

GENDER EQUALITY IN LABOUR LAW IN UZBEKISTAN**Tashpulatova Ismigul Ozodbek qizi**

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Abstract: The article examines issues of ensuring gender equality in the sphere of labour relations in Uzbekistan. The relevance of the topic is determined by the need to protect workers' rights regardless of gender and to eliminate discrimination in the labour market. The aim of the study is to analyse the current labour legislation and the practice of its application in the context of ensuring equal opportunities for men and women. The study employs comparative-legal and systematic analysis methods. Particular attention is paid to the legal regulation of wages, conditions of employment and the protection of women's rights. As a result of the research, the main problems in implementing the principle of gender equality have been identified and directions for its improvement have been proposed.

Keywords: gender equality, labour law, discrimination, labour market, equal opportunities, protection of workers' rights, women's rights, legal regulation, labour relations.

Introduction

In the current conditions of the Republic of Uzbekistan, particular attention is paid to ensuring gender equality in the sphere of labour. Gender equality in labour law means providing women and men with equal opportunities in employment, career advancement, remuneration, professional development and the protection of labour rights, without any discrimination on the grounds of sex.

Gender as a social category reflects the system of social relations between women and men and manifests itself in all spheres of social life, including the economy, law, education, culture and politics. In this regard, the principle of equality does not imply granting advantages to one of the parties, but is aimed at ensuring fair conditions for participation in public and labour activities.

In Uzbekistan, the legal foundations of gender equality have been consistently formed within the framework of constitutional and sectoral legislation. The updated Constitution enshrines the provision that women and men have equal rights, while the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" has specified the mechanisms for implementing this principle in various spheres of public life, including labour relations.

Main Body

Gender equality is one of the most important legal and social guarantees of the democratic development of society. Its significance is particularly great in the sphere of labour, since it is labour relations that largely determine the economic independence of the individual, the level of social protection, and the opportunities for professional self-realisation. In accordance with the legislation of the Republic of Uzbekistan, the state guarantees women and men equal rights and opportunities in the fields of labour, employment, social protection and professional education.

Constitutional provisions and special laws form the legal basis for preventing discrimination on the grounds of sex. In particular, the current labour legislation enshrines such principles as:

equality of labour rights, prohibition of discrimination in the sphere of labour and occupation, freedom of labour, prohibition of forced labour, social partnership, and the gender neutrality of norms relating to workers with family responsibilities.

Of special significance is the Law “On Guarantees of Equal Rights and Opportunities for Women and Men”, which is aimed at ensuring equality in personal, political, economic, social and cultural spheres. The law emphasises the necessity of creating conditions for the equal participation of women and men in labour activities, as well as for combining professional and family responsibilities.

In addition, other regulatory acts have been adopted in the legal system of Uzbekistan aimed at protecting women from harassment and violence, as well as at safeguarding the reproductive health of citizens and protecting women and children from violence. These measures contribute to the strengthening of legal guarantees for the individual and the formation of a safe social environment.

The practical significance of gender equality is also evident in the sphere of education. In recent years, Uzbekistan has seen an increase in the proportion of women among students in higher educational institutions, which indicates a gradual expansion of opportunities for their professional and social development. Such changes also have a positive impact on the labour market, since a higher level of education creates additional conditions for the equal participation of women and men in labour activities.

Despite the existence of a sufficiently developed regulatory and legal framework, certain problems persist in law enforcement practice. These include insufficient representation of women in managerial positions, the persistence of a gender pay gap, and entrenched gender stereotypes that affect career advancement and professional choice. Such factors indicate that the formal entrenchment of the principle of equality does not yet mean its full and effective implementation in practice.

In this regard, it is important to distinguish between direct and indirect discrimination on the grounds of sex. Direct discrimination consists in the direct restriction of the rights of a woman or a man on the grounds of sex, including on account of pregnancy, marital status, family responsibilities, as well as in cases of sexual harassment or unequal pay for work of equal value. Indirect discrimination arises when formally neutral rules, criteria or conditions in fact place persons of one sex in a less favourable position compared to persons of the other sex.

An important task remains the enhancement of the effectiveness of mechanisms for protecting labour rights. To this end, it is necessary to improve legislation, strengthen monitoring of compliance with labour standards, expand legal education activities and raise the level of legal literacy of the population. State bodies, employers, trade unions and civil society institutions play a significant role in this process.

Conclusion

Thus, gender equality in the labour law of the Republic of Uzbekistan represents not only an important legal principle, but also a necessary condition for sustainable social development. It provides women and men with equal opportunities to exercise their rights, achieve professional growth and enjoy decent work.

The regulatory and legal framework established in Uzbekistan creates a solid foundation for protection against discrimination and for expanding legal guarantees in the sphere of labour. At the same time, the further development of this area requires the consistent improvement of

legislation, the elimination of law enforcement problems and the strengthening of the legal culture of society.

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