

## Issues of women's employment in the social state

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**Abstract.** In the article, comprehensive reforms are being carried out in the new Uzbekistan with the aim of establishing a social state based on the principle of "man - society - state", the impact of quarantine restrictions on gender equality during the COVID-19 pandemic, the achievements and problems of the "Women's Register" system aimed at supporting women, measures to ensure the employment of unemployed women in need of social protection, measures to increase the efficiency of social and material assistance, and the analysis of the experience of developed countries in this regard are highlighted.

**Keywords.** Social state, needy stratum, gender equality, population employment, "Women's Notebook" system, mood of caring, core diagnostic instrument - CODI - Core Diagnostic instrument, budget, social service agencies, social protection system

Comprehensive reforms have begun to establish a social state in the new Uzbekistan on the basis of the principle of "person – society – state". Sealing the principle of "New Uzbekistan – social state" as a constitutional rule was put forward by the head of state Sh. Mirziyoyev as a proposal<sup>1</sup>.

We are aware that a social state is understood as a management model based on the reduction of social differences, the conduct of an effective social policy, aimed at distributing material resources in accordance with the principle of justice in order to help the needy layer.

Especially, during the COVID-19 pandemic, there was a sharp increase in the population layer in need of socio-economic protection around the world. In particular, quarantine restrictions directly affect gender equality, and the level of employment of women tends to decrease globally. The chances of women entering the labor market at the global level are 27% lower than that of men. Women are more unemployed than men, and global unemployment is 5.5 percent for men and 6.2 percent for women<sup>2</sup>. Women's employment during the COVID-19 pandemic decreased by 5 percent, and men's by 3.9 percent. Also among the unemployed, nine out of almost every ten women are inactive<sup>3</sup>.

On this occasion, special attention was paid to the support of women in Uzbekistan, a special "women's notebook" system was created, the mechanisms of its operation were approved by the government decision.

"Women's notebook" is a database for identifying, eliminating and controlling the problems of unemployed women who have social, economic, legal, psychological support, the need and passion for knowledge and professional learning. The following categories of women over 30 are included in this register:

unemployed women in need of Social Protection (women who are not provided with employment, want to work, do not have a source of income, including partially lost the ability to work, but have a passion for working);

needy women who have lost their breadwinner (those who do not have breadwinners, need additional material assistance);

women with disabilities of group I and II in need of social assistance (incapacitated by work, in need of other care);

women with disabilities of Group I in need of housing repair (completely lost the ability to work, living alone, without the possibility of repairing housing);

women who live in non-residential areas, who do not have accommodation in the name of their own or co-living family members (those who live alone or together with family members in administrative buildings, basements and other buildings that are not intended for residential purposes, as well as those who need to improve housing conditions without having a residence for permanent residence);

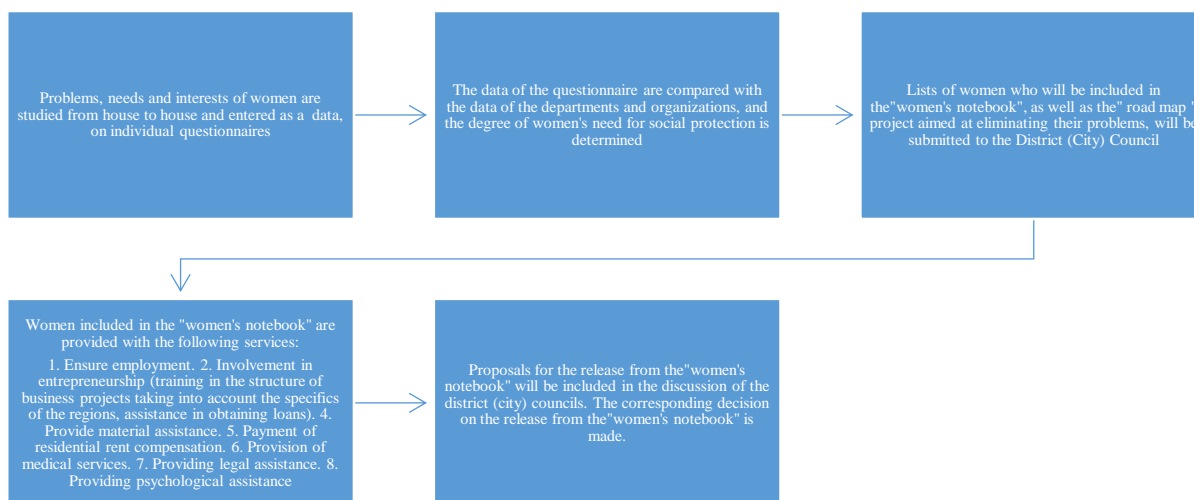
there are children with one or more Group I or II disabilities under the care of single women;

women in need of Medical Protection (self and cohabitant family members are in a severe social situation, have a chronic or severe disability-causing illness, have no disability group set, do not have sufficient source of income);

women in need of legal assistance (those who wish to receive legal advice, apply for violations of their rights and legitimate interests);

women in need of psychological counseling (women affected by harassment and violence, with social problems).

