

FEATURES OF WOMEN'S EMPLOYMENT IN THE LABOR MARKET

Israilova Dilfuza Karimovna

“University of economics and pedagogy” NHEI

Professor of the Department of Economics, Doctor of economics.

Annotation: The article discusses the problems of ensuring women's employment in society today and considerations related to their elimination.

Keywords: Women's employment, ensuring women's participation in the labor market, gender segregation, occupational segregation, creation of new jobs.

Economic inequality between men and women is particularly evident in the field of employment. As the 2009 report on the development of women notes, “achieving equality between men and women requires a rethinking of their roles and a restructuring of the basic institutions of society - the labor market, government and the family.”¹

The main manifestations of gender inequality in the field of labor and employment include:

- Discrimination in wages, discrimination in hiring, discrimination in dismissal, discrimination in promotion, discrimination in training;
- Occupational segregation based on sex;
- Women's combination of professional and family responsibilities.

Gender discrimination in employment is a process in which “employees with the same performance indicators are treated differently because they belong to different demographic groups.”² Gender discrimination in employment often occurs during hiring and layoffs.

Data analysis shows that gender differences in women's life chances are reflected in discrimination in hiring and layoffs. In economics, this type of discrimination in employment is called “benefit discrimination”, where employers hire men, arguing that women take more breaks from work due to childbirth or childcare, and are therefore less reliable. They do not overpay because they have more family responsibilities. Male employers believe that if women have to stay at home, women, while recognizing their greater family responsibilities, do not see them as preventing them from working as well as men.

Gender discrimination in employment can be explained by the views of the American sociologist Nancy Chodorow, namely, that the similarity of men is formed by the denial of the similarity of women. They enter the public sphere of men, which is opposed to the domestic world of “women”. And if a woman begins to enter the public sphere, this provokes active resistance, because it is perceived by men as a threat to their gender similarity³.

Statistical figures on the labor market in Uzbekistan show that the number of women who are dismissed from work is higher than the number of men who are dismissed.

1 The role of ginseng and its development in the field of human observation. New York, OON, 2009, p. 10.

2 Khotkina Z.A. Genderny podkhod po analysis truda i zanyatosti. A gender kaleidoscope. M.: 2022.

3 Nancy Chodorow., E. Mezentsseva. Gender issues in economics. Introduction to gender studies. Publishing house “Aleteya”. 2000., E. Mezentsseva. Gender issues in economics. M. 2014.

The analysis shows that currently the total number of women in Uzbekistan is more than 18.2 million people, and the unemployment rate among them is 10.2 percent nationwide and 13.0 percent in Andijan region. The data analysis shows that during the period under review, female unemployment decreased by 2.6 and 0.5 points, respectively.

Table 1

Unemployment rate in the labor market of the Republic of Uzbekistan and Andijan region, (in %)

Index name	Years				
	2019	2020	2021	2022	2023
Republic of Uzbekistan	9,0	10,5	9,6	8,9	6,8
women	12,8	14,1	13,3	13,4	10,2
men	6,0	7,9	6,9	5,4	4,3
Andijan region	9,2	10,9	9,9	9,1	7,0
women	13,5	15,4	14,0	16,5	13,0
men	6,0	7,8	7,0	4,1	3,9

Source: Calculated based on data from the Republic of Uzbekistan gender.stat.uz.

The decline in female activity in the Andijan region is associated with high birth rates. In particular, in 2023, 961 thousand babies were born in the republic. This, in turn, leads to the temporary withdrawal of women from the labor market and their economic inactivity.

In accordance with the resolution on increasing the effectiveness of parliamentary control over the work carried out to ensure employment of the population in the regions, our President instructed the heads of regions and sectors to ensure employment of 5 million people, in particular, the creation of 2 million permanent jobs⁴. Based on this resolution, measures are being taken in all regions of our republic, in particular, in the Andijan region, to identify unemployed citizens, and especially to reduce female unemployment.

Table 2

Results of measures taken to ensure employment of women in 2023, thousand people.

