

THE MAIN FACTORS HINDERING THE EMPLOYMENT OF SOCIALLY VULNERABLE WOMEN**Nabijonova Sevaraxon Nosirjon qizi**

Fergana State University, 1st-year Master's student, Department of Social Work

Annotation: This article is devoted to the analysis of the main factors hindering the employment of socially vulnerable women. The study examines economic, social, and organizational factors that negatively affect women's participation in the labor market. In particular, insufficient professional qualifications, limited access to financial resources, regional socio-economic disparities, informal employment, gender inequality, and the impact of family responsibilities on women's employment are analyzed. Based on the research findings, scientific and practical recommendations have been developed to increase the labor market participation of socially vulnerable women, strengthen their economic independence, and improve employment support mechanisms.

Keywords: Social protection, women's employment, labor market, economic activity, professional qualifications, gender equality, informal employment, entrepreneurship, financial resources, employment policy.

ОСНОВНЫЕ ФАКТОРЫ, ПРЕПЯТСТВУЮЩИЕ ЗАНЯТОСТИ СОЦИАЛЬНО УЯЗВИМЫХ ЖЕНЩИН

Аннотация: Данная статья посвящена анализу основных факторов, препятствующих занятости социально уязвимых женщин. В исследовании рассмотрены экономические, социальные и организационные факторы, оказывающие негативное влияние на участие женщин на рынке труда. В частности, проанализированы недостаточный уровень профессиональной квалификации, ограниченные возможности использования финансовых ресурсов, социально-экономические различия между регионами, неформальная занятость, гендерное неравенство, а также влияние семейных обязанностей на занятость женщин. На основе результатов исследования разработаны научно-практические рекомендации по повышению активности социально уязвимых женщин на рынке труда, укреплению их экономической независимости и совершенствованию механизмов содействия занятости.

Ключевые слова: социальная защита, занятость женщин, рынок труда, экономическая активность, профессиональная квалификация, гендерное равенство, неформальная занятость, предпринимательство, финансовые ресурсы, политика занятости.

IJTIMOYIY HIMOYAGA MUHTOJ XOTIN-QIZLAR BANDLIGIGA TO'SQINLIK QILUVCHI ASOSIY OMILLAR

Annotatsiya: Mazkur maqola ijtimoiy himoyaga muhtoj xotin-qizlar bandligiga to'sqinlik qiluvchi asosiy omillarni tahlil qilishga bag'ishlangan. Tadqiqotda xotin-qizlarning mehnat bozoridagi ishtirokiga salbiy ta'sir ko'rsatuvchi iqtisodiy, ijtimoiy va tashkiliy omillar o'rganilgan. Jumladan, kasbiy malaka yetishmovchiligi, moliyaviy resurslardan foydalanish imkoniyatlarining cheklanganligi, hududlar o'rtasidagi ijtimoiy-iqtisodiy tafovutlar, norasmiy bandlik, gender tengsizligi hamda oilaviy majburiyatlarning xotin-qizlar bandligiga ta'siri tahlil qilingan. Tadqiqot natijalari asosida ijtimoiy himoyaga muhtoj xotin-qizlarning mehnat bozoridagi faolligini oshirish, ularning iqtisodiy mustaqilligini mustahkamlash va bandlikni qo'llab-quvvatlash mexanizmlarini takomillashtirish bo'yicha ilmiy-amaliy tavsiyalar ishlab chiqilgan.

Kalit soʻzlar: Ijtimoiy himoya, xotin-qizlar bandligi, mehnat bozori, iqtisodiy faollik, kasbiy malaka, gender tengligi, norasmiy bandlik, tadbirkorlik, moliyaviy resurslar, bandlik siyosati.

Introduction

Today on the day women busyness provide and their economic activity increase world countries in front of standing important socio-economic from tasks one is considered. Women labor in the market active participation not only families well-being to increase, maybe country economy stable to develop also service Especially social to the defense needy women work with to provide, their economic independence strengthen and worthy marriage level provide issues separately importance profession The world is experience this shows that women of employment high level economic growth, poverty reduction and social stability of providing important from factors one is considered. However many in countries women's labor in the market to the activity different economic, social and institutional factors negative impact Especially social to the defense needy layer representatives was women for this problems further complicated color Uzbekistan In the Republic women every one-sided support, their busyness provide and economic activity increase according to wide extensive reforms done is being increased. State by " Women "notebook " system current to be qualified, to be qualified teaching of programs expandable, preferential loans and subsidies separation women busyness to increase service is doing. That's why regardless, social to the defense needy women's labor in the market to participate obstacle doer one row factors there is become In particular, economic of opportunities limited, professional qualification and modern of knowledge enough not being, family obligations high, areas between socio-economic differences, financial from resources use of possibilities low and informal of employment wide prevalence women to busyness negative impact indicator main factors This is factors as a result some women labor to the market at the entrance or then solid place in possession to difficulties face is coming.

