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METHODOLOGICAL JOURNAL<http://mentaljournal-jspu.uz/index.php/mesmj/index>MODERN TRENDS IN EXPANDING WOMEN'S  
PARTICIPATION IN PUBLIC ADMINISTRATION**Refide Izmerovna Ablyakimova***Senior Lecturer, Department of Educational Management**Jizzakh State Pedagogical University*[ablyakimova.refide@gmail.com](mailto:ablyakimova.refide@gmail.com)*Jizzakh, Uzbekistan*

## ABOUT ARTICLE

**Key words:** women, public administration, social development, gender equality, leadership potential, social activism, management decisions, legal guarantees, pedagogical foundations, innovative approaches, socio-political participation, sustainable development.

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**Abstract:** This article analyzes modern trends in expanding the participation of women in public administration. Currently, the activity of women in political, economic and social life, based on the principles of gender equality, has become one of the priority areas of state policy. In particular, the participation of women in making management decisions is of great importance not only for strengthening their legal guarantees, but also for ensuring sustainable development and social justice in society. The article analyzes the pedagogical, social and legal conditions for women's participation in leadership positions, their involvement in management in the experience of Uzbekistan and the world. At the same time, the scientific foundations and innovative approaches to developing women's leadership potential and preparing them for management are shown.

**Introduction.** In modern society, socio-economic development largely depends on the development of human capital, and the active participation of women in this process is

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becoming increasingly important. The position of women in social life and their participation in governance is recognized as one of the fundamental factors of a democratic society. Especially since the issue of gender equality in the 21st century has become a strategic development factor among global problems, the active participation of women in political and social governance is becoming an urgent scientific and practical issue.

As the Head of our state Sh.M. Mirziyoyev noted, ensuring the active participation of women in society and state governance in Uzbekistan is one of the urgent issues of today, and the most noble goal at the center of our national policy is to ensure the strength of families, guarantee the legal protection and peaceful life of our women. Indeed, any country creates broad opportunities for women in the implementation of goals related to its present and future. Because “woman is a housewife”, “woman is a nurturer”, “woman is a leader” and “woman is a builder of the future”. Therefore, increasing the role of women in state and public governance has become an important task in the reforms carried out in Uzbekistan within the framework of the Action Strategy. Decree No. 60 of the President of the Republic of Uzbekistan dated January 28, 2022 “On the Development Strategy of New Uzbekistan for 2022-2026” sets the goal of supporting women and ensuring their active participation in public life. In this regard,

creating an environment of intolerance towards oppression and violence against women in society, ensuring the rights and legitimate interests of women;

continuing the policy of ensuring gender equality, increasing the socio-political activity of women, and implementing reforms to support them;

A number of tasks were undertaken in the fall, including providing comprehensive assistance to women in obtaining education and professional skills, finding decent jobs, supporting entrepreneurship, identifying talented young women, and properly directing their abilities [1].

**Materials and methods.** Family Code of the Republic of Uzbekistan, Law of the Republic of Uzbekistan No. O'RQ-561 dated September 2, 2019 “On the Protection of Women from Harassment and Violence”, Law of the Republic of Uzbekistan No. O'RQ-561 dated September 2, 2019 “On Guarantees of Equal Rights and Opportunities for Women and Men” Laws No. O'RQ-562, Decree of the President of the Republic of Uzbekistan No. PF-87 dated March 7, 2022 “On measures to further intensify work on systematic support for families and women” [2], Decrees and resolutions No. PQ-4235 dated March 7, 2019 “On measures to further strengthen guarantees of women's labor rights and support for entrepreneurial activities” and Resolution of the Cabinet of Ministers No. 285 dated April 12, 2018 “On the procedure for providing affordable housing to women in difficult social situations, disabled, low-income, mothers

