

SCIENCE
PROBLEMS.UZ

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Actual problems of social and humanitarian sciences
Актуальные проблемы социальных и гуманитарных наук

Ijtimoiy-gumanitar fanlarning dolzarb muammolari

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2025

SCIENCEPROBLEMS.UZ

IJTIMOIIY-GUMANITAR FANLARNING DOLZARB MUAMMOLARI

№ 5/10 (5) – 2025

АКТУАЛЬНЫЕ ПРОБЛЕМЫ СОЦИАЛЬНО- ГУМАНИТАРНЫХ НАУК

ACTUAL PROBLEMS OF HUMANITIES AND SOCIAL SCIENCES

TOSHKENT-2025

BOSH MUHARRIR:

Isanova Feruza Tulqinovna

TAHRIR HAY'ATI:

07.00.00- TARIX FANLARI:

Yuldashev Anvar Ergashevich – tarix fanlari doktori, siyosiy fanlar nomzodi, professor;

Mavlanov Uktam Maxmasabirovich – tarix fanlari doktori, professor;

Xazratkulov Abror – tarix fanlari doktori, dotsent;

Tursunov Ravshan Normuratovich – tarix fanlari doktori;

Xolikulov Axmadjon Boymahmatovich – tarix fanlari doktori;

Gabrielyan Sofya Ivanovna – tarix fanlari doktori, dotsent;

Saidov Sarvar Atabullo o'g'li – katta ilmiy xodim, Imom Termiziy xalqaro ilmiy-tadqiqot markazi, ilmiy tadqiqotlar bo'limi.

08.00.00- IQTISODIYOT FANLARI:

Karlibayeva Raya Xojabayevna – iqtisodiyot fanlari doktori, professor;

Nasirxodjayeva Dilafruz Sabitxanovna – iqtisodiyot fanlari doktori, professor;

Ostonokulov Azamat Abdukarimovich – iqtisodiyot fanlari doktori, professor;

Arabov Nurali Uralovich – iqtisodiyot fanlari doktori, professor;

Xudoyqulov Sadirdin Karimovich – iqtisodiyot fanlari doktori, dotsent;

Azizov Sherzod O'ktamovich – iqtisodiyot fanlari doktori, dotsent;

Xojayev Azizxon Saidaloxonovich – iqtisodiyot fanlari doktori, dotsent

Xolov Aktam Xatamovich – iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), dotsent;

Shadiyeva Dildora Xamidovna – iqtisodiyot fanlari bo'yicha falsafa doktori (PhD), dotsent v.b.;

Shakarov Qulmat Ashirovich – iqtisodiyot fanlari nomzodi, dotsent.;

Jabborova Charos Aminovna - iqtisodiyot fanlari bo'yicha falsafa doktori (PhD).

09.00.00- FALSAFA FANLARI:

Hakimov Nazar Hakimovich – falsafa fanlari doktori, professor;

Yaxshilikov Jo'raboy – falsafa fanlari doktori, professor;

G'aybullayev Otabek Muhammadiyevich – falsafa fanlari doktori, professor;

Saidova Kamola Uskanbayevna – falsafa fanlari doktori;

Hoshimxonov Mo'min – falsafa fanlari doktori, dotsent;

O'roqova Oysuluv Jamoliddinovna – falsafa fanlari doktori, dotsent;

Nosirxodjayeva Gulnora Abdukaxxarovna – falsafa fanlari nomzodi, dotsent;

Turdiyev Bexruz Sobirovich – falsafa fanlari doktori (DSc), Professor.

10.00.00- FILOLOGIYA FANLARI:

Axmedov Oybek Saporbayevich – filologiya fanlari doktori, professor;

Ko'chimov Shuxrat Norqizilovich – filologiya fanlari doktori, dotsent;

Hasanov Shavkat Ahadovich – filologiya fanlari doktori, professor;

Baxronova Dilrabo Keldiyorovna – filologiya fanlari doktori, professor;

Mirsanov G'aybullo Qulmurodovich – filologiya fanlari doktori, professor;

Salaxutdinova Musharraf Isamutdinovna – filologiya fanlari nomzodi, dotsent;

Kuchkarov Raxman Urmanovich – filologiya fanlari nomzodi, dotsent v/b;

Yunusov Mansur Abdullayevich – filologiya fanlari nomzodi;

Saidov Ulugbek Aripovich – filologiya fanlari nomzodi, dotsent;

Qodirova Muqaddas Tog'ayevna - filologiya fanlari nomzodi, dotsent.

