



**O‘ZBEKISTON RESPUBLIKASI
OLIY TA’LIM, FAN VA INNOVATSIYALAR VAZIRLIGI
NAVOIY DAVLAT UNIVERSITETI
NAVOIY VILOYATI OILA VA XOTIN-QIZLAR
BOSHQARMASI**

*2025-yilni “Atrof-muhitni asrash va
“yashil” iqtisodiyot” yili hamda
“Ilm-fan sohasidagi ayollar va
qizlar xalqaro kuni”ga bag‘ishlab
tashkil etilgan*

**“GENDER TENGLIK
VA IJTIMOIIY TARAQQIYOT”
mavzusidagi
Respublika ilmiy-amaliy anjumani materiallari**

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NAVOIY-2025

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**MODERN SOLUTIONS FOR ENHANCING THE INTELLECTUAL
POTENTIAL OF WOMEN IN THE CONTEXT OF GLOBALIZATION**

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Annotation With the development of generation, nowadays not only young boys, but also girls who have enough potential and equality of opportunities, are trying to gain more knowledge in lucrative professions. Furthermore, for women in developing countries, globalization means more opportunities to increase their own skills and wages, participate in the labor force, and provide for themselves and the well-being of their families. Hence, many countries, especially developing ones like our country Uzbekistan are putting far more efforts on stimulating every girl, young and old woman to build their own academic life along with their family and social life.

Key words: women, education, work, development, globalization, solutions.

Annotatsiya Davr rivojlanishi bilan hozirgi kunda nafaqat o'g'il bolalar, balki yetarli salohiyat va imkoniyatlar tengligiga ega bo'lgan qiz bolalar ham havas qilsa arziydigan zamonaviy sohalarda ko'proq bilimga ega bo'lishga harakat qilishmoqda. Bundan tashqari, rivojlanayotgan davlatlarda globallashuv davri ayollar uchun o'zlarining qobiliyatlarini va maoshlarini oshirishga, ish kuchida qatnashishiga, o'zlarini o'zlari ta'minlashga va oilalarining sog'lom bo'lishiga imkoniyat beradi. Shuning uchun ham, ko'p mamlakatlar ayniqsa, bizning yurt O'zbekiston kabi rivojlanayotganlari har bir qizni, yosh-u qari ayollarni oilaviy va ijtimoiy hayotlari bilan birgalikda o'zlarining akademik hayotini qurishi uchun ruhlantirishga, qiziqtirishga harakat qilishmoqda.

Аннотация С развитием поколения в наши дни не только юноши, но и девушки, обладающие достаточным потенциалом и равными возможностями, стараются получить больше знаний по прибыльным профессиям. Кроме того, для женщин в развивающихся странах глобализация означает больше возможностей повысить свою квалификацию и заработную плату, участвовать в рабочей силе и обеспечивать себя и благополучие своих семей. Поэтому многие страны, особенно развивающиеся, такие как наша страна Узбекистан, прилагают гораздо больше усилий для того, чтобы стимулировать каждую девушку, молодую и пожилую женщину строить свою собственную академическую жизнь наряду со своей семейной и общественной жизнью.

In the public's mind, increasing global economic integration and moving production to developing countries have been associated with low wages, long hours, and poor working conditions. Public opinion in developed countries generally connects globalization with sweatshops where child labor is common and workers are denied the most basic rights. Frequently, it is argued that women are especially hurt by this process. The fact that workers willingly take this type of job is usually explained by the lack of better options and the destruction of their traditional ways of life caused by globalization. Globalization and working condition-Some progress, but more needs to be done.

The ability to move goods, services, capital, people, and, maybe most importantly, technology across borders has improved the lives of people worldwide. Evidence reveals how much globalization has benefited women in their different roles in society-as workers, business owners, consumers, and in the household. International trade and investment have led to higher wages for women and lower living costs for their households. Globalization has drawn women out of the informal economy and into the formal economy, giving them access to better working conditions, societal benefits, and pensions for old age. Cross-border data flows and technological developments have helped women start and grow their businesses. Globalization is not a panacea, however. There is an outsized role for better domestic policies that let women take advantage of the opportunities that come with globalization instead of getting in the way. Even so, further improving women's lives means more globalization, not less.

“We can do it”- This iconic phrase was first introduced during World War Two; next to the infamous image of a woman in overalls ready to work. Until this day this image has symbolized solidarity and empowerment for women.¹⁸

Although many may argue that women have come a long way in becoming empowered, there is still progress to be made. Here I highlight 5 ways in which we can continue to break down barriers and empower women across the world to achieve the opportunities they are entitled to:

Get more women in global leadership goals

Research suggests that the most powerful and attractive symbolism of women leaders is the hope that they will bring significant change. When a woman is chosen as the first woman to become the most senior leader – the president, prime minister, or CEO, people begin to believe that other more substantive and less symbolic changes are also possible.

Teach business skills to women

Research undertaken by the cooperation Vietnam Women's Union and Peace Trees found that business training can increase performance in microenterprises and improve motivation, success, trust, and perceptions of women entrepreneurs.

Encourage more women to take apprentice roles

To support women taking on apprenticeships and to achieve such changes support structures for women and girls should include mentors, networks and female-friendly workplaces.

Empower entrepreneurs in developing countries

Create a better environment for career development

There is a need for better career development guidance and support for women. Getting women managers to senior executive and board level can partly be achieved by women taking more responsibility or ownership for their own career development.

