

# opción

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Universidad del Zulia  
Facultad Experimental de Ciencias  
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# The role of modern women in society and family

**Zukhra Ismailova<sup>1</sup>**

<sup>1</sup>Tashkent Institute of Irrigation and Agricultural Mechanization  
Engineers, Tashkent, Uzbekistan  
[xamro\\_17061974@mail.ru](mailto:xamro_17061974@mail.ru)

**Dustnazar Khimmataliev<sup>2</sup>**

<sup>2</sup>Tashkent Institute of Irrigation and Agricultural Mechanization  
Engineers, Tashkent, Uzbekistan  
[xmk\\_59@mail.ru](mailto:xmk_59@mail.ru)

**Masuda Khashimova<sup>3</sup>**

<sup>3</sup>Tashkent Institute of Irrigation and Agricultural Mechanization  
Engineers, Tashkent, Uzbekistan  
[d.ximmataliev@mail.ru](mailto:d.ximmataliev@mail.ru)

**Rustam Fayzullaev<sup>4</sup>**

<sup>4</sup>Tashkent Institute of Irrigation and Agricultural Mechanization  
Engineers, Tashkent, Uzbekistan  
[zukhra.i@mail.ur](mailto:zukhra.i@mail.ur)

**Firuza Sadikova<sup>5</sup>**

<sup>5</sup>Tashkent Institute of Irrigation and Agricultural Mechanization  
Engineers, Tashkent, Uzbekistan  
[Sadikovaferuza1974@mail.ur](mailto:Sadikovaferuza1974@mail.ur)

## Abstract

The purpose of this article is to determine the extent to which working women in Uzbekistan are able to maintain this balance, as well as to formulate recommendations that can help improve the situation. Based on the goals, for the collection of information, it was decided to conduct an empirical study, which consisted of a survey of students. Purposive sampling was considered the most appropriate sampling method. As a result, the survey identified some problems that affect the balance between work and family for women. In conclusion,

responsibility for the successful solution of problems lies with the women themselves

**Keywords:** Emancipation, women, work-life, balance.

## El papel de la mujer moderna en la sociedad y la familia

### Resumen

El propósito de este artículo es determinar hasta qué punto las mujeres trabajadoras en Uzbekistán pueden mantener este equilibrio, así como formular recomendaciones que puedan ayudar a mejorar la situación. Sobre la base de los objetivos, para la recopilación de información, se decidió realizar un estudio empírico, que consistió en una encuesta de estudiantes. El muestreo intencional se consideró el método de muestreo más apropiado. Como resultado, la encuesta identificó algunos problemas que afectan el equilibrio entre el trabajo y la familia para las mujeres. En conclusión, la responsabilidad de la solución exitosa de los problemas recae en las propias mujeres.

**Palabras clave:** emancipación, mujer, trabajo-vida, equilibrio.

### 1. INTRODUCTION

The gender division of labor varies considerably across countries. Thus, the percentage of women involved in any business other than domestic affairs depends on society (Giuliano, 2014). For example, according to 2000, in Pakistan, only 16% of women from 15 to 64 years old were employed as labor, while in Burundi this figure is 90.5%. Similar striking differences are observed in fertility rates (Fernandez and Fogli, 2010). This situation is caused by differences in core cultural values and beliefs (Alesina & Giuliano, 2010).

They are usually passed on from parents to children and remain fairly stable over time. However, little is known about where the differences between the constant engagement of women as labor and procreation come from (Giuliano, 2014). With the development of women's rights movements, more and more female representatives are engaged not only in housekeeping, but also get employed in various professions. Since the development of this trend, major changes have occurred among working women; they play a significant role in the reform movement and in the implementation of the four modernizations (Grosjean, 2011).

Thanks to the Women's National Coalition, the Women's Charter for Effective Equality, a document that expressed women's demands for a new political settlement, was developed. For the nascent women's movement, the biggest change was the very opportunity to negotiate at the national level to ensure greater equality between men and women in various social spheres, such as jobs, rural community, and household. The Women's National Coalition, together with the Rural Women's Movement, was able, for example, to play a key role in restricting the political powers of traditional authorities and to advocate large-scale changes in rural women's access to productive resources and political power in rural areas. Using new theoretical foundations, scientists have made great progress in highlighting complex and controversial problems in an environment where the women's issue remains a very tense political and cultural issue.

