

IS IT EASY FOR AN UZBEK WOMAN TO MAKE A CAREER?

Akhmedova Mukhabbat Abdulkashimovna

Institute of forecasting and macroeconomic researches, Uzbekistan

Abstract: Nowadays ensuring the employment of women and gender equality are one of the urgent problems worldwide. Women in Uzbekistan face certain barriers to build up their career. Hence, this paper aims to evaluate the possible factors that hinder female career growth in Uzbekistan. We conducted survey in order to reveal which impediments are hindering women's career growth in Uzbekistan. The first survey covered 300 women in the age of 16-65 and from various professional spheres. Moreover, we conducted Probit econometric analysis using another survey answers to reveal the probability of female labor participation. According to the results of empirical analysis, it was revealed that the probability of a woman to work or not to work is primarily influenced by their marital status. Moreover, we found that besides the working hours of 7-8 in a day, women spend additional 4 hours on house chores, which is considered as unpaid labor. In general, it was revealed that an Uzbek woman works on average 12 hours per day. The main limitation of this study was that the conducted survey did not cover more than 300 respondents. Furthermore, as this paper implemented only Probit model, it's suggested to use more advanced methods. The area of women's career, in particular career's growth is not well researched in Uzbekistan, although this topic is widely discussed worldwide. This paper tried to reflect the difficult path of women towards career growth in Uzbekistan. We tried to evaluate the main obstacles for women in building up career.

Keywords: gender equality; female career growth; marital status; unpaid labor; Probit model; Uzbekistan.

Introduction

At a time when the world's population is aging and due to this there is an acute shortage of personnel, the population of Uzbekistan is growing at a rapid pace. Every year the population of the republic increases by an average of 600 thousand people. The demographic burden of older people on the able-bodied population in 2020 in Uzbekistan amounted to 7.2 people, while in the world this figure is 14 people per 100 of the able-bodied population. Nevertheless, according to UN forecasts, the demographic burden of older people on the able-bodied population in Uzbekistan will be 12.5 people by 2035, while the global figure will reach 20.2 people (IFMR, 2022). As the growing percentage of older population, labor force, in particular female labor force participation rate declines because older people are less likely to work as they age.

Literature review

Under the influence of the processes of industrialization and globalization, attitudes towards women around the world are changing and their role in the labor market is also changing. However, despite the

modernization of socio-economic life, the women's labor market segment still has distinctive features from other segments. Examples of this are the instability of the employment rate and the high risk of unemployment, differences in the level of wages, non-compliance with labor legislation in employment and dismissal. Gender stereotypes continue to create problems in the progress of women's careers. The availability of opportunities for the career progressions of women continues to be negatively affected by gender stereotypes, which shape managerial behavior and occupational outlooks in the workplace with patriarchal expectations. Gender stereotyping is considered to be a significant issue obstructing the career progressions of women in management (Tabassum and Nayak, 2021).

Women continue to experience high levels of pressure from their jobs, and they have been found to experience high levels of mental ill-health when they utilize an interpersonally oriented leadership style in male-dominated industries (Gardiner and Tiggemann, 1999). Gender-specific behavior demotivates and demoralizes women in the workplace. In organizational settings, negative beliefs about women's performance or efficacy may damage their aspiration for career advancement (Dickerson and Taylor, 2000).

The critical review of existing literature reflects that individual factors, family factors, socio-cultural factors and organizational factors shape stereotyped thinking in human beings thereby perpetuating gender discrimination and obstructing the career progressions of women in organizations (Rani and Mittal, 2015).

Scholars state that women earn less than men, which is considered unfair to most people. Nevertheless, the economists point to a number of factors that could be important in explaining the lower earnings of women compared to men. The qualification that has proven to be quite important is work experience because traditionally women moved in and out of the labor market based on family considerations. Women leave work due to childcare marriage etc. On average, women have less work experience than men and that difference in qualifications is quantitatively important in explaining the gender pay gap (Blau and Kahn, 2007).

