

PUBLIC SAFETY AND RELIABILITY TO WOMEN IN NEW UZBEKISTAN

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Abstract. *This article analyzes the role of female employees working in the internal affairs and public security system in Uzbekistan in 2017–2025, state policy aimed at supporting and encouraging them. The study examines the professional activities of female employees, their involvement in leadership positions, their social protection, and the regulatory and legal framework aimed at ensuring gender equality. Also, the practical role of women working in the internal affairs bodies in ensuring the stability of society is revealed by the example of their achievements in the service, legal and sports spheres. The study revealed that while the individual achievements of female employees prevailed in 2017-2020, the mechanisms of systematic support from the state have been strengthened in 2021-2025. The article presents scientific conclusions on increasing the professional potential of female employees and strengthening their role in society.*

Keywords: *female employees, internal affairs bodies, public safety, gender equality, state policy, social protection, incentives, sports achievements.*

The years 2017–2025 should be noted as a period when the policy of strengthening the role of female employees in society and supporting them working in the internal affairs and public security systems in Uzbekistan reached a new level. During these years, women's

professional activities and opportunities for leadership positions in the state administration, law enforcement and public security systems have expanded. The Head of State and relevant regulatory legal acts have defined measures aimed at supporting women, increasing their professional potential and ensuring their social protection in society.

During this period, female employees played an important role not only in their service activities, but also in ensuring public safety, resolving conflict situations, and providing quality services to the population[1]. The content of the study is aimed at scientifically determining the place of female employees in the stability of society by studying their professional potential, leadership preparation, and the practical importance of a gender approach.

Our state is consistently implementing a policy aimed at paying attention to women and providing them with comprehensive support. In particular, in recent years, the increase in the admission quota for girls in the full-time education of the Academy of Internal Affairs from 5% to 10% is a clear example of practical measures in this direction.

At the same time, the head of state emphasizes the role of women in the development of society at ceremonial events dedicated to education and upbringing. In particular, the quote from the great statesman and public figure Indira Gandhi: "If you educate one girl, you educate the whole family" indicates the strategic importance of increasing women's education and their social activity[3].

In recent years, attention to female employees has become one of the priorities of state policy, and the system of comprehensive support and encouragement for them has been significantly strengthened. In particular, special attention is paid to the wide involvement of women in professional activities, their professional development, preparation for

leadership positions, and the creation of equal opportunities in service activities[2]. At the same time, mechanisms for motivating female employees are being improved, and their achievements in service are being recognized through state awards, honorary certificates, and forms of material and moral incentives. The expansion of social protection measures, improvement of working conditions, and reforms aimed at ensuring the harmony of work and family life are serving as important factors in increasing women's professional activity.

Reforms in this area have a solid regulatory and legal basis and are regulated, first of all, by the Law of the Republic of Uzbekistan “On Internal Affairs Bodies” dated September 16, 2016[5]. At the next stage, the Presidential Decree No. PQ-3413 dated November 29, 2017 served to radically improve the system of work with personnel of internal affairs bodies and the organization of the service. Also, the Law “On Guarantees of Equal Rights and Opportunities for Women and Men” dated September 2, 2019 created an important legal foundation for ensuring gender equality. As part of the reforms of recent years, the Presidential Decree No. PF-87 of March 7, 2022 and the Resolution No. PQ-376 of September 21, 2022 established a comprehensive set of measures aimed at systematically supporting women, increasing their employment, and strengthening their health[6]. In addition, the Presidential Resolution of February 8, 2022 served to further improve the social protection system for employees of internal affairs bodies, while the Resolution of the Cabinet of Ministers of July 4, 2022 No. 354 and the Resolution of November 8, 2022 further developed mechanisms for social protection of employees and their family members, as well as ensuring the employment of women in makhallas. These regulatory legal documents and relevant orders of the Ministry of Internal Affairs form a

comprehensive system of support, encouragement, and professional development for female employees.

In New Uzbekistan, attention to female employees is steadily increasing as one of the important directions of state policy. In particular, the services of women working in the system of internal affairs bodies are highly appreciated and they are encouraged with state awards. In particular, the awarding of the medal “For Loyal Services” to Rano Hamidova, Senior Inspector of the Samarkand Regional Department of Internal Affairs, is a recognition of the professional activity and dedication of female employees. Also, the awarding of this award to Lieutenant Colonel Gulchekhra Taymuratova, Senior Inspector for Women's Issues of the Crime Prevention Department of the Almazar District Department of Internal Affairs of Tashkent Region, confirms the important role of women not only in their service activities, but also in ensuring social stability in society[7]. Her work as a senior inspector for women's issues is of great importance in effectively working with broad segments of the population, eliminating social problems, and implementing preventive measures.

In addition, the contribution of women engaged in legal and organizational activities in the internal affairs bodies also deserves special attention. In particular, Lieutenant Colonel Dilsoz Tursunova, who works in the Department of Security at Transport and Tourism Facilities, is distinguished by her high professional potential and has achieved significant financial savings through effective participation in litigation. Her many years of experience and professional approach indicate that female employees have high potential in the legal field.

The achievements of female employees of the internal affairs system and the Academy of Internal Affairs in the field of sports during 2018-

2020 clearly demonstrated their high level of physical and professional training[8]. In particular, the world-class successes of Davletova Nilufar, the Asian and world-class results of Kambarova Diloromkhon, as well as the achievements of Kasimova Uldana and Oraztayeva Kamila, indicate that the potential of female employees in sports during this period was at a high level[9]. These results confirm that women occupy an important place in the internal affairs system not only in their service activities, but also in the field of physical training and sports.

At the same time, an analysis of these processes for the period 2017–2025 shows that, while at the initial stage (2017–2020) the individual sports achievements of female employees were predominant, at the next stage (2021–2025) state attention and systematic support for them have significantly increased[10]. In particular, as a result of the improvement of the regulatory framework, the expansion of social protection measures, and the development of incentive mechanisms, the activities of female employees have become more systematic and sustainable. As a result, their participation in sports, service, and public life has been strengthened not only by individual successes, but also by institutional support.

In general, the services of women working in the internal affairs bodies are distinguished not only by professional skills and dedication, but also by such qualities as social responsibility, patience and humanity. Their activities in ensuring public safety, preventing crimes and establishing effective dialogue with the population are supported and duly encouraged by the state. This indicates that the role of women in the life of the state and society in New Uzbekistan is increasing, and broad opportunities are being created for their professional activities.

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