Relevance

activity increase state social of the policy priority from directions one is considered. Especially social to the defense needy women's labor in the market participation expand them worthy work places with provide and economic independence reinforcement important importance profession is doing. This in the category women between unemployment level relatively high, professional qualification and modern of skills enough financial from resources use of possibilities limitedness and family obligations height their labor in the market to the activity negative impact showing.

Main part

Social to the defense needy women employment many economic factors under the influence is formed. Country economy development level labor in the market opportunities determinant main from factors one is considered. Income level low women's economic to the activity directly impact shows. Jobs number enough not being employment level to decrease take comes. In the regions working release enterprises and service show networks underdevelopment women for work opportunities Poverty level height labor to the market at the entrance additional difficulties to the surface Inflation level increase families economic to the situation negative impact shows. Financial of resources limitedness entrepreneurship activity start opportunities reduces. Economic instability under the circumstances work of the providers new work places to create was interest decreases. Labor high demand in the market was professions according to your qualification It is also important that it is not lacking. problem is considered. Women economic activity increase for new investment projects done increase necessary. Small business and private entrepreneurship develop employment the issue solution in the process of important importance has. Production release size increase new work of places to the creation service does. Economic factors eliminate to grow women busyness increase opportunity gives.

Education level labor in the market successful activity of conduct main from factors one is considered. Social to the defense needy women's one in part professional knowledge and skills enough at the level unformed. Qualification level low high profitable work to their places location opportunities limits. Modern economy qualified and competitive to experts need feels. Professional preparation enough not being labor market demand and offer between imbalance strengthens. Women's some part modern technologies with work to skills has not. Profession to education attraction maturity level low is also important from problems one is considered. High and professional education to take of possibilities limitedness to employment negative impact shows. Advanced training in courses participation to grow level low labor in the market competitiveness reduces. Modern professions possession economic activity to increase service does. Professional preparation level increase income amount to increase take comes. Work high demand in the market was professions according to study programs expansion important importance has. Education quality and professional preparation in the middle integral dependency available. Knowledge and skills develop women's economic independence Education and qualification issues solution to grow employment indicators improvement important condition is considered.

Family obligations women to busyness impact provider important from factors one is considered. Women often child upbringing and house farm with related of tasks main part This will do. situation their labor in the market activity limit possible. Younger age children's existence permanent work with provision opportunities reduces. In the family to care needy individuals number many are also busy negative impact shows. Housework expendable of time height professional development opportunities restricts. Complete work on the day activity to conduct of opportunity decrease income to the level impact does. Flexible work of forms enough underdevelopment problem further strengthens. Preschool education institutions from services use opportunities are also important importance has. Family tasks and labor activity between balance provide current from issues One of the women economic activity family support level with closely connected. Remote and flexible work forms develop problem to reduce service does. Social infrastructure development women's labor in the market participation expands. Family obligations distribution employment to the level positive impact shows.

Regions between socio-economic differences women to busyness noticeable impact shows the country 's different in the regions economic development level one kind not. Industry enterprises and service show networks developed in the regions work places number more occurs. Village in the regions employment opportunities relatively limited Infrastructure development level labor market to the formation directly impact Transport and communication systems enough not being work search opportunities reduces. Some in the regions entrepreneurship activity underdevelopment because of new work places less Investments in size differences in employment to the indicators impact does. In the regions education and profession centers location opportunities level In urban areas labor market composition further diverse is considered. Village in places women mainly village farm and seasonal in the works activity Regional development programs there is differences to reduce New product release capacities create employment level to increase service does. Regions between economic the differences reduction women busyness improvement important is a condition.

Gender inequality women to busyness negative impact indicative from factors one is considered. Some in cases women and men for being created opportunities in the middle differences is observed. Labor in the market women's some to positions acceptance in the making restrictions meeting possible. Salary level differences are also a reflection of gender inequality manifestation to be from the forms is one. Leadership in positions women share to men relatively lower to be is observed. Professional growth of possibilities limitation economic to activity impact Gender stereotypes women's some in professions activity to

conduct obstacle to do possible. Work in the market discrimination cases employment level to decrease reason will be. Women and girls professional from the potential complete non-use economic to efficiency negative impact Gender equality provide according to acceptance made laws this problems to reduce service Women rights protection to do labor of relations important from the principles one Equal opportunities create economic activity to increase help gives. Women and girls leadership in positions share multiplication important from tasks Gender equality is one. principles in practice provision labor market efficiency increases.