⁴ Joint Resolution of the Council of the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan and the Council of the Senate of the Oliy Majlis of the Republic of Uzbekistan, No. 2980-IV dated 21.02.2023.

Areas	All unemployed women							
		employed	was involved in public works	subsidy was allocated	unemployment benefit was awarded	was trained for a profession	land was allocated	the loan was allocated
by republic	826 698	197 464	70 922	56 865	17 591	112 681	108 974	262 201
Andijan region	73 260	12 740	4 111	5 127	712	5 988	16 168	28 414
Share of Andijan region, %	8,86	6,4	5,8	9,0	4,0	5,3	14,8	10,8

Source: Calculated based on data from the Agency for Statistics of the Republic of Uzbekistan.

In Andijan region, 127 thousand unemployed citizens were identified in 2023, of which 73,260 were women. Data analysis showed that there were 18.0 thousand unemployed in Andijan city, 12.0 thousand in Shakhrikhan district, 14.0 thousand in Asaka district, and more than 10.0 thousand in Andijan and Izboskan districts. Also, 63.0 thousand women were registered in the “Women's Notebook” in the region. According to the analysis, about 9.0 percent of all unemployed women in the Republic live in Andijan region. As a result of measures taken to ensure women's employment in the region, 6.4 percent of them were employed, 5.8 percent were involved in public works, about 9.0 percent of women were allocated subsidies, 4.0 percent were assigned unemployment benefits, 5.3 percent were trained in vocational skills, 14.8 percent were allocated land for farming, and 10.8 percent were allocated loans for entrepreneurship. In 2023, 1.1 trillion soums were allocated for preferential loans for family entrepreneurship in Andijan region (in 2019 this figure was 430 billion soums, and in 2022 this figure was 800.0 billion soums). In recent years, the population has been provided with 8.0 thousand hectares of fertile land for farming, and 36 microcenters have been established in the neighborhoods for the development of industry. All of this plays an important role in ensuring employment of the population, especially women.

Based on the results of our research, it can be noted that in order to develop programs in the field of employment to increase the employment of unemployed women and reduce the problems and obstacles that arise in this regard, we consider it appropriate to identify specific groups of unemployed women and apply measures aimed at increasing their employment.

In our opinion, ensuring women's employment provides the following positive aspects (Figure 1).

