

## THE ROLE OF WOMEN IN OUR SOCIETY AND THE OPPORTUNITIES PROVIDED TO THEM

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### Abstract:

Improving the socio-economic situation of women in our country, increasing their entrepreneurial activity, providing vocational training and employment, further enhancing the role of businesswomen in economic development. Human capital, human rights, gender equality and sustainable development are a chain of interrelated issues that are relevant today. Gender equality is important in itself, it manifests itself in the role of women in the development of society and the strong influence of human potential on labor productivity. This article will analyze issues related to the improvement of the women's labor market, the continuation of the policy of increasing the socio-economic activity of women, on the basis of these analyses, conclusions and proposals will be formulated.

**Keywords:** human capital, labor market, gender equality, economy, society, vocational education, human rights, quality of life.

### Introduction

Analyzing the literature on the topic based on foreign experience, it should be noted that many economists have been engaged in the development of entrepreneurship and business and their practical application. These include F. Kotler, M. Porter, D. Evans, I. Ansoff, M. Berman, M. Golubkov, P. Samuelson, D. We can include such famous scientists as Marshall.

If long-term research in the field of marketing in our country is based on national characteristics, it is necessary to recognize scientists who have made a significant contribution to the development of the theory of entrepreneurship in economics. These are: M. Mukhammedov, M. Pardaev, R. Ibragimov. Y. Abdullaev, A. Saliev, M. Sharifkhodjaev, B. Khodiev, D. Rakhimova, R. Boltaboev, Sh. D. Ergashkhodjayeva, Sh.A. Musayeva, etc.

### Research Methodology

In the course of the research, a systematic approach, abstract logical thinking, methods of grouping, comparison, factor analysis, and selective observation were used.

### Analysis and Results

Women, Business and the Law 2023 describes in detail the current state of women's legal rights. This study provides a dataset and an index of women's working lives. Governments, the private sector and civil society can use this framework to identify and remove obstacles to women's economic empowerment, as well as to promote participation in the workforce and entrepreneurship.

The World Bank Group's lending and technical assistance operations use information on women, business and law to create an analytical framework for project development. Other institutions



such as the Atlantic Council; the 2030 Agenda for Equal Measures; the Georgetown Institute for Women, Peace and Security; the Heritage Foundation; the Millennium Challenges Corporation; and UN Women are using it to raise the status of women in society. The economic activity of women around the world and in Uzbekistan is lower than that of men. As of the end of 2021, this figure was 41.3% among women and 56.9% among men<sup>1</sup>.

According to statistics, at the beginning of 2021, the working-age population was 20,135,100 people, of whom 9,629,800 were women. The unemployment rate among women in 2021 was 13.3% (compared to 6.1% worldwide). This is more than twice the unemployment rate among men. The majority of unemployed women are women with secondary (65.8%) and secondary (28.5%) education, as well as women with higher education (3.4%).

Table 1 shows the proportion of women in the total number of jobs in our country by type of economic activity. As can be seen from this table, the lowest percentage of women in the workplace by type of economic activity is observed in the economic activities of construction, transportation and storage, with construction activity accounting for 6.3% and transport activity-7.1% according to data for 2021. In the organization, by type of economic activity, the highest indicator was observed in educational activities -73.8%, in the field of health and social services -77.3%.

In 2022, the participation rate of the working-age population in the labor market was 60%, compared with 71.9% among men and 46.6% among women. In general, women's economic activity is 1.5% less than that of men.

The share of women in total employment by type of economic activity in 2016-2021., %<sup>2</sup>

Indications	2016	2017	2018	2019	2020	2021
Agriculture forestry and fisheries	43.7	44.3	43.1	43.2	42.4	42.4
manufacturing industry	47.1	47.6	45.2	47.0	46.2	45.8
construction	5.8	5.8	5.8	6.2	6.3	6.3
Wholesale and retail trade; repair of cars and motorcycles	51.5	51.8	50.3	51.5	49.7	49.0
Transportation and storage	7.2	7.2	7.2	7.2	7.2	7.1
accommodation and meals	52.4	52.8	51.7	52.1	51.7	51.0
information and communications	32.7	32.7	34.4	32.3	35.2	35.0
financial and insurance activities	37.3	38.2	38.7	34.8	37.4	37.6
public administration and defense; compulsory social security	29.1	29.4	28.4	26.8	27.8	27.5
provision of medical and social services	76.5	76.6	76.5	76.8	76.3	77.3
Education	75.6	75.6	75.7	75.7	74.9	73.8

