

## Gender Roles and Changes in Society

Nurullaeva Djamila Sayfieva

Uzbekistan State University of Physical Education and Sports

Chirchik, Uzbekistan

E-mail: [jamilyia@1957mail.com](mailto:jamilyia@1957mail.com)



### Abstract

The article talks about the features and importance of strengthening the norms of gender equality in the Constitution of the Republic of Uzbekistan, the goal of developing a system of support for women and ensuring gender equality in the Uzbekistan 2030 strategy and laws. In addition, the article discusses the strengthening of norms guaranteeing gender equality in legislation, how this works in practice, as well as social factors that can negatively affect the implementation of gender policies pursued by the state.

**Keywords:** Gender roles, gender equality, sociological approaches, gender stereotypes, social changes, gender norms, cultural context, modern gender approaches, gender studies, education and gender, labor market and gender, women's rights, Uzbekistan 2030 strategy, sociological research, gender reforms, international experience, social equality.

### Introduction

In the Constitution of the Republic of Uzbekistan, gender equality is noted as an important direction of state policy, and in the "Uzbekistan - 2030" strategy, the goal of developing the support system for women and ensuring gender equality is defined. Also, the application of gender equality in Uzbekistan is based on international experience and theoretical approaches. The need for deep study and further improvement of the social importance, psychological, economic and political effects of gender issues was emphasized.

### The purpose of the study:

This article covers the issue of gender equality and the reforms being carried out to ensure women's rights in Uzbekistan, as well as the role and importance of gender roles in society. The article provides information about the factors affecting the formation of gender roles, their impact on social, economic, political and cultural life.

The importance of studying gender roles is great not only for the society, but also for the individual. Learning gender roles for society can help reduce inequality, promote social justice, and break stereotypes. At the same time, it eliminates gender stereotypes that hinder the development of society. From an individual point of view, the study of gender roles makes it possible to fully reveal personal potential, reduces psychological pressure and ensures the right to free choice.

## Methods of organization:

In order to ensure the rights and legal interests of women, increase their role in society, provide social support to women in need, and systematically continue the ongoing reforms to ensure gender equality, the "Republican Commission on Increasing the Role of Women in Society, Gender Equality and Family Issues" was established. In it:

- implementation of systematic control over the implementation of legislative documents aimed at ensuring gender equality, women's rights and legal interests;
- study the current state of work on ensuring gender equality, women's rights and legal interests, critically analyze existing problems and take measures to eliminate them;
- to support women from a socio-legal point of view, to implement measures to increase the socio-economic and socio-political activity of women on an equal footing with men;
  - issues of coordinating the activities of state bodies and aimed at achieving equal rights and opportunities for women and men in all spheres of society [1] are envisaged.

## Research results and discussion:

The fact that raising the attitude towards the human value in the world community is gaining more and more importance raises the protection of human interests to the level of politics in Uzbekistan. In particular, the issue of gender equality is stated in Article 58 of the Constitution of the Republic of Uzbekistan: "Women and men have equal rights. The state provides women and men with equal rights and opportunities in managing society and state affairs, as well as in other areas of society and state life" [2].

In such a situation, the question of forming a qualitatively new and modern research practice of conducting sociological surveys in order to qualitatively change the situation in a certain field and to continue the tasks of its development based on the use of advanced foreign and local theoretical and methodological tools is gaining particular importance [3]. During the reforms implemented in our country, one of the priority tasks is to ensure the effective implementation of the state policy to support women, protect their rights and legitimate interests, increase their role and activity in the social and political life of the country, and ensure equal rights and opportunities for women and men. The 25th goal of the "Uzbekistan - 2030" strategy is aimed at "Strengthening the support system for women, ensuring their rights and legal interests, increasing their social, economic, and political activity and ensuring gender equality"[4], which includes continuing the policy of ensuring gender equality, increasing the share of women in management positions by increasing the socio-political activity of women, and increasing the share of women in management positions to 30% in society. issues of creating an environment of intolerance towards harassment and violence against women, ensuring the rights and legal interests of women, creating a transparent mechanism for working with the "Women's Registry", and establishing public control over these matters are envisaged. Article 70 of the Election Code of the Republic of Uzbekistan states: "The number of women should be at least forty percent of the number of candidates for deputy from a political party in single-mandate constituencies, as well as on the basis of the party list" and Article 91: "The number of women should be at least forty percent of the total number of candidates for local councils nominated by a political party"[5].

Based on the above, it seems that it is necessary to further improve the study of the gender issue within the framework of sociological research.

The main factors affecting the formation of gender roles can be classified as follows. The process of socialization consists of family environment, education system, mass media and peer group. In the family environment, children learn gender roles from their parents and loved ones, while the education system provides traditional gender roles for them. Mass media, particularly advertising and television, play an important role in reinforcing gender stereotypes. Peer groups shape gendered attitudes and norms in children's and youth's interactions.

In the cultural context, the society's values, religious views and traditions play an important role in the formation of same-gender roles. Traditional tasks assigned to men and women in society help to clearly divide their roles. Religious beliefs are often based on gender stereotypes that reinforce gender roles in society. Traditions, in turn, are an important factor in maintaining traditional gender roles.

Gender roles have the following scientific classification by sociologist Talcott Parsons: Instrumental roles (traditional male roles) and expressive roles (traditional female roles). Instrumental roles are related to providing materially for the family, making decisions, and managing external relationships, while expressive roles are related to meeting emotional needs in the family, providing education, and managing family relationships. These traditional gender roles have changed in modern society, leading to new approaches.