Jacob Mincer and Solomon Polachek (1974) have done especially important work in highlighting the role of labor market experience in explaining the gender pay gap. Given the traditional division of labor by gender in the family, women tend to accumulate less labor market experience than men. Further, because women anticipate shorter and more discontinuous work lives, they have lower incentives to invest in market-oriented formal education and on-the-job training. Their resulting smaller human capital investments lower their earnings relative to those of men. An additional way in which the traditional division of labor may disadvantage women is that the longer hours women spend on housework may also decrease the effort they put into their market jobs compared to men,

controlling for hours worked, and hence also reduce their productivity and wages (Becker, 1985). The specificity of the women's labor market has historically existed, and differences in the level of participation of women and men in the labor market are largely determined by women's reproductive functions, differences in female and male responsibilities in the family, structural barriers, and cultural constraints. In modern society, the burden of family responsibilities on the shoulders of women is heavier than that of men, so their success in the external labor market is much slower than that of men. A woman's emergence as an uncomfortable employee for the employer in relation to household responsibilities, child rearing, adult care responsibilities, etc., naturally reduces her competitiveness compared to men in the labor market. With each childbirth, a woman loses a certain amount of health and time. The results of a study in the United States and the United Kingdom also dramatically reduced the participation of mothers in the labor market, suggesting that its effects would last for several years after childbirth. In developed countries, where all the conditions for women's economic activity have been created and there are no cultural and traditional barriers, the main source of differences in labor market participation, wages and income is related to childbearing and childcare. Women's family responsibilities are cited as the first reason that prevents them from working in management positions. In many countries of the world, especially in developed countries, the aging process of the population, which places many demands on the social protection system as a feature, also affects the participation of women in the labor market. With the exception of young children, the responsibilities of caring for the growing older generation in families often fall on women again. This, in turn, has a negative impact on the level of economic activity of women. It can be noted that the state policy aimed at supporting the family is an important support that serves to increase the level of activity of women in the labor market (Abdurahmonovich, 2021).

Moreover, the pay gap issue can be explained by the age of women. Recently, many sociologists have come to the conclusion that the age of women is another important cause of the pay gap. Older women have a larger pay gap than men than young women with their male peers. (Brynin p. 9). This is because women are more likely than men to enter the labor market to take care of children and families. This can slow down a woman's career. Statistical analysis showed that shorter time spent in the workplace, a likely consequence of family duties, is a factor that determines the pay gap. Care is perceived as work because it requires competence, skill and learning to be done well. It also takes time and effort, and involves stress, due to the fear of failing the care recipient (Lynch et al. 2009). The entrance and participation of women in the labor market and other areas of the economy is dependent on the amount of time spent on unpaid work in the household, including care. Most men do not make such a division of their time. Inequality limits the

ability of women to take up paid employment, reduces labor productivity and reduces the future global output of the economy. The constraints experienced by women in terms of taking on full-time, rewarding work arising from the unequal division of labor in the household are due to the norms and values in the labor market (World Bank 1995: 4). Women work longer than men, yet majority of their work goes unpaid.

Yanovskaya et al. (2020) The authors of the article state that men's time usually is made up of paid work and free time, while women are occupied with both paid and unpaid work, for example, housework, childcare, and attending to the needs of other family members. Women spend 25.4% of their time on domestic work, compared to 21.8% for men.

Moreover, Winkenburg et al. (2011) write in their article that women and men have different leadership styles. While female executives are flexible and seek to resolve disputes in the workplace, male executives are domineering and seek to take advantage of everything. Therefore, in the eyes of the employer, men are often a higher priority than women.

