

# The role of trade unions in enhancing the social activism of women in society

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## Abstract

**Purpose:** This study aims to analyze the role of trade unions in enhancing women's social activism in Uzbekistan, especially within the context of the "New Uzbekistan" development reforms. The focus is on initiatives that promote women's empowerment, employment, and crime prevention through targeted interventions.

**Research Methodology:** The research employs a qualitative-descriptive method using historical-legal, empirical, and statistical analysis. Data were collected from government decrees, official reports, local surveys, and public hearing outcomes in Bukhara region.

**Results:** The study finds that trade unions significantly contributed to resolving the issues of over 3.5 million women nationwide through employment facilitation, micro-loans, social protection, and entrepreneurship support. In Bukhara alone, over 209,000 women benefited from various union-supported programs. The case of a local woman who transitioned from unemployment to a successful business owner illustrates the transformational impact.

**Conclusion:** Trade unions have proven to be a vital institutional force in advancing women's rights, human dignity, and economic participation. Their public oversight role ensures sustainable empowerment at the grassroots level.

**Limitations:** The study is region-specific (Bukhara) and primarily descriptive, lacking comparative or longitudinal analysis across other regions or countries..

**Contribution:** This article enriches the discourse on gender, labor rights, and civil society by highlighting trade unions as a platform for systemic social change and localized empowerment of women.

**Keywords:** *Human Dignity, Self-Employment, Social Protection, Trade Unions, Women's Activism*

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## 1. Introduction

Under the leadership of the President of the Republic of Uzbekistan, Shavkat Miromonovich Mirziyoyev, significant changes and substantial results have been achieved in all spheres of life through actions and initiatives aimed at ensuring public satisfaction and enhancing the dignity of every individual, as well as through large-scale and systematic reforms. The reputation of our country is spreading throughout the world under the name of New Uzbekistan. In the process of such consistent reforms and renewal, trade unions, the largest public organization in our country, are also actively participating. Just like in all other spheres, the "New Trade Unions" of "New Uzbekistan" have also been formed and have become active participants in the reforms. It would not be an exaggeration to say that the motto "All our efforts are for the dignity of a person" has become a true guiding principle for the trade unions (Avezov, 2022; Ibrohimovich, 2025; Umidjon, 2025).

The adoption and implementation of programmatic documents, thoroughly and carefully developed on the initiative of the Head of State, have played an important role in the life of the country. In particular, the approval “On the Development Strategy of the New Uzbekistan for 2022 – 2026” by the President of the Republic of Uzbekistan on January 28, 2022, aimed at implementing the priority areas of reforms based on the principle of “For the honor and dignity of a person”, became a significant step toward improving public well-being. Today, the “Uzbekistan-2030” strategy, developed based on the experience gained during the implementation of the New Uzbekistan Development Strategy and the results of public discussions, is being implemented following its adoption in 2023 (Alikulovich & Tulkinova, 2023). As a result of the implementation of the above-mentioned important programmatic documents, significant achievements have been made in the country’s economy and social sphere. In particular, while Uzbekistan’s gross domestic product (GDP) amounted to 249 trillion soums in 2017, by 2025 it had reached 567 trillion soums (Kamaev, 2025; Makhkamovich, 2025; Saputro, Achmad, & Santoso, 2025).

These multidimensional reforms have not only laid the groundwork for political and economic transformation but have also strengthened the institutional framework across all sectors of society. One of the remarkable features of the New Uzbekistan era is the state’s commitment to transparency, inclusiveness, and public accountability. Citizens are no longer passive recipients of state policy but have increasingly become active participants in decision-making processes. This is evident in the broad public consultations conducted during the drafting of major strategic documents, such as the Development Strategy for 2022–2026 and the Uzbekistan 2030 agenda. These strategies reflect the will of the people and are designed to bridge the gap between governance and grassroots needs.

