

PHILOSOPHICAL ASPEKTS OF THE DEVELOPMENT OF THE ETHICAL AND AESTHETIC CULTURE OF WOMEN LEADERS

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Abstract: *The article deals with the policy of public administration during the development of new Uzbekistan, raising the issue of women leaders to the level of public administration policy, their rights to appoint, elect and be elected to administrative positions, the manifestation of women's activity in governance, their activities as active members of society, career issues, as well as various artificial barriers to the principles of equality in management, work in a team as a whole, that is, the question of the inextricable connection with social stereotypes is raised.*

Key words: *public administration policy, women leaders, appointment, elections and election, new reforms, socio-historical development, substantive needs, socio-political, economic and cultural rights of women, the role of women in public administration, social stereotype, political, cultural, legal views, behavior.*

Introduction

In the context of today's reforms, the formation of the national state power on the basis of democratic values recognized in the world is defined as the first priority in the chain of tasks. After all, "in order to further expand private initiatives in this regard, to open new perspectives for them, now is the time to move from "manual management" to systematic management that works for a specific result" [1]. Therefore, in the process of management reforms, the approaches aimed at forming the personality of the leading personnel are of great importance.

It is of practical importance to develop the management culture in order to achieve the effective functioning of democratic management in the state power. Because in a system that does not follow it, negative relations such as mutual distrust, failure to take responsibility, negligence, and carelessness arise, which causes the management of state power to fall into disarray. That is why, in the training and placement of personnel in the system of state power, attention is being paid to their ability to manage, their morale, and to what extent they realize their responsibility for the performance of the tasks assigned to them.



As the President of the Republic of Uzbekistan, Sh. Mirziyoyev, said, "New Uzbekistan needs knowledgeable and determined leaders who deeply understand the aspirations of our people, who consider it a sacred duty to serve them faithfully." We will continue the personnel policy aimed at attracting highly qualified specialists who have high intellectual potential and new thinking, who are independent thinkers, who are patriotic and loyal to their people, who have mastered modern knowledge and skills [2, B. 91-92]".

At the current new stage of Uzbekistan's development, it turns out that the effectiveness of the reforms implemented in our country is inextricably linked with the radical improvement of the activities in the field of public administration. Therefore, on the basis of the fundamental reforms of recent years, many legal bases and several scientific research works are being carried out on improving the activities of state administration, management bodies and leading personnel, introducing new approaches and creating a management structure focused on the priority of people's interests. After all, "life itself requires us to form a professional, fast and efficient civil service system, to open a wide way for new-thinking, enterprising, patriotic personnel" [3, B. 88]. Therefore, "state representatives should win the love of our people with their honest work, simplicity, patriotism, sincerity and selflessness" [4] also substantiates the relevance of research.

Today, the issue of women has risen to the level of state policy, and in the period of new reforms in Uzbekistan, it is considered important that their rights to appoint, elect and be elected to management positions are strengthened by law, and that they are recognized not only as an object of studying social issues, but also as having the ability to show their talents in all areas of the national economy. As the President of the Republic of Uzbekistan, Sh. Mirziyoyev, stated, "We have determined measures to further strengthen the position of women in state administration. We have increased the share of women in the management system in our country to 33%. In our country, about 1,500 female specialists were appointed to leadership positions at various levels" [5, B. 48-49].

In the next stages of socio-historical development, there will be changes in the attitude towards women as a subject of social life, and even doctrines that oppose women and men as antagonists to each other. There are still views that question the fact that a woman has the power and ability to create a socio-political existence, so the "women's issue" attracts the attention of progressive and democratic forces.

We can also find views that reject the social subjectivity of women and ignore their humanity in the work of thinkers, creators, and philosophers who have made a great contribution to human thought. When Homer says, "There is nothing more fatal than a woman," Thales, one of the seven sages and the founder of philosophy, praises the fact that he was not born a woman. Socrates says, "You should fear a woman's love more than a man's anger" [6, C. 308]. And Aristophanes describes the women who want to take over the management tasks with funny expressions [7, C. 345, 347]. We can find such thoughts in the works of Buddha, Confucius, Plato, Aristotle, Schopenhauer, Nietzsche. The most surprising thing is that, in accordance with the increase in the role and status of men in the political life, negative attitude towards the role of women in social life has expanded. When a man appeared on the stage of socio-historical development as the main subject of property relations, it became common to limit the rights and freedoms of a woman. According to Solon, "a woman does not think anything about management, for her it is necessary to play the role of a woman, a servant and an assistant" [8, S. 19-20], the order became widespread in the following centuries. Only by the 19th century, an organized mass movement began to restore the human rights of women, to free them from various forms of violence, discrimination and inhuman customs, and the necessary norms were adopted at the international level [9, B. 27]. In this regard, J.A. Condorcet ("On the introduction of women to civil rights"), Olympia de Gouges and Louise Lacolibe ("Women's rights", codex), T.G. von Gippel ("On the improvement of the civil status of



women") we can recall the socio-political performances of Later, feminist movements in North America, New Zealand, Australia, Finland, Norway, Sweden, England, Germany, and Austria ensured that women had full political rights in the 20th century [10, B. 33-34].