raising children in single-parent families and in need of improving housing conditions”, November 20, 2019 No. 919 “On measures to further improve the system of employment of women and development of entrepreneurship among them” [3] , No. 4 “On measures to improve the system of protection of women from oppression and violence” dated January 4, 2020, No. 402 “On the procedure for issuing recommendations for participation in the competition for women from needy families and organizing their admission to higher educational institutions within the framework of additional state grant admission indicators” dated June 23, 2020, No. 192 “On the procedure for conducting gender -legal expertise of normative and legal documents and their drafts” dated March 30, 2020, No. 192 “On the procedure for rehabilitation and adaptation of women who have suffered from violence” dated October 6, 2021 and additional measures to improve work on suicide prevention No. 625, August 15, 2022 "On measures to pay the payment-contract funds of women studying at the master's level in state higher educational institutions" No. 447, July 18, 2022 "On measures to support women's education in higher, secondary specialized and professional educational institutions" No. PQ-323, mechanisms for increasing the role of women in state and public administration have been improved [4].

The improvement of national legislation on the comprehensive support of women has made it possible to form a unique institutional mechanism for preparing them for leadership. The share of women working in the governance system in political parties of the republic has reached 47 percent, in higher education - 48 percent, and in entrepreneurial activity - 37 percent. The share of women working in leadership positions is 33 percent. About 2 thousand state and public organizations are headed by women [ 5 ] .

The share of women in the Legislative Chamber of the Oliy Majlis is 38 percent, and women make up about 27 percent of the members of the Senate, as well as the Jokargi Kenes of the Republic of Karakalpakstan and local councils. The share of women in management positions has reached 35 percent, and in entrepreneurship - 37 percent [ 6 ]. This is only the share of women in the structure of representative authorities. In addition, the formation of female candidates for relevant positions is also part of the tasks in this direction. That is, the formation of a list of promising female personnel in the formation of reserve personnel for leadership has also been formed as a systematic mechanism for preparing them for leadership. If we pay attention to the figures in this direction, then in 2016, those who were reserved for leadership amounted to 3 thousand people, while in 2021 their number exceeded 15 thousand [7].

A system of encouraging the work of women who are effectively working in the management system has been formed. In particular, 17 women were awarded the highest award - the title of Hero of Uzbekistan - for their worthy services to our Motherland and people. Among the women, there are 5 academicians, more than 700 doctors of science in higher educational institutions, about 3 thousand candidates of science, doctors of philosophy (PhD), as well as holders of the honorary titles of "People's Poet of Uzbekistan", "People's Artist", "People's Teacher" and others.

The "Respectable Woman" badge was established by the resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated April 2, 2018. 2,306 women were awarded for their activity and initiative in public and state life, who made a worthy contribution to the formation and strengthening of the family, the protection of motherhood and childhood with their productive work, as well as for their exemplary work in raising a healthy and harmonious generation, educating them in the spirit of patriotism and independence, improving the spiritual and moral environment in their localities, and widely promoting our national values [8].

The Decree of the President of the Republic of Uzbekistan "On Support for Proposals to Establish the State Prize named after Zulfiya" of June 10, 1999 awarded 336 girls with awards for their outstanding achievements in the fields of literature, culture, art, science, and education to talented girls under the age of 25 who are studying at schools, lyceums, colleges, and higher educational institutions, demonstrating their exceptional talent through excellent behavior, intelligence, wisdom, initiative, and academic success, and who are working diligently to implement the ideals of independence [9].

Decree No. 87 of the President of the Republic of Uzbekistan dated March 7, 2022 "On measures to further intensify work on systematic support for the family and women" created broad opportunities for women to obtain higher education in our country, and its organizational and legal framework was improved.

Including:

- Starting from the 2022-2023 academic year, 68.298 billion soums (for the first half of the academic year) have been allocated from the state budget to cover the payment and contract costs of all women studying at the master's level in state higher education institutions.
- Every year, on the recommendation of the State Committee for Family and Women, the education contracts of 2,100 female students, including 150 from socially disadvantaged families, orphans or those deprived of parental care, are covered without repayment from

additional sources of the local budget, as a result of which about 5,000 girls have been able to receive higher education over the past 3 years.

500 women with at least 5 years of work experience in their specialty but without higher education to undergraduate programs at state higher education institutions on a paid-contract basis each year, based on the recommendations of the Committee, in addition to the general admission parameters, and in accordance with the results of separate tests, has been introduced.

