

Socio-Psychological Aspects of Formation of a Woman's Professional Career

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Abstract

In this article, on the path of professional development of women in our country, more favorable conditions are created for their quality education. Today, supporting the scientific potential and qualifications of our women, in a word, the systematic formation of a professional career, is illuminated from a scientific point of view. It is based on the need to reform practical work on shaping the professional careers of women and girls and their development during professional activities, as well as ensuring their advancement through the ranks

Key words: *Support for women, family institution, socio-economic life, Family and women, Gender equality.*

During the years of national revival and national growth of our country, significant successes have been and are being achieved in protecting women's rights, legitimate interests, and organizing professional activities. A number of reforms were carried out in order to increase the importance of women's professional careers in building the state and society, ensuring their active participation in both the socio-political and socio-economic life of our country.

First of all, 2004 is the year of the President of the Republic of Uzbekistan. PF-3434 dated May 25 "On additional measures to support the activities of the Women's Committee of Uzbekistan" [1] in second place dated February 2, 2018 No. PF-5325 "On measures to radically improve activities in the

field of supporting women and girls and strengthening the institution of family” [5] and finally the third, dated March 7, 2022. No. PF-87 “On measures to further accelerate work on systemic support for families and women” [2] The adoption of decrees is considered a clear expression of the situation. These decrees created the necessary conditions so that women could increase their activity in the political, social, socio-economic and cultural life of our republic, and fully realize their abilities and capabilities in various fields and industries. special attention was paid to ensuring unconditional respect for rights and legitimate interests, comprehensive support for motherhood and childhood, as well as strengthening the institution of family.

The main purpose of the adoption of Decree No. PF-87 is: “to protect the rights and legitimate interests of women in the country, increase their economic, social and political activity, preserve their health, provide vocational training and employment.” “systematic continuation of ongoing reforms to ensure broad involvement in entrepreneurship, social support for women in need, ensuring gender equality, as well as the consistent implementation of the Sustainable Development Goals of the UN Global Agenda” [4; page 1] was specified.

For this purpose, first of all, the “National Program for Increasing Women’s Activity in All Spheres of the Economic, Political and Social Life of the Country for 2022-2026” was adopted [1; pp. 15–27]. Then the “Comprehensive plan of measures aimed at implementing the National Program for 2022-2023 to increase the activity of women in all spheres of the economic, political and social life of the country in 2022-2026” was approved, aimed at implementation.

Also, on the path of professional development of women in our country, more favorable conditions are created for them to receive quality education. In fact, in order to support the scientific potential and qualifications of our women, in a word, the systematic formation of a professional career, starting from the 2022-2023 academic year, practical activities are being introduced in 6 main areas. posted. The 1st direction was “financing interest-free educational loans for a period of 7 years to pay for educational contracts for women studying in higher educational institutions, technical schools and colleges, including correspondence and evening studies” [3]. determined and based on a joint decision of the Ministry of Finance and Economy and the Ministry of Higher Education, Science and Innovation, a schedule was developed, starting from September 2022, 1.8 trillion soums of resource funds will be allocated from the State budget for development purposes annually. commercial expenses of banks.

The second direction was defined as “reimbursement of tuition fees under the contract for all women studying in the master’s program of public higher education institutions without a refund condition” and is introduced annually by the ministries of finance and economics and higher education, science and innovation. According to data, about 200 billion soums are financed annually from the state budget.

“El-Yurt Umidi” is awarded annually to 50 women studying in undergraduate programs at foreign universities, 10 women studying in master’s programs, in the 3rd direction “Allocation of additional grants through the fund.” and in this regard, by mutual agreement of the Ministry of Finance and Economy and the El-Yurt Umid Foundation, 6 billion soles are spent annually from the state budget. In the 4th direction, “annually, based on the recommendations of the Committee of Family and Women, the Council of Ministers of the Republic of Karakalpakstan, khokims of regions and the city of Tashkent, a total of 2,100 socially needy representatives of families, orphans or dependents of their families by parents from 150 “payment of educational contracts of female students, deprived of this”