The functioning of women as a subject in the public administration system is closely related to the functions before social and political institutions. When women participate in the state management system, they must first of all be well aware of the functional features of this management system and the technology of their implementation.

Since the main principle of a democratic state is to serve people, it is undoubtedly obliged to take into account the needs and requirements of all objects. Therefore, women, both as objects and as people, put their demands and needs before the management, and want their satisfaction. This creates the basis for them to set certain tasks in the public administration system as an object, that is, they bring their functions to the administration system. In our opinion, these tasks consist of the functions arising from the following social and demographic status of women.

1. Ensuring the socio-political, economic and cultural rights of women.
2. Establishing gender equality in the family, fight against discrimination.
3. Greater involvement of women in the management of state and community affairs.
4. Help to improve the management system.
5. To achieve the development of civil institutions.
6. Contribute to the education of the young generation by organizing spiritual and educational events.

It can be seen that with these functions, women help the public administration system to fully fulfill social tasks, and even take over some of its functions.

Mandatory functions of the state administration system and voluntary functions of women are dialectically related to each other according to their substantial importance, origin and impact on socio-political existence. If women are forced to take on the functions of the public administration system as a responsible employee, leader, member of the organization (then women are responsible for performing the mandatory functions of the public administration system), and as members of the public, activists, they also bring their voluntary functions into the operation of the administration system. Mandatory functions apply to more responsible women, and voluntary functions to public, active women. However, although mandatory functions are not visible, they do not affect the activities of public women, the content and organization of activities. The influence of public women on socio-political existence is determined by their correct understanding of mandatory functions, their contribution to their performance. Therefore, the voluntary functions of public women as an expression of their socio-political activity affect the entire management system and its effective operation. Only a woman who is able to combine her voluntary functions and public activities with the mandatory functions of the state administration system becomes a subject who creates, if necessary, changes, renews or develops a socio-political existence. So, the subject is not just an activity, but a person who actively affects the social and political existence, the state management system.

The state management system of women and girls has a cratological essence, as it is an active subject of socio-political existence. When the new state administration system is being formed, the social and political activity of citizens, the role of democratic values in the decision-making is of incomparable importance.

The state policy in Uzbekistan to protect the rights and interests of women, to achieve full participation of women in the socio-political life of the country, to ensure gender equality, to protect reproductive health, is supported by the international community, in particular, the United Nations, the International Labor Organization, UNICEF, the World Health Organization. It is highly rated by



prestigious international specialized institutions such as the Organization for Conservation of Nature. ... it was emphasized that such positive changes, first of all, are the solid foundation of our important work aimed at increasing the social prestige of women in our country [11].

The rights of women, liberating them from the view that they are excluded from the management of society, working equally with men in the society without renouncing the responsibilities of motherhood and wifehood, receiving appropriate wages, health care, education, voting and being elected, began to manifest themselves more strongly since the 20th century.

In particular, in 2018, our government adopted 1 Decree, 3 Resolutions aimed at increasing the activity of women and supporting their talents, as well as 6 decisions, 1 order and 12 program of measures of the Cabinet of Ministers.

According to S.T. Inomova, a scientist of women's activity, the meaning of the national policy is to turn the state policy aimed at the social support of women into the work of the whole society [12, B. 8].

In accordance with Article 70 of the Election Code of the Republic of Uzbekistan, approved on June 25, 2019, the number of women should be at least thirty percent of the total number of candidates for deputy from a political party. In the new stage of development of our country, the demand for management personnel in the country has increased significantly, personnel training for a new independent state, the implementation of the mechanisms of qualification improvement and retraining is defined by the fact that, first of all, qualification improvement of the existing personnel in management and hokimical structures is defined as a necessary task. As the President of the Republic of Uzbekistan Sh. Mirziyoyev said, "At the same time, a system is being created to prepare socially active women for leadership positions, to train them, and to improve their qualifications. All this shows that the women's movement in our country has great potential and prospects" [13, B. 108-109].

It can be concluded from the above that, first of all, it is necessary to create conditions for women to show activity in management. This is seen in provisioning, enabling, support, experience, competence, skill building. Secondly, in the personnel reserve, a person is prepared for a specific position at a certain time. In it, special skills are formed and, of course, an appointment to management is made. The "legitimacy" of using the personnel reserve is realized when the personnel included in the reserve fully feel that they are preparing for a specific position, when they perform tasks seriously, when they approach the study of documents related to the field responsibly, when they are able to defend their opinion. Thirdly, it is necessary to pay attention to the immanent signs and take into account intuition in the active application of the institution of the formation of the female personnel reserve in practice and success. Stress resistance and emotional stability should be recognized as a positive feature in women's activities, especially in management.

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