Studies that compare the pay gap by sector also report that the pay gap in the public sector is more subtle than it is in other sectors (see Table 1). Besides, other studies report that women in the public sector appear to enjoy a premium, which others do not (Smith, 1976). Studies conducted across all sectors also report that the gender gap in human capital explains majority of the pay gap and that women are oftentimes punished for time away from work (Alkadry & Tower, 2006; Choudhury, 1993; Kilbourne, England, Farkas, Beron, & Weir, 1994; Light & Ureta, 1995; O'Neill, 1985). Public sector performs relatively better in most aspects of the gender pay gap and factors that espouse it. Perhaps public sector values of fairness, equity, and justice along with the drive for bureaucratic representation and established institutional procedures help reduce individual and institutional actions that typically espouse the pay gap in the workforce (Bishu and Alkadry, 2016).

There are several factors that impact female labor force participation rate. One of them is the level of public assistance which positively affects FLFPR, which implies that the greater the extent of public assistance to adult females, the higher the female labor force participation rate. Other factors contributing to observed FLFPRs include age, the presence of young children, family income, educational attainment and disability status. On the one hand, there is strong evidence that the FLFPR is directly impacted by: greater education (having a college degree), being married with spouse present, expected earnings, experience, and welfare assistance. On the other hand, there also is strong empirical evidence that the FLFPR is negatively impacted by: having relatively young children in the household, the percentage of the female population that is disabled, the percentage of females in households with very high incomes, higher rates of unemployment, and increases in immigration (Cebula and Coombs, 2007).

Notably the fertility rate has been increasing in the last 5 years in Uzbekistan. The sharp increase in fertility is mainly observed in women aged 25 to 39 years (Project on Human Capital Development and Social Inclusion, 2022). Usually, there are many opportunities to build up career for women at this age period, however the burden of childcare is likely to impede female's career growth.

Thus, the issue of women career growth has become one of the actual topics in Uzbekistan given the growing rate of fertility and UN predictions about the rise of older population in Uzbekistan in by 2035.

Nowadays ensuring the employment of women, gender equality, the elimination of discrimination in the labor market and the achievement of equality in wages is one of the urgent problems around the world. The pandemic has had a very negative impact on women's employment in general. According to the International Labor Organization (ILO), in 2019-2020, employment among women decreased by 4.2 percent, with 54 million jobs lost. This means that in 2020 there are 13 million fewer working women than in 2019.

According to ILO estimates, in 2022, the participation rate of the population of working age in the labor market was 60%, among men this figure is 71.9%, among women - 46.6%. Overall, women are 1.5% less active than men.

The labor participation rate among females is lower than males' worldwide (Psacharopoulos and Tzannatos, 1989; Smith and Ward, 1985; The World Bank, 2022; Verick, 2014; Verick, 2018). In Uzbekistan, as elsewhere in the world, the economic activity of women is lower than that of men. At the end of 2021, this indicator was among women - 41.3% and men - 56.9%. The economic activity of Uzbek women in the labor market begins at the age of 30. The reason is that the average marriage age is 22.3 years after at least 2 years of maternity leave. Then the women go to work, after a short time they go on repeated maternity leave. Thus, already at almost the age of 30, women consciously begin to engage in career growth. Frequent maternity leave and sick leave, due to the state of health of children; reduce the attractiveness of women among employers as a potential employee.

Occupational gender segregation is one of the main causes of the pay gap in Uzbekistan. According to the State Statistics Committee, working women earn, on average, about 39% less than men. World Bank experts believe that, at a minimum, this is due to the prevailing stereotypes in society and discriminatory norms that divide professions into "male" and "female" in Uzbekistan.

The low economic activity of Uzbek women is primarily due to the fact that they are fully employed and are responsible for housekeeping and childcare. In Uzbekistan, women are unpaid workers, resulting in a double burden on women. Uzbek women spend 22% of their time doing housework

and childcare, which is unpaid. Men, on the other hand, spend 9% of their time on household chores. The heavy burden of housework hinders career development for Uzbek women. It should be noted that in the traditions of Uzbekistan it is considered that the main task of a woman is to take care of the house and children. According to an ILO study, 80% of the population of Uzbekistan prefers that the man in the family earns money, and the woman takes care of household chores and children. 93% of the country's population believes that a woman should do most household chores, even if her husband is not working. All of the above indicates gender inequality both in society and in the country's labor market.