However, despite the significant level of emancipation that allows women to take an active part in the life of society, at this stage of development it is too early to talk about full equality. The first reason for this can be the uneven spread of women's rights in different countries. Women were concentrated in comedies, where men make up only sixty percent of the fictional world. Children's cartoons include even fewer women or female characters than prime time programs. The lack of women on television tells viewers that women are not important in society (Donghoo, 2006). Over time, the situation on television is changing, and there is an opportunity to increasingly observe the representation of women in professions that were previously considered exclusively male. This makes it possible to judge the change in the consciousness of society, but it also brings negative sides.

One of them can be attributed to finding a balance between home and work, because, despite all the changes, housekeeping is considered to be primarily a female task. In recent years, the concept of work-life balance has attracted increased attention from scientists, politicians and the media (Gregory & Milner, 2009). Researchers have looked at the functioning and effects of multiple roles over many decades, and there is ample evidence that the degree of fit between work and family roles affects psychological and physical well-being. Despite the growing recognition that multiple roles can be perceived both positively and negatively when they lead to conflict, this has negative consequences for organizations and families. The continuing growth of maternal employment Fagnani (2007) and the context of

social policy, which increasingly promotes paid employment for single parents, still make the balance between work and personal life an important social and psychological problem.

It is important that any study of the balance between work and personal life recognizes the gender nature of work and family roles. The division of labor between paid work and family work was mainly due to its origin in the industrial revolution and has long been a source of gender inequality. Inequality, which accompanies the gender division of labor, means that when conducting analysis, division of labor, it is necessary to recognize the ideological nature of these ideas. The theses discussed above suggest that women in modern society undoubtedly play an important role. With the development of women's rights movements, there has been a partial shift in social roles, which, however, is still in the process of becoming, and therefore has some negative sides and limitations. Thus, it is possible to identify the research objectives considered in this article:

- To study the attitude of students to the emancipation of women, especially in matters of labor;
- Identify what problems may be present in the family-home area for working women;
- Formulate recommendations for future parents who can help solve problems in this area.

## **2. METHODS**

Based on the goals, for the collection of information, it was decided to conduct an empirical study, which consisted of a survey of students. The survey was organized among students. All students who participated in the study are enrolled in the fourth year of full-time education. Purposive sampling was considered the most appropriate sampling method. In order to assess the problem from different points of view, approximately the same number of men and women was chosen, 58% and 42%, respectively. A total of 600 students took part in the survey.

Data analysis of our research was carried out in the STATISTICA system. This software is developed on the Microsoft Windows platform and is used to conduct statistical analysis as well as data visualization. The magnitude of the error is 5%, about 20 questionnaires were incorrectly filled out (some respondents did not answer all the questionnaire questions or chose more than one answer option, where this was not required).

## **3. RESULTS**

In the first part of the study, the overwhelming majority of full-time students (70%) noted that they can freely explain the concept of emancipation, from which it can be concluded that modern youth in Uzbekistan is familiar with the trends of changes in society and can

operate with concepts related to this topic. As for the second question, only 54% of respondents agreed that at the moment full equality is achieved between men and women. 46% believe that the problem of equality is still not fully resolved. It is interesting to note here that the yes answer was more often chosen by male respondents, while women resorted to the no option (65% vs. 35%).

Thus, we can conclude that the male part of the population looks at issues of equality more positively, which may not quite correspond to the real situation. The answers to the next question, however, showed quite positive results, since almost half of the respondents (47%) agree that women should have the right to occupy the same positions as men. Also, more than half of the respondents (63%) agreed that in the modern world working conditions are the same for both men and women.

Despite the fact that, according to the previous questions, it can be judged that the students of Uzbekistan agree with changes in society and the fact that women are able to occupy social roles on an equal basis with men, the overwhelming majority (52%) still believe that home and family are exclusively female purpose. Quite positive results were obtained on the following question, and the opinions of the respondents were almost equal (48% versus 52%) on the topic of sharing household responsibilities in the family where both spouses work. Interestingly, in this case, the answer yes was more often chosen by women (63% versus 37%), which indicates that the female half of the respondents more sensibly look at the balance between work and

family. Only 42% of respondents agreed that sufficient conditions have been created in Uzbekistan to combine work and household with women. It is worth noting here that opinions are divided approximately equally between men and women.