Numerous studies have highlighted Uzbekistan's stronger focus on transparency, public accountability, and inclusive governance. For instance, Kadirxanovich (2024) analyzes Uzbekistan’s multifaceted reform efforts to improve its standing in the World Bank’s Corruption Control Index, emphasizing legal reforms, the digitization of government services, public engagement, and international cooperation (Tasyah, Septiya, Fernanda, & Chesilia, 2021). Moreover, the World Bank's Second Systematic Country Diagnostic underscores the critical need to strengthen transparency and civic institutions such as the media, independent unions, and worker councils to enhance public accountability and counterbalance vested interests. Furthermore, efforts to modernize and streamline public services delivery have played a pivotal role in citizen-centered governance. A comprehensive assessment by UNDP and national authorities notes how the Development Strategy of New Uzbekistan for 2022–2026 includes the expansion of 209 one-stop Public Service Centers and the digitalization of services from 37 in 2018 to 382 in 2024 boosting public uptake from 3.4 million to 13.3 million transactions. This narrative mirrors the commitment to accessibility, efficiency, and inclusivity through the principle of citizen-focused service delivery.

In the arena of anti-corruption, reforms in customs administration illustrate the integration of digital governance with integrity mandates. According to Mavlonov (2023) analyzes how customs information systems most notably the "Single Window" platform have dramatically reduced corruption risks by simplifying non-tariff procedures and enabling full-cycle transparency over permit issuance. Meanwhile, Mustafoev (2024) examines the interplay between international anti-corruption norms and Uzbekistan’s legal culture, revealing that despite ongoing reform efforts, entrenched informal norms and regulatory weaknesses still impede full accountability and trust in institutions. Collectively, these academic works corroborate the broad narrative of institutional empowerment, digital governance, and civic participation that underpins the “New Uzbekistan” era. They provide empirical evidence that the nation’s reforms extend far beyond rhetoric manifesting in tangible policy shifts and structural transformations.

## **2. Literature Review**

The role of trade unions in promoting gender equality and empowering women has garnered increasing attention in contemporary socio-political discourse, particularly within the context of nations undergoing systemic reforms (Sapariati, Widnyani, & Dewi, 2025). In Uzbekistan, the reconfiguration of civil society institutions under the framework of the New Uzbekistan Development Strategy (2022–

2026) has created new opportunities for expanding women's participation in social, economic, and political life (Makhkamovich, 2025; Waruwu, Salsabila, & Fathani, 2023). Trade unions, historically centered on labor rights, have evolved into key agents of social transformation, especially in addressing structural inequalities faced by women.

### ***2.1 Trade Unions as Agents of Empowerment***

The literature emphasizes that trade unions function not merely as labor advocates but as broader platforms for social justice and empowerment. According to Avezov (2022) highlights the emerging civil society role of trade unions in Uzbekistan, arguing that their increasing involvement in community-based initiatives reflects a paradigm shift toward grassroots participation. Through activities such as the Women's Notebook system and the operation of the 1211 Trust Line, trade unions have taken an active role in providing vocational training, microfinance, healthcare, legal support, and employment facilitation services that directly impact women's self-sufficiency and agency. According to Ibrohimovich (2025) elaborates on the establishment of the "New Trade Unions," which are structurally and ideologically aligned with the priorities of the New Uzbekistan era. These unions have shifted from being state-dependent entities toward semi-autonomous actors capable of forming meaningful partnerships with government bodies, private sector actors, and NGOs. Their role in enhancing social activism among women is particularly notable in the context of post-Soviet legal and political transformation, where institutional trust and citizen engagement have historically been low.

Recent empirical studies reinforce these claims by showing measurable outcomes of trade union interventions in women's lives. For instance, Makhkamovich (2025) underscores that union-led programs in alignment with the New Uzbekistan development strategy have contributed to lifting thousands of women out of poverty, improving their access to education, and encouraging entrepreneurship. Data from the Federation of Trade Unions show that over 3.5 million women received assistance through targeted programs like financial aid, employment matching, and small business loans between 2020 and 2024 (Ibrohimovich, 2025). These outcomes are not isolated, but part of a systemic transformation where trade unions function as accountability hubs, ensuring the state's social programs reach their intended beneficiaries. Moreover, the evolution of trade unions in Uzbekistan aligns with broader trends in post-socialist societies where unions are repositioning themselves as development actors. As Umidjon (2025) discusses, legal reforms enacted through the 2019 Trade Union Law have expanded the legal and operational space for unions, allowing them to initiate projects, monitor service delivery, and even participate in legislative review processes (LRU-588, 2019). This legal empowerment has helped unions respond more effectively to regional disparities and gender-specific needs. Finally, the revival of trade unions as semi-autonomous institutions supports the democratization process by facilitating community dialogue and mediating between marginalized groups particularly women and government structures. This mediating role enhances not only women's civic participation but also improves public trust in social institutions, a critical element in societies transitioning from centralized governance to participatory models (Ngaliman, Rahima, & Catrayasa, 2024).