According to UNESCO, only 30 percent of researchers in the world are women. As more and more women enter universities, many are giving up higher education necessary for a career in science. In addition, there are stereotypes that girls face, family care responsibilities, and prejudices that women may face when choosing a career. In previous years, there were certain

<sup>1</sup> The official website of the World Bank. Electronic source: <https://openknowledge.worldbank.org/server/api/core/bitstreams/b60c615b09e7-46e4-84c1-bd5f4ab88903/content0074>

<sup>2</sup> Statistics Agency under the President of the Republic of Uzbekistan. Electronic source: [www.gender.stat.uz](http://www.gender.stat.uz)



differences in the percentage of students by gender in higher education institutions. From the above table, it can be seen that in 2016-2017, 38.3% of women studied at higher educational institutions in the bachelor's degree program. We see that for men this figure is 61.7%, which is 33.4% more than for women. By the beginning of the 2021-2022 academic year, the number of women studying at the undergraduate level was 45.6%, which is 7.3% more than in the 2016-2017 academic year. In 2021-2022, 54.4% of men studying in higher education institutions are 8.8% more than women studying in higher education institutions. we can see that this has happened<sup>3</sup>.

In 2016-2017, 36.8% of women studied at graduate schools of higher education. For men, this figure was 63.2%. According to statistics, in 2018-2019, there are differences in higher education institutions related to gender inequality.

The Government of the Republic of Uzbekistan intends to expand the participation of women in the labor market through policy measures aimed at improving the business climate for small businesses and private entrepreneurship, as well as home programs, as well as family entrepreneurship and crafts, and socio-economic development of regions. It is desirable to create new jobs through programs, public works programs. The large-scale reforms carried out in our country to enhance the dignity of women are certainly crucial, since legal foundations are being created and systematically improved in this direction.

### Conclusions and Suggestions

In the future, the active participation of women will ensure the building of national capacity to maintain high rates of economic growth and improve the well-being of the entire population and women of Uzbekistan. The link between the effective participation of women in the country's economy and the improvement of economic indicators is known all over the world.

As a result of the analysis of women's activity in the labor market in our republic, the following conclusions can be drawn:

- The level of economic activity of women in the republic has been gradually increasing lately.;
- The distribution of women in Uzbekistan by major industries is equal to the global average, According to the World Bank, 26.9% in agriculture, 17.4% in industry and 58.7% in the service sector% ;
- there are big differences in career choices between women and men. In most cases, women prefer social and humanitarian fields such as health, education and social services.
- The largest share of the employed falls on the minimum wage in the fields of economic activity, which include women.

Recognizing the importance of the measures taken in recent years in our republic to increase the economic activity of women, it is proposed to further implement the following actions:

- Taking measures to increase the employment rate of women in the IT, finance and insurance sectors and create decent jobs;
- Consistent wage increases in industries in which the majority of women are employed, namely education and healthcare;
- Further expanding women's opportunities to engage in entrepreneurial activities, especially in rural areas;

<sup>3</sup> Statistical agency under the President of the Republic of Uzbekistan. Electronic source: [www.gender.stat.uz](http://www.gender.stat.uz)



- in order to restore the system of social protection and material support for women on parental leave, a three-month allowance for child care up to 2 years for unemployed mothers;  
-it is desirable to facilitate the correction of the position of women in the labor market after leaving kindergarten before the age of 3, to create conditions for the harmonization of education and family responsibilities.

To draw a general conclusion, we must not forget that behind the achievements of every strong man is the work and work of a sensitive woman. Women are the creators of social material goods and human resources. Therefore, it is necessary to create prerequisites for women to receive education, increase their educational privileges, conduct scientific research in the field of science and, in general, ensure their high status in society, ensuring equal employment between men and women.

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