

Gender equality as the basis for the development of the modern family

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Abstract: Gender is a set of stereotypes that distinguish a woman's behavior model from a man's behavior model. The presence of gender inequality in society significantly hinders its development, labor productivity, as a rule, decreases, and economic growth slows down. Equal legal status allows all citizens to participate equally in various aspects of society as a whole, which has a positive impact on its development. In any society, there is a certain trend, it usually shows a connection: the higher the gender equality, the more the level of poverty decreases. The highest standard of living in those countries where the policy in the field of gender equality is developed.

Keywords: gender, status, equality, employment, social status, Committee of women, gender aspect

Introduction: Gender equality, in fact, means the presence in society of equal, equal conditions and opportunities for the manifestation of their personal qualities to representatives of both sexes. This can be implemented not only in politics, but also in the economic sphere, in the cultural life of the country.

Over the years of independence, a lot of work has been done in Uzbekistan to implement measures to ensure gender equality. Institutional development has made significant progress, with the founding of the Women's Committee in 1991, headed by the Deputy Prime Minister responsible for social protection of the family, maternity and childhood

The Women's Committee, as well as the Ministry of Foreign Affairs and the National Center for Human Rights, work closely with the State Statistics Committee to report on the international obligations imposed by the Convention on the Elimination of All Forms of Discrimination against Women, the implementation of the Beijing Platform for Action and the Millennium Development Goals [1].

At the national level, programmes and activities are being implemented to improve the status of women and strengthen their economic rights. The intensification of the activities of state authorities, public and scientific organizations of the republic in addressing gender issues contributes to the growth of domestic demand for statistical information describing issues of gender equality, and the range

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of users of this information is also expanding.

Now it is quite clear that gender equality is one of the main features (attributes) of the modern family. But it is in the family sphere that the ideas of equality between men and women are most difficult to penetrate. When it comes to gender equality in the workplace, no one will object to the need for equal pay for equal work, non-discrimination in career advancement, the possibility of acquiring a new profession, the passage of a woman's training, etc.

On the other hand, it is easy to see that the concept of equality (social, legal) between men and women cannot be divided into separate components - equality at work, equality in political life, or equality in the family. All systems are interconnected. And if we want to get real equality at work in the workplace or in politics, we will have to strengthen equality in the family.

The country gender assessment of Uzbekistan is based on the previous assessment carried out in 2005, as well as on the experience gained by the Asian Development Bank (ADB) in the Republic of Uzbekistan in supporting gender equality and women's empowerment. The 2005 Gender Assessment of the country provided an overview of gender perspectives in some of the broader themes, as well as general recommendations for a strategy to achieve gender equality in ADB projects.

This assessment takes a different approach. It does not review the overall progress towards achieving gender equality, but rather highlights the main obstacles to achieving gender equality in the core areas of ADB's activities, mainly in the framework of projects on water and sanitation, energy, transport, as well as projects to improve access to the financial system and financial services. Some of the difficulties in achieving gender equality in the ADB's business sectors are compounded by deeper structural changes affecting the position of men and women in the economy, their access to assets and resources, their ability to influence decision-making, their level of education, and their access to the social protection system in Uzbekistan [2].

Women's participation in political and public life The lack of representation of women in public positions and in government is an issue discussed at the government level. Since the introduction of the quota requiring 30% of candidates from political parties to be women, the number of women in the Oliy Majlis has increased with each election. However, women still make up only 17% of the total number of members of legislative, representative and executive bodies in Uzbekistan, which indicates that women have not yet reached the "critical mass" considered necessary to obtain a valid voice in decision-making or to include relevant issues in the agenda.

However, from 1992 to 1998, there was a positive change, when the representation of women was quite stable and amounted to 9.4%. Despite the fact that

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women occupy very high positions - for example, as speakers in the Legislative Chamber and the Human Rights Ombudsman-women are still underrepresented in other government bodies. For example, at the time of this assessment, only one of the 14 ministries is headed by a female minister, and women occupy only 4.2% of the total number of positions in the Oliy Majlis. Women are also underrepresented in local government; there are no women heads of regional khokims, although women hold the posts of deputy khokims [3].

Gender aspects in the education system in Uzbekistan, equal access to education is guaranteed, and equal representation of the sexes is observed at the level of enrolment of boys and girls in primary and secondary educational institutions. However, at the level of secondary specialized and higher professional education, there is a situation similar to the labor market. Women's enrolment rates in secondary specialized and higher education institutions are lower than those of men, and concern is expressed about the increasing number of young women who do not continue their education after completing 12 years of compulsory secondary education. As for the choice of subjects in secondary specialized and higher education institutions, young men tend to seek technical training and focus on areas such as transport and communications, construction and agriculture. Young women are mostly represented in traditionally "female" fields of study, such as education and health care. This choice is undoubtedly influenced by persistent gender stereotypes, which is then reflected in the labor market, as noted above. Usually, technical fields of study are associated with getting a job in higher-paying industries, while humanities education is characterized as a lower-paid job, often in the public sector.

Small statistics: women make up 45.4% of the total employed population (2012), but, as a rule, they work in low-paid sectors, such as health and education (76.2% and 68.4% of the total number of employees in these areas, respectively). A small number of women are represented in high-earning industries, such as construction (9.2%), transport and communications (12.2%), and manufacturing (39.3%). As a result, women earn about 30-40% less than men [4].

