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## THE ROLE OF GENDER EQUALITY IN INCREASING THE ACTIVITY OF WOMEN IN SCIENTIFIC WORK

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### ABSTRACT

The article highlights the issues of the formation of the legal framework for gender equality in Uzbekistan, psychological, pedagogical, sociological and material support of rural children as equal members of society, as well as the problems of increasing the role of women in research work in the education system.

### KEYWORDS

Gender equality, social protection, social activity of women, education, research work.

### INTRODUCTION

Modern Uzbekistan, which has chosen a democratic path of development, strives in all spheres of human activity to integrate into the world community, the main goal of which is to achieve sustainable development in the economic, social and cultural spheres of society. The most important factor in the sustainable development of society is the quality of

human capital, the relevance of which increases in the context of changing technologies and the development of civilization, where a characteristic feature is the transition from power models to cognitive, educational, and information models. Ensuring sustainable development and improving the quality of human capital is possible provided that

gender equality is achieved and conditions are created for the development of both women and men. Gender inequality slows down the socio-political development of the country, civil society institutions, and local government. Ineffective use of the potential of the female half of the country's population, which does not have equal opportunities with men in realizing their life plans and tasks, leads to the maintenance of tension at the level of interpersonal communication, institutional relations and, in general, between citizens and the state. Inequality between women and men is also disadvantageous for the state and society in economic terms, since it hinders the development of human capital and makes projects for economic development, eradication of poverty, and reduction of unemployment ineffective.

Sustainable development of society requires an increase in the number of highly educated specialists, including scientists capable of making discoveries in various fields of knowledge, since modern society, both economically and socially, is increasingly dependent on new scientific knowledge. The training of such specialists and their effective self-realization depends on a large number of different factors, the main of which is providing both men and women with equal conditions for obtaining higher and postgraduate education, as well as creating conditions for active work in the field of science, technology, innovation, and research . Women, along with men,

should have the same opportunities for self-realization in the scientific field and contribute to the development of society. Research shows that countries and organizations that create favorable conditions for women increase their innovative potential and competitiveness. Science will benefit from the creativity and interaction of different perspectives and experiences that the two sexes can bring, gender equality stimulates new solutions and expands the scope of research.

The UN Commission on the Status of Women notes that quality education and comprehensive and equal access to educational and scientific technical fields for women of all ages and their participation in these fields are a necessary condition for ensuring gender equality and the empowerment of women, and are also an economic necessity and provide women with the knowledge, opportunities, abilities, skills, ethical values and understanding necessary to improve lifelong learning, expand employment, improve physical and mental health, including the prevention and control of maternal mortality, HIV and AIDS, other infectious and noncommunicable diseases, and full participation in social, economic and political life.

In this regard, Uzbekistan has committed itself to the universal elimination of all forms of discrimination against all women and girls, ensuring the full and effective participation of women and equal opportunities for them to lead at all levels of decision-

making in political, economic and public life. After all, women make up almost half of the country's population - 17 million.

The government and public of Uzbekistan understand this issue and strive to ensure gender equality in all spheres of society. From the first days of her coming to power, the President of the Republic of Uzbekistan Sh. Mirziyoyeva brought gender issues to the forefront. The decisions made were clearly reflected in the words of the President of the Republic of Uzbekistan Shavkat Mirziyoyev at the ceremony dedicated to International Women's Day: "We understand well that in a society where the rights and interests of women are ensured, peace, justice and prosperity will certainly reign. If a woman is happy, the family and society are happy" [3].

