

INCREASING GENDER EQUALITY AT A NEW STAGE OF THE COUNTRY'S DEVELOPMENT

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ABSTRACT

The article deals with the issues based on theoretical basis for the study of gender inequality in the sphere of labor relations. Gender relations are the key concept of gender studies in the scientific literature of the social and humanitarian profile and is mainly used in the study of the problems of differentiation, stratification and dominance in the system of social structure. Consideration of the category of gender relations is practically not used in psychological publications. However, gender relations are included in a wide range of social, intergroup, interpersonal relations. Therefore, gender relations can be considered as one of the varieties of socio-psychological relations. In the article, the author analyzes the opinions and comments of scientists and researchers on the topic and presents own conclusions on this issue.

Keywords: society, gender equality, women, education, labor relations.

INTRODUCTION

Equality or inequality between men and women is a problem with a long social history. Depending on the socio-historical context, it acquired a different sound, but the essence remained unchanged: is it possible to recognize the natural desire of a woman to realize herself outside the family, to agree that a woman has abilities for this that are equivalent to those of a man, and whether it is necessary to grant her the right to equal grounds with the latter to participate in public life.

One aspect of the problem of gender equality is equality in the sphere of labor and employment. Here, the gender asymmetry is especially clear: women, as a rule, work in less prestigious industries, occupy less paid positions, earn less, and move up the career ladder more slowly. Should this be considered inequality, discrimination, or naturally occurring, non-discriminatory differences? It is obvious that the solution of this issue, as well as the interpretation of the ideas of gender equality, will depend on the ideas accepted in society (or by an individual) about the nature of gender differences and appropriate

models of gender behavior; for example, from accepting or rejecting the postulates of “natural destiny”, which predetermine each of the sexes their own sphere of self-realization and responsibility, consonant with their nature and commensurate with nature’s inherent inclinations: for a woman - a family, ensuring comfort and spiritual well-being at home, for a man - work, creating socially significant values and material support of the family.

The situation on the labor market is determined primarily by two groups of indicators: indicators of employment and unemployment, that is, characteristics of the availability and type of jobs, and wage indicators. It is important to get an answer to two questions. How do gender structures of employment differ? Are there gender differences in the economic returns to work? And to identify the factors of existing differences.

Our society maintains a very high level of economic activity of women. This was facilitated by the fact that the constant labor activity of women is still, as in the socialist period, necessary to ensure the family budget. For most households, one working spouse cannot provide the necessary level of consumption and well-being. In addition, the high level of women's employment is supported by established social traditions and a high level of education. Women's participation in income-generating activities is a socially acceptable norm of behavior. Women continue to have broad employment opportunities and access to jobs.

The economic activity of women, unlike men, is negatively affected by the number of children. This result can be easily explained, because it is women who bear the main burden associated with the upbringing of children. For women, a stronger (than for men) positive impact on the level of economic activity is exerted by the level of education. This means that for women, education has a greater payoff in terms of improving their position in the labor market. For men, more than for women, the contribution to the change in the level of economic activity is made by health characteristics. Trends in the impact of health on labor force participation are the same for both men and women, but with very poor health scores, men's labor force participation rate declines more.

G. G. Jamalova in her article on raising the legal consciousness and legal culture of the population states as follows: “..to further improve the efficiency of the work on raising the legal consciousness and legal culture of the population, to introduce modern methods of increasing the legal knowledge of citizens in accordance with social and political changes, as well as In order to protect the population, especially young people, from harmful information, to form a strong legal immunity: to form a system of

consistently conveying to the population the content and essence of the socio-economic reforms implemented in our country, legal documents and state programs, to establish in the minds of the citizens "the spirit of respect for laws in society - is the guarantee of building a democratic legal state!" [9]. This indicates that the structures of factors influencing economic activity are similar for men and women. The high level of female employment has led to the fact that women behave in the same way as men when making decisions about economic activity. But the discouraged worker effect and the income effect, which reduce the level of economic activity, are observed more for men than for women. Thus, the activity of men in the labor market depends to a greater extent on economic factors, and that of women on social and demographic factors.