12.00.00- YURIDIK FANLAR:

Axmedshayeva Mavlyuda Axatovna – yuridik fanlar doktori, professor;

Muxitdinova Firyuza Abdurashidovna – yuridik fanlar doktori, professor;

Esanova Zamira Normurotovna – yuridik fanlar doktori, professor, O'zbekiston Respublikasida xizmat ko'rsatgan yurist;

Hamroqulov Bahodir Mamasharifovich – yuridik fanlar doktori, professor v.b.,;

Zulfiqorov Sherzod Xurramovich – yuridik fanlar doktori, professor;

Xayitov Xushvaqt Saparbayevich – yuridik fanlar doktori, professor;

Asadov Shavkat G'aybullayevich – yuridik fanlar doktori, dotsent;

Ergashev Ikrom Abdurasulovich – yuridik fanlari doktori, professor;

Utemuratov Maxmut Ajimuratovich – yuridik fanlar nomzodi, professor;

Saydullayev Shaxzod Alixanovich – yuridik fanlar nomzodi, professor;

Hakimov Komil Baxtiyarovich – yuridik fanlar doktori, dotsent;

Yusupov Sardorbek Baxodirovich – yuridik fanlar doktori, professor;

Amirov Zafar Aktamovich – yuridik fanlar doktori (PhD);

Jo'rayev Sherzod Yuldashevich – yuridik fanlar nomzodi, dotsent;

Babadjanov Atabek Davronbekovich – yuridik fanlar nomzodi, professor;

Normatov Bekzod Akrom o'g'li — yuridik fanlar bo'yicha falsafa doktori;

Rahmatov Elyor Jumaboyevich — yuridik fanlar nomzodi;

13.00.00- PEDAGOGIKA FANLARI:

Xashimova Dildarxon Urinboyevna – pedagogika fanlari doktori, professor;

Ibragimova Gulnora Xavazmatovna – pedagogika fanlari doktori, professor;

Zakirova Feruza Maxmudovna – pedagogika fanlari doktori;

Kayumova Nasiba Ashurovna – pedagogika fanlari doktori, professor;

Taylanova Shoxida Zayniyevna – pedagogika fanlari

doktori, dotsent;

Jumaniyozova Muhayyo Tojiyevna – pedagogika fanlari doktori, dotsent;

Ibraximov Sanjar Urunbayevich – pedagogika fanlari doktori;

Javliyeva Shaxnoza Baxodirovna – pedagogika fanlari bo'yicha falsafa doktori (PhD);

Bobomurotova Latofat Elmurodovna — pedagogika fanlari bo'yicha falsafa doktori (PhD).

19.00.00- PSIXOLOGIYA FANLARI:

Karimova Vasila Mamanosirovna – psixologiya fanlari doktori, professor, Nizomiy nomidagi Toshkent davlat pedagogika universiteti;

Hayitov Oybek Eshboyevich – Jismoniy tarbiya va sport bo'yicha mutaxassislarni qayta tayyorlash va malakasini oshirish instituti, psixologiya fanlari doktori, professor

Umarova Navbahor Shokirovna– psixologiya fanlari doktori, dotsent, Nizomiy nomidagi Toshkent davlat pedagogika universiteti, Amaliy psixologiyasi kafedrasini mudiri;

Atabayeva Nargis Batirovna – psixologiya fanlari doktori, dotsent;

Shamshetova Anjim Karamaddinovna – psixologiya fanlari doktori, dotsent;

Qodirov Obid Safarovich – psixologiya fanlari doktori (PhD).

22.00.00- SOTSILOGIYA FANLARI:

Latipova Nodira Muxtarjanovna – sotsiologiya fanlari doktori, professor, O'zbekiston milliy universiteti kafedra mudiri;

Seitov Azamat Po'latovich – sotsiologiya fanlari doktori, professor, O'zbekiston milliy universiteti;

Sodiqova Shohida Marxaboyevna – sotsiologiya fanlari doktori, professor, O'zbekiston xalqaro islom akademiyasi.

23.00.00- SIYOSIY FANLAR

Nazarov Nasriddin Ataqulovich –siyosiy fanlar doktori, falsafa fanlari doktori, professor, Toshkent arxitektura qurilish instituti;

Bo'tayev Usmonjon Xayrullayevich –siyosiy fanlar doktori, dotsent, O'zbekiston milliy universiteti kafedra mudiri.

