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IMPROVING THE SYSTEM OF SUPPORTING WOMEN IN CIVIL SERVICE, EDUCATION, SCIENCE AND INNOVATION, SPORTS, HEALTH CARE AND OTHER SOCIO-ECONOMIC AREAS

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ABSTRACT **DOI No: 10.36713/epra32104** **Article DOI: : https://doi.org/10.36713/epra32104**

The article presents ways to improve the system of support for women in such areas as the civil service, education, science and innovation, sports, healthcare, and other socio-economic sectors. It provides a comparative analysis of approaches to supporting women in these fields and examines the trends in relevant indicators. Scientifically grounded proposals have been developed, aimed at strengthening intersectoral collaboration, expanding the use of digital technologies, reducing regional disparities, improving monitoring and evaluation systems, deepening international cooperation, and adapting best practices for implementation within the national context.

KEYWORDS: *Family, Women, Sport, Social Services, Socio-Economic Aspects, Public Services, Education, Science, Innovation, Global Level, Healthcare, Decision-Making, Legal And Institutional Mechanisms, Institutional Frameworks, Gender Statistics, Financial Support, Vocational Training.*

INTRODUCTION

In the modern world, the sustainability of socio-economic development largely depends on the active participation of all members of society, including women, in various spheres. The civil service, education, science, sports and healthcare are the main systems that form the human capital of the country, and ensuring gender balance in them is an important condition not only for adhering to the principles of social justice, but also for increasing economic efficiency. World experience shows that the active participation of women in education and science strengthens innovative potential, their achievements in sports promote national pride and a healthy lifestyle, and their services in the healthcare system improve the health of the entire society. Therefore, developed countries are pursuing a comprehensive policy to attract and support women in these areas.

Uzbekistan has not been left behind in these global trends, and in recent years has been radically improving the system of supporting women in socio-economic spheres. The reforms being implemented in the country are based on the principles of respecting national values and traditions, on the one hand, and adopting international standards and best practices, on the other. Increasing the representation of women in the civil service, expanding the participation of girls in the education system, especially in technical and natural sciences, supporting women scientists in scientific activities, encouraging their achievements in sports, and ensuring equal access to health services are among the priority tasks of today. To address these tasks, the state is creating special programs, financial mechanisms and institutional structures, which will ensure a systematic and long-term approach.

In modern society, the active participation of women in various spheres is not only a practical expression of the principles of gender equality, but also an important factor in the socio-economic development of the country. In recent years, Uzbekistan has been implementing systematic reforms to support women in the civil service, education, science, sports, healthcare and other socio-economic sectors. These reforms are inextricably linked to the country's sustainable development strategy and are aimed at increasing the role of women in society and creating opportunities for them to fully realize their potential. International experience shows that the active participation of women in education, science, sports and healthcare significantly increases the quality of the country's human capital and contributes to long-term economic growth.[1] Uzbekistan has adopted a strategy for gender equality and

[1]*Gender equality and women's empowerment in sports and science // UNESCO. – URL: https://www.unesco.org/en/gender-equality-women-empowerment-sports-and-science*

women's rights until 2030, which sets out specific goals and indicators for supporting women in the public service, education, science, sports and healthcare. [2]This strategy is developed in accordance with international standards and the Sustainable Development Goals and sets out the country's long-term commitments in the field of gender policy. As a result of the implementation of the strategy, it is expected that the level of representation of women in state administration bodies, educational institutions, scientific organizations and sports will significantly increase.