Financial from resources use opportunities women to busyness impact doer important from factors is one. Entrepreneurship activity start for enough of funds existence big importance profession Social to the defense needy women's most financial of opportunities limitedness with described. Credit to take for necessary was pledge supply there is not being problems to the surface brings. Commercial banks by wearable requirements some in cases women's financial from services use limits. Start drinking of capital shortage business activity on the road to put obstacle does. Financial literacy level low is also from funds effective to use negative impact shows. Privileged loans and subsidies women entrepreneurship development important tool is considered. Credit from funds use new work their places create opportunity Financial support economic independence to provide service Investment of opportunities expansion women of employment to increase help By the state financial help programs done is increasing. Lending system improvement entrepreneurship activity to increase service does. Financial to resources free entrance opportunity economic development important factor is considered.

Disability was women labor in the market separately requiring attention social from groups one Their employment is considered. provide social protection of the policy important from directions is one. Physical of opportunities limitedness some in professions activity to conduct opportunities reduces. Labor environment unadapted work with provision process complicates. Special conditions and technician of tools enough not being problems strengthens. Profession to education attraction maturity level low employment to the possibilities impact shows. Employers disability was to individuals relatively cautious Attitude is also important. from factors one is considered inclusive. labor market principles develop this problems to reduce service does. Special study programs and qualification increase courses economic activity strengthens. Remote work forms new opportunities is creating. By the state disability was individuals support according to row programs done is increasing. Employment provide through their economic independence is strengthened. Labor in the activity participation to grow social integration strengthens. Disability was women's from the potential effective use economic to develop positive impact shows.

Informal employment social to the defense needy women employment with related current from problems one is considered. Labor of relations unregistered in the form done increase social guarantees there is not take comes. Informal in the sector activity driver women labor notebook and social insurance from the system use Pension supply with related rights complete Income is not formed. instability economic security level reduces. Informal employment often temporary and seasonal affairs with related will be. Work conditions control not to be done employees of rights to the violation reason to be possible. Women and girls certain part trade, service show and homemaking in the activity informal in a way works. Official labor of relations there is not being medical insurance and other social from services use opportunities restricts. Informal employment poverty of danger to increase reason to be possible. By the state official employment to encourage aimed at measures done is being increased. New work their places create informal in the sector employment share to reduce service does. Entrepreneurship subjects legalization labor their relationship order in the field important importance profession Official of employment expansion women's social protection level increases. Informal employment the problem eliminate to grow labor market development important from the duties one is considered.

Digital economy under the circumstances modern professional to skills has to be labor in the market successful activity of conduct important condition is considered. Social to the defense needy women's one in part information from technologies use according to knowledge and skills enough at the level unformed. Computer literacy low modern work to their places location opportunities limits. Digital from services use level low economic to activity negative impact shows. Online education and remote work from the possibilities use skills enough not being observed. Modern labor market digital technologies knowing to experts is in high demand. Professional preparation in the system digital skills develop important importance profession Information and communication from technologies use income find opportunities expands. E-commerce and remote services new employment forms to the surface Digital literacy level low this from opportunities use limits. Modern professions according to study programs expansion necessary is considered. Profession in the centers information technologies according to courses develop important importance has. Digital skills economic independence of providing effective from the means one is considered. Women technological knowledge increase employment level to increase service does.

Social to the defense needy women busyness increase country socio-economic of the policy priority from directions one is considered. Employment obstacle doing factors eliminate to grow women's economic activity increase opportunity gives. To the profession education system improvement labor in the market competitiveness strengthens. Modern professions according to qualification increase programs expansion important importance profession Entrepreneurship activity support new work their places to create service does. Privileged loans and subsidies size expansion economic activity encourages. Village in the regions working release and service show networks develop necessary is considered. Digital technologies according to knowledge increase modern labor to the market adaptation opportunities expands gender equality provide labor of relations efficiency increases. Disability was women for inclusive labor environment create important from tasks is one. Employment help centers activity further Improvement is required. State and non-governmental organizations cooperation expansion positive to the results service does. Regional employment of programs efficiency increase necessary is considered. Women economic independence provide families of well-being to increase take is coming.

Conclusion

Social to the defense needy women busyness provide today's on the day state social of the policy priority from directions one is considered. Women labor in the market active participation population well-being increase, poverty reduction and country economic development in providing important importance profession Research during social to the defense needy women to busyness impact provider main economic, social and organizational factors analysis was done. Analyses as a result professional qualification and modern of skills enough financial from resources use of possibilities limited, family obligations high, areas between socio-economic differences, informal employment and gender inequality women to busyness negative impact indicative main factors that This was determined. problems social to the defense needy women's labor in the market competitiveness reducing them economic activity limiting Research is coming. results women to the profession education system further improvement, entrepreneurship activity support, preferential credit and subsidies size expansion, digital skills develop and labor in the market equal opportunities create the necessity showed. Also, the state and non-governmental organizations cooperation strengthening, territorial employment programs improvement and social to the defense needy women addressed support mechanisms develop important importance has that was founded.

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