



STRATEGIC GOALS AND OBJECTIVES OF ENSURING WOMEN'S EMPLOYMENT

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ABSTRACT

This article will consider the strategic goals and objectives of ensuring women's employment based on the experience of different countries. Studies the factors that influence the success of initiatives to increase the number of women in the workforce and studies the best practices for the development and implementation of effective policies. The study is based on a variety of sources, including surveys, reports, and existing policies. In doing so, the focus is to emphasize the need to reduce the imbalance in achieving quality employment, provide better job opportunities for women and form a culture of inclusion. In conclusion, it highlights problems and potential solutions that help women become full participants in the labor force.

KEYWORDS

women's employment, strategic goals, job security, wage equality, gender discrimination, participation in the labor market, flexibility in the workplace.

INTRODUCTION

Empowering women through employment, meaningful and sustainable careers that are economically and socially supportive has become an important issue in recent decades. As countries seek to ensure economic growth and development, the issue of women's economic participation cannot be ignored. This article discusses the fundamental importance of women's employment globally and explains the

strategic goals and objectives of women's employment.

THE MAIN RESULTS AND FINDINGS

For starters, it is important to determine the level of participation of women in the global workforce, especially in business and politics, as it gives us a sense

of the progress made in the past years, as well as how much attention is being paid to women. Global female labor force participation rates continue to rise, but gender gaps remain wide, according to a 2017 study by the International Labor Office. The overall labor force participation rate for men was 79 percent, while for women it was only 49 percent [1].

In addition, women remain underrepresented in leadership positions in corporate settings. The percentage of women on the boards of directors of Fortune 500 companies increased from 11.2 percent in 2010 to 19.6 percent in 2019. However, it has been found that female recruitment increases during economic downturns, but disappears again during economic growth [2].

This indicates the need to explore the strategies that should be used to ensure women's economic participation globally. It is important to ensure that women are given the opportunities they deserve and are recognized in terms of pay and career advancement. In this regard, a comprehensive plan for the promotion of women in the global labor force should be developed. This article explores in depth the ways in which strategic goals and objectives can be implemented to ensure women's employment. The aim is to highlight the crucial role that governments, employers and other philanthropic organizations play in these efforts.

Ensuring the employment of women is a key factor in achieving gender equality in the workplace. Ensuring the employment of women is a complex task that requires different strategies and tasks. This article discusses some of the strategic goals and objectives needed to ensure women's employment.

One of the main strategic objectives to be addressed in order to ensure the employment of women is the

creation of jobs and policies that ensure gender equality in the workplace. This goal requires workplaces to create opportunities for employment of female workers and workplace management policies to balance gender roles in the workplace [4]. This includes implementing anti-harassment policies, providing mentoring and leadership opportunities for women, and ensuring equal pay for equal work. Creating a workplace free of gender bias and discrimination is key to ensuring employment for both sexes [6].

Another strategic goal to be addressed is targeted support and assistance to women who are unemployed or underemployed. This goal aims to provide targeted assistance to female workers who face gender-based barriers to entering and remaining in the workforce [7]. This support may include providing financial assistance and child care services to women in need, as well as providing career guidance and training opportunities tailored to women's needs.

Finally, it is important to address the gender pay gap that exists in many workplaces. Without closing this gap, women will continue to experience workplace discrimination and earn less than men [4]. This task requires the development of policies to address the pay gap and the enforcement of these policies.

Ensuring women's employment requires the implementation of a number of strategies and tasks. Key to this is creating a workplace free of gender bias and discrimination, empowering women who face gender-based barriers to employment, and closing the gender pay gap. By addressing these challenges and creating workplaces that promote gender equality, organizations can ensure that opportunities for success are available to all.

Increasing women's employment is an important goal for countries around the world. From social equality to economic growth, it is essential that women have the same opportunities as men to contribute to society and their own lives. To ensure women's employment, governments and organizations must set clear, strategic goals and objectives for success and support.

First, governments should try to create policies and legislation that promote women's employment. This means that employers must offer equal pay and benefits to women, regardless of gender, and provide necessary accommodations to ensure a safe and secure workplace. For example, the United States passed the Equal Pay Act to ensure that women are paid the same as men for the same work. In addition, policies that increase child care coverage and related subsidies allow more women to enter the workforce and balance the equal distribution of the workload between men and women.

Second, governments should invest in developing strategies and programs that create pathways for women to enter traditionally male-dominated fields. This includes initiatives that provide internships, mentoring programs and higher education opportunities. Governments should also encourage businesses to develop diversity and inclusion policies that aim to create a work environment conducive to the success of female employees.

Women should invest in preventive measures to drastically reduce the prevalence of gender-based violence by making it safer for them to participate in the workplace. Strategies such as ensuring access to affordable housing, providing safe transportation options, and increasing access to education and employment services not only provide safety and security, but also create conditions that increase the likelihood of women's participation in the workforce.

CONCLUSION

In conclusion, governments and organizations should invest in comprehensive measures to ensure women's employment. Creating policies and programs such as equal pay and child care subsidies, developing pathways for women to enter traditionally male-dominated fields, and investing in preventative measures to reduce gender-based violence are all ways to ensure equal opportunities for women in the workplace. are important tasks of provision.

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