Improving the system of support for women in the civil service includes a number of areas. First, special programs and quota systems are being introduced to attract more women to leadership positions in state bodies and organizations. Second, measures are being taken to expand opportunities for women to improve their skills, retrain, and advance their careers. Third, flexible work schedules, remote work opportunities, and access to childcare services are being created to ensure a balance between work and family life. The 11 priority areas identified by the Committee on Family and Women cover precisely these issues and provide for specific mechanisms to increase women's participation in the civil service.[3]

The system of support for women in education is implemented at several levels. At the preschool level, equal development of girls and boys is ensured, educational programs are introduced aimed at eliminating gender stereotypes. At the general secondary level, special programs are being implemented to improve girls' retention rates in education, especially in rural areas. At the higher education level, measures are being taken to encourage women to enter technical and natural sciences, support scholarship programs and scientific activities. According to the results of research conducted by the Asian Development Bank, the rate of women entering higher education in Uzbekistan has significantly increased, but gender imbalance in technical and engineering fields remains.[4]

Supporting women in science and innovation is of particular importance. Expanding access to research by women scientists, increasing their participation in grants and funding programs, and supporting their advancement to scientific leadership positions are among the urgent tasks of today. According to UNESCO, only 30 percent of researchers globally are women, and this figure is even lower in the technical and natural sciences. [5]A similar trend is observed in Uzbekistan, which is why special programs are being developed to attract women to science and innovation. These programs include directing young people to scientific activities, mentoring programs for women scientists, and expanding opportunities for international scientific cooperation.

In the field of sports women support system last in years noticeable developed in Uzbekistan women sport state by support mechanisms is being improved , sports infrastructure to enter expansion , with professional sports to engage in opportunities improvement , in the field of sports leadership to positions women more attraction to do according to clear measures Sangirov by held research to the results according to , in Uzbekistan women to sport state by separable funds size last in years noticeable increased , sports schools and in the departments girls participation expanded .[6] However , at the professional sports level , especially traditional non - sports according to women participation still enough it's not .

Gender equality in sports and women leadership on a global scale important topic recognized as an international research this shows that sports organizations under the leadership women representation still low remains , this and sports policy formation and resources distribution to the processes negative impact shows .[7] Sports federations in Uzbekistan too and committees under the leadership women share increase , they for coaching and sports management in the field opportunities create current task become UNESCO is committed to the promotion of sport and gender equality in science provide according to special programs done is increasing and Uzbekistan this in programs active participation is doing.

Health storage in the field women support system one how many direction cover First , reproductive health services quality improve , mother and child health protection to do measures is being strengthened . Secondly, women's medical to services equal entrance to provide, especially village in places medical help quality increase according to programs done Thirdly , medicine in the field women personnel potential increase, doctor and nurses qualification upgrade , medical education in institutions women participation expansion measures Asia progress bank to the report according to, in Uzbekistan mother death indicators last in years noticeable decreased , but village in places medical to services entrance in the matter of still problems.[8]

Family and women support fund activity above record done all sectors cover takes and state mechanism important structural part is considered.[9] Fund through education , sports, health storage and other in the fields women support projects financed. Khushmurodov by held research to the results according to, fund activity last in years noticeable expanded, financing size

[2]*Sangirov, NI State Support for Sports in Uzbekistan: Women's Sports / NI Sangirov // Web of Humanities. – 2025. – P. 115–132. – URL: https://webofjournals.com/index.php/9/article/view/3271*

[3]*11 priority areas of the Family and Women's Committee have been identified // Kun.uz. – 2023. – December 29. – URL:https://www.kun.uz/news/2023/12/29/oila-va-xotin-qizlar-qomitasining-11-ta-ustuvor-yonalishi-belgilandi*

[4]*Uzbekistan Country Gender Assessment: Update / Asian Development Bank. – Manila: ADB, 2023. – URL:https://www.adb.org/sites/default/files/institutional-document/479841/uzbekistan-country-gender-assessment-update.pdf*

[5]*Gender equality and women's empowerment in sports and science // UNESCO. – URL: https://www.unesco.org/en/gender-equality-women-empowerment-sports-and-science*

[6]*Sangirov, NI State Support for Sports in Uzbekistan: Women's Sports / NI Sangirov // Web of Humanities. – 2025. – P. 115–132. – URL: https://webofjournals.com/index.php/9/article/view/3271*