The main areas of activity of women. Women in Uzbekistan are more likely to work in the public sector, which tends to offer more stable jobs and favorable conditions. The sectoral structure of female employment is characterized by the fact that women mainly work in areas with low wages and shorter working hours. These are such sectors as education, healthcare and, in general, the social sphere. This is the reason for the gap between the wages of men and women. Figure 1 presents a comparative assessment of the sectoral employment of women for 2016 and 2021. As can be seen from the data, over 5 years, women in Uzbekistan have not changed their plans regarding employment. It is in the sectors of the social sphere that the lowest wages are observed. At the same time, it is mostly men who work in highly paid areas (IT-sphere and financial sector). It is noteworthy that over the analyzed period, the share of employed women in the IT sector increased by 3%. There is a positive trend in the sectoral structure of women's employment, in particular, a decrease in the share of people employed in areas of heavy physical labor, such as agriculture, mining and manufacturing.

The presence of higher education enables women to apply for higher-paid jobs. In 2020, among the population of the republic aged 25 years and over, the proportion of women with higher education was 13.2%, and men - 20%. Consequently, men are more likely to be employed in high-paying jobs.

Unemployment among women. In 2021, unemployment among women was 13.3% (for comparison - 6.1% in the world), which is twice as high as among men. The unemployed women are mainly: those with secondary specialized (65.8%), secondary education (28.5%) and higher education (3.4%). More than 44% of unemployed women are aged 15-30. The highest rates of unemployment among women are observed in Kashkadarya (15.5%), Surkhandarya (15.0%) and Syrdarya (14.7%) regions. Many women decide to stay at home in connection with the upbringing of children, therefore they lose their professional skills. Unfortunately, in 2021, the number of children aged 3-6 covered by preschool education was 62%, and children aged 1-6 do not even reach 30%. That is, in fact, approximately 40-70% of children are brought up at home by their mothers.

Analysis of women's employment in the labor market of Uzbekistan. Uzbekistan is a country with significant demographic potential. As of 01.01.2021, the population of the republic was 34.9 million people, which has almost doubled since independence (1991). As a result of the increase in the population, the number of labor resources is also increasing sharply, in 2020 they amounted to 19.1 million people. During 2016-2020, the number of labor resources increased by 653,400 people. 43% of them are in cities, 57% are in rural areas. The number of labor resources is growing at a high rate, especially in rural areas, which in turn indicates the need to take appropriate measures to ensure their employment.

Currently, 13.2 million people are employed in the country's economy. The analysis shows that in recent years there have been certain changes in the employment of the population of the republic, different from the trends of the previous years.

An analysis of employment trends between women and men showed that in recent years, male employment has been growing rapidly, while the number of women working in the economy has decreased. As in the whole world, it is more difficult for women to find suitable jobs in the labor market in Uzbekistan than for men. Many employers are reluctant to hire women because the cost of hiring women is higher due to the obligation to provide maternity and childcare benefits to female workers. During the last 5 years, the activity of women in the labor market in Uzbekistan has been decreasing, and by 2020 this indicator is 43.1%, the share of women among labor resources is 50.7%, which is slightly higher than that of men. Such a low indicator of women's economic activity in the labor market is primarily related to the patriarchal norms established in society. Research conducted by the International Labor Organization (ILO) in Uzbekistan in 2017 shows that 80% of the population stated that they prefer that the man should earn money in the family, and the woman should take care of the housework and children. At the same time, 93% of the population supports the idea that a woman should do most of the housework, even if her husband is not working.