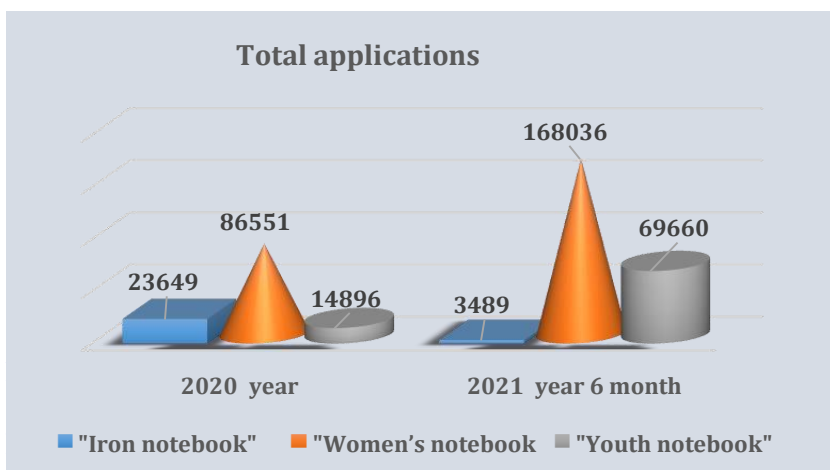
The system of operation of the "women's notebook" can be represented by the following scheme:



In 2021, 395 thousand and 729 unemployed women in need of Social Protection, were included in the "women's notebook", and supported to have a permanent source of income. 75 thousand and 469 women in need who have lost their breadwinners were provided with financial assistance in the amount of 58 billion and 928 million soums, and 66394 women with disabilities and in need of other care were paid material assistance in the prescribed manner for 55 billion and 87 million soums. Over five thousand women (5140) with disabilities of Group I in need of housing repair were provided with material assistance and their housing was repaired while 5406 women living in non-residential areas, who do not have accommodation in the name of their own or co-living family members, were paid rent compensation of 9 billion and 975 million soums. 18 billion and 918 million soums were made available for 5186 women to receive preferential affordable housing.

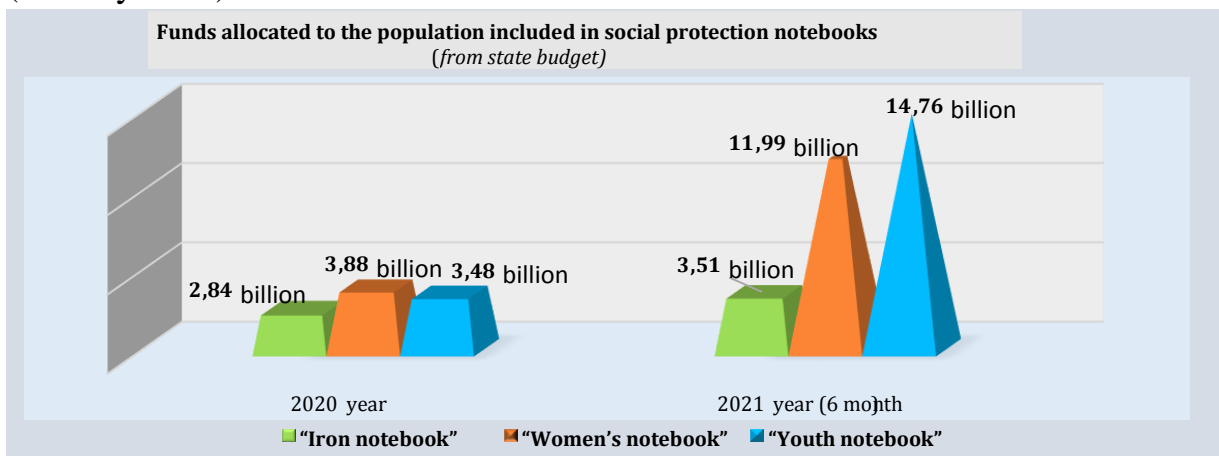
According to the analysis, applicants wishing to access social protection notebooks such as the "women's notebook" increased by 1.9 times (170%) over the 6 Months (January-June) of 2021 compared to 2020. In particular, the population received 125,096 applications in 2020 for 6 months of 2021, asking for inclusion in the social protection notebooks for the Republic. This situation shows the growing demand of the population for access to notebooks, the use of the benefits provided.

In order to provide women with housing, 9 billion and 845 million was allocated to



517 citizens in 2020 at the expense of the state budget for the payment of the initial contribution to mortgage loans and the purchase of social housing. Moreover, 60 billion and

206.6 million. sums were allocated to 48,916 citizens during the 6 months of 2021 (January-June).



According to the data provided by the Ministry of economic development and poverty reduction of the Republic of Uzbekistan, social protection was included in the notebooks at the expense of the "Fund for generosity and support" where in 2020 total of 262.8 billion. Sums while within 6 months of 2021, total of 390 billion. sums were directed for these purposes. The state's strong social protection policy is definitely purposeful, but as a result of not directing it correctly, peculiar mood begins to appear in the population. Therefore, socio-economic support should be determined by the capabilities and boundaries of the state in social policy.