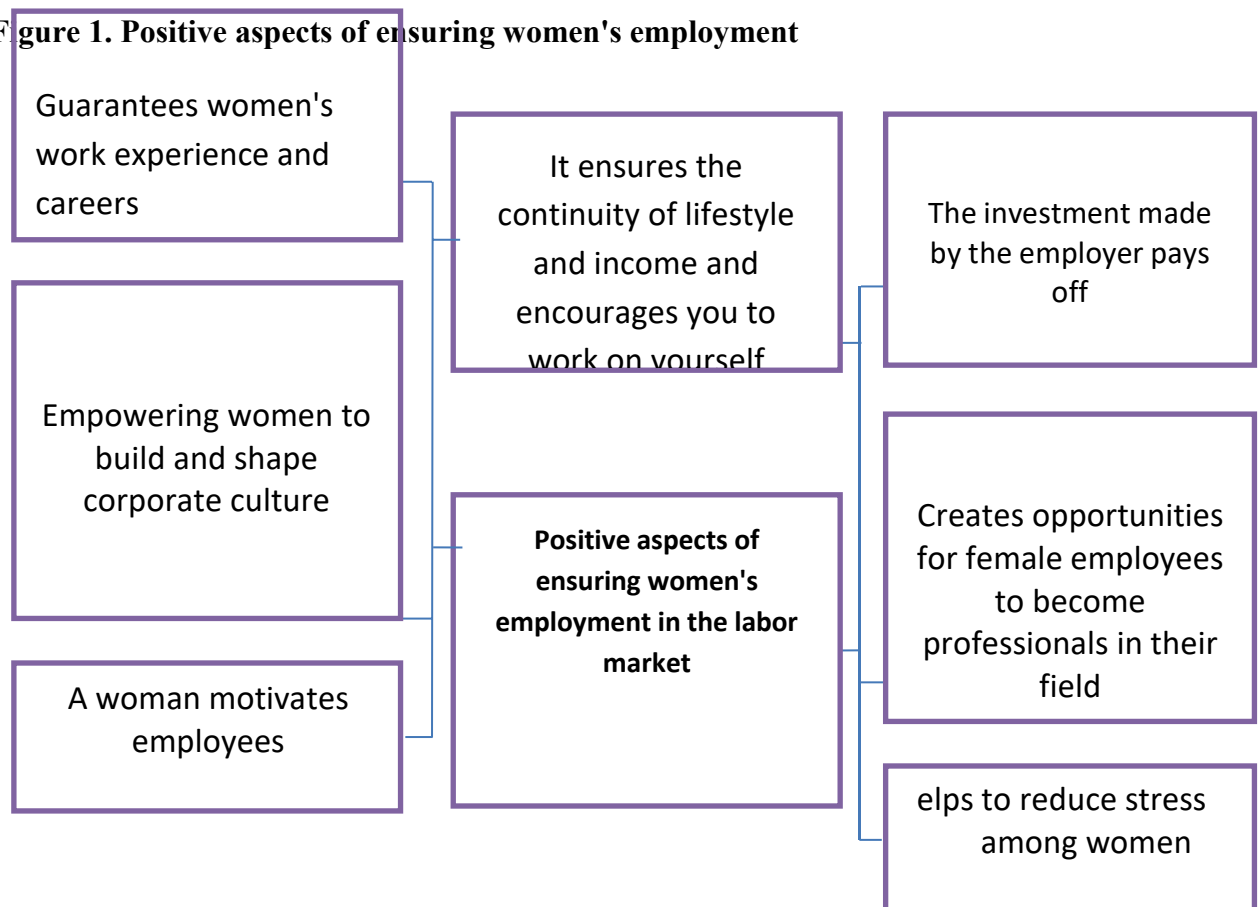
In our opinion, these positive aspects can lead to the following changes in women. In particular:

Women spend a larger part of their time at home or at work than in other places. In this situation, stable jobs reduce stress for women and give them pleasure;

As a result of women's employment, they are strongly motivated, which increases productivity and efficiency;

The sustainable operation of organizations and enterprises, the regulation of labor relations in them, while adhering to international labor standards, serves to preserve jobs. Sectoral and professional gender segregation refers to the division of men and women by professions and sectors in the economy.

Figure 1. Positive aspects of ensuring women's employment



An analysis of the sectors where women are in the majority shows that the majority of women work in low-paid sectors in the service sector. In particular, women in Uzbekistan make up 41.3 percent of the employed population. Of these, 75.1 percent work in the healthcare, physical education and social welfare sectors, and 71.9 percent work in the education, culture, arts and science sectors. In general, a decrease in the number of men and an increase in the number of employed women were observed in the industry, agriculture, trade and catering, education, culture, science and art sectors. The main reasons for gender changes in the sectoral system of employment are related to wages in the listed sectors. Men left these sectors due to low wages, while women occupied low-paid jobs, since their employment opportunities were limited. The main factors influencing inequality in the field of work usually include age, education, profession, length of service and experience. However, as studies by foreign experts show, even if the differences in the above indicators are eliminated, the difference in work in favor of men

remains. Such “mysterious” differences can be explained by the discriminatory behavior of employers who believe that women can be paid less than men.⁵

The process of forming gender segregation occurs under the influence of several factors: socio-economic, cultural, technological factors. Changing socio-economic conditions lead to the withdrawal of men from low-paid (but predominantly male) sectors and the attraction of women to them. Changing cultural beliefs about “male” and “female” professions can contribute to the adoption of traditionally male professions by women. Technological factors often influence the emergence of low-skilled jobs that are necessary to service technological processes. Boring low-skilled work does not attract men, and this sector is filled by women, which in turn leads to a decrease in their pay.