Contemporary approaches include gender equality theory and an intersectional approach. The theory of gender equality emphasizes that social roles do not depend on biological sex and advocates equal opportunities. This theory also aims to abandon gender stereotypes and ensure equal rights and opportunities for all genders. An intersectional approach examines gender issues together with other social factors such as race, class, and ethnicity. This approach requires consideration of the unique experiences and needs of different groups.

Changes in gender roles occur based on historical development and contemporary trends. The transition from industrial to post-industrial society, the women's movement, and the expansion of educational opportunities have led to changes in gender roles. Modern trends are characterized by the tightening of gender roles, the disappearance of traditional boundaries and the increase of individual choice.

The place and influence of gender roles in society is significantly manifested in various fields. In their impact on family relationships, traditional gender roles clearly divide responsibilities in the family, while in modern families there is a change in roles. In some cases, these changes are causing family conflicts, but new generation families are becoming more flexible without roles. In the field of education, differences in the educational opportunities of girls and boys, stereotypes in the choice of profession and gender inequality affect the results of education. Efforts to achieve gender equality have increased in the modern education system.

The impact on work and careers includes gender segregation, the wage gap between women and men, and gender inequality in leadership positions. Barriers to professional development will also find their place. In influencing social relationships, gender roles influence friendships, expected behavior patterns in public spaces, and gender-based discrimination. Changing social norms affect gender roles. Psychological effects include limitations in personality development, problems with self-awareness and self-expression, stress and anxiety. Gender segregation, the development of women's entrepreneurship, wage inequality and differences in pensions have a significant impact on the economic impact.

Modern trends, transformation of gender roles, views of the new generation, changes in social norms and changes in legislation are important factors in ensuring gender equality. Gender equality is very important in global development. In economic development, the activation of women's labor force, diversification of the labor market, creation of new jobs and expansion of the pool of professional personnel help to ensure gender equality. And innovative development brings new solutions, creative approaches and increases competitiveness.

In social development, the wide spread of knowledge in the field of education, the modern education of the new generation and the increase of scientific potential serve to ensure gender equality. In health care, improving family health, focusing on children's health, and increasing the quality of medical services are important factors. Women's political participation in political reforms, gender balance in state administration, gender equality in local authorities affect political reforms. Gender equality laws, anti-discrimination measures and the development of a legal culture will drive policy reforms.

Its role in cultural transformation is manifested in the change of stereotypes, the formation of modern views, the modernization of traditions and the renewal of cultural norms. Equal distribution of responsibilities in family relations, equal participation of parents in raising children ensures joint adoption of family decisions. In technological development, the involvement of women in STEM fields in the IT sector, the development of digital technologies and innovative projects serve to ensure gender equality. The increase of scientific capacity in the field of scientific research, new discoveries and international cooperation affect the formation of scientific schools.

Its role in sustainable development is seen in environmental protection, rational use of natural resources and introduction of "Green" technologies. The role of gender equality in ensuring social stability, poverty reduction, social protection and community stability is immeasurable. In international relations, diplomacy and international trade have an impact on the development of gender equality. International cooperation, ensuring peace and stability, intercultural dialogue and solving global problems serve to develop gender equality at the international level.

In this way, gender equality is important not only on a personal, but also on a social and global scale, and its development has a significant impact on all areas of society. Based on the above, the following **conclusions, suggestions and recommendations** can be presented:

In Uzbekistan, the issue of gender equality is constitutionally guaranteed, and consistent reforms are being implemented in this area. In the "Uzbekistan - 2030" strategy, the issue of women is defined as a priority, and specific target indicators are defined.

The modern transformation of gender roles covers all areas of society, and the process of transition from traditional views to modern approaches is observed. The international experience and theoretical foundations presented in the article serve to strengthen the scientific-methodological basis of ensuring gender equality in the conditions of Uzbekistan. The impact of gender roles on society is a multifaceted and complex process that requires constant attention and approach.

It is necessary to improve the system of monitoring the implementation of laws adopted on ensuring gender equality in the legislative sphere, to expand the practice of conducting gender expertise and to develop new legal documents in accordance with international standards. In the field of education, it is important to include "Gender Equality" as a compulsory subject in higher education institutions, to revise curricula from the perspective of gender equality, and to organize special courses on gender issues for pedagogues. In the economic sphere, it is necessary to improve

mechanisms for supporting women's entrepreneurship, create an incentive system for employers to ensure gender equality, and encourage the involvement of women in STEM (Science, Technology, Engineering, Arts, and Mathematics) fields.

Innovative proposals include the creation of a "Gender Equality Platform", the creation of a single electronic system coordinating the activities of all state bodies and non-governmental organizations, the introduction of the "Gender Audit" system and the creation of a mechanism for evaluating the activities of organizations in terms of gender equality, as well as the introduction of "Gender Budgeting", the development of a system for planning and spending state budget funds from the perspective of gender equality.

It is necessary to expand fundamental and practical studies on gender issues in research activities, develop international scientific cooperation and improve the methodology of gender statistics. In practical activities, it is necessary to strengthen the educational work on gender issues in the neighborhoods, increase the digitization and transparency of the "Women's Register" system, as well as improve the mechanisms for combating gender violence.

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