### ***2.2 National Development Strategy and Women's Social Inclusion***

The Development Strategy of New Uzbekistan (2022–2026) and the Uzbekistan–2030 vision provide strategic blueprints for comprehensive reform with strong emphasis on human dignity, public satisfaction, and gender equality (DP-158, 2023). According to Mirzakulov Izzatullo (2025) underscores the alignment of these state-led reforms with the UN Sustainable Development Goals (SDGs), particularly Goals 5 (Gender Equality) and 8 (Decent Work and Economic Growth). Programs like the Women's Registry are embedded within these frameworks and serve as mechanisms for targeted interventions in employment, entrepreneurship, and family welfare. Trade unions have operationalized these national strategies by integrating them into regional policy through coordinated action with local councils, "mahalla" committees, and ministries. In the Bukhara region alone, over 200,000 women received structured support, reflecting the scalability and institutional capacity of these interventions (Cytlak & Mamadaminova, 2023).

Further evidence of these reforms is found in the expansion of women-focused vocational programs and legal aid initiatives coordinated through the Federation of Trade Unions of Uzbekistan. These

programs aim not only to reduce gender-based economic disparities but also to foster a culture of legal literacy and civic engagement among women (Ugli, 2025). In addition, Koparan (2025) note that the integration of digital platforms in women's empowerment programs has enhanced accessibility, transparency, and participation across various provinces. The "Women's Notebook" system, in particular, has evolved into a data-driven tool for identifying vulnerable groups and allocating resources effectively. Moreover, international partnerships with organizations such as UNDP and GIZ have contributed to building local institutional capacity and ensuring that the principles of inclusion and equality are sustained across administrative levels (Alibašić & Zokirova, 2024). These efforts demonstrate a strong model of participatory governance where policy reforms are not only top-down but also responsive to local needs and grounded in measurable social outcomes.

### ***2.3 Public Accountability and Digital Governance***

A vital dimension of the unions' efficacy lies in their enhanced oversight capacity, enabled by digital tools and public participation mechanisms. According to Kadirxanovich (2024) emphasizes the role of public accountability in Uzbekistan's efforts to improve governance indicators, particularly the Corruption Control Index of the World Bank. He notes that civil society organizations, including trade unions, contribute significantly to monitoring public service delivery and ensuring transparency in the allocation of aid and resources. According to Mavlonov (2023) discusses how digital platforms like the "Single Window" customs system can serve as models for trade union innovation streamlining services, reducing corruption, and enhancing trust. The 1211 Trust Line introduced by the Federation of Trade Unions reflects this digital transformation and has been instrumental in registering and resolving over 183,000 women's complaints nationwide.

Recent scholarship also supports the view that digital governance not only enhances efficiency but democratizes access to social protection and grievance redressal mechanisms. As noted by Kuldosheva (2021), the integration of digital complaint platforms and e-government tools in Uzbekistan has significantly reduced the time required to process citizen appeals and increased resolution rates, particularly in rural and underserved areas. These platforms also enable disaggregation of data by gender and region, helping trade unions and local governments better allocate resources based on actual needs. Furthermore, a study by Tariq (2025) highlights that digital tools such as biometric ID verification, online job matching portals, and mobile grievance tracking have improved both user trust and institutional responsiveness especially for marginalized groups such as unemployed women, single mothers, and informal workers. Such digitalization initiatives, when coupled with active public participation and civil society oversight, create a robust accountability ecosystem where trade unions serve not only as mediators but as proactive agents of social justice and reform.

