

# Women's social role in developing education: avoiding gender gaps in Uzbekistan

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**Abstract.** The purpose of the article is to study the social nature of the role of women in the processes of modernization and integration of the modern education system, to highlight the positive and negative aspects of their main contribution to this process. The most perfect miracle living on earth is a blessed human being, the owner of a complex body, and a woman is a beautiful example of this miracle. Therefore, a woman is the owner of an unstable soul, a blessed mother, a smart mistress and a person who can be an example in all aspects, who does not spare her selfless work for the development of society. Today, the participation of the women of our time in the scientific, economic, spiritual and cultural fields, selfless work significantly contributes to the development of the country.

## 1 Introduction

As noted by the President of the Republic of Uzbekistan, Sh.Mirziyoyev, "... the female figure has been and will always be an incomparable miracle of the Creator". Regarding this, he said at an event held in honor of "March 8 - International Women's Day" that "... taking into account your effective work in all fields, raising children, and your great services in family life, in society, your place, your incomparable contribution to the achievements of Uzbekistan cannot be measured and evaluated with anything" [1]. He also acknowledged the place and role of women in modern society.

More than 60 international conventions, agreements, and treaties pertaining to human rights, including women's rights, were signed by Uzbekistan during the country's years of independence. Uzbekistan, in instance, was among the first nations in Central Asia to ratify the Convention on the Elimination of All Forms of Discrimination against Women. The implementation of more than 100 laws and regulations protecting mothers and children, the association of our country's years with women, and the substantial funding of state programs all contribute to the elevated status of women in society.

In particular, social protection of women and their support received particular attention in accordance with articles 166, 167, 168, 169, and 170 of the State Program on the implementation of the Action Strategy on the five priority directions of the development of

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the Republic of Uzbekistan in the "Year of Active Investments and Social Development" in 2017–2021. It was decided that our state will allocate a significant sum of money in this direction. More specifically, in the first quarter of this year, there were more than 4,000 women employed throughout the republic, 980 women with restricted possibilities received practical help, and 1 billion soums were granted to improve the health of women with challenging living situations [2].

## **2 Relevance of the topic**

Since women now account for about half of the population, our state is paying special attention to them in order to examine the equality of their constitutional rights, including their involvement in social, spiritual, and cultural processes. Everyone must engage in social action in order for civil society to function. Legal literacy and social activism are interrelated processes. Women's political rights are guaranteed in the Republic of Uzbekistan's Constitution alongside socioeconomic rights. Legally speaking, women in the Republic of Uzbekistan are on par with all other citizens; they can engage in a variety of activities based on their interests and requirements in life; they are required to work for the benefit of the state and society; and they can hold management positions. Since the establishment of our constitution and the early years of our nation's independence, gender equality has been a reality in Uzbekistan. Improving the situation of women and implementing socio-economic changes are currently two of the key focuses of Uzbekistan's state policy.

On February 2, 2018, the President of the Republic of Uzbekistan issued 3 presidential decrees, 6 government decisions, and 4 orders in order to increase their activity protect their rights and interests, foster the development of their knowledge and skills, and guarantee their employment. In the system of state and public organizations, there are about 1,400 women in leadership positions, who make up 50% of the population of our nation. One thousand seventy-five of them serve in local councils of people's deputies, while seventeen of them are senators; sixteen are members of the Oliy Majlis' legislative chamber.

The fact that women make up 30 percent of the corps of deputies today shows that the political consciousness and level of women is increasing compared to the previous period. At the same time, it is worth paying special attention to the fact that a wide path is being opened for girls to get an education in our country, and that 168 thousand 470 of our 373 thousand 500 young people studying in higher educational institutions, i.e. 45.1 percent, are girls. This is the desire of students to learn more and more also shows that the number of women with higher education is expanding. At the moment, more than 70 percent of teachers in our country's schools (a total of 442,881 pedagogues) are women, and 49 percent of students are girls. The fact that women now make up 30% of the deputies in office demonstrates that their level of political consciousness has elevated in comparison to earlier times. At the same time, it is important to draw attention to the fact that girls are now having much easier access to education in our nation, with 168 000 470 of the 373 000 500 young people enrolled in higher education, or 45.1%, being female. The students' constant drive to learn more demonstrates that there are an increasing number of women pursuing higher education. Currently, there are 442,881 teachers in our nation's schools, or more than 70% of all educators, and girls make up 49% of all students.

