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THE PLACE AND ROLE OF WOMEN IN THE RAILWAY TRANSPORT SYSTEM OF UZBEKISTAN

Annotation: In the article, female personnel working in the railway transport system of Uzbekistan, their activities in this field were studied; their characteristics were analyzed and researched in a sociological way. Proposals and recommendations were developed regarding to the problems and their solutions related to increasing the socio-political activity of women working in the field.

Keywords: Labor resource, women's employment, qualified staff, psychophysiological flexibility, incentive system.

Аннотация: В статье изучен женский персонал, работающий в системе железнодорожного транспорта Узбекистана, их деятельность в этой сфере; их характеристики были проанализированы и исследованы социологическим путем. Разработаны предложения и рекомендации по проблемам и их решениям, связанным с повышением общественно-политической активности женщин, работающих в сфере.

Ключевые слова: Трудовой ресурс, занятость женщин, квалифицированный персонал, психофизиологическая гибкость, система мотивации.

Today, the process of a new approach to the understanding and development of the economy, politics and social spheres is clearly visible. The process of ensuring the execution of Decrees and Decisions adopted by the President of the Republic of Uzbekistan Shavkat Mirziyoev has strengthened the need for scientific

potential and intellectual approach. In particular, a great scientific potential for the execution of the tasks specified in the Decree of the President of the Republic of Uzbekistan dated February 7, 2017 "On the Strategy of Actions for the Further Development of the Republic of Uzbekistan" clearly expresses this reality of life. For instance, it includes "increasing the socio-political activity of women, strengthening their position in state and community management, ensuring the employment of women and vocational college female graduates, involving them in business activities, and further strengthening the foundations of the family" as one of the priority tasks.

According to the law of the Republic of Uzbekistan, working age is defined as 16 to 59 years old for men and 16 to 54 years old for women. Labor resources include group I and II disabled people and people who retire before meeting the age requirements, women who have given birth to 5 or more children and raised them up to 8 years old. Mothers who raised disabled children from childhood to 8 years old, and some strata of the population who are entitled to some pension at the age of 50 regardless of length of service: those engaged in hard and harmful work (women retire at the age of 45-50, men at the age of 50-55) [2]. At the same time, elderly working people at the retirement age and working teenagers are also included in the workforce. Therefore, the labor resources can be considered as real and prospective, but the real labor resources are the employed part of the population, and the prospective labor resources are the non-working ones but employable part.

In addition, among demographic processes, the birth rate has a significant impact on employment rate. Because of having a child, women temporarily leave the labor force and join as the economical inactive population. In Uzbekistan, women are on maternity leave until their child is at least 2 or 3 years old. Therefore, in this case, women will be able to return to the status of the economical active population only after at least 2 years. Consequently, the high birth rate in the country is one of the main factors affecting the employment percentage of women. Today, an average of 550,000 babies are born in the republic per year, which in

turn puts an end to the activity of such a number of women in the labor market for a certain period of time.

"Do you work in cooperation with the administration of the youth and women's committee in your organization, do you know them closely and have they provided you with practical help?" - 43 percent of respondents stated that the problems have not been resolved, 38 percent stated that they have been resolved positively, while 19 percent skipped this question. (Diagram 3) It can be clear that there are still social problems of women in the enterprise, but there is a lack of confidence that they will be solved in a positive way, and it is possible to note the neglect of these organizations.

The activation of the processes of globalization requires increasing the attention of the state and leaders of different levels and fields to the socio-spiritual direction in their activities. At the same time, like any independent country, preservation of natural resources and spiritual values in its territory, comprehensive development remain the main goals of the state of Uzbekistan. This issue is related to the training of highly qualified personnel and their rational management. Hence, in the coming next years, fierce competition for qualified personnel may occur among the enterprises of the transport system of Uzbekistan, therefore, special attention should be paid to the formation and development of personnel potential.

Based on the above conclusions, we put forward the following suggestions:

- Creation of appropriate conditions for strengthening the position of women working in the railway transport system;
- Based on the social, psychological, physiological (with specific aspects of the female body and motherhood) characteristics of women working in the railway transport system, to achieve a certain amount of salary for a shorter period of service compared to men;
- Improving professional skills and retraining in labor rehabilitation of women;
- Organization of rest facilities between small breaks for the employees working in the offices of regional railway hubs;

- Establishment of preferential loans for the provision of housing and purchase of housing equipment for the employees of the joint-stock company "Uzbekistan Railways";

- Achieving strengthening of women's health by establishing broad involvement in various sports competitions for women working in the railway transport sector;

- To strengthen the issues of women's rights and social protection by improving the work of the committee for working with women in the railway transport system.

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