### ***2.4 Socioeconomic and Cultural Context***

While structural mechanisms are essential, literature also points to the socio-cultural foundations of women's social activism. According to Turdiyev Bexruz Sobirovich (2023) argues that Uzbekistan's Third Renaissance is rooted in both modern institutional reform and traditional family values that prioritize community well-being. In this context, empowering women not only contributes to individual advancement but reinforces intergenerational stability and local economic resilience. This is echoed by Mustafoev (2024), who identifies the persistence of informal norms and customary roles in shaping institutional outcomes. While national legal frameworks may support gender equality, it is the integration of legal norms with culturally resonant practices such as involving "mahalla yettiligi" councils in monitoring employment that ensures sustainable social transformation. Moreover, narratives such as that of Dilorom Ergasheva, a widow turned entrepreneur, exemplify how empowerment initiatives based on culturally embedded principles (e.g., Alisher Navoi's ethical teachings) resonate deeply within Uzbek society and reinforce the dignity-centered model of development. While structural mechanisms are essential, literature also points to the socio-cultural foundations of women's social activism. According to Turdiev Bekhruz Sobirovich (2024) argues that Uzbekistan's Third Renaissance is rooted in both modern institutional reform and traditional family values that prioritize community well-being. In this context, empowering women not only contributes to individual advancement but reinforces intergenerational stability and local economic resilience. This is echoed by Mustafoev (2024), who identifies the persistence of informal norms and customary roles in shaping institutional outcomes.

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Recent studies also highlight that localized empowerment is more effective when it engages cultural narratives and community structures. For instance, Yusupova (2024) found that community-led initiatives in Fergana Valley that align with Islamic ethics and family honor frameworks led to higher acceptance of women’s entrepreneurship programs compared to those relying solely on economic incentives. Similarly, Azimov (2021) argues that initiatives framed around *maslahatlilik* (community consensus) and *mehmondo’stlik* (hospitality and cooperation) principles encouraged broader female participation in collective farming ventures. These culturally grounded approaches provide legitimacy, build trust, and ensure sustainability by avoiding perceived conflicts with traditional gender roles. As such, the inclusion of local wisdom and values into development discourse not only enhances women’s agency but also strengthens cohesion and collective responsibility, making social transformation both locally meaningful and nationally scalable.

### **3. Research Methodology**

This article is dedicated to analyzing the impact of the socio-economic reforms being carried out within the framework of the “New Uzbekistan” Development Strategy, put forward by the President of the Republic of Uzbekistan, on the activities of trade unions. A comprehensive approach was applied in the research, utilizing historical-legal, statistical, and empirical methods. The article examines normative-legal documents, particularly the “Uzbekistan-2030” Strategy, presidential decrees and resolutions, and documents of the Federation of Trade Unions, as primary sources. In addition, official statistical data, results of local monitoring, surveys, and public hearings also served as the basis for the study. An analytical approach was applied using examples such as ensuring women’s employment, providing them with social support, vocational training, and the practical implementation of public oversight mechanisms. Furthermore, specific examples based on experiences conducted in Bukhara region were presented, with human dignity and interests highlighted as the core criteria. The study was carried out through a combination of inductive and deductive methods.

### **4. Results and Discussions**

Significant steps have been taken to protect human rights and interests. In particular, the “registration” system, which had long been a painful issue for the country’s population, was fundamentally reformed. As a result of the simplification of the citizenship granting process between 2018 and 2021 alone, more than 70,000 people were granted citizenship of the Republic of Uzbekistan (Turdiyev Bexruz Sobirovich, 2020). As a result of substantial changes in the judicial system, the oversight function in court proceedings was abolished, and the principle of “one court – one instance” was introduced by eliminating excessive judicial stages. The bright outcomes of the reforms carried out to improve the population’s standard of living are now recognized by the international community. Under the leadership of the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, historic reforms have been implemented in a short period supporting entrepreneurship, assisting those in need, promoting a policy of transparency, and enhancing the country’s economy and international standing.