OAK Ro'yxati

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07.00.00 – TARIX FANLARI

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ANALYSIS OF INTERNATIONAL EXPERIENCE IN ENSURING GENDER EQUALITY

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Abstract. The article analyzes the legal and institutional mechanisms used by foreign countries to ensure gender equality. It highlights the effectiveness of tools such as equal opportunity frameworks and public oversight applied in Scandinavian nations and European Union member states. The study also examines persistent challenges, including labor market inequality and the underrepresentation of women in decision-making processes. The research demonstrates the significance of international experience for improving gender equality policies and legislation in Uzbekistan. Overall, the article substantiates the potential for integrating advanced international practices into national implementation mechanisms.

Keywords: gender equality, women's rights, anti-discrimination guarantees, public oversight, institutional reforms, socio-political participation, human rights, legal guarantees.

GENDER TENGLIKNI TA'MINLASH BORASIDA XORIJIY MAMLAKATLAR TAJRIBASI TAHLILI

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Annotatsiya. Maqolada xorijiy mamlakatlarda gender tengligini ta'minlash bo'yicha qo'llanilayotgan huquqiy va institutsional mexanizmlar tahlil qilingan. Skandinaviya va Yevropa Ittifoqi davlatlarida teng imkoniyatlar, jamoatchilik nazorati kabi vositalarning samaradorligi yoritilgan. Shu bilan birga, mehnat bozoridagi tengsizlik va qaror qabul qilish jarayonlarida ayollar ulushi kamligi kabi saqlanib kelayotgan muammolar tahlil etilgan. Tadqiqot xorijiy tajribaning O'zbekistonda gender tengligi siyosati va qonunchilikni takomillashtirishda o'rni muhim ekanini ko'rsatadi. Umuman, maqolada ilg'or xalqaro amaliyotning milliy amaliyotga integratsiya qilish imkoniyatlari asoslangan holda bayon etilgan.

Kalit so'zlar: gender tengligi, ayollar huquqlari, kamsitishga qarshi kafolatlar, jamoatchilik nazorati, institutsional islohotlar, ijtimoiy-siyosiy faollik, inson huquqlari, huquqiy kafolatlar.

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Introduction. Ensuring gender equality is one of the highest priorities for the development of modern democratic societies. Today, the global community recognizes gender equality, equal opportunities, and equal socio-political participation as fundamental conditions for sustainable development. Consequently, various models and mechanisms for implementing equality policies in public and state governance systems have been established in foreign countries.

The experience of developed countries demonstrates that institutional reforms, legal guarantees, public oversight, and gender audits play a crucial role in implementing gender policy. For example, Scandinavian countries have successfully introduced mechanisms for equal pay, family-friendly policies, creating inclusive work environments, and increasing the

proportion of women in government bodies. In European Union countries, an effective system for ensuring equality has been established through gender mainstreaming, gender budgeting, and strict anti-discrimination legislation. Such advanced practices are proving to be important factors in expanding women's economic activity, increasing their participation in political decision-making, and protecting them from violence.

Studying foreign countries' experiences is particularly important for improving gender policy implementation in Uzbekistan. Although our country has carried out extensive reforms in recent years to ensure equality, international experience offers additional opportunities for further strengthening these efforts. Sustainable mechanisms used in international practice - such as gender index monitoring, accountability measures, legal expertise, and strengthening public participation in ensuring gender equality - serve as key criteria for improving national policy and legislation. Therefore, analyzing foreign experiences will help identify more effective ways to practically ensure gender equality in Uzbekistan.

Materials and methods. The materials for this research are based on the legislative frameworks, policy documents, and institutional mechanisms of gender equality implemented in various foreign countries. The study draws upon legal acts from Scandinavian states, the European Union's gender equality standards, anti-discrimination legislation, gender mainstreaming policies, and public oversight models. Additionally, international legal instruments such as the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action, and OECD recommendations were utilized for comparative assessment. Analytical reports from the UN, EU, and international research institutions were also examined as supporting materials.

The study employed a comparative legal analysis to evaluate the alignment and differences between foreign gender equality mechanisms and international human rights standards. A systemic approach was applied to examine the interaction between institutional structures - such as equality ombudsmen, gender commissions, and governmental agencies - and their functional impact on policy outcomes. The descriptive and analytical method was used to explore trends, achievements, and challenges observed in developed countries, particularly focusing on labor market inequality, wage gaps, and political underrepresentation of women. Additionally, statistical analysis was conducted through reviewing global gender indices, including the Global Gender Gap Index and Women Power Index, to assess quantitative progress.

