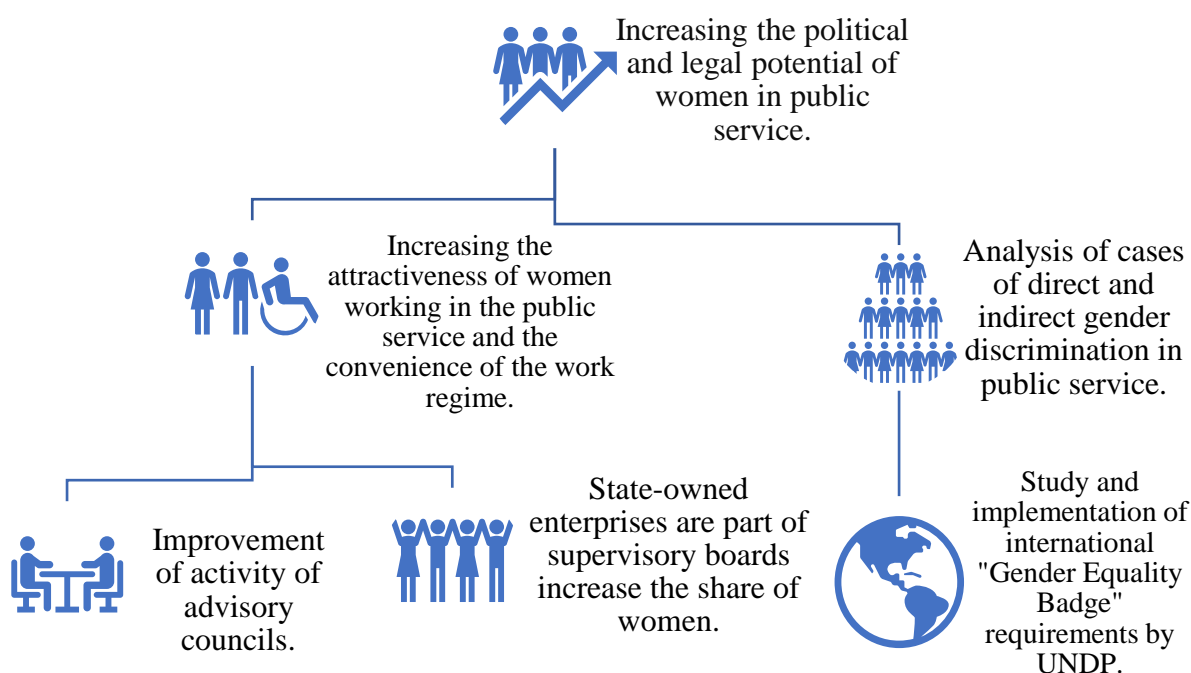
## ANALYSIS AND RESULTS

As a result of comprehensive reforms carried out in recent years, equal rights for women and men in all spheres of public life and activity in the Republic of Uzbekistan and strong legal frameworks were created to provide opportunities and protect women from oppression and violence.

In particular, the Law of the Republic of Uzbekistan "On guarantees of equal rights and opportunities for women and men" was adopted. More than 1300 people in the system of state and public organizations, including ministries and agencies 45 women, 39 women in the Administration of the President of the Republic of Uzbekistan and the Cabinet of Ministers, 207 women in local government bodies are working in leadership positions.

In this regard, the Senate of the Oliy Majlis of the Republic of Uzbekistan with the decision of May 28, 2021 "On approval of the strategy for achieving gender equality in the Republic of Uzbekistan until 2030", it was decided to develop a program of measures for the strategy of achieving gender equality for each year. Including, in the program of comprehensive measures for the implementation of the strategy for achieving gender equality in the Republic of Uzbekistan in 2024, a number of tasks regarding "Ensuring equal rights and opportunities for women and men in the field of public service" (Section 3) were defined (Fig. 1).

**Figure 1. Tasks defined in the provision of equal rights and opportunities for women and men in the field of public service**



Based on the above tasks, a number of reforms were implemented in the system of customs authorities to ensure equal rights and opportunities for women and men.

It is worth noting that the honorable President is paying a lot of attention to the customs authorities. On February 17, 2022, at the historic meeting on the transformation of the customs into a corruption-free system, the President of the Republic of Uzbekistan stated that the percentage of women in the customs authorities is 8 percent: "If we want to introduce justice, honesty and order in the sector, we must create all the necessary conditions to attract female employees to the system." they emphasized.

Also, in Decree No. 122, adopted on April 27, 2022, regarding the further improvement of customs administration In 2022-2024, the customs authorities have given a task to at least double the share of female employees in the system.

In addition, the Roadmap approved by this Decree indicated the need to increase the political and legal knowledge of female employees serving in the customs authorities.

Systematic work is being carried out to ensure gender equality in customs bodies by ensuring the execution of the decree, as well as by supporting female employees serving in the system.

Today, there are about 405 people in the customs authorities women stand shoulder to shoulder with men and provide effective service, 29 of them are in leadership positions. Also, the fact that 26 female employees are working in the management apparatus, 26 in the Customs Institute, and 257 in the customs posts is worthy of praise. As a result, the share of women serving in the system today has increased from 8% to 10%.

In order to ensure the equal rights of women in the customs bodies, effective work was also organized in terms of appointing them to higher positions and creating service activities for them. In particular, for the first time in the system of customs bodies, a female employee was appointed to the position of adviser to the Chairman of the Customs Committee.

Today, the Committee on Women and Gender Equality of the Senate of the Oliy Majlis in cooperation with the United Nations Development Program (UNDP) is in the Customs Committee in order to expand the rights and opportunities of women and to promote gender equality among state institutions The "Gender Equality Badge for State Institutions" program was launched.

