

GENDER EQUALITY

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Annotation. Gender equality is a set of social, economic and political processes aimed at ensuring equal rights, opportunities and conditions for men and women in society. This concept is an integral part of human rights, social justice and democratic values, and is of great importance in state policy, the education system, the labor market and cultural life. Gender equality serves the full development of not only women, but also men, expanding the economic potential and innovative capabilities of society. International experience shows that countries with a high level of gender equality achieve positive results in economic stability, quality of education and the healthcare system. Therefore, in Uzbekistan, developing this issue through legal, organizational and educational measures, reducing gender stereotypes in the public consciousness, and ensuring equal representation in all areas are among the urgent issues.

Keywords: gender equality, women's rights, men's rights, equal opportunities, social justice, legal reforms, gender stereotypes, gender policy, human rights, democratic values, Uzbekistan, education, labor market, economic development.

Gender equality is the principle of ensuring equality of rights, opportunities and conditions between men and women in society. Gender equality is defined as a separate goal in the UN Sustainable Development Goals (SDGs), which is a key component of human rights worldwide. Gender equality means not only expanding women's rights, but also equalizing opportunities for men, and fully utilizing the potential of all members of society.

The Republic of Uzbekistan is also implementing a number of reforms in this direction. In particular, legal and educational work is being carried out to expand the participation of women and men in socio-political life, create equal opportunities in the education and healthcare systems, and reduce gender stereotypes.

Basic concepts and principles of gender equality

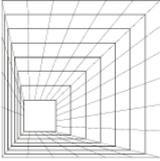
Gender and sex differences

Sex is the innate biological characteristics of a person (male or female).

Gender is a set of social roles and expectations that are formed by society and arise under the influence of culture and traditions.

Therefore, gender equality takes into account not only biological differences, but also roles in social life.

According to research, increasing women's activity in the labor market accelerates the growth of a country's GDP. According to World Bank estimates, ensuring gender equality can expand the economy of some countries by 10–30%.



Girls' education has a positive impact not only on their personal development, but also on the cultural and intellectual potential of society as a whole. An increase in the share of women in scientific activities creates the basis for innovative development.

Gender equality also plays an important role in the field of health care. Providing quality medical care to women reduces maternal and child mortality, and equal access to health services for men increases the overall level of health.[5]

Gender equality issues in the Republic of Uzbekistan are regulated by the following laws and documents:

The Law “On Guarantees of Equal Rights and Opportunities for Women and Men” (2019).

The Constitution of the Republic of Uzbekistan enshrines the principle of “Equality of all citizens, regardless of gender”.

National Gender Strategy (2021–2030).

The share of women in the Legislative Chamber of the Oliy Majlis has exceeded 30%.

Funds to support women's entrepreneurship have been established.

Girls' access to higher education has been expanded.

Current issues

Gender stereotypes are strong in some regions.

The share of women in leadership positions is still low.

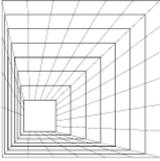
Women face unfair working conditions in the labor market.

Today, women and men have absolutely equal rights. This is enshrined in the Constitution of the Republic of Uzbekistan. The gender factor is reflected in more detail in the Labor Code. The state has established labor standards for women, maternity leave, and work schedules for mothers raising minor children. Various norms for ensuring women's rights are also enshrined in labor contracts concluded by employers with trade unions.

For example, in cotton-textile clusters at yarn-processing enterprises, employees are provided with service transport, free food and special clothing, and assistance in placing children in preschool educational organizations. All of these issues are resolved by the employer. There are many such examples of the implementation of the policy of social support for working women in practice.

Today, the share of women entrepreneurs in business in the republic is 39 percent, which is a separate category of modern Uzbek society, which also needs to be supported.

Thanks to enterprising women who lead entrepreneurial structures, new enterprises are being opened and jobs are being created. These women are actively participating in the



improvement of the regions where they live and the development of entrepreneurial activity. Most importantly, they are setting an example for other girls and women who want to start their own business. Therefore, women's entrepreneurship centers have been established in all regions of our country in order to organize assistance in the development of entrepreneurship. In 2021 alone, more than 53.8 thousand Uzbek women were trained in various professions.

The State Trust Fund for Support of Women and the Family has allocated more than 100.3 billion soums (\$ 9.2 million) in loans for the development of entrepreneurship. Thanks to these measures, 34.5 thousand women have been provided with jobs.

Loans, benefits and other forms of support for women's entrepreneurship are a significant contribution to the development of our country's economy on a global scale. According to experts from the Boston Consulting Group, if the number of women entrepreneurs equaled the number of men in business, the world's gross domestic product would double.

In conclusion, gender equality is not only a fundamental principle of human rights, but also a factor in the sustainable development of society. Uzbekistan is making significant steps in this direction, but consistent work is needed to eliminate social stereotypes, ensure equal representation, and equalize opportunities for women and men in all areas. The high level of economic stability, quality of education, and social well-being in countries with a high level of gender equality confirms the importance of this policy.

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