The main goal of the reforms being implemented in our country is focused on the individual, their free life, dignity, and well-being. In this regard, special attention has been given to improving the standard of living, increasing the population’s income by establishing new enterprises, and developing the fields of production and services. As a result, the volume of Gross Regional Product reached 71.6 trillion soums by the end of 2024, which is 2.3 times higher compared to 2020 (30.8 trillion soums). The GDP per capita increased to 34.7 million soums, almost 2.2 times more than in 2020 (15.9 million soums). Within the framework of employment programs in Bukhara region, employment was provided for 236,000 people in 2024 alone. While the unemployment rate stood at 6.5 percent in 2023, it was

successfully reduced by 1.4 percent to 5.1 percent by the end of 2024. The poverty rate was reduced from 11.8 percent in 2023 to 7.3 percent by the end of 2024. Additional opportunities have been created for young women to pursue education. Since 2021, special grants have been allocated each year for more than 3,000 girls. A new system has been introduced to allocate funds from the state budget to banks in order to finance educational loans on preferential terms for women studying on a paid-contract basis at higher education institutions.

In the activities of the Federation of Trade Unions of Uzbekistan, special attention has also been given to actively participating in the large-scale reforms being carried out in all spheres within the framework of the “Uzbekistan – 2030” Strategy, initiated by the President of our country, Shavkat Mirziyoyev. In this regard, the historic event that took place at the Federation’s 8th Congress held on November 11, 2020, holds particular significance. For the first time, the President of the Republic of Uzbekistan sent a congratulatory message to the participants of the Congress, in which he proposed to designate the date of the Congress, November 11, as Trade Unions Day. Based on this proposal, the adoption of the Law of the Republic of Uzbekistan No. LRU-648 on November 23, 2020, officially declaring “November 11 – Uzbekistan Trade Unions Day” served as a strong impetus for trade union organizations to further strengthen their activities. In his address to the Congress delegates, our President stated in particular: “Beloved Uzbekistan has entered a new era of Renaissance and development, and in this period of great achievements toward high goals, the role and influence of trade unions in mobilizing our people toward even greater heights is steadily increasing. I am confident that our fellow citizens who have dedicated their lives to the honorable mission of protecting labor and the rights of workers are truly worthy of the highest respect and esteem. In your example, we see such dedicated and selfless individuals, and we regard you as close partners and supporters of government institutions in ensuring the reliable protection of workers’ rights and interests”. I believe these words are a worthy recognition of the role of trade unions.

In the resolution of the VIII Congress of the Federation of Trade Unions of Uzbekistan held on November 11, 2020, the implementation of the tasks outlined in the “Strategic Directions of the Federation of Trade Unions of Uzbekistan for 2021–2025”, adopted at the Congress, remained at the constant focus of trade union organizations at all levels throughout the reporting period. Since 2021, trade unions have been actively participating as a key driving force in the activities of the Republican Commission established to systematically address women’s issues and provide them with social support, particularly in ensuring women’s participation in the social life of the country. There is a proverb among our people that says, “If you teach a man a trade, you help one person; if you teach a woman a trade, you help the whole family”. This expression reflects one of the ancient traditions of the Turkic peoples. Our ancestors believed that although a woman managed the household, she was also considered a source of family income and a symbol of order and tidiness. It was traditionally the woman’s responsibility to wisely manage and spend what her husband earned, using it carefully and resourcefully. When our women are skilled and engage in entrepreneurship within the family, whether by starting a small business, the household income increases, and children in the family are also influenced by her example. In any household where there is a craft, livestock or poultry, a greenhouse in the yard, or some form of business activity, even an elderly pensioner can find work and remain productive within the family.

The reason I began this topic from a broader perspective is to emphasize the vital role of our women in the family, in society, in the development of entrepreneurship, and in raising children. Trade unions are actively involved in exercising public oversight over the flawless implementation by state governance bodies of initiatives aimed at ensuring the employment of women in need, providing them with vocational training, issuing loans to start their own businesses, and securing job placements. Studying the authenticity of the aid provided through house-to-house visits, resolving issues through relevant organizations and local authorities, and monitoring the assistance given to women included in the “Women’s Register” are considered among the responsibilities of trade unions. I believe that entrusting trade unions with the responsibility of overseeing support for women in need, especially those whose families have lost their source of income, reflects the great trust placed in them by the Head of State. The wise words of our great ancestor Alisher Navoi, “If you can bring joy to a single lonely heart, it is

better than making the whole world prosperous”, have not lost their meaning even today. Over the past five years, the problems of a total of 3,511,586 women have been resolved through the five phases of the “Women’s Registry” system across the Republic, with more than 6 trillion soums allocated for this purpose. Including during the five phases:

- a) Employment was provided for 1,448,601 women;
- b) 2 trillion 732 billion 595 million soums in loans were allocated to 226,078 women;
- c) A total of 1 trillion 407 billion 139 million soums in financial assistance was provided to 1,442,972 women (including widows, those in need of social support, and women with children with disabilities in their care);
- d) 10,973 women were provided with affordable housing;
- e) 43 billion 96 million soums in rental compensation was paid to 25,957 women;
- f) 973,350 women received medical, legal, and psychological assistance.