From the data of the first survey, it can be concluded that the youth of Uzbekistan to some extent accepts ideas of equality and agrees that women can also take part in the economic life of the family, making their financial contribution. However, against this background, it can also be noted that among the students there still remain traditional views on the structure of the family, where the woman is obliged to play a dominant role in ensuring her functioning. Thus, in order to successfully ensure a balance between family and work, it is necessary not only to create conditions on the part of the state, which is currently being developed, but also to create proper awareness among young people.

In the second part of the survey, students were asked to give detailed answers to five questions. None of them indicated the answer options, respondents had to offer their own. Further, the responses were analyzed and divided into several categories to find out which options were encountered most often. The data obtained are presented in the diagrams below. It should be noted that this part of the survey was conducted only among female respondents.

The first question was aimed at clarifying the main problems that working women might face. These problems could be associated

both directly with work and with the need to combine work and family. The most common answers were combining work and household chores, which included childcare, daily household chores, and hospital care for childcare. Also quite often met option prejudice attitude. In the next question, respondents were asked to designate what special working conditions, in their opinion, should have working women with children. An analysis of this question can show whether students in Uzbekistan consider having children as a special circumstance that should be taken into account when building the working day for women. Mainly, this question was also aimed at finding out whether girls consider having children as a complicating factor in the work - household duties chain.

### *3.1. Working conditions for women with children*

- 1- Shorter working day
- 2- The ability to first select vacation dates
- 3- Higher hospital pay
- 4- Cash benefits
- 5- Other

As can be seen from Figure 1, the most frequent proposal was to shorten the working day for women with children. Especially often in this category, there was a reduction in the working day of women with children of preschool or primary school age, who, because of their age, require more attention from parents. Also noteworthy is the proposal for higher sick pay, as for women with children, going to the hospital is a more frequent case than among childless women, which incurs certain financial losses. The next question was aimed at clarifying the main problems faced by working women with children. It is interesting to note that all categories of options scored almost the same number of answers. Refer to Figure 2:

### *3.2. Problems of working women with children*

- 1- Frequent nursing care
- 2- Household duties
- 3- Prejudice attitude
- 4- Emergency situations
- 5- Other

From this survey, we can conclude that the main problem for working women is the balance between work and family, since most

household duties traditionally fall on women's shoulders. This survey showed that girls are concerned about the balance between social labor and the family. In the last question, respondents were asked to put forward their own solutions to the existing problem. The most frequent can be attributed (see Figure 3):

### *3.3. Ways to maintain a family-work balance*

- 1- Increasing the number of kindergartens
- 2- Shortened working day
- 3- Husbands participation
- 4- Increasing the number of free sections
- 5- Other

From the data provided in the diagram, it can be concluded that the greatest problem is the lack of the necessary number of kindergartens, as well as the inadequate participation of husbands in household affairs. The data presented above make it possible to judge that at the moment women in Uzbekistan are sufficiently involved in the life of society, and they are concerned about the balance of public and personal.

### *3.4. Ways and means to enable working women to maintain a balance between home and work*

The approach to changing the position of working women requires a certain degree of consistency. A development strategy must be clearly planned both by the state and by society. First of all, society itself, both women and men, should be aware that when integrating into society, a woman faces some difficulties. One of the main things is to maintain a proper balance between work and household duties. Moreover, men need to understand this, since they need support from them to achieve the necessary results.

### *3.5. Increasing the number of kindergartens*

The lack of the required number of kindergartens is one of the main problems of the CIS countries. In many countries, increasing births requires the construction of new kindergartens to provide a place in the group for each child who has reached the age of three years, thereby giving the mother the opportunity to go to work. In addition, building and introducing more nursery will allow mothers to go to work even earlier and may also contribute to improving the balance between work and home, as the child's kindergarten will free some of the days.

#### **4. DISCUSSION**

A study of the balance between family and work was conducted in the UK. However, it took place in the context of media research, since the media is a key element in understanding social problems, such as the balance between work and personal life, and women's magazines may be a key place for creating and challenging the balance between work and personal life for women in the UK. Media views provide a framework that is used to understand and comprehend complex phenomena, as well as to give them meaningfulness by promoting specific constructions and conceptualizing these phenomena (Hellgren et al., 2002). For the study used twelve monthly women's interest magazines.