Five priority issues in the field of education were discussed on January 14, 2017, at the extended meeting of the Cabinet of Ministers of the President of the Republic of Uzbekistan on the results of 2016 and plans and templates for 2017. These issues were the reform of preschool education, general education schools, lyceums, and vocational colleges, as well as higher improving the quality of education in educational institutions, rational placement of educational institutions, and equitable access to educational

opportunities [3]. Due to the success of the reforms, greater consideration was given to development in order for the country to earn a spot among developed, modern nations. After all, to compete with industrialized nations, a nation must have the potential for intellectually competitive workers. The President of the Republic of Uzbekistan and the Cabinet of Ministers enacted almost 100 decrees, resolutions, and orders to further enhance the educational system. They have led to the implementation of revolutionary new reforms in the realm of education. The Law "On Education" (updated) is now slated for adoption, and the draft law was made available for comment in April 2018.

Additionally, enhancing teachers' impact is a focus. For teachers, in particular, a number of advantages were established. "Education of young people to be morally, and physically, perfect, and the system of providing them with education to a new level in terms of quality" and the decision PD-3907 "On promotion measures" were both issued by the President of the Republic of Uzbekistan on August 14, 2018. The "On the Status of Teachers" Law was also adopted. The data show that 10-12% of Uzbekistan's gross domestic product is being spent annually on the growth and reform of the education system. More than 35% of the state budget's expenses are related to the system. The primary objectives of the educational system are to protect citizens' constitutional rights, to provide their educational demands, and to develop fully mature personnel.

First and foremost, this is a teacher who is responsible for carrying out the social order that society has imposed on the upbringing of the younger generation.

As a result, the educational system's primary responsible party is the teacher. As a result, the educational system has undergone major transformations in the 21st century, which is known as the "century of innovative ideas, technologies, and intellectual development." The role and societal significance of women play a significant role in the aforementioned good changes to the educational system.

We are all aware that the majority of honorable women receive accolades and orders. The moment has come for women to intentionally believe that the mission given to them is the most important one because they now make up 70% of the education sector. The ability of women to effectively contribute to this process is their primary social essence for the organization of modern education. Female instructors must always get education within the parameters of contemporary requirements in the family, in pre-school educational institutions, in schools and higher educational institutions, and in extracurricular education in order to acquire the aforementioned qualities. After all, the Uzbek people have a great saying that goes, "Seek knowledge from the cradle to the grave." Therefore, it is essential to keep learning continuously in order to attain excellent achievements in schooling. According to the research, investing in the complete cycle of education, or in education from 3 to 22 years old, is given significant consideration in industrialized countries. because the society will profit 15–17 times over from this investment. As a result, the value placed on human capital is growing daily, and numerous opportunities are being taken advantage of across the board in the educational system.

This undoubtedly demonstrates the need to offer all educational levels significant consideration in order to develop modern workers in every sphere of their professional competence. The International Day of Women in Science is observed on February 11. The United Nations resolution of December 22, 2015, highlighted widespread observance of this worldwide event. This resolution was passed in an effort to increase possibilities for women and assure their full and equal involvement in research.

The UN resolution calls on all nations to put programmatic measures in place to address the issues that prevent women from engaging in scientific endeavors, to pinpoint the reasons behind the gender gap in the domains of science, technology, and innovation, and to draw more women into the scientific community. The ability to explore new scientific frontiers is independent of a person's age, race, language, nationality, or gender. This reality

was recognized by humanity long ago. For instance, Henri Bayle, better known as Stendhal, underlined the need of gender equality two centuries ago. He said that it is essential for the advancement of science and human knowledge as well as justice and human dignity. Since the 19th century, a lot of development has been done in this area. But, unfortunately, even today, we cannot ignore the existence of various forms of gender inequality. But regrettably, there are still many forms of gender inequality in existence today. Achieving the development objectives established in the 2030 Agenda for Sustainable Development depends on science and gender equality. Therefore, ensuring gender equality, expanding women's rights and opportunities, and ensuring their involvement in the state management system are all aims of the UN Sustainable Development. The global society has made notable advancements in luring women into science based on the objectives of sustainable development. Women still have limitations on this front, though.

Despite the fact that both girls and boys have made strides in the subject of mathematics, just 30% of scientists in this discipline are women, according to information from the UNESCO Institute of Statistics. After having children, women are more likely to curtail or abandon their academic pursuits. It is true that some organizations now regularly punish their employees and reduce their ratings when they haven't been involved in productive activities for a while, which hurts the interests of women. Recent research conducted by a British institution revealed that all of the scientists in the nation who have received fines are moms of young children.

If intellectually and artistically gifted women are unable to freely pursue their interests in science and the arts, they are regarded as victims of gender injustice. As UNESCO Director-General Audrey Azoulay once put it, "Women have been neglected in science, as in many other professions, throughout history and to this day. Because of this circumstance, there will always be inequity between men and women. From education to overall female representation in science, UNESCO works along the entire chain. The L'Oreal UNESCO Women in Science Award is one way that UNESCO encourages working scientists. Five outstanding scientists who have made notable contributions to science are honored with this prize each year. 3% of experts in information and telecommunications and 5% of experts in the natural sciences and mathematics are women, according to UNESCO.