Consequently, the structure of women's and men's employment is changing (Figure 3). In 2020, the share of women employed in the economy was 41.2% (compared to 45.7% in 2015). Accordingly, the share of men during this period reached 58.6% (from 54.3%). The additional increase in the number of employed people during the analyzed period was mainly accounted for by men. With the increase in the number of working men by 661,500 people, the number of employed women in the economy decreased by 480,300 people. In our opinion, this trend is due to several factors:

- women's employment is formed under the influence of both socio-economic and demographic factors. The high proportion of children and adolescents, the lack of places in pre-school education institutions are the

most important factors determining the transition of women into households;(1-table)

Table 1

Main trends in the labor market

Dynamics of population employment in Uzbekistan	Population of working age (thousands)			Those employed in the economy, a thousand people			
	2015	2020	growth rate, %	2015	2020	growth	growth rate, %
Total	19257,0	20481,9	106,3	13058,3	13239,5	181,2	101,4
Men	9285,9	10672,8	114,9	7094,0	7755,5	661,5	109,3
Women	9971,1	9809,1	98,3	5964,3	5484,0	-480,3	91,9

Source: State Statistics Committee

- employment of women is also influenced by stereotypes rooted in society. Research conducted by the International Labor Organization (ILO) in Uzbekistan in 2017 shows that 80% of the population found out that the man earns money in the family, and the woman prefers housework and child care;

- as a result of structural changes in the economy, the demand for male labor force increases.

In Uzbekistan, as in all Islamic and Muslim countries, career opportunities for men and women are not equal. Even in industries where the majority of employees are women, the percentage of women in the management system is very low. Even though more than 70 percent of school teachers are women, only 36 percent of school principals are women. The unemployment rate among women today is 14%, 3% higher than the overall unemployment rate.

For many years, there has been no drastic change in employment in the sector of the republic, but in recent years, the measures taken to modernize the economy and improve its structure have led to certain positive changes. The number of workers in the construction sector has increased significantly due to the reconstruction of new houses, factories, and old buildings in the republic. Today, 10% of people employed in the economy fall into this sector. This trend can be said to be one of the reasons why women's employment is decreasing, because construction is mainly occupied by men.

Although the number of people employed in industry is increasing, their share in the total number remains 13.6%. Despite the measures taken by the state to release the employed population from agriculture and attract them to the industry and service sectors, the share of the population employed in agriculture is 27.1%.

Over the past 5 years, the service sector in the country has been developing at a high rate, the number of people employed in the sector has

grown significantly and by 2020 it will reach 6.6 million people. (or 50.5% of the employed population). In general, service industries such as transportation and storage, financial services and insurance, accommodation and food services, and the arts and education have highly untapped potential for employment growth.

The results of the analysis by gender in the cross-section of networks showed the existence of gender imbalance. In particular, the majority of employees in areas such as education and health are women. At the same time, women make up only 10.4% and 14.7% of workers in industries such as construction and transport. The share of women in manufacturing, agriculture, trade and financial services ranges from 40% to 55%.

Significant differences in the sector of employment of the population are also observed in the regions. Factors such as infrastructure development, placement of production facilities, and climatic conditions affect the formation of employment networks in the regions. As noted, today 13.6% of all workers in the country work in the strategically important sector - industry. The highest share of people employed in industry is observed in Navoi region - 27%, mainly due to the Navoi mining and metallurgical combine, and also in Tashkent region the share of people employed in industry is higher than the average national indicator - 20%.

Sirdarya (48%), Jizzakh (41.8%) and Surkhondarya (37%) regions are the leaders in terms of the number of people employed in agriculture, since the industrial sector in this region is not developed, the majority of the population works in agriculture. As a result, these regions have the lowest share of people employed in industry (Surkhondarya region - 6.4%, Khorezm - 8% and Kashkadarya - 8.4%).