[p. 1; 3] is determined and reimbursed from additional funds from the local budget on the basis of the relevant regulatory legal documents of the Cabinet of Ministers of the Russian Federation. Ministers. In the 5th direction, the main role is played by the Committee on Family and Women, which annually recruits 500 women who have at least 5 years of work experience in their specialty, but do not have a higher education, to establish the practice of admission to training. based on Meath recommendations” [2; p. 3] and are accepted by candidates by the Knowledge Assessment Center under the Ministry of Higher Education, Science and Innovation based on the results of individual tests in addition to the general parameters for admission to bachelor's degrees in state higher education institutions. In the 4th direction, “annually, based on the recommendations of the Committee of Family and Women, the Council of Ministers of the Republic of Karakalpakstan, khokims of regions and the city of Tashkent, a total of 2,100 socially needy representatives of families, orphans or dependents of their families by parents from 150 “payment of educational contracts of female students, deprived of this” [p. 1; 3] is determined and reimbursed from additional funds from the local budget on the basis of the relevant regulatory legal documents of the Cabinet of Ministers of the Russian Federation. Ministers.

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As the 6th direction, it is established that “a target quota of at least 300 women has been established in doctoral studies of state scientific organizations or higher educational institutions,” and the quota is allocated by the State Agency for the Development of Innovation under the Ministry of Higher Education, Science and Innovation and approved by scientific organizations or higher educational institutions.

The large-scale reforms implemented in these areas have brought the protection of the rights and legitimate interests of our women to a qualitatively new level. It also serves as a program not only to strengthen one’s place and position in the family and society, but also to fully demonstrate one’s professional potential. The contribution of these areas to the development of our country, to the education of girls in Uzbekistan, to the spiritual and educational growth of our society is incomparable.

A significant shift in this direction occurred in 2019. On the eve of International Women's Day, a commission was created to ensure gender equality[4]. Three months later (June 21, 2019), Tanzila Narbaeva, for the first time in the history of independent Uzbekistan, began work as the chairman of the Senate of the Oliy Majlis (the second highest-ranking person in the country). And in September, two important laws came into force - “On the Protection of Women from Harassment and Violence” (ORQ-561)[5] and “On Guarantees of Equal Rights and Opportunities for Women and Men” (ORQ-562)[7]. by virtue of.

Before giving a socio-psychological description of the issues of the initial training of women in professional professions, and then the formation and systematic development of their careers, it is appropriate to pay attention to some statistical data. In addition to training personnel in the profession,

based on the above-mentioned 6 directions of the “National Program for Increasing the Activity of Women in All Aspects of the Economic, Political and Social Life of the Country for 2022-2026”, “Providing Subsidies and Tax Benefits” was also created as a subject of professional activities for support women engaged in entrepreneurial activities" [8].

Through the from women.uz platform, 84,104 requests from women were received electronically, of which 35,689 received letters of recommendation in order to support women from low-income families. Based on the test results, 1982 women from low-income families were admitted to higher education institutions as students on the basis of a state grant.

Through the electronic system, applications were received from 29,531 women who had at least five years of experience in their specialty, but did not have a higher education, of which 28,664 received letters of recommendation.

In general, although the steps taken to shape women's professional careers are assessed positively, it is clear that the practical work to ensure their development during professional careers and career advancement needs to be reformed. To do this, it is necessary: first of all, to ensure the employment of our women at the stage(s) after education, that is, to create decent jobs, and then to develop their individual and (or) maintain professional abilities. considered extremely topical issues.

S.V. In her research, Mityunina studied the professional development of a specialist in three aspects: “organizational,” “personal,” and “social.”

1. In the context of the organizational aspect, a career is considered as the direction of development and advancement of a particular employee in the organization. Using vectors, the career field is described and areas of professional development are highlighted. In particular, it is based on assessing the position vector - along the career ladder, professionalism - using qualification categories, status - using career levels, wages - using an award scale.

2. Career in terms of the personal aspect - includes consideration of the holder of a profession (position) from a person’s point of view. In particular, a career is proven as the individual conscious position and behavior of each specialist in the context of work experience and professional activity, as well as ideas about their professional development.

3. In the context of the social aspect, a career is explained as a process of “mastering” the values and privileges recognized in society or an organization, from the point of view of society, in the acquisition of positions, categories, level of prestige and power [9; pp. 13–14].

From a socio-psychological point of view, in the Republic of Uzbekistan there are those who develop professionally in a career direction corresponding to each of these categories.

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