In practice, the lack of an effective system of using existing types of social and material assistance can lead to negative consequences instead of the expected effect. The women's support system, especially included in the "women's notebook", is largely limited to the allocation of funds. Although in many cases all the issues of certain citizens included in the notebooks have been resolved, there are also cases when they do not want to leave the notebooks and do not give consent, with the aim of continuing to take advantage of the benefits provided. This condition means that the practice of keeping notebooks creates notion of free-lunch mood in some people.

A number of useful conclusions were obtained when the experiments of developed countries were studied and analyzed on the systematic solution of the problems of families with difficult social conditions and the simplification and digitalization of existing mechanisms for their social support.

In particular, in 2020, the social protection system in Uzbekistan was evaluated on the basis of the main diagnostic tool (CODI - Core Diagnostic instrument) of the International Labor Organization, UNICEF and the World Bank.

As a result of the assessment, it turned out that the social protection system is scattered among various ministries and departments, and none of them is responsible for the implementation of coordination, integration and unified state policy in this area, as well as the lack of a coordinated strategy and a unified vision for the development of the social protection system.

A number of recommendations were also made to improve the social protection system. In particular, taking into account the current budgetary opportunities in the field of social protection, it is necessary to develop a national comprehensive strategy for social protection and consolidate all its functions within the framework of a single state coordination mechanism. It is necessary to develop a coordinated legal framework that describes social protection in legislation, as well as a political framework for creating a unified structure of social protection.

The goal should not be to create such authority, but to treat it as a tool that will help achieve the goal. And the main goal is to create a single comprehensive system of social benefits and services by identifying the needs of vulnerable groups of the lowest level. Without it, efficiency cannot be achieved in the distribution of social assistance, in expanding the coverage of the individuals who receive it, and in taking them out of poverty.

It is necessary to solve the problem of inconsistency and disunity in the activities of ministries and departments, which are given as social protection functions. It is also necessary to analyze public expenditures directed towards social protection and reduce these programs in order to assess the effectiveness and outcome of existing scattered programs.

Institutional disunity will lead to a shortage of comprehensive measures to strengthen the overall vision and future social protection system and provide adequate support to vulnerable segments of the population. The prevalence of the social protection system ultimately leads to the fact that the same tasks are repeated by different departments, ineffective spending of funds, low levels of coverage with social protection and benefits, a single database of vulnerable segments of the population and the absence of statistics.

Therefore, the creation of a single office would have made it possible to save at least 20-30% of budget funds and direct them directly to people in need of social assistance for additional payments.

It is advisable to consider samples from the experience of developed countries in this regard. For example, ComCare is the main social assistance scheme in Singapore's Social Security Network, which helps low – income families in need of financial assistance. ComCare provides financial support to meet monthly vital needs and cover household expenses and treatment costs. There are social services offices of the Ministry of social and Family Development, which provide practical assistance in the easy use of other related services based on the needs and conditions of families and their support by government agencies and community partners.

Also, social workers of social services agencies, together with low-income families, work on improving their financial condition, assessing their needs and requirements. With constant contact, they work together with families to develop

solutions to improve their conditions. This state has a ministry that conducts state policy in the field of social protection, as well as an agency that is part of it .

In New Zealand, however, a social support system has been created, such as family support, including parental leave at the birth of a child and a set of "working for families" benefits, health care cost assistance, assistance provided when a person is unemployed or loses working capacity due to illness or accident, assistance in saving money for benefits, support for the elderly, including In this state there is a single legal base which lists specific types of social protection.

Based on the above and the analysis of the legislation of national and foreign countries, the following are proposed in order to improve the industry and eliminate existing problems:

- to unify the regulatory legal acts regulating the industry in order to create a holistic social protection infrastructure of the state, to establish a single integrated social protection system through the optimization of existing social protection mechanisms in the Republic ("iron notebook", "women's notebook", "youth notebook", etc.);
- optimization of social protection functions of state bodies and organizations by establishing a single state body for social protection with a single register of social services and beneficiaries, elimination of duplication of the same tasks by various departments, achieving saving budget funds by preventing ineffective spending of funds, establishing a single database and statistical data management about vulnerable segments of the population;
- adoption of the law "on social support of the population" and the introduction of a system to ensure the mutual interdependence of social assistance provided by a person from birth to the end of his life, coordination of the priority goals of social protection with the needs and rights of the population, development of close, medium and long-term goals aimed at reducing the population with social difficulties and needs;
- implementation of the "unified budget system of financing social assistance" by combining financial resources (special funds, separate accounts, etc.) and instruments established for the purpose of financing social assistance;
- the formation of a single list of types of social assistance, as well as the establishment of the procedure for introducing social and material assistance into practice after the inclusion in this list, the creation and launch of a single integrated information system that allows obtaining information that is used in identifying citizens in need of social protection.

## References

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<sup>1</sup> <https://president.uz/uz/lists/view/4815>

<sup>2</sup> <http://www.oecd.org>; <http://www.intracen.org>. маълумотларига асосан.

<sup>3</sup> World Employment and Social Outlook: Trends 2021. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_795453.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_795453.pdf)