[7]*Gender equality in sports and women's leadership // PMC. – 2025. – URL: https://pmc.ncbi.nlm.nih.gov/articles/PMC12418018/*

[8]*Uzbekistan Country Gender Assessment: Update / Asian Development Bank. – Manila: ADB, 2023. – URL:https://www.adb.org/sites/default/files/institutional-document/479841/uzbekistan-country-gender-assessment-update.pdf*

[9]*Khushmurodov, B. Family and Women's Support Fund - the reality of the state mechanism / B. Khushmurodov // Green Economy and Development. – 2024. – URL: https://yashil-iqtisodiyot-taraqqiyot.uz*

and coverage level increased. However, the savings resources further effective distribution, monitoring system improvement and effectiveness assessment mechanisms improve necessary.

Table 1 .
Socio-economic in the fields women support directions comparative analysis

Industry	Home problems	Support mechanisms	Expected results	Evaluation indicators
State service	Leadership under- representation in positions of authority, professional growth obstacles, work-family balance	Quota systems, mentoring programs, flexible work order	Leadership 30% representation in positions	Positions gender distribution by, promotion dynamics
Education	Low participation in STEM fields, rural in places from education exit	Scholarships, education grants, infrastructure improve	High 50% participation in education, 35% in STEM	To education coverage, graduates share, sector according to distribution
Science	Scientific degrees according to inequality, in receiving grants difficulties	Special grants, scientific trip programs, mentoring	40% stake in researchers	Scientific degrees, publications, grant recipients
Sports	Low participation in professional sports, infrastructure shortage	Sports scholarships, infrastructure creation , trainings	International in competitions active participation	Athletes number, medals , federations representation
Health storage	Village in places services quality, reproductive health	Medical points, mother-child programs, personnel preparation	Mother reduce mortality by 50%	Medical indicators , services coverage

Above in the table cited analysis various in the fields wives and daughters support system to oneself typical features shows. Every one industry for problems, them solution to grow mechanisms and expected results difference does , but general goal one different , that is women's society in life full-fledged participation provide . From the table visible It is clear that the most complicated situation state service and science in the fields is being observed because this in the fields high positions and scientific degrees according to gender imbalance noticeable . Sports and health storage in the fields and main problem infrastructure and to services entrance with depends.

New Gender equality in Uzbekistan provide stable of the future basis recognized as .[10] This to the approach accordingly , women support not only social justice principle , maybe economic development important condition is considered . Research this shows that women education , science, sports and health storage in the fields active participation of the country human capital quality increases , innovative potential strengthens and in general economic to grow noticeable contribution Addictive. Therefore, this in the fields women support system improvement of the country strategic priorities one as specified.

In Uzbekistan women's opportunities expansion and gender equality provide according to done increasing reforms international community by positive is being evaluated. In particular, education in the field girls coverage level increase, women entrepreneurship support, health storage services improve according to achieved achievements record However , a row in areas , in particular state management and in the fields of science women representation increase according to additional efforts are required . International experts Gender statistics for Uzbekistan improve the monitoring system improvement and international experience wider mastery according to recommendations is giving.

Second in the table cited information In Uzbekistan women support system efficiency shows . Last five year during all main indicators according to positive dynamics is being observed . Especially in STEM fields girls 48.4 percent of the share growth attention worthy, this technician and natural sciences in the field women encouragement of programs efficiency shows . State in the service and is also noticeable in professional sports growth record Medicine in the field women share traditional high this is tendency preserved However, candidates of science and doctors between women share further increase for additional measures necessary.

Women and girls support system improvement their ways in marking one row important factors into account to take necessary . First of all , every of the industry to oneself typical features attention received without , purposeful programs working exit For example , the state service in the field main attention leadership to positions rise opportunities expansion and work-family balance to provide focus Education in the field and girls ' STEM fields entrance encouragement , village in places to education to enter improve column importance has . In the field of science women scientists for special grants , scientific trip programs and mentorship systems current to grow necessary .