Vertical segregation affects the situation of women in managerial professions and leadership positions. Studies by specialists from Columbia and Stanford Universities show that men and women with MBAs and MBAs earn the same starting salaries. However, after 7 years, 40.0% of women lag behind men. This situation is also observed among Russian specialists with similar education and qualifications. This difference cannot be explained by the fact that women do not have the appropriate qualifications and experience, which hinders their growth in professional positions.

Researchers who study vertical segregation by sex in employment use the term “mirror ceiling” to describe the informal barriers that women face in the form of hidden discrimination that prevent them from advancing in the workplace. Another explanation for the existence of the “mirror ceiling” is that women are unwilling to sacrifice family values for advancement and are not motivated to reach higher levels of their careers. This means that women face additional barriers to advancement, more than men.

Vertical segregation affects the situation of women in management professions and leadership positions. Studies by specialists from Columbia and Stanford universities show that men and women with MBAs and MBAs earn the same starting salaries. However, after 7 years, 40.0% of women lag behind men⁶. This situation is also observed among Russian specialists with similar education and qualifications. This difference cannot be explained by the fact that women do not have the appropriate skills and experience, which prevents them from advancing in their positions.

Those who study the problem of vertical segregation by gender in employment use the term “glass ceiling” to explain the existence of informal barriers in the form of hidden discrimination that prevent women from advancing in the career ladder. Another explanation for the existence of the “mirror ceiling” is that women are not ready to give up family values for the sake of their career advancement and they do not have the desire to achieve higher levels in the professional sphere. Thus, women have to overcome additional obstacles to advance through the ranks to a greater extent than men.

It should be noted that the foundations of professional segregation by gender are formed at the level of primary education. In 2001, during a gender examination of textbooks for primary grades of general education schools in Uzbekistan from the point of view of identifying the presence of gender stereotypes, it was found that out of 56 professions mentioned in the textbooks, only 9 belong to women. At the same time, few areas are included in the “women's” professions, in particular: in the field of education - teacher, librarian, educator; in the field of

5 Ehrenberg R., Smith R. Sovremennaya ekonomika is working. Theory and state politics. Per. English Pod ed. Kolosovoy R., Razumovoy T., Rouina S. M.: MGU, 1996.

6 Mezentseva E.B. Professional segregation po priznaku pola. theory and methodology gendernyx issledovaniy. The course is a lecture. MTSGL. Moskovskaya Vysshaya School of Social and Economic Sciences. M., 2001.

medicine - nurse, pharmacist; in working professions - seamstress and embroiderer; in the agricultural sector - milkmaids and cotton pickers (of course, manual cotton pickers)⁷.

Many studies confirm the existence of statistical discrimination. In particular, in the process of modeling the recruitment situation, most recruiters chose men among female and male candidates with equal official characteristics⁸. Accordingly, pictures authored by women were rated lower by experts⁹.

The study also proved that articles written by women are more likely to be published if editors do not know who the authors are¹⁰.

Data analysis shows that over the past decades, women's employment rates have increased worldwide. For example, in Japan, female employment increased by 11.0 percent, in the USA and France by 15.0 percent, in Austria by 48.0 percent, and in the Netherlands by 64.1 percent. While female employment increased in developed countries, female employment decreased sharply in the territory of the former Soviet Union and in some countries of Eastern Europe. In particular, in Russia, female employment decreased by 10.0 percent compared to the period under analysis. In the Republic of Uzbekistan, there has been no sharp decrease in the dynamics of female employment over the past ten years.

However, it should be noted that the level of female employment in Uzbekistan once lagged significantly behind the all-Union indicator (for example, in 1989 it amounted to 71.0 percent), and demographic factors that contributed to the advancement of "positive" discrimination against women to the level of state policy played an important role in this (pregnancy benefits and the provision of long-term leave, etc.).

