

# Gender Diversity in Project Management and Its Impact on Project Effectiveness

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**Abstract:** In the modern management system, the structure of employees in enterprises, the qualitative and structural diversity of human resources are influenced by the solutions of problems in business activities, the abundance of innovative ideas, as well as collective achievements, changes in the activities of the enterprise and development of kata. This article explores the plans, milestones, changes in comparison with communities where gender equality is not ensured, which can be achieved as a result of gender equality.

**Keywords:** Gender diversity, human resources, collective activity, role of gender equality in project management, factors affecting project productivity.

**Introduction:** In developed countries, as well as in modern companies, the business world and other types of collective activities, the qualitative diversity of human resources, in particular gender balance, is becoming increasingly important for the successful implementation of projects. The results of studies conducted by leading researchers around the world show that gender-diverse teams work much more effectively in developing innovative solutions to collective problems, implementing complex plans and improving overall business results. The article aims to highlight the current issues of gender diversity in project management, as well as to suggest ways to promote gender equality in the conditions of Uzbekistan.

Increasingly, gender equality is being paid attention to in our society. In particular, Article 46 of the Constitution of the Republic of Uzbekistan enshrines the equal rights of women and men, and our state has acceded to the Conventions on the Elimination of All Forms of Discrimination against Women, on the Political Rights of Women, and on the Equal Remuneration of Men and Women for Work of Equal Value. The Committee on Women and Gender Equality

was established in the Senate of the Oliy Majlis. A separate Commission on Ensuring Gender Equality was established, which is required to annually submit information to the Oliy Majlis of the Republic of Uzbekistan on the status of work in the field of ensuring equal rights and opportunities for women and men.

In the resolution of the Cabinet of Ministers "On measures to implement national goals and objectives in the field of sustainable development for the period up to 2030", the Fifth Goal of Sustainable Development of Uzbekistan is to ensure gender equality, empower all women. According to it, by 2030 it is necessary to eliminate all forms of discrimination against all women, ensure the full and effective participation of women at all levels of decision-making in political, economic and social life, and ensure equal opportunities for leadership.

Gender diversity - this means a fair and balanced distribution of individuals of different sexes (women and men) in the structure of an organization or team. In modern management theory, it is appropriate to distinguish the following aspects of gender diversity:

- structural diversity - the ratio of women and men in the team;

- cultural diversity - the attitude towards gender equality in the culture of the organization.

- functional diversity - the participation of representatives of different genders in management and decision-making processes;

According to the McKinsey Global Institute (2018) report, companies with high gender diversity have an average of 21% higher financial performance indicators than other similar enterprises and organizations. This indicator proves the following advantages of diverse teams:

- broad thinking - representatives of different genders approach problems from different perspectives;

- better decisions - the risk of groupthink is reduced;

- social responsibility - trust in organizations that support diversity increases.

## **RESULTS AND DISCUSSION**

As a result of studying the state of gender diversity in project management during the study, the following conclusions were drawn.

Currently, the world community and Uzbekistan are observing the following situation regarding gender equality in the field of project management:

Global trends:

- According to PMI (Project Management Institute), only 30 percent of project managers are women;

- In the IT sector, this figure is around 15-20 percent;

- It was found that the share of female managers in construction and engineering projects is less than 10 percent.

In the conditions of Uzbekistan today, the following is true:

Although the field of project management is relatively new in our country, gender differences are clearly noticeable. For example, in the banking and finance, education and healthcare sectors, the share of female project managers is 35-40 percent, and in technological and industrial projects this figure is between 15-20 percent.

According to a study by Harvard Business Review (2019), gender-diverse project teams develop innovative ideas 16-19 percent faster. The main reason for this is the diversity of experiences and worldviews of representatives of different genders.

In risk management, women are more careful than men in assessing risks. This helps to prevent risky decisions in 20-25 percent of projects.

It has been found that communication efficiency is 30 percent higher in gender-balanced teams, conflicts are 18 percent less, and the speed of completing tasks and

tasks is 12 percent higher.

The following effective methods of promoting gender diversity are recommended:

- foundation programs;

- special trainings on project management for women;

- mentoring programs;

- career development support;

- organizational changes;

- taking into account gender equality in hiring;

- promoting successful female project managers

Studies on gender equality have been conducted in countries around the world and the following results have been obtained:

- Sweden - gender quotas in government projects (40 percent each gender);

- Singapore - special grants for women in technology projects;

- USA - 30 percent of Fortune 500 companies have female project directors;

The following recommendations have been developed for more sustainable solutions to gender equality issues in our developing society: maintaining gender statistics in project management, organizing training programs for female project managers, monitoring gender equality in community projects, and promoting wider training in project management professions in schools and universities for representatives of all ages and classes.

## **CONCLUSION**

The results of the study show that gender diversity in project management can significantly increase the effectiveness of projects. In the conditions of Uzbekistan, the following measures may be effective in this area:

Basic programs - Development of special training and mentoring programs for women in project management.

Statistics and monitoring - Introduction of systematic monitoring of the gender composition of project teams.

Cultural changes - Formation of concepts of gender equality in society.

Legal criteria - Development of mechanisms for monitoring gender balance in state projects.

In the future, it would be useful to conduct more in-depth research in this area, in particular, a comparative study of the gender situation in different sectors of Uzbekistan.

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