There is also a significant difference between men and women and in the time that the latter spend on unpaid household work: women spend an average of 4 hours a day maintaining the household, while men devote only an hour to it (this statistic is given in a 2005 study by the Asian Development Bank in the publication "Women and Men of Uzbekistan 2000-2005").

The uneven distribution of domestic work shows that the lower-paid work activity of women can be offset by unpaid work at home, which creates a difference between the employment of men and women.

The educational aspect that could smooth out this gender disparity seems, on the contrary, to exacerbate it. After compulsory secondary education, the higher we

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go, the more noticeable the gender imbalance: representatives of the female half represent only 36.5% of the total mass of students, 27.8% among people with a PhD degree and 18.6% among doctors of science.

Women occupy fewer positions in the state apparatus – the total percentage of women in state institutions is 16.9%, 21.7% of women are represented in the Legislative Chamber, 15% in the Senate and 6.5% in the Cabinet of Ministers of the Republic of Uzbekistan.

A more optimistic position is occupied by representatives of the female half in managing positions in the economy. As of January 1, 2010, 26.8% of the administration in the economic sector was held by women. However, women occupy exceptionally low or mid-level positions, and are completely unrepresented in top management [5].

Of course, these are just numbers. Many men-in-the-street will object, saying that this was supposed to be so, it has always been so. It is possible and true that traditionally women have played a secondary role in the economic and political life of Uzbekistan. But this cannot continue in the 21st century. Without ensuring equal opportunities for all, we will not be able to fully realize the important resource that we have – human capital. As we set the value of objectivity and equality ourselves, achieving greater equality among men and women will undoubtedly make our nation happier. That is why I am concerned about the issue of gender equality.

At a time when the coronavirus pandemic is rampant in the world, women have often found themselves at the forefront of life. Women predominate in key positions such as nurses, social workers, and caregivers. They also work as doctors and volunteers, as well as political and public leaders who make critical decisions about how to deal with the consequences of the crisis in the health, social and economic spheres. Women's participation will be vital to our success in combating this common global threat.

Women also took advantage of the increased opportunities to be leaders. In 2019, women held almost one in four seats in legislative assemblies around the world, more than double the figure in 1995. Women are also now more likely to hold leadership positions than they were twenty years ago, although parity is still a long way off [6].

With regard to labour participation, in countries with different income levels, an increasing number of women are engaged in economic activities that go beyond non-market household work.

Throughout the world, many national reforms have been implemented in recent years to improve the status of women in the workplace, in marriage, and especially to protect women from violence.

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Despite this significant progress, there are still significant gender gaps. They vary in scope and form from country to country, ranging from physical violence and material deprivation to unequal employment or political opportunities.

Gender inequality also manifests itself in unequal opportunities for full participation in economic life. UN Women concluded that women are less likely than men to participate in the labor market and are more likely to be unemployed.

Women are paid less, earning 77 cents for every dollar a man earns, and are disproportionately responsible for unpaid family care work and household chores (doing 76 percent of the total hours of unpaid care work worldwide). A study conducted in six countries around the world showed that if women's unpaid work were valued in monetary terms, it would amount to between 10 and 39 percent of GDP [7].

These gaps in capacity suggest that the COVID-19 pandemic may disproportionately affect women. Women make up a large proportion of health and social care workers worldwide: 70 per cent in 104 countries. In addition, an early analysis by the World Bank shows that women in child-care roles may face increased workload after school closures, with working mothers finding it even more difficult than usual to combine work at home, home schooling, child care and housework.

Inequality of access is also a concern. It is estimated that almost 40 per cent of women in paid work worldwide do not have access to social protection. Women are less likely than men to have access to financial institutions or bank accounts. Although women-owned businesses account for more than 30 per cent of registered businesses worldwide, only 10 per cent of women entrepreneurs have the capital they need to develop their businesses [8].

There is global consensus that gender statistics are a necessary requirement for women's empowerment, as well as for achieving gender equality, both of which are essential for poverty eradication, inclusive economic growth and sustainable development. Thus, at present, the field of gender statistics is becoming important not only in activities aimed at achieving gender equality, but also in activities aimed at developing those areas that until recently were considered non-gender-related, namely: poverty reduction, environmental protection, budgeting and financing.

It is becoming increasingly clear that gender equality is important in social relations, which are important for the development of society. As a result of the fact that today special attention is paid to increasing the activity of the family, society, especially women in social life, great changes are taking place both in social relations and in legislation [9].

At a time when life is rapidly changing and society is progressing, people are also trying to keep up with the times. This also applies to women. currently, women are only engaged in household chores, raising children, and thoughts of "either family

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or work" hinder gender equality. We see that one of the most pressing development challenges is the achievement of equality, especially gender equality between men and women, both in society and in the family. But, unfortunately, women often remain aloof from the development process and even being involved in it, achieve this at the cost of huge difficulties and even losses.

In Uzbekistan, even in the context of the pandemic, the equality of families, the gap between men and women in the family is very firmly established not only in the family, but also in production and other nodes in general. That is, large state-owned enterprises, such as the Republican Women's Committee of the Mahali and Family Institute, the Neighborhood Foundation, have developed a plan of systematic measures, projects, measures to combat bullying, harassment of women or their defamation, and are practically being implemented in this process [10].

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