It is known that the law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" adopted on September 2, 2019 was approved as a legal protection and legal guarantee aimed at the place of women in society.

The good thing is that since thousands of years, inequality between men and women in society and the issue of solving it have always been relevant. In particular, as stated in Article 1 of the law, the purpose of the law is to regulate relations in the field of equal rights and opportunities for women and men.

It is true that the era we are living in, while the reform of Uzbekistan is focused on the supremacy of human interests, still a very large number of family disputes are cases of non-recognition of women's rights by men. It is true that it is not given.

Against such negative situations, in Article 2 of this law, "Legislative documents on guarantees of equal rights and opportunities for women and men consist of this Law and other legal documents.

If the international agreement of the Republic of Uzbekistan stipulates different provisions than those stipulated in the legislation of the Republic of Uzbekistan on guarantees of equal rights and opportunities for women and men, the provisions of the international agreement shall be applied.

Also, the law mentions the concept of gender, according to which gender is the relationship between women and men in all spheres of social life and activity, including politics, economy, law, ideology and culture, education. and the social aspect manifested in the fields of science is shown. Therefore, the concept of gender does not represent only the interests of women. Perhaps the fact that representatives of both sexes are boldly walking towards their dreams and goals suggests that they should be given the same opportunity to improve the quality of life. One of the requirements of a

developed society is the provision of equal rights for men and women.

In the Decree of the President of the Republic of Uzbekistan, dated March 7, 2019 No. PR-4235 “On measures to further strengthen guarantees of labor rights and support for women's entrepreneurship” large-scale reforms are being carried out in the country to ensure unconditional observance of the rights and legitimate interests of women, guarantees of their labor rights and support for entrepreneurial activities.

In particular, the tasks of the Women's Committee of Uzbekistan have been revised, the position of a specialist in working with women and strengthening spiritual and moral values in families has been introduced into the structure of district (city) women's committees, the Oila Scientific and Practical Research Center and its territorial subdivisions, the State Trust Fund for the Support of Women and the Family was established, the badge "Mo'tabar ayol" was established, a new system was created to support the laureates of the Zulfiya State Prize (paragraph of the second preamble as amended by the Decree of the President of the Republic of Uzbekistan dated October 27, 2020 No. UP-6094 - National Legislation Database, 10/27/2020, No. 06/20/6094/1413).

At the same time, there are a number of systemic problems and shortcomings that impede the creation of mechanisms to ensure the guarantees of women's rights and their effective activities in the field of entrepreneurship.

In particular, work on the retraining of women, who have been caring for a child for a long time, for professions that are in demand on the labor market, is not sufficiently organized.

Employers generally prefer to fire women but hire men. Therefore, unemployed women are looking for a new job longer. The situation in the labor market is especially difficult for girls who do not have work experience, and for women of pre-retirement age.

Men also have many unresolved problems. First of all, the influence of fathers on the upbringing of children in the family has dramatically decreased. Closely related to this problem is the society's underestimation of fatherhood, the responsibility of men for the socialization of children, the upbringing of the younger generation, and its active self-development.

In particular, in order to prevent gender discrimination of women, a commission on ensuring gender equality was established in the Republic of Uzbekistan.

The main tasks of the commission are to implement a unified state policy in the field of ensuring equal rights and opportunities for women and men, to participate in the



development and implementation of state programs, national action plans and strategies in this field, and to report annually on the work done in this field. It consists of providing information to the Oliy Majlis of the Republic of Uzbekistan, ensuring equal rights and opportunities for women and men, and cooperating with international organizations and relevant bodies of foreign countries in the field of compliance with international standards. [1]

Non-discrimination on the basis of gender in the exercise of legal rights and freedoms does not apply to certain social relations.