Over the past four years, 2 laws, a number of decrees and presidential resolutions have been adopted on issues of ensuring gender equality. A new Committee on Women and Gender Equality has been created within the structure of the Senate of the Oliy Majlis, which is engaged in the implementation of international standards to ensure women's rights and the eradication of all forms of discrimination into national legislation. In order to further strengthen guarantees of labor rights and support, providing assistance to victims of domestic violence, new structures have been created, such as the Republican Center for Rehabilitation and Adaptation of Persons Victims of Violence and Suicide Prevention; Center for

Women's Entrepreneurship and Scientific and Practical Research Center "Oila" under the Cabinet of Ministers of the Republic of Uzbekistan. In this regard, on September 2, 2019, two laws were adopted: the Law of the Republic of Uzbekistan "On the Protection of Women from Oppression and Violence" No. ZRU-561 [1], the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" No. ZRU- 562 [2].

Thanks to government measures, currently about 1.4 thousand women occupy leadership positions at the republican and regional levels, and more than 43 thousand at the district and city levels. Great opportunities have been created for girls to receive a quality education, acquire a profession and work. It is necessary to especially note such positive changes in the field of higher education, starting in 2017, such as the opening of correspondence departments in various specialties in most higher educational institutions. This form of education gives young women the opportunity to receive higher education and care for children and fulfill other family obligations.

Among students studying in higher education, girls make up 38.2%, and men – 61.8%. According to the procedure introduced last year, 950 girls in need of social protection were enrolled in higher educational institutions on the basis of a state grant, in accordance with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan "On approval of the regulation

on the procedure for recommending women to participate in the competition and organizing their admission to higher education institutions within the limits of admission rates on the basis of additional state grants” dated June 23, 2020 No. 402[4].

In order to further ensure the active participation of women in the life of society, on 03/05/2021, the Resolution of the President of the Republic of Uzbekistan “On measures to further improve the system of support and ensure the active participation of women in the life of society” No. PP-5020 was adopted[5]. According to the resolution, it is envisaged to “widely involve women in scientific activities, support their software developments based on modern information and communication technologies, innovative and business ideas, inventive and rationalization activities,” as well as “Increase by at least 20 percent the proportion of women among fellows who successfully complete the degree Bachelor's degrees from higher educational institutions of the republic sent to study at prestigious foreign educational, scientific or other institutions on the basis of scholarships from the El-Yurt Umid Foundation.

Despite the positive changes in the field of gender policy in Uzbekistan, much work needs to be done to ensure gender equality in the activities of higher educational institutions. Thus, an analysis of the personnel composition of universities in the Fergana

Valley such as Andijan State University, Namangan State University, Fergana State University shows that top management positions are mainly occupied by men, and women are represented in most cases in the positions of teachers, senior lecturers, and associate professors. Among women there are heads of departments and one dean (FSU). However, the areas of their activity are of a traditional nature: pedagogy, preschool education, philology, social work, philosophy, i.e. humanitarian disciplines.

Higher positions are occupied by specialists with a high level of competence, and since there are more of them among men, they are given managerial positions more often. Thus, at Andijan State University, out of 817 members of the teaching staff, 238 people (29%) have a scientific degree, of which 20.6% are women.

In the staff of Namangan State University, 35% of the total number are women, but if we analyze the student body, then girls make up 60% of the total number of students. Only 10.1% of female representatives have a scientific degree.

At Fergana State University, more than 800 people are currently carrying out their scientific and pedagogical activities, of this number of scientific and pedagogical personnel, women teachers make up 60%, 211 people have a scientific degree, which is 27% of the total number of working teachers. Among those who graduated, 68 were women (32.2%). Of these, 3 are

doctors of science, 65 candidates of science and doctors of philosophy (PhD). A similar picture is observed in other universities of Uzbekistan.

As can be seen from the data presented, a lot of work remains to be done to create conditions to ensure gender equality and eliminate the gender imbalance in the scientific and pedagogical sphere. To solve these problems, a Research Center on Gender Equality was created at Fergana State University.