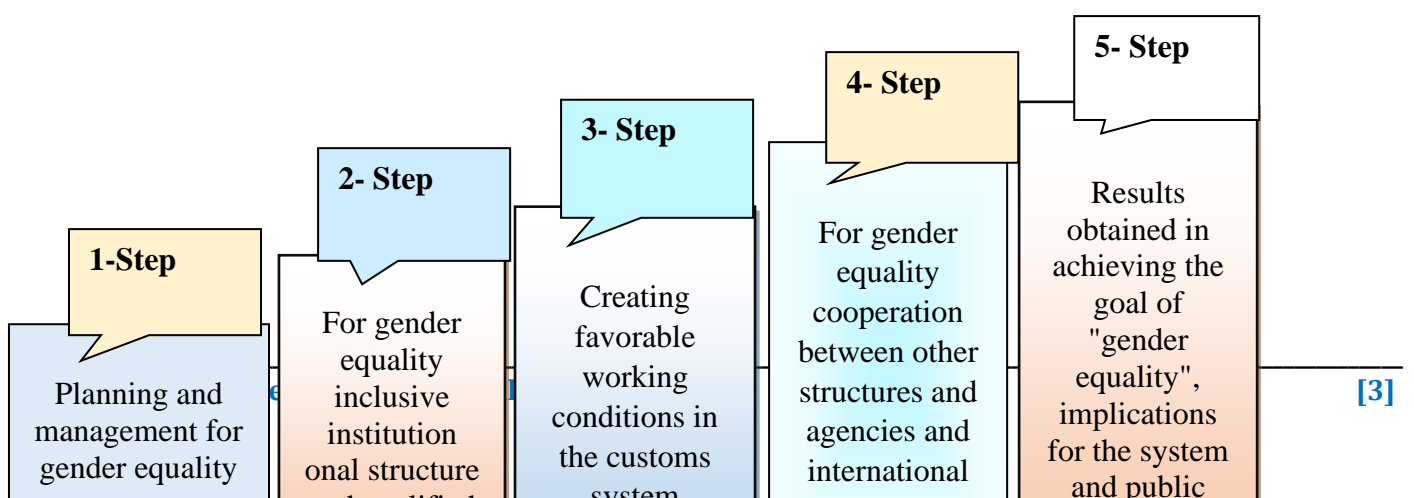
What is the gender equality badge for public institutions and how will it affect the socio-economic and political activities of our country? It is natural to have these questions.

The Gender Equality Badge is an award program designed specifically for public organizations that supports and recognizes institutions that are committed to and improving the promotion of gender equality and women's empowerment.

For information, UNDP's international innovation program "Gender Equality Badge for State Institutions" in Uzbekistan is aimed at improving gender-sensitive state policy, and this program creates a practical basis for strengthening the capacity of state bodies and promoting gender equality more effectively and accurately.

The fact that the Senate of the Oliy Majlis selected the Customs authorities as applicants for the "Gender Equality" badge among state organizations is a great recognition and attention to the system.

In the system of customs authorities, a systematic five-step mechanism for achieving this goal was created (Fig. 2).



## Figure 2. A systematic mechanism for achieving the goal of "Gender equality" in customs authorities

**According to the 1st stage:** The plan of measures for ensuring gender equality in the system of customs bodies for 2023-2024 was developed and approved by the Chairman of the Customs Committee. Also, in order to achieve the goal of "Gender Equality", special work is being done on the development of guidelines on "Gender Budgeting", and funds have been allocated for the specified purposes.

**On the 2nd stage:** Under the leadership of the Customs committee and the deputies of the regional customs administrations, an advisory board has been formed and is composed of qualified and experienced personnel with high achievements in service activities on the issues of ensuring equal rights and opportunities of women and men. Therefore, it was ensured that the percentage of women in the system of customs authorities increases from year to year based on the main goals and tasks set within the program.

**On the 3rd stage:** In order to further improve the conditions for our women serving at the customs committee and regional customs offices and border customs posts, in order to increase the efficiency of their service activities, on-site monitoring was carried out by the adviser of the committee chairman during 2024 and human rights-respecting, justice-for-all proposals and creating an institutional work environment that provides equality of opportunity and outcomes.

**On the 4th stage:** Other law-enforcement bodies and international organizations on the issues of ensuring equal rights and opportunities of women and men and achieving the goal of "Gender equality" on the basis of the UN Development Program of this year on August 14-15, a seminar training was held at the Customs Institute within the framework of the program "Insignia for achieving gender equality in state bodies". This event was organized by two UNDP projects: "Achieving equality by supporting the implementation of the national gender strategy of Uzbekistan (Gender Equality Project)" and "Target for achieving gender equality for public institutions".

It should be noted that foreign experts emphasized that the participation of customs authorities in this program for the first time among CIS and Central Asian countries is considered a historical reality.

During 2023-2024, the Customs Committee passed the first stage by filling the platform with documents on the work carried out on gender equality through the website <https://www.gendersealpublicinstitutions.org/>.

Also today, the Women of the Senate of the Oliy Majlis and the Committee on Gender Equality, in cooperation with the United Nations Development Program (UNDP), launched the "Gender Equality Badge for State Institutions" program in order to expand the rights and opportunities of women in the Customs Committee and promote gender equality among state institutions.

On the basis of this program, by the order of the Customs Committee on June 22, 2024, an expert on gender equality issues within the Department of Human Resources Development and Management (in the capacity of chief inspector) position was established.

UNDP reviewed the baseline approvals and sent a report, including recommendations for an action plan for improvement, to the Customs Committee by letter.

## CONCLUSION

**According to the 5th stage:** the results obtained on the basis of the program of achieving this goal of "Gender equality" of the customs authorities will definitely remain in the system of the customs authorities, and the socio-economic of our country and we hope that it will serve as an important factor in political development.

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