According to the 2023 report of the World Economic Forum "Global Gender Gap Index", the Republic of Uzbekistan ranked among the top 20 countries in the world, scoring 69.7 points. The index is based on the availability of 11 indicators in 35 statistical categories. "Global Gender Gap Index" provides a comprehensive assessment of the system of cross-country gender data. It analyzes five aspects of gender indicators: availability, openness, foundations, opportunities and sources of financing.

The identification and implementation of measures to ensure gender equality in the economic, legal and social spheres in our country plays an important role in Uzbekistan's high ranking in the open data index.

At the same time, more than 180 gender statistics indicators are being posted in all sections of the website "gender.stat.uz.", which is maintained by the Statistics Agency of the Republic of Uzbekistan, in 3 languages and 5 different formats.

To date, the rights and opportunities of women in the labor sphere, as well as their privileges in the labor market, have been strengthened in the newly amended Labor Code of the Republic of Uzbekistan. In particular, these include leave related to childbirth and raising a child, the guarantee of a job until returning from this leave, preferential hours for mothers working until the child reaches 3 years of age (the possibility of ending working hours 1 hour earlier), etc.

Despite efforts to ensure gender equality in society, the power of beliefs in gender roles still prevails. However, the increasing number of women scientists, intellectuals and entrepreneurs and the active participation of women give hope that the ideas that prevent women from entering the economic life of society will be overcome, because women's work and activity

7 Alimjanova D.A. Project "Basic Education Textbook Development". Aziatsky bank development. The British Council. 2001.

8 Nieva V.F. and Gutek B.A. Cex effects and Evaluation. // Academy of Management and Review, 2010/ v 5

9 Nieva V.F. and Gutek B.A. Op. Cit. p 268

10 Khotkina Z.A. Genderny podkhod po analysis truda i zanyatosti. A gender kaleidoscope. M.: 2022.

outside the home in various sectors of the economy will remain the most striking feature of the 21st century.

LIST OF REFERENCES:

1. World overview on the role of women in development. New York, UN, 2009, p. 10.
2. Khotkina Z.A. Gender approach to the analysis of work and employment. Gender kaleidoscope. Moscow: 2022.
3. Nancy Chodorow., E. Mezentseva. Gender issues in economics. Introduction to gender studies. Publishing house "Aleteia". 2000., E. Mezentseva. Women in employment and the labor market. Moscow 2014.
4. Joint decision of the Council of the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan and the Council of the Senate of the Oliy Majlis of the Republic of Uzbekistan, No. 2980-IV dated 21.02.2023.
5. Ehrenberg R., Smith R. Sovremennaya ekonomika is working. Theory and state politics. Per. English Pod ed. Kolosovoy R., Razumovoy T., Rouina S. M.: MGU, 1996
6. Mezentseva E.B. Professional segregation po priznaku pola. theory and methodology gendernyx issledovaniy. The course is a lecture. MTsGI. Moskovskaya Vysshaya School of Social and Economic Sciences. M., 2001.
7. Alimjanova D.A. Project "Basic Education Textbook Development". Aziatsky bank development. The British Council. 2001.
8. Nieva V.F. and Gutek B.A Cex effects and Evauiation. // Academy of Management and Review, 2010/ v 5
9. Nieva V.F. And Gutek B.A. Op. Cit. p 268
10. Khotkina Z.A. Gender approach to labor and employment analysis. Gender kaleidoscope. M.: 2022
11. Israilova D.K. Improving labor market regulation in the context of market relations. Dissertation abstract for the degree of Candidate of Economic Sciences. T.; 2009. - 24 p.,
12. Bobonazarova Z.Kh. Improving socio-economic mechanisms for increasing women's employment in rural areas. Dissertation ... cand. ekon. nauk 08.00.10, 2019;
13. R.A. Ubaidullaeva. Conditions and factors for improving the social status of women in Uzbekistan. Sociological studies. 2015. No. 5, 110-113 pp.
14. Abdurakhmanov K.Kh. , Zakirova N.K. Employment as the most important factor in reducing poverty in Uzbekistan. Labor economics. – 2023.- 10 vol. No. 6. -951-965 pp.