METHODS AND ANALYSIS

The evolution of social and labor relations, due to the globalization of international trade and the development of multinational corporations, the expansion of contractual freedom in the labor sphere, changes in the forms of employment and labor processes, brought to the fore the issues of gender equality, which until recently were not the subject of wide discussion.

Today, the international community insistently declares the need for consistent implementation at the national levels of one of the main principles of democratic states - the principle of equality of opportunity and treatment in the field of labor and employment. A particular component of this principle is gender equality, which has been declared one of the seventeen Sustainable Development Goals of the United Nations 2030 Agenda.

Since the beginning of the XX century, international organizations, in particular the International Labor Organization (hereinafter referred to as the ILO), have done a tremendous job of reversing gender inequality, including in the world of work. The result of this work was the adoption of a significant number of international acts aimed at achieving gender equality and preventing discrimination in all spheres of public life. Consideration of the principle of equality in labor relations through the prism of the gender component was naturally preceded by the scientific formulation of the principle of unity and differentiation in labor law, which was carried out for the first time in the theory of labor law by S.L. Rabinovich-Zakharin [17]. Starting from the 60s of the XX century, the attention of scientists was attracted by the subjective factors of differentiation, in particular, the physiological characteristics of the female body, which served as the starting point for the formation of a gender direction in the domestic science of labor law. A significant contribution to the development of this direction was made by A.A. Abramova [2], E.N. Korshunova, V.N. [11], Tolkunova V.N. [16]. The theoretical and legal basis of the study was the

theoretical provisions contained in the works of the authors indicated in assessing the degree of scientific development of the dissertation topic.

In various periods of the development of foreign science, the general legal principle of equality was the object of research by such scientists as S.S. Alekseev, M.I. Baitin, S.N. Bratus, O.S. Yoffe, I.B. Novitsky, G.S. Ostroumov, I.S. Peretersky, V.M. Syrykh, Z.M. Chernilovsky and others.

Such modern scientists as E.G. Azarova, A.M. Lushnikov, M.V. Lushnikova, N.L. Lyutov, A.F. Nurtdinova, S.V. Polenina, S.A. Saurin, I.O. Snigireva, L.A. Chikanova and others.

The research methodology is based on the use of such general scientific methods of cognition as dialectical, system-structural, functional, etc. Along with them, special legal methods were used, in particular, historical-legal, formal-legal, comparative-legal.

DISCUSSIONS

Women's struggle for gender equality has been going on for many years. On the one hand, the changes that have taken place in society in the structure of gender-role relations are of a colossal nature: women not only wear trousers, but also engage in political activities, write doctoral dissertations, lead large organizations, and even receive Nobel Prizes. It would seem that everything is fine, but behind the equality that is visible from the outside, the problem of gender inequality is hidden, expressed by the intensified struggle of women in competition with men for a “place in the sun”, where the main factor is not skills and professionalism, but gender. To find out what gender inequality is, what are its causes and in what forms it manifests itself in society, it is necessary to start with the fact that inequality as a whole, as a social phenomenon, has taken place in society throughout its existence, which manifested itself in the economic sphere, political, religious, cultural, etc. This means that people have unequal access to spiritual and material goods, according to Neil Smelser. The problem of social inequality is central in sociology. There are several scientific approaches to solving this issue. Theories of functionalism. The point is to reward the best. Even E. Durkheim in his work “On the division of social labor” said that people are talented to varying degrees. The more gifted perform important functions in society [5]. Based on this conception, Kingsley Davis and Wilbur Moore developed the theory that inequality contributed to the creation of such conditions in society, where the most skilled individuals occupy the socially important activities.

Theories of conflict. The point is to protect the privileges of power. Proponents of this approach criticized the idea that inequality is a natural process of society's survival. According to Marxist theory, in society there has always been a ruling class and an exploited class, between which there is a constant struggle. Ralf Dahrendorf believed that the conflict could not be limited to the economic sphere. A conflict situation takes place in any even non-economic organization in which there are bosses and subordinates [4].