After the sampling, four publishers with the highest circulation figures were selected from the remaining publications. (Fairclough, 2006). For each of the selected journals, issues for the last 12 months were reviewed, and for a more detailed analysis, all articles (except advertising) were selected related to the issues of women's employment, work-life balance, division of labor and family labor or working parents. In one journal there was not a single article in which these topics would be mentioned. The remaining three journals contained a total of eight articles that were subject to more detailed analysis.

The analysis was performed similarly to the method used by Roy. Initially, various constructs and representations of multiple roles,

a balance between work and personal life, motherhood and related issues were identified. Articles were read repeatedly, and all sections were selected, containing implicit or explicit references to the balance between work, personal life and motherhood. They were then further analyzed with an emphasis on studying the representations and constructions of key concepts, problems and argumentation relating to them. The analysis revealed a number of different ideas about the different roles, their consequences and how to treat them. The analysis consists of two main directions. First, the construction of a variety of roles as a problem choice that leads to stress and guilt. Secondly, from the point of view of how to cope with several roles that represent the individual problem of a woman, for which she must bear personal responsibility and, to a large extent, cope independently.

Paid work is shown as fundamentally contrary to idealized ideas about motherhood. Mothers are asked how they can “return to work and be a good mother” (Edley, 2001: 16). In many cases, ideas that are supposedly very positive, as, for example, in the examples about enterprising mothers as inspiring role models, also present a message about the fundamentally complex nature of maternal employment (although it should be noted that this message is secondary and overwhelming). Thus, while mothers seem to be inspiring and highly positive role models, there is still an indication that the combination of child rearing and work is something very difficult for women to fight. The multiple roles of women are presented in a controversial way, since maternal employment is positioned as normative and inevitable, but is sometimes also portrayed as a choice that women make. This is

consistent with the way world social policy positions working mothers; that is, not only the duty and right to engage in paid work, but also as primary caretakers, who are personally responsible for ensuring proper care for children during their work.

Interesting to consider will be the study conducted in Bangladesh (Hossain & Rokis, 2014). According to the study, the problem of balance between home and work among working women has gained great importance in research around the world. In Bangladesh, there is a fairly large amount of literature on women's issues focused on less educated women from low-income groups. This study, however, used the experience of highly qualified female teachers from Dacca University in Bangladesh - one of the oldest public universities in a less developed country - and focuses on the strategies they use to balance their work and family life. This study concludes that the faculty of this university pays more attention to their families, rather than their professional careers, which is not surprising. However, they have unique strategies for using several informal, flexible practices at the university to maintain a balance between work and household responsibilities (Oliveira et al, 2018).

## **5. CONCLUSIONS**

The modern woman is clearly positioned as a person who must be strong, emotionally capable and independent in order to cope with the inevitable stress due to a multitude of roles. Responsibility for the

successful solution of problems lies with the women themselves, and they will bear personal responsibility regardless of whether they fail or succeed. The survey showed that students are aware of and can operate with such concepts as emancipation, which indicates that they understand the integration of women in modern society. In addition, it was possible to draw conclusions that despite this, the traditional model of the family is still perceived among the youth of Uzbekistan, which has an impact on the division of responsibilities in the home and may cause difficulties for working women. The main problem was the difficulty of balancing work and domestic responsibilities. This issue requires further development on the formation of modern attitudes among young people regarding the family and the division of responsibilities. To solve this problem, some actions were proposed that could be taken both by the state and by society. The main vectors in these proposals are the creation of conditions that allow women to have more free time, and a change in consciousness towards the separation of duties. The current stage of development requires the creation of such conditions for mothers (economic, psychological, and social) in which they can fully develop as an individual and educate the younger generation properly, at a high level, fulfill their role in society and in the family at the same time.

Further research can also be carried out more broadly. In the junior and senior fourth year, to find out whether the view on this problem depends on the age of the respondents. Also, this social study can be conducted in comparison with two groups of people - having a family and not having - to determine the effect of having a family on

attitudes on this issue. On the basis of the results obtained, it is possible to form further recommendations on how to eliminate contemporary problems in the field of women's employment and their observance of the balance between family and work. In addition, further, development can be used by teachers in universities of the CIS and abroad, for example, in the departments of sociology.

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