The main goal of the Center for Research on Gender Equality at FSU is to help increase the number of women among the university's scientific and teaching staff by creating conditions for the development of leadership qualities, increasing the social activity of female students, and involving them in research activities. The activities of the Center for Research on Gender Equality involve female scientists from the Federal State University of various scientific fields: pedagogy, philology, psychology, economics, computer science, social work, etc., who, within the framework of their specialty, carry out activities to work with female students to develop their ideas about gender equality, preparing them for scientific work, conducting gender research. The Center's specialists are working to organize events for effective social protection, provide psychological support, and develop the leadership skills and abilities of girls from vulnerable segments of the population, those who

have become victims of domestic violence, as well as students with children.

Currently, branches of Andijan and Namangan State Universities carry out their activities under the Center for State Geology.

Work to ensure gender equality at the university has just begun. Initial research carried out within the framework of the Center for Research on Gender Equality of the Federal State University made it possible to discover a number of problems of a gender nature not only at the Federal State University, but also in other universities of Uzbekistan, the solution of which will help ensure gender equality, namely:

- lack of educational courses and topics on gender issues in the disciplines studied;
- a very limited amount of scientific and methodological literature on gender issues in the library in the Uzbek language;
- the absence of a gender-oriented journal in the list of peer-reviewed scientific journals and publications of the Higher Attestation Commission, in which the main scientific results of dissertations for the academic degrees of candidate and doctor of sciences are published;
- lack of professional communities and constant exchange of information on gender issues.



- lack of structural units for gender studies in modern universities;
- poor understanding of the teaching staff about gender issues;
- poor training of specialists to provide psychological support, conduct seminars and trainings on gender equality issues among teachers and students;
- poor methodological training of specialists in providing social support to students from vulnerable segments of the population, those who have become victims of domestic violence, as well as students with children.

It should be noted that the range of identified problems is very wide. They are of a different nature and require scientific, methodological, pedagogical and psychological training, and financial support. We hope that cooperation with leading foreign universities will help us gain invaluable experience and achieve high results for the benefit of everyone, because no matter where a scientist is from and no matter what gender he belongs to, his scientific research improves the quality of life of everyone, regardless of place of residence and type of activity. It is necessary to find and create conditions for the development of talents, among which there will be no less women than men, without a doubt.

In this regard, I would like to formulate a number of recommendations to improve the situation in the field of gender equality in universities of Uzbekistan:

- 1) development and teaching in universities of special training courses on gender topics (mainly socio-humanitarian block: gender psychology, gender sociology, gender political science, gender history, gender linguistics, etc.) and interdisciplinary courses on the basics of gender knowledge, both at the level bachelor's and master's degrees;
- 2) inclusion of certain topics on gender issues in traditional disciplines;
- 3) gender education of all participants in the educational process (trainings, preparation of information, didactic materials, etc.);
- 4) development of educational and methodological support for gender courses;
- 5) completion of coursework and diploma works by students on gender topics.
- 6) inclusion of a gender-oriented journal in the List of peer-reviewed scientific journals and publications of the Higher Attestation Commission of Uzbekistan, in which the main scientific results of dissertations for the academic degrees of candidate and doctor of sciences are published;

7) advanced training of scientific supervisors of students, masters, and doctoral students on the scientific foundations of gender equality in order to increase the quantity and quality of research on this topic;

8) creation of an electronic platform for the exchange of information on gender issues between professional communities of universities in Uzbekistan and foreign colleagues.

Thus, a higher degree of gender equality will contribute to economic efficiency and increase productivity, which is especially important in the context of intensifying international competition and increasing globalization. Thus, the implementation of social policy measures to support women in science will ensure gender equality not only in the near future, but also in the long term.

Gender theories of occupational segregation support the view that when a woman acts as a researcher, she can rethink conventional theories and methods, which allows for a new appreciation of the subject of research. Psychologists, after analyzing the characteristics of the functioning of the brain of representatives of both sexes, became clear that full-fledged scientific research requires the cooperation of men and women. Therefore, the task of the gender policy of a democratic state is to overcome such contradictions: not to achieve a purely quantitative

balance of women and men in certain positions or in certain professions, but to ensure truly equal rights and opportunities for every person, based on his abilities, aspirations, skills, and not on gender.

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