Max Weber, unlike Karl Marx, did not believe that the economy is the basis of stratification. He singled out three components of the link of social inequality - wealth, prestige and power. There are several forms of social inequality: biosocial, sexual, ethnic, national and gender [15]. Let's focus on gender. The concept of "gender" was introduced into scientific use only in 1968, which should be understood as a set of socio-cultural values and norms that an individual is prescribed to fulfill depending on his biological sex. The emergence of the term "gender" is associated with the American psychoanalyst Robert Stoller in his work *Sex and Gender: On the Development of Masculinity and Femininity*. He proposed to use this term to denote the duality of the sex of the individual - biological and social. In other words, it is not enough just to be born a man or a woman, it is necessary to adhere to those gender roles that are dictated to us by society. Sociologist Anthony Giddens distinguished between the concepts of "sex" and "gender" as follows: he defines sex as the anatomical and biological differences between men and women, then gender should be considered their cultural characteristics [6]. Gender, therefore, is a model of the behavior of women and men in society, which determines their assigned role and position in social institutions. Moreover, these models are completely asymmetric. If a man is dominant by nature, he owns power, then a woman takes a secondary position, she tends to obey. Based on this, it is obvious that gender has a great influence on the process of social differentiation of society, it is a stratification category, which can also be affected by other categories, such as age, class, ethnicity. It follows that gender shapes the relationship of inequality between men and women. Considering all of the above, we have come to the definition of gender inequality. So, gender inequality is such a device in society, in which men and women have unequal social status and opportunities in society. [10] The beginnings of gender relations and the first thoughts that the sex-role structure of society has pronounced aspects of inequality arose in the works of ancient scientists. So, Plato in his works [12], such as "The State", "Feast" and others, was engaged in the analysis of marital relations. The philosopher's attitude towards women was twofold. On the one hand, Plato was called the first ancient

"feminist", since he envisioned an ideal state in which equal rights for women and men would be established in many areas of life. On the other hand, a woman, according to Plato, is a lower being. Aristotle has an unequivocal attitude towards a woman - he saw in her a person inferior by nature [3]. The relationship between husband and wife, according to the philosopher, is equated with the relationship between master and slave - the man has power, and the woman. The main purpose of a woman is housekeeping and childbearing. However, even here the woman is inferior to the man. She gives the child only a body, and the soul is a man. Today, gender inequality is very relevant. Despite the fact that gender discrimination has ancient origins, formally the gender approach in sociology took shape only in the 70s of the last century in connection with the emergence of feminist movements and gender studies. Prior to this, the term "gender" was not used, and scientists reduced arguments about the relationship between the sexes to the position of the biological opposition of the sexes. As mentioned earlier, before the advent of gender studies in the second half of the 20th century, many scientists, including sociologists, believed that all aspects of social inequality are explained by biological factors, that is, everything that happens in society follows its natural course.

The French sociologist Emile Durkheim said about the gender aspects of social inequality that the female and male sexes essentially complement each other: men are assigned intellectual functions, and women emotional ones. If this explanation is interpreted from the point of view of functionalism, then gender inequality is characterized by the unequal functional roles of individuals. According to this approach, a man has an instrumental role in society, aimed at solving strategic problems, and a woman plays an expressive role, responsible for harmony in the family [5].

