

Gender Problems of Uzbekistan in the Globalization Context

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ABSTRACT

This article recognizes the need and significance of gender equality in the process of ongoing democratic reforms. Under the globalization influence, current issues such as gender problems, rising poverty and unemployment, discrimination against women in the labor market and marginalization, the increase in violence against women, and the international cooperation role in addressing these challenges have been analyzed to become more acute.

KEYWORDS: *globalization, women, law, women's rights, gender equality, asset, new Uzbekistan, women's activism, social, society, democratic reforms*

As it is noted in the fifth paragraph of the Millennium Declaration adopted by the UN General Assembly in September 2000 "globalization can only be universal and just, through a common future pursuit based on the diversity unity that belongs to the human race" [2]. From this context, the gender equality problem solution will be not only relevant, but also in special scientific and theoretical importance. As President of Uzbekistan Sh.M. Mirziyoev noted: "In recent years, women's rights and interests in our country, ensuring gender equality, family, motherhood and childhood protection, entrepreneurship development among women, creating new jobs for them, improving working and living conditions have become a priority of public policy" [1: 406].

Equality, based on the human development concept, means that all people have equal opportunities in education, health, employment and participation in the political society life, in meeting their material and spiritual needs. The opportunity equality is based primarily on the human rights equality and fundamental freedoms, regardless the material well-being, social status, beliefs, gender and ethnicity level [3: 407]. The Universal human rights declaration, adopted in 1948, occupies a central place in the international human rights treaties system. It states that human dignity is "the freedom, justice and general peace foundation" [4:1]. Lack of fundamental rights and freedoms can lead to the man and society, social and political unrest decline, the violence spread and the conflicts emergence.

The changing development technology, i.e., the transition from power models to cognitive, thinking, information models, is increasing the global role of human resources and, of course, these processes cannot be imagined without women participation, who make up more than half of the Earth's population [5: 370]. The United Nations (UN) has classified the gender equality issue as a global problem. "Achieving gender equality and empowering women is an unfinished task of our time and the biggest human rights problem in the world today", states UN General secretary Antonio Guterres [6]. He recommended that member states change existing gender models based on an unequal values

and double standards system. In particular, the gender equality issues in Uzbekistan are included in the global development in the new millennium.

Women with men equality is guaranteed by the Constitutions of many democracies. It is based on many international documents, agreements, conventions, declarations related to human rights. These documents set out nearly 70 international standards that constitute a common human rights concept that is unique to men and women [8:214]. The Development right declaration, adopted by UN General Assembly Resolution 41/128 on 4 December 1986, states that "development is a comprehensive social, cultural and political process aimed at improving the entire population and all individuals well-being on the basis of active, free and practical participation in the acquisition and fair wealth distribution". Uzbekistan joined the Declaration by the Oliy Majlis Resolution of the Republic of Uzbekistan № 504-I on August 30, 1997. Article 8 of the Declaration states "States should take all necessary measures at the national level to ensure the right to development and create equal opportunities for all in the use of basic resources, in education, health, nutrition, housing, employment and in the equitable income distribution. Effective measures should be taken to ensure the women active role in the development process" [9: 4].

Until now, Uzbekistan has taken a number of measures to ensure that women have equal rights with men. The Convention in 1979 on all discrimination elimination forms against women [10] (Uzbekistan ratified the Convention by Oliy Majlis Resolution of the Republic of Uzbekistan № 87-I on May 6, 1995) obliges State parties to take all appropriate measures to eliminate discrimination against women in order to ensure women's equal rights with men in education, employment, health and other economic and social life areas. The Convention on all discrimination elimination forms against women (CEDAW) was ratified by Uzbekistan in 1995 and CEDAW National action plans are regularly updated and implemented [11: 7]. A number of its articles have been incorporated into national legislation. Convention № 100 on men and women equal remuneration for equal labor, on in 1951 [12], must ensure that the men and women equal remuneration principle for equal work applies to all workers, it emphasizes. The ILO Convention "On maternity care" №183 in 2000 aims to ensure equality for all women in the labor, as well as in the maternal and child health and safety [13] However, the relevant legislation adoption is not always consistent with its implementation. In all countries of the world, including Uzbekistan, there are serious problems in this area due to the women low status in society and non-compliance with their rights.