One of the biggest problems of today's labor market is the large number of people employed in the informal sector. At present, mass informal employment, along with other deformations in the labor market, is to some extent becoming a brake on economic growth and modernization of the economy. In 2020, the share of the population employed in the informal sector was 42.8%, excluding labor migrants. If it is combined with illegal labor migration, this figure is 52.9%. As a result of the consistent policy carried out in the republic, the share of people employed in the informal sector decreased by 1.4% compared to 2016. By region, the highest percentage of people employed in the informal sector of the economy corresponds to Namangan (52.1%), Surkhondarya (51.6%) and Fergana (47.3%). In terms of sectors, informal employment is most prevalent in the service sector, particularly in construction, transport, accommodation and food services, as well as trade.

Among those employed in the informal sector, the share of men is twice as high as that of women, in 2020, 22.7% were employed in the informal sector, while the share of men was 46.3%. In regions, informal employment rates among women correspond to Tashkent city (28.2%) and Fergana region

(25.9%), the main reason for this is the large number of service enterprises such as restaurants, hairdressing salons and trade, where women operate mainly in these regions.

Research methodology

To identify the main problems on the path of career growth among Uzbek women, a survey was conducted among working women. The survey involved 300 women (N=300) from various fields of activity. The survey was conducted in October this year.

The survey covered the following questions:

- Age
- Education degree
- Should women work?
- Opinion on how society reacts to the working women
- Professional area
- The approximate average age of women in leadership positions in respondent's company?
- Opinion on how many years of work are required for a woman to reach leadership position
- Opinion on what influences the speed of women's career advancement in respondent's company?
- Opinion on whether the gender of an employee is taken into account while appointing to a managerial position in respondent's company?
- Opinion on whether a woman's decision to have a child at a certain stage in her life limits her chances of a successful career
- Does a respondent know women who are "working mothers" and at the same time occupy top management positions in companies?
- Opinion on whether rewarding for respondent's success at work equal to rewarding men in the same position as a respondent?
- Opinion on whether men or women find it more difficult in general to have a successful career
- Who in a respondent's family is obliged to pick up the child from kindergarten or school?
- Does a respondent's spouse give the full permission to work?
- How much time does a respondent spend on household chores a day?
- How much time does a respondent's spouse spend on household chores per day?
- Opinion on what obstacles exist for women in building a career in Uzbekistan?
- How does a respondent's spouse feel about the fact that she may stay at work?
- What does a respondent spend her money on?
- How does a respondent's husband look at business trips?
- How does a respondent's husband feel about her self-realization?

- How important is building a career to leadership positions for a respondent?

- Enter the number of children.

The age of the respondents is from 16 to 65 years. The average age of the respondents is 36 years. The survey included women with higher education (68%), with an academic degree (13.6%), with secondary specialized education (20.6%) and general education (7%). 65.8% of respondents have 2 or more children, 25% of them are single or divorced.

The survey results showed that:

- almost 88% of women believe that they should work;
- 68.4% of respondents believe that it is much more difficult for women to build a career than for men;
- Husbands fully allow 52.2% of women to work;
- the main obstacle in building a career, women consider: 38.6% - husbands do not allow to work, 34.9% - the perception of women by society as housewives, 27.9% - household chores are the responsibility of a woman and it is very difficult to combine them with career growth, 17.3% noted the absence of obstacles;
- women spend an average of 4 hours a day on household chores, while the average time spent by men on household chores does not even reach one hour;
- the average age of female managers in the companies where the respondents work was 38.6 years;
- in 3.5% of companies (legal institutions) there are no women in managerial positions;
- 46.5% of women believe that managerial abilities help them to take leadership positions, 40% - only hard work can achieve a leadership position, and 15.2% - it is enough to have good connections;
- about 40% of women believe that men are preferred when appointed to senior positions, in particular in such professions as economists, lawyers, financiers and accountants;
- almost 55% of women believe that gender does not matter or partially matters when they are appointed to leadership positions, mainly teachers and specialists in the medical field answered this way;
- 26.2% of women who do not have children or with one child believe that having children is not an obstacle to career growth, but 58.5% believe that the decision to have a child limits their chances for a successful career;
- 62.4% of women pick up their children from school and kindergartens themselves, which leads to earlier departure from work, i.e. this is also one of the barriers in building a career;
- 26.3% of married women answered that their husbands normally look when they are late at work, 25.9% - that the spouse reacts negatively to the delay from work;