Analyzing the influence of sex-role stereotypes on social processes, we will try to figure out in which areas of human activity they take place, and in which their reality is erroneous. Thus, the well-known stereotype "politics is not a woman's business" does not currently have significant significance. Let us recall the big names of prominent politicians, for example, Margaret Thatcher, Finnish President Tarja Halonen, Indira Gandhi, Angela Merkel and others. If we talk about the economic system of society, then in the field of labor relations, stereotypes, unfortunately, put pressure on managers when choosing personnel. A little earlier we talked about gender segregation in the labor sphere. Obviously, under the influence of traditional stereotypes, almost any profession becomes gender-neutral. Beliefs about the division of labor along gender lines are typical not only for employers, but also for the workers themselves. So,

Maltseva highlights stereotypes of position and stereotypes of behavior. Position stereotypes are stereotypes inherent in the employer. He tends to perceive women as less productive workers due to the fact that they need to combine work with family responsibilities, and this carries the cost of production. Stereotypes of behavior are, on the contrary, stereotypes of the workers themselves. Women, based on the fact that it will be difficult for them to compete with men, choose such areas of labor activity that involve the expenditure of less labor effort and the absence of career growth as such. Thus, gender inequality in the labor market is built not only on the basis of discrimination by the employer, but also through the mechanism of self-selection of workers, which informally does not allow men and women to occupy the same job position [17].

When analyzing gender relations, one cannot ignore the dramatic approach in sociology. Irwin Hoffman, within the framework of the approach he founded, introduced such a concept as gender display - this is a demonstration of belonging to the female or male sex at the interpersonal level in the process of interaction. That is, the sociologist considered gender differences from the standpoint of social interaction, where individuals express their sexual essence. This is a kind of "gender game", in which the gender differences of the "actors" carry some specific social meaning. Dramatic interactionism, developed by I. Hoffmann, can in essence be considered the foundation of the constructivist theory of gender relations. According to this theory, with the help of interpersonal interaction, the concept of "female" and "male" as the main components of social stability is built and strengthened [7]. That is, gender stereotypes are being introduced into all spheres of society. As we can see, there are several theories in sociology that describe gender inequality in society. But even today the question of discrimination against women remains open. Women have to face various obstacles, problems and infringements in many spheres of society. These problems are most obvious in the field of employment.

CONCLUSION

The results of research in the field of gender socialization lead to the conclusion that the characteristics of male and female gender-role identification are specifically reflected in the position of a person in society, his personal and professional fate. In this sense, they are very important as a reflection of the processes taking place in the modern world, the main direction of which is the increasing humanization and increasing requirements for the spiritual development of the individual, this determines the relevance of our study.

The study showed that the social roles and opportunities of men and women are not equal. In many ways, their ratio is determined by gender stereotypes that exist in society. The situation is aggravated by the process of globalization. The levels of social status of men and women depend on the cyclical nature of economic development: periods of crisis lower the status of women and raise the status of men; during the period of stability, there is a certain increase in the status of women, while the status of men decreases. The contradictory nature of the development of gender processes is manifested in the combination of professional and family responsibilities.

The problem of gender relations, associated with the characteristics of a person's gender, his psychological differences and value orientations, has recently become one of the most actively discussed in society. On the one hand, processes of democratization and humanization are taking place, contributing to the creation of equal opportunities for the realization of the individual, regardless of social origin, position, nationality, age and gender. On the other hand, the consciousness of both sexes is characterized by stereotypical ideas about the role in life, position, status, and various value orientations. These stereotypes leave their imprint when you want to mobilize your capabilities and realize yourself as a person.

In most developed and developing countries, women make up at least half of the workforce. Research shows that there is an increasing number of women who increasingly have to make their own financial decisions. Women play an ever-increasing role in the world economy, contributing to its development.

An analysis of the development of gender relations suggests that the formation of gender culture is greatly influenced by attitudes and stereotypes, which, being realized in people's behavior, have a significant impact on the formation of social reality. The gap between stereotypes and real circumstances, the contradiction between social norms and the requirements of real social systems is a barrier to development. It is necessary to introduce new formal rules to overcome the negative effect of informal norms and rules of conduct that underlie gender stereotypes. Like many phenomena, gender inequality is part of the social fabric. Therefore, the mechanism for constructing gender identity in different temporal and socio-cultural contexts depends entirely on the need to introduce a gender approach in all spheres of society's life.

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