In 2019, in the World Bank's annual report "Women, business and the law", Uzbekistan ranked 127th in the Gender equality index with 70.63 points. This figure is below

74.71 points of world average and the lowest among the CIS countries [14]. According to the 2017 indicators there are very few women representatives in decision-making in Uzbekistan, their share in the management structure was less than 2%. The women share in the enterprises and organizations management is 11.7%. In the education, where more women traditionally work, almost two-thirds of the general education schools leaders, or 65%, are men. The employed women share (38.5%) in the population employment was almost twice as low as men. There is also a horizontal gender disparity in the employment distribution across sectors, most women work in health and education. Very few women work in finance (38.2%), IT (32.7%) and transport (7.2%). According to a study by the International labor organization, 80% of Uzbekistan population prefers men to earn money in the family, while women prefer housework and raising children. And 93% population thinks that a woman should do most of the housework even if her husband is not working. Overall, women's wages are 35% lower than men's. From the employers point of view, women are less expensive staff, because her family always comes first in professional growth and personal interests. At the same time, experts point out that women themselves are subject to gender stereotypes no less than men, they also instill them in their children minds. Higher education allows you to get a high-paying job. However, in 2017, the women share with higher education in the population aged 25 and over was 12.5% and that of men was 20%. In the traditional society of Uzbekistan, there is an opinion that the main task of a woman is to take care of the house and children. In this approach, the girls' education importance is secondary and work is considered to be in addition to the basic women responsibilities or not necessarily to work at all. The parents are responsible for the girl before marriage, and the spouse after marriage [15]. Based on these statistics, in 2019, Uzbekistan ranked 127th in the Gender equality index with 70.63 points.

According to religious tradition, a negative attitude towards women's political activities is maintained because the ideology that a woman's primary function is the family is still strong. While society does not condemn a married woman work, she noted that women's work has a negative impact on the population gender culture, low legal knowledge level, human rights, including secretly influencing people's worldviews, expressing concern about a lack of understanding of women's rights protecting importance as an integral part of overall social life democratization process [16:28]. Therefore, work has begun in our country to improve the legislation related to the family and women interests. Ensuring the women rights, both in the family and in society, remains a priority in the draft laws development. "On the prevention of domestic violence" ги қонун лойиҳаси ишлаб чиқилди, Оила кодексига ва бошқа норматив-ҳуқуқий ҳужжатларга ўзгартиришлар киритиш бўйича таклифлар киритилмоқда.

In order to organize systematic work on the consistent implementation of the Sustainable development goals of the UN Global agenda, our country has adopted the "National goals and objectives of Uzbekistan in the sustainable development until 2030". The 5th goal of Uzbekistan in the sustainable development until 2030 is "Ensuring gender equality and empowering all women." On September 2 last year, the law "On equal rights and opportunities guarantees for women

and men" was adopted. In our country, this high-level legislation, aimed at ensuring equal rights and opportunities for women and men, has introduced a new direction in the law and lawmaking - gender-legal expertise. The Senate committee on women and gender equality was established.

The fact that the new law guarantees gender equality in Uzbekistan shows that this issue has risen to the public policy level, and this is the country's progress sign in the human rights. As a result of the ongoing reforms, UN Secretary-General A. Guterres' speech on International Women's Day on March 6, 2020: "All over the world, politics is still run by men. A quarter of a century after the Fourth UN Women's Conference in Beijing in 1995, only 24.9 percent of the world's parliamentarians are women. of course a lot has changed — after all, in 1995, they made up only 11% of the parliament members. In four countries - Rwanda, Cuba, Bolivia and the United Arab Emirates - women now make up 50 per cent or more of the parliamentary corps". And the general secretary highlighted our country achievements in this regard: "In the post-Soviet space, women from Belarus and Uzbekistan have achieved the greatest success. Among the deputies, they make up 40% and 32%, respectively. In Kazakhstan, women won 27% of the seats, in Turkmenistan 25% and in Armenia 23%. The number of women deputies in Ukrainian Rada rose to 20%, in Azerbaijani parliament to 16.8%, and in Russian Duma to 15.8%" [14]. Indeed, 48 of the 150 deputies elected to the Legislative Chamber of the Oliy Majlis, or 32%, were women. In the Senate, the figure rose to about 25%. 31% of local councils deputies are women. The Uzbek parliament has risen to 37th place among 190 national parliaments in the world in the number of women deputies. However, 5 years ago we were in 128th place. Such drastic positive changes meant that the parliamentary elections were not just held "The slogan "New Uzbekistan - new elections" means that it is directly reflected in life. The gender issue was of special importance in the President speech of Uzbekistan Shavkat Mirziyoyev on September 23, 2020 at the 75th anniversary session of the United Nations General Assembly. In his speech, the head of our state said, "Gender equality policy has become a priority for us. The women role in public administration is growing. The number of women deputies in our new Parliament has doubled"[18], referring to the work being done in our country on women's policy.

To increase the women status in society, it is necessary to create real opportunities for education, financial resources, participation in political life. There are mechanisms developed by international organizations such as UN, UNESCO, UNICEF, ILO, and their implementation in our country should be strengthened. Creating an excellent institutional framework for gender equality, including the appropriate financial and human resources allocation for these purposes. To achieve the stereotypes elimination associated with traditional gender roles it is necessary to fully integrate the gender equality and standards principles in all public life spheres, to promote the gender stereotypes elimination through a wide educational activities range. Enhancing the civil society role, in particular non-governmental organizations, and establishing constructive dialogue with women's and youth movements is an effective partnership in addressing gender issues.

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