

Mechanisms for Ensuring the Abilities and Professional Training of Women in The Formation of The Reserve of Managerial Personnel of New Uzbekistan

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Abstract: This article explores the issue of women's empowerment in society. Women's activity in political, social and economic processes is an important factor for the sustainable development of society. The article analyzes the importance of gender equality, education, media and political participation.

Keywords: Society, politics, women, activism, gender, media, research, international experience.

Introduction:

The management of New Uzbekistan encompasses mechanisms for ensuring the abilities and professional training of women in the formation of the personnel reserve, education, professional training, legislation, cultural changes, resources, and support mechanisms. This process is aimed at increasing the social and political activity of women, developing their leadership potential, and maximizing their contribution to the development of the state.

Mechanisms aimed at forming the training and abilities of women for managerial positions in the world are implemented in different countries through various methods and strategies. It is important to use international experience for the strategies of the new Uzbekistan in the formation of women's management personnel.

Scandinavian countries (Sweden, Norway, Denmark, Finland) occupy a leading position in ensuring gender equality. These states have developed a number of laws and policies to increase women's participation in leadership positions. In Sweden and Norway, quota systems for women's participation in leadership positions have been introduced to ensure greater gender equality in the production and public sectors. For example, in Norway, the share of women in the management of public institutions in companies should be 40%. Gender equality laws and the social support system contribute to improving women's

professional training and leadership readiness. These countries have social programs aimed at balancing women's professional and family life.

Countries in the USA pay great attention to vocational training and professional development to enhance women's leadership potential. In Canada and the USA, special leadership programs and trainings are organized for women. For example, the Geneva Foundation and the Williams Institute conduct trainings and seminars that help women develop business and leadership skills. The education system helps women learn work-related skills, become more competitive in business, and engage in production processes. Qualified trainers and support programs are available for this.

Japan has introduced a mechanism of social and economic support to increase the participation of women in leadership positions. In Japan, there are many programs to balance women's family and work life. In Japan, laws have been adopted that support women's entry into the labor market and career development. These programs create new opportunities for women to achieve leadership positions. Japan provides support to women through public organizations and programs to maintain balance in both areas, namely at work and in the family.

In Australia, special trainings and guidelines have

been developed for the development of women's leadership potential. Special programs are aimed at improving the training and skills of women in leadership positions. In Australia, various trainings and seminars in the field of strategic management and leadership are organized for women. These programs provide women with the strategic skills necessary for success in their work. In Australia, attention is paid to the policy of gender equality, and the professional potential of women is enhanced through international cooperation and experience exchange programs.

In Germany, there are social programs and mechanisms aimed at developing the talents of women in order to increase their leadership potential. In Germany, there are special programs for women to cooperate in business, politics, scientific research, and other areas. These programs increase women's self-confidence and contribute to the development of leadership potential. In Germany, special programs are developed in cooperation with public organizations and local authorities to enhance women's leadership potential.

As world experience shows, various mechanisms and approaches can be used in the formation of women's managerial personnel. For this, methods such as education, professional development, legislation, social support, and social upbringing are important. In the new Uzbekistan, it is very important to take into account and implement these experiences to enhance the role of women in management.

In the development of Uzbekistan as a state and society, which has a worthy place among the countries of the world and in the international community, the role of women, their political and legal culture, is of particular importance. In today's globalization process, the place and role of women in the formation of an active civic position of the new generation in any situation is more important than ever.

In the New Uzbekistan, the place and role of women in the socio-political life of society have largely changed and improved. In the new Constitution adopted in Uzbekistan, all citizens of the state are guaranteed equal rights and freedoms. As a result, the role of women in public life, their active participation in the political, economic, and cultural spheres is increasing. In Uzbekistan, the active participation of women in socio-political life, the expansion of their rights and opportunities occupies a central place in state policy. Various reforms, programs, and regulatory documents are being adopted in this direction.

In his book "Strategy of New Uzbekistan," the President of the Republic of Uzbekistan Shavkat Mirziyoyev noted that "in recent years, ensuring the rights and interests of women, gender equality, protecting the family, motherhood and childhood, developing entrepreneurship among women, creating new jobs for them, and improving working and living conditions have become priority areas of state policy in our country" and outlined the priority directions and urgent tasks of gender policy. In accordance with it, further strengthening the role and status of women in the management of the state and society will remain one of the important directions of our reforms.

Therefore, the main content of the reforms is to support women with new ideas and initiatives, to ensure their active participation in the ongoing work, transformations, and socio-political processes in our country. Currently, women in Uzbekistan have begun to actively participate in all spheres of society. In recent years, measures aimed at ensuring equality between women and men in the social and political life of Uzbekistan have been significantly strengthened. Although all reforms and policies aimed at empowering women, their role in socio-political life, especially their participation in leadership and decision-making processes, is of particular importance.

One of the important goals of the New Uzbekistan Development Strategy is to increase the activity of women in state governance and appoint them to high positions. In this process, mechanisms for ensuring the abilities and professional training of women are of great importance. Various mechanisms have been developed to increase the work activity of women in government bodies and organizations, to encourage them, and to provide them with the necessary resources. These mechanisms will be effective in the formation of a new personnel reserve in the future. In the management of the new Uzbekistan, special attention is paid to the professional training of women in the formation of a personnel reserve.

A number of mechanisms have been developed aimed at increasing the professional potential of women through the organization of advanced training, special courses, and seminars. The organization of advanced training courses for women in government agencies and local khokimiyats will contribute to the development of their professional potential. Trainings and seminars aimed at improving the professional training of women in solving problems in various spheres of society will be organized. These trainings enhance knowledge on issues such as crime, law enforcement, social security,

and the rights of children and women.

In the formation of the reserve of managerial personnel of New Uzbekistan, it is important to stimulate the appointment of women to leadership positions. With the help of policies aimed at ensuring gender equality in government bodies, equal opportunities are being created for women to be appointed to leadership positions. Leadership programs and trainings are organized for women, contributing to the enhancement of their leadership potential. These programs help, especially for new managers, to learn project management, strategic decision-making, and resource management. A special personnel selection system has been introduced for the appointment of women to managerial positions in the government system, ensuring the adoption of decisions based on their professional potential and work experience.

For women, performing social tasks in society may seem easier than performing political tasks. However, in political matters, it is not difficult to determine that women, along with being active and responsible, fulfill their assigned tasks with special attention and attention, and are not inferior to men in this regard, based on the quality of the tasks they have recently been carrying out in the social sphere. Most importantly, it is necessary to widely cover such cases

and facts in the mass media.

CONCLUSION

In conclusion, a new era has begun for the women of our country to live, work, and find a worthy place in the family and society. Because the fate of women has become the fate of the country. Such opportunities and conditions, as well as many benefits, which are an expression of high attention at the level of state policy to the present and future of women, have not yet existed in the history of our country.

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