Most importantly, many families in society encourage their daughters to pursue a career and apply for higher education after graduating from secondary school. This attention is also reflected in the relevant figures. Today, the share of women in the population of the republic is more than 100 percent ( as of April 2025, the permanent population of the republic is 37,729,056 people. Of these, women - 19,000,353 ; men - 18,728,703 people) [ 10 ].

These figures show that the indicators of the level of higher education of women in the republic continue to have a positive trend. At the same time, it is necessary to mention the share of women in the activities of higher educational institutions. Today (as of March 2024), 41 percent of the employees working in the system of the Ministry of Higher Education, Science and Innovation are women. In particular, it can be seen from the example of 5,247 of our women in the system who have received the degrees of Doctor of Science (DSc) and Doctor of Philosophy (PhD) in their fields. We are all pleased that in 2023 alone, 147 women have received the degrees of Doctor of Science and 1,238 have received the degrees of Doctor of Philosophy. According to an analysis of 3 years of data across the republic, the proportion of female students is increasing year by year [12].

The Asian Women's Forum, held on the theme "A Regional Approach to the Empowerment of Women's Economic, Social and Political Rights and Opportunities" (13-14 May 2024, Samarkand), was attended by female members of parliaments and heads of governments of East Asian, Southeast Asian, South Asian and Central Asian countries, representatives of more than 40 foreign countries' missions in our country and foreign organizations, as well as representatives of local government bodies and civil society institutions, female leaders, businesswomen, political scientists, social activists, scientists, representatives of economic sectors and various sectors, and about 400 active women participated [13] . "That is why we, the leading women of Asian countries, have gathered here to consider existing problems and issues in this area, learn from each other's positive experiences, make decisions that are equally important for all of us, and establish friendly relations. "I must emphasize that we have a positive practice of women's exchange of

experience in the Asian region. In particular, the dialogue of leading women of Central Asian countries today serves as an effective platform for addressing urgent problems in the region related to ensuring gender equality and protecting women's rights and interests. I believe that, based on the experience of this platform, we need to unite all Asian women," Tanzila Narbayeva emphasized [14].

**Result and discussion.** Based on the socio-retrospective evidence presented above, we have come to the following conclusions:

Firstly, an organizational and legal framework has been created to enhance the participation of women in state and public administration and ensure gender equality. In this regard, a number of laws, as well as decrees and resolutions of the President of the Republic of Uzbekistan, can be cited;

institutional mechanisms have been created to prepare women for leadership in all spheres of social life. Thanks to the conditions created to support women, the number of female leaders is increasing. Such a positive indicator can be observed in ministries and local government bodies;

Thirdly, the state is adequately encouraging the work of women. The number of holders of prestigious orders and medals of the Republic of Uzbekistan is increasing year by year. A number of benefits are being created for women;

Fourth, although women have well-developed competencies in assessing the situation, respecting human rights, and approaching the management process, the share of women in leadership positions in relevant areas remains low. The main reason for this is that Eastern values are still preserved to this day, the culture of gender equality is not accepted equally by everyone, and women's self-confidence is not sufficiently understood.

**Conclusion.** The analysis of modern trends in expanding women's participation in public administration demonstrates that gender equality has become one of the key priorities of state policy and social development. Uzbekistan, like many other countries, is implementing consistent legal, institutional, and educational reforms to enhance women's leadership potential and ensure their active engagement in decision-making processes. The creation of favorable social, pedagogical, and legal conditions has resulted in a steady increase in the number of women in leadership positions, higher education, and entrepreneurship[15, 28].

At the same time, global and national experiences show that achieving full gender balance in governance requires not only legal guarantees but also a change in social consciousness, the development of self-confidence among women, and the strengthening of gender-sensitive management culture. Expanding women's participation in public

administration contributes not only to protecting their rights but also to achieving sustainable development, social justice, and democratic governance.

Therefore, fostering women's leadership, promoting equal opportunities, and eliminating cultural and institutional barriers remain urgent tasks for governments, educational institutions, and civil society. The implementation of innovative approaches and international cooperation will further support the integration of women into governance, ensuring that their voices are heard and their potential is fully realized in building a just and prosperous society.

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