“When women are empowered and can claim their rights and access to land, leadership, opportunities and choices, economies grow, food security is enhanced

¹⁸ J. Howard Miller “We can do it”. - American World War Two wartime poster, 1943.

and prospects are improved for current and future generations.”– Michelle Bachelet, Under-Secretary-General and Executive Director of UN Women

As far as books written about women and their position in society, are concerned, it is highly likely to be much better to compare two works by Uzbek and English writers with the aim to get to know how different nations treat women in every aspect of life.

In book “Kecha va Kunduz” by Abdulhamid Chulpon there is one sentence said by Razzoq sufi to admonish his young daughter Zebi and her friend : “Bu nima qiyomat?”¹⁹ when young girls are doing chores , having a fun with laugh and enjoyment. In contrast, “ “What an excellent father you have, girls,” said she, when the door was shut. “I do not know how you will ever make him amends for his kindness; or me either, for that matter.”²⁰ Mrs Bennet said these words to her daughters to remind them that they have really affectionate wise father behaving well towards them. That is to say, in the past Uzbek men , even now find girls weak and silly slaves who don’t have any right to come out of controlling zone, while other nation’s males do their best to keep gender equality along with other opportunities for females.

Similarly, “Qafasning darichasi ochildi...-Nomahramlarga ovozi eshitdirsa, rozi emasman.”²¹ (“ the door of cage was opened...-I don’t forgive her if strange people listen to her voice”) said father not to let her little daughter sing song even though she is born talented having passion for practicing in front of others. But it can be undoubtedly seen that English fathers appreciate their daughters’ ability and potential and give permission for such leisure based activities. –“Mary, whose excessive attention to books and piano playing marks an untoward self-absorption.

In fact, the sorts of leisure activities characters engage in—card playing, dancing, singing, piano playing, walking, conversation, letter writing, reading—may be taken in particular instances to indicate their moral fiber and social inclinations.”²²

“Fitna, qiz o’lguring qani? Fitna, puldan uzat!”²³ (“Hey, Intrigue, where is your dead girl? Give me money, Intrigue!”). Finally, these sentences show that men clearly and unfairly disrespect and discriminate women not caring about their broken heart or devastated mood. However, in book “Pride and Prejudice” every man address , call women with their own name without any mocking name: “oh, my dear,..., my lady..., Miss..., Mrs...”

Admittedly, it seems to be time to change our attitude and give up all stereotypes about women and girls. In addition, the more we open the window of prospect chances, the more intellectual generation we have.

CONCLUSION

In conclusion, women are the primary caregivers of children and elders in every country of the world. International studies demonstrate that when the

¹⁹ Abdulhamid Chulpon Kecha va Kunduz.- Toshkent: Ilm-ziyo-zakovat, 2019. –p. 11

²⁰ Jane Austen Pride and prejudice.-UK.:T.Egerton, Whitehall, 1813. –p. 45

²¹ Abdulhamid Chulpon Kecha va Kunduz.- Toshkent: Ilm-ziyo-zakovat, 2019. –p. 23

²² Jane Austen Pride and prejudice.-UK.:T.Egerton, Whitehall, 1813. –p. 31

²³ Abdulhamid Chulpon Kecha va Kunduz.- Toshkent: Ilm-ziyo-zakovat, 2019. –p. 13

economy and political organization of a society change, women take the lead in helping the family adjust to new realities and challenges.

In addition, Women are essential contributors to the economy. They play a significant role in the labor force and contribute to the growth and development of businesses. Women have also been proven to be successful entrepreneurs and are starting their own businesses at a higher rate than men.

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GENDER TENGLIK VA IJTIMOYIY TARAQQIYOT

Farmonova Umida

Navoiy davlat universituti

Xorijiy til va adabiyoti fakulteti talabasi

Hozirgi kunda har bir xotin – qiz demokratik jarayonlarning kuzatuvchisi emas, balki faol va tashabbuskor ishtirokchisi bo'lmog'i shart.

Shavkat Mirziyoyev

Annotatsiya: Gender tenglik ijtimoiy adolatni ta'minlash va barqaror taraqqiyotga erishishda muhim rol o'ynaydi. Bu mavzu erkaklar va ayollar o'rtasida teng huquq va imkoniyatlarni ta'minlash, ta'lim, mehnat, qaror qabul qilish hamda ijtimoiy hayotda teng ishtirokni rag'batlantirishni o'z ichiga oladi. Shu sababli, bu masala xalqaro va milliy darajada ustuvor yo'nalish sifatida e'tirof etilgan.

Kalit so'zlar: Gender tenglik, ayollar huquqlari, erkaklar va ayollar o'rtasidagi tenglik, ta'lim va imkoniyatlar tengligi, ijtimoiy adolat, ayollar iqtisodiy mustaqilligi, ayollarning siyosiy ishtiroki, zo'ravonlikka qarshi kurash, teng imkoniyatlar, inson huquqlari, ayollarni qo'llab-quvvatlash dasturlari, gender bilimdonlik, ijtimoiy barqarorlik, oilaviy mas'uliyatlarni bo'lishish, ayollar salomatligi va farovonligi, iqtisodiy tenglik.

Аннотация: Гендерное равенство играет важную роль в обеспечении социальной справедливости и достижении устойчивого развития. Эта тема включает в себя обеспечение равных прав и возможностей для мужчин и женщин, поощрение равного участия в образовании, труде, принятии решений и социальной жизни. Именно поэтому данный вопрос признан приоритетным как на международном, так и на национальном уровне.

Ключевые слова: гендерное равенство, права женщин, равенство между мужчинами и женщинами, равенство в образовании и возможностях, социальная справедливость, экономическая независимость женщин, политическое участие женщин, борьба с насилием, равные возможности, права человека, программы поддержки женщин,

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