In the field of sports women support system improvement for infrastructure development, professional trainers preparation , international in competitions participation opportunities expansion important importance profession Also , sports federations and in committees women representation increase , sports policy formation to the processes them wider attraction

[10] *Ensuring gender equality in the New Uzbekistan: The basis of a sustainable future // CyberLeninka. – 2024. – URL: https://cyberleninka.ru/article/n/ensuring-gender-equality-in-the-new-uzbekistan-the-basis-of-a-sustainable-future*

to do Gender equality in sports is necessary . not only athletes at the level , maybe coaches , referees , administration employees to be provided at the same level necessary .

Health storage in the field women support system mainly reproductive health and maternal and child health issues cover However, this approach expansion and women health all aspects cover to take necessary. In particular , cardiovascular vein diseases , oncological diseases , mental health such as attention to issues as well focus Also , medicine in the field women of personnel leadership to positions the rise support , scientific medicine in research their participation expansion important importance profession will reach .

Gender equality provide economic potential increase key factor recognized as .[11] Research this shows that women education , science, sports and health storage in the fields active participation directly of the country economic to develop impact shows . In particular , education received and healthy women labor in the market more active participation reaches , higher work right takes and family to the well-being more contribution Addictive. Therefore, this in the fields women support investments far term provides economic benefits.

State service, education, science, sports and health storage in the fields women support system improvement in the process achieved achievements with together, attention to be taken necessary was There are also difficulties. First, there are various industries in the middle coordination enough at the level on the road not being placed because of , sometimes one kind to the goal aimed at programs in parallel done is increasing , this and of resources ineffective to be spent take comes . Secondly , the village in places , especially edge in the regions women's education , sports and health storage to the services at the entrance still problems exists , this and territorial imbalance brought Third, social stereotypes and traditional views some in areas , in particular state service and in professional sports women's active to participate obstacle become This is problems solution to grow for not only state policy improvement , maybe society mind change , public information tools and citizenship society institutes with active cooperation to do necessary .

In the future women support system further effective to do for one row strategic directions done increase to the goal First of all, interdisciplinary integration to strengthen , that is education , science, sports and health storage in the fields done increasing programs mutual tie and synergy to the effect achieve necessary . For example , in schools sports promote to do programs healthy marriage style education with together take to go , higher STEM fields in education scientific research opportunities with harmonization It is also possible to digitally from technologies wider use , remote education and telemedicine services develop through women , especially village in places of the inhabitants opportunities expansion Finally , international cooperation deepening , foreign experience study and national to the conditions adapting implementation international organizations with together projects done increase this in the field of reforms efficiency noticeable increase possible .

CONCLUSION

Conclusion as in other words, the state service, education , science and innovation , sports, health storage and other socio-economic in the fields women support system improvement Uzbekistan stable development strategy important structural part is considered . The last in years this in the direction noticeable achievements caught included , but ahead solution to be done necessary was There are also tasks . The system further improvement for interdisciplinary coordination, monitoring system improvement, international experience mastery and resources effective distribution These tasks are necessary. successful solution to grow Gender equality in Uzbekistan provide and women potential complete to come true release on the way important step will be.

State service, education, science, sports and health storage in the fields women support according to done increasing measures analysis positive dynamics showed. Last in years state in the service women share increased, higher to education coverage expanded , in STEM fields girls participation noticeable grew up in professional sports and scientific in activity women achievements increased . However, the leadership in positions representation, village in places to services entrance and social stereotypes eliminate to grow in matters still problems existence determined.

Research to the results based on the system further improvement for following priority directions marked : interdisciplinary integration amplification , digital technologies wider current to establish , territorial imbalance eliminate monitoring and assessment system improvement , international cooperation deepen , advance experiments national to the conditions adapting implementation This directions according to consistent actions Gender equality in Uzbekistan provide and women potential complete to come true release opportunity gives.

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