- 44% of women noted that their husbands forbid them to go on business trips, 38% - that their husbands let them go on business trips without any problems;

- 45.7% of women are ambitious and plan to reach high positions, the average age of which is 36 years, of which 90% have higher education or a degree. At the same time, 28% of women do not want to hold leadership positions;

- 71.3% of women noted that they spend the money they earn on general family expenses.

Thus, the survey led to the following conclusions:

1. When building a career for women, one of the main obstacles is the public opinion that a woman should be a housewife and the prohibition of husbands to work.

2. There are no gender barriers to career growth in education and medicine.

3. Women themselves believe that it is much more difficult for them to build a career than for men.

4. Every day, women spend at least 4 hours on household chores, which is unpaid work. At the same time, men spend only about one hour a day.

5. The average age of female leaders is 38 years.

6. Men are mainly placed in leadership positions.

Results

Moreover, the probability of women's participation in the labor market (working and not working) using econometric models based on a survey conducted in the Fergana region in April of this year. The database includes only information about women aged 16 to 65 years. The probit statistical model was used for these calculations. The model equation looks like this:

$$P(\text{employment} = 1 | x) = \beta_0 + \beta_1 \cdot \text{women} + \beta \cdot x$$

Table 2

Model Results

Factors	Coefficients	P/v
Family status	-0,25	0,050
Education rate	0,18	0,031
The financial situation of the family where she lives	0,18	0,075
Age	0,03	0,000
Cons	- 3,02	0,005
Number of observations	548	

The results of the econometric analysis revealed that the likelihood of women to work or not to work is primarily influenced by their marital status. Further - the well-being of her family, the level of education, partly the age of a woman, also affects her economic activity. Such factors as living in a city or in a village, state of health, presence of children turned out to be statistically insignificant (there are many women in the database whose children have already reached the age of 16).

Conclusion

From the analysis carried out, it can be concluded that over the past 5 years, many obstacles and barriers to women's career growth, as well as their participation in the labor market, have significantly decreased. The key factor in this process was the adopted resolutions of the Government on the achievement of gender equality in society and the economy. However, it is much more difficult for Uzbek women to achieve career success than for men. In the areas of health and education, women achieve significant career advancement, while in other areas of the economy, male leaders are preferred.

The results of the survey confirmed (70% of women) that there is an opinion among men that a woman should deal exclusively with household chores and children. This fact is confirmed by the results of the econometric model, in particular, the probability of a woman to work or not to work is primarily influenced by their marital status.

Our study revealed that with a work schedule of 7-8 hours, women spend an additional 4 hours on average every day on household chores that are not paid. Thus, in general, the average Uzbek woman actually works 12 hours a day.

Creation of jobs specifically for women in regional programs based on labor market requirements:

- Providing flexible working hours, remote work, online work, use of Flexi-place employment type.

- Creation of offshoring employment agencies. Offshoring employment agencies organize work on outsourcing, dismissal, hiring of employees, selection of temporary employees.

- Redistribution of the state budget and allocation of subsidies for social protection and employment of unemployed women.

- Providing subsidies to cover the cost of implementing comprehensive business training programs and microfinance services for women.

- To train women who want to work abroad in occupations that are in high demand in foreign countries

 - Making a social contract with women in difficult living conditions.

 - An increase in the number of non-governmental organizations engaged in training and employment of women (including abroad).

-Carrying out propaganda work among the population to strengthen the position of women in society.

-Development of measures to eliminate the negative aspects of public opinion that prevents women from participating in the labor market.

-To promote the promotion of men's participation in housework through various shows and mass media.

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