Significant reforms have been made in this regard in Uzbekistan, particularly in recent years, and a specific emphasis is placed on enhancing the role of women in social and political life. As a result, women are now taking the helm in more and more areas of Uzbek society's life, significantly advancing the fields of science, culture, and education. The 69th goal of the New Uzbekistan development plan, which was recently authorized by the head of state, is to "Support women and girls, ensuring their active participation in the life of society," it should be mentioned when discussing this. For the purposes of this,

-to continue the policy of guaranteeing gender equality, to strengthen the socio-political participation of women, and to undertake reforms to help them;

-to establish an environment of intolerance towards oppression and violence against women in the society, to ensure the rights and legal interests of women;

-a number of significant tasks have been identified, including giving women access to education and professional development opportunities, encouraging their entrepreneurship, discovering and developing the capabilities of brilliant young women, and providing them with all-around aid in finding respectable employment.

It is no accident that in his speech to the Oliy Majlis, President of the Republic of Uzbekistan Sh. Mirziyoyev emphasized the need to consistently carry on the work we have begun in the development of science and education, to educate our youth as people with deep knowledge, high culture, and spirituality, and to bring it to a new modern stage. The "On Science and Scientific Activity" Law was also adopted. One of the fundamental tenets

of the study of science and scientific activity was the freedom of knowledge, efficiency, and creative rivalry.

The Ministry of Innovative Development announced the "Grants of Women Scientists" competition for practical and innovative initiatives in 2020. To now, 111 scientific proposals worth a total of 1.7 trillion soums have been submitted by women. As a result of the initial technical competence, 9 projects totaling 10 billion 450 million soums were funded, giving a positive conclusion to 40 projects. In the scientific and educational institutions of the Republic, there are more than 700 female scientists who hold doctoral degrees and six female academics. In the scientific institutes run by the Uzbek Academy of Sciences, almost 3,000 women and girls are actively undertaking research.

In many different sectors, including chemistry, biotechnology, agriculture, and many more, Uzbek scientists are showcasing their expertise. Foreign scientific institutions highly value their intellectual output. The President's Decree on October 29, 2020 endorsed the idea of scientific advancement through the year 2030. It is important to note that this Decree is crucial for the quick development of the social and economic spheres, the widespread application of scientific and innovative potential with the full mobilization of scientific, intellectual, and financial resources, the determination of priorities for ongoing science reform in the future, and the importance of training self-aware, highly qualified personnel.

### 3 Methodology

In order to increase the involvement of women in all facets of Uzbekistan's economic, political, and social life, the head of state made a decision on March 5, 2021, titled "On Measures to Further Improve the System of Supporting Women and Ensuring Their Active Participation in the Life of Society." Their professional and educational backgrounds serve to provide comprehensive support for employment. In other words, there should be increased female participation in academic and scientific endeavors. The pool of talented researchers is widened by gender diversity in research activities, which brings fresh viewpoints and originality to the discipline.

The theme of "The place and role of women in the achievements and shortcomings of today's modern education" was the focus of a seminar-training. 100 listeners in 4 groups took part in the seminar training.

Several questions were posed to ascertain Uzbek women's opinions on the impact of scientific and educational advancements on their rights. Examples of responses to the question "How are the rights and interests of women in our country defined by the Constitution and laws?" are shown in Table 1:

**Table 1.** Examples of responses to the question "How are the rights and interests of women in our country defined by the Constitution and laws?"

equal rights,	66%
Personal, political, social, economic rights	18%
The right to build a free family, the right to work, and the right to receive a pension	10%
Active participation in public organizations	6%

Table 2 includes answers to the question "Are you satisfied with the conditions created for women in our country?".

**Table 2.** Answers to the question "Are you satisfied with the conditions created for women in our country?".

Yes- 86%	Partially- 10%	No- 4%
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## 4 Conclusion and recommendation

In order to inspire women to assume leadership roles in the future and develop society, it is essential to raise their awareness and knowledge even though there are more women leaders in higher education. Because there aren't many women in Uzbekistan with postgraduate degrees, the majority of them are unaware of their rights and opportunities. In this situation, it is appropriate to underline the importance of education. The main problems preventing women from becoming leaders are their ignorance and lack of information. Increasing the number of women in leadership roles in education can benefit society because education is a requirement for success.

In light of the aforementioned problems with gender equality and women's leadership, the following recommendations are made:

- To create leadership trainings or even schools for women in leadership;
- To plan self-confidence-boosting campaigns for women;
- To boost women's self-motivation in the family and society by teaching them about human rights;
- To guarantee the execution of government agency decrees and orders on gender equality.

## References

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