In the Bukhara region as well, a number of activities were carried out within the five phases of the “Women’s Notebook” system. In particular, during these five phases, issues of a total of 209,376 women were addressed, and more than 468.9 billion soums were allocated for this purpose. Specifically, over the five phases:

- a) Employment was provided for 96,241 women;
- b) 276 billion 602 million soums in loans were allocated to 16,396 women;
- c) A total of 138 billion 392 million soums in financial assistance was provided to 80,171 women (including widows, those in need of social support, and women with children with disabilities in their care);
- a) 982 women were provided with affordable housing;
- b) 520 million soums in rental compensation was paid to 429 women;
- c) 38,271 women received medical, legal, and psychological assistance.

The true essence of the “Women’s Notebook” lies in the fact that both the process of being included in the notebook and the actions taken afterward are focused on studying and resolving the specific issues faced by the woman herself. This is significant because the woman actively participates in finding a solution to her problem, allowing the root cause to be addressed. As a result, the woman gains a sense of self-worth and begins to contribute positively to society. As an example of this process, I would like to share an inspiring story from the life of Dilorom Sharopovna Ergasheva, a resident of Kogon city in Bukhara region. Dilorom Ergasheva was unemployed and did not have a profession. She lost her breadwinner and was left with two children. While she was doing various household chores to support her children, representatives from the local “mahalla yettiligi” (community council) and trade union activists spoke with her and filled out questionnaire forms. During this process, the community activists recommended that she be included in the “Women’s Notebook” due to her unemployment, need for vocational training, and the fact that there was no other breadwinner in the family. Dilorom Ergasheva, who was included in the registry, was advised by bank employees to apply for a loan to start her own business or to build a greenhouse to make efficient use of her household plot. She was invited to attend training courses to learn how to grow strawberries. After gaining knowledge through the training, she was granted a loan to establish a 3-sotix (approx. 300 m<sup>2</sup>) greenhouse and was provided with seeds, mineral fertilizers, and necessary equipment. Becoming deeply interested in the field, Dilorom Ergasheva thoroughly learned the intricacies of strawberry cultivation. Today, she grows strawberries in a 25-sotix (approx. 2,500 m<sup>2</sup>) greenhouse, not only securing a stable source of income for herself but also providing employment to 35 women. This is a vivid example of how empowering an individual and recognizing their worth can help unlock their potential and support them in finding their rightful place in society.

At the initiative of the Federation of Trade Unions of Uzbekistan, more than 183,000 appeals from women were received through the “1211 Trust Line” established under the Federation. This was aimed at addressing women’s issues and ensuring public oversight and national monitoring by trade unions in this regard. Of the appeals received from women through the 1211 “Trust Line”, 182,276 (99.6%) were addressed. Among them, 102,303 were resolved positively, and 70,479 received appropriate clarifications. In Bukhara region, 4,019 appeals from women were reviewed 1,755 were resolved

positively by the responsible enterprises, organizations, and institutions, 2,156 received explanations, and 100 were lawfully rejected. At the initiative of the Federation of Trade Unions of Uzbekistan, in order to ensure the implementation of employment programs, as in every region, in Bukhara region as well, all community groups and the “Mahalla Yettiligi” were involved. Interviews were conducted with 434,045 women aged 18 to 55 from 419,922 households across the region to turn the region into an area free of unemployment among women.

As a result of the conducted interviews, it was found that 379,237 women were employed in various fields, and 4,866 women expressed a desire to work. Thanks to the efforts of responsible state organizations and the public monitoring and hearings conducted by trade union activists, 874 women who wished to work were placed in permanent jobs, 1,139 were engaged in seasonal and temporary work, and 2,009 women became self-employed through assistance and subsidies, including effective use of household plots, construction of greenhouses, provision of sewing machines and other work tools. In addition, entrepreneurial activities were launched for 273 women who expressed an interest in starting a business, and 558 women were trained in vocational skills and employed. Through this initiative, the trade unions aimed to study the problems of each unemployed individual and ensure a personalized approach to uphold the dignity of citizens. In 2023, the trade unions conducted public monitoring in the region with the goal of transforming it into an area free from crime and offenses among women. The main objective of this initiative was to help each woman inclined toward criminal behavior find her place in society by enhancing her self-worth and dignity. During the event, the trade unions put forward an initiative to prevent women inclined toward criminal activity from following that path, and to conduct public monitoring in cooperation with state administration bodies to protect their social, economic, and legal interests. In collaboration, a survey on the prevention of crime and offenses was conducted among 5,399 women who were either at risk of engaging in criminal behavior or had suffered from such circumstances.

According to the results of the survey, 5,782 issues were identified among 3,641 women, which accounts for 63 percent of the total 5,399 respondents. Based on the survey findings and the analysis of women’s involvement in criminal activities, a Program of Measures for 2023–2024 was approved to transform the region into a “Crime-Free Zone Among Women”. According to the program, 76 tasks and assignments were identified across 22 areas to be implemented by regional departments of law enforcement and state administration bodies.

## **5. Conclusion**

### **5.1 Conclusion**

In conclusion, it can be said that there is a possibility to solve all the problems in society, but it is impossible to resolve them all at once. This, of course, requires a step-by-step approach. It is essential for the public to work in unity and to find targeted solutions to each individual’s personal and social issues. By upholding human dignity and strengthening individuals’ roles in society, trade unions serve as a unique school of experience, and such practices can be applied across all sectors. Trade unions play a vital role in bridging the gap between the state and society, especially in transitional contexts like Uzbekistan. Their ability to empower vulnerable groups such as women, youth, and low-income workers through vocational training, legal support, and civic education makes them key agents of inclusive development. These institutions also contribute to conflict prevention by providing a structured platform for dialogue and negotiation. In doing so, they foster trust and accountability, which are crucial for building stable and participatory governance. Partnerships between trade unions, local councils, civil society, and ministries have enabled the implementation of targeted community programs that address multi-dimensional issues such as unemployment, poverty, and access to services. In rural areas, trade unions often become the main source of civic engagement and social protection. In the context of “New Uzbekistan,” trade unions are increasingly modernized, integrating digital tools to enhance outreach and responsiveness. Their transformation from passive labor bodies to dynamic social institutions reflects their growing role in achieving sustainable reforms. Ultimately, their success depends on the ability to uphold dignity, promote justice, and ensure that reform reaches all levels of society through action, advocacy, and inclusive participation.



## 5.2 Suggestion

To strengthen the role of trade unions in advancing women's social activism and addressing gender-based disparities, several key recommendations can be proposed. First, trade unions should broaden their outreach and support services beyond regional hubs like Bukhara to more remote and underserved areas. This includes expanding digital infrastructure and awareness campaigns to ensure that all women, regardless of geographic location, can access vocational training, microloans, and legal assistance. Second, trade unions are encouraged to engage more actively in policy advocacy, not only implementing state strategies but also contributing to their design. Strengthening collaboration with civil society organizations, academic institutions, and international partners (such as UNDP and GIZ) can foster innovative programs and ensure that empowerment efforts are evidence-based and inclusive. Third, it is important to institutionalize monitoring and evaluation mechanisms for initiatives like the "Women's Notebook" and "1211 Trust Line." Transparent reporting systems will help measure impact, identify gaps, and ensure resources are allocated efficiently. Fourth, the integration of socio-cultural narratives such as family values, local wisdom, and traditional gender roles should continue to be leveraged to enhance public acceptance and sustainability of women's empowerment programs. Lastly, longitudinal and comparative research across different regions of Uzbekistan should be conducted to evaluate the replicability of successful interventions and adapt strategies according to local needs. By fostering a data-driven, participatory, and culturally sensitive approach, trade unions can continue to play a transformative role in promoting gender equity, human dignity, and inclusive development under the New Uzbekistan framework.

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