Furthermore, the study applies an institutional analysis to evaluate models of gender governance in Europe and assess their potential adaptability within the context of Uzbekistan. Content analysis of legal documents, international reports, and policy evaluations was conducted to identify best practices and effective mechanisms. Overall, the methodological framework ensures objectivity, reliability, and scientific validity in examining the relevance of foreign experience for strengthening national gender equality policies.

Analysis of the research results. Despite the existing challenges in gender equality, the European Union has made significant progress over the past decade and continues to improve upon these achievements, including:

- the establishment of normative documents on equality;
- the implementation of gender mainstreaming and the gender equality approach across all sectors;

- the development of specific measures to increase women's participation.

These encouraging trends are leading to an increase in the number of women in the labor market and their access to quality education and skill enhancement. However, gaps in ensuring gender equality still persist, with women continuing to work in lower-paid sectors of the labor market and insufficient representation at decision-making levels.

International legal instruments for ensuring gender equality include both binding (the UN Convention on the Elimination of All Forms of Discrimination against Women of 1979, International Labour Organization Convention No. 156 on Equal Treatment and Equal Opportunities for Working Men and Women: Workers with Family Responsibilities, etc.) and non-binding (OECD Recommendations on Gender Equality in Education, Employment and Entrepreneurship of 2013 and on Gender Equality in Public Life of 2015) documents[1].

The European Union Charter of Fundamental Rights also guarantees equality before the law, non-discrimination, and equality between men and women, establishing a clear list of grounds for protection against discrimination. Equality and solidarity are proclaimed in the preamble of the Charter, and Chapter III is entirely devoted to equality (Articles 20-26). Thus, "any discrimination based on sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited" (Article 21). Article 23 enshrines "equality between men and women," stating that "equality between women and men must be ensured in all areas, including employment, work, and pay," and that "the principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the under-represented sex." [2]

Regarding the regulatory and legal framework in the field of ensuring gender equality, relevant laws have been adopted in many countries worldwide. Denmark passed the Gender Equality Act in 2007, the Act on Equal Treatment of Men and Women in Employment and Maternity Leave in 2006, and the Act on Equal Pay for Men and Women in 2008. Sweden adopted the Discrimination Act and established criminal liability for the use of sexual services. As a result, since 2012, prostitution in Sweden has decreased by half, and the proportion of men purchasing sexual services has decreased by almost one-third[3].

European countries employ typical models for ensuring gender equality and organizing oversight of its observance. Moreover, this principle is often enshrined at the constitutional level, and there are specialized state bodies with authority in this area. The institutional system can take the form of a ministry (Norway, Iceland), a department (Hungary), a federal agency (Germany), a special institution (Belgium, Spain, the Netherlands), a commission (Bulgaria, Ireland, Malta, Portugal), a council (Denmark, Romania, Czech Republic), or a center (Luxembourg, Slovakia). However, their primary task is to ensure gender equality and protect women's rights.

In many cases, a mixed model with multiple bodies is implemented. Specifically, there are Ombudspersons for gender equality (supervisor, defender), as well as ministers (advisors) for gender equality issues in various countries (Austria, Hungary, Greece, Denmark, Italy, Poland, Slovenia, France, Croatia).

According to legal scholar K.R. Aliyeva, "there is a need to develop proposals for implementing effective legal practices into national legislation by analyzing the experience of

European Union countries (Iceland, Norway, Sweden, and Finland) that are considered leaders in legal and institutional provision of gender equality."

Of course, in recent years, most countries of the world have managed to improve their positions in this ranking. Examining the ranking list shows that there is no direct correlation between the level of economic development and the gender gap in society. According to the analysis, the situation of women in Namibia or Rwanda turned out to be more favorable than, for example, in the USA, Great Britain, and Italy.

The American private organization "Council on Foreign Relations," as part of its "Women and Foreign Policy" program, has developed a special "Women Power Index" that analyzes the participation of women in political life across 193 UN member states. This index takes into account the proportion of women holding positions as heads of state and government, the share of women in ministries, national legislative bodies, among candidates for national legislative bodies, and in local authorities. It reflects the gender gap in political representation between men and women.

The Netherlands, Ireland, and Germany pay special attention to ensuring gender equality and expanding women's participation in state governance. It is noteworthy that in these countries, the selection of civil servants based on gender has become a priority of state personnel policy. As a result, a broad representation of women in leadership positions within representative bodies of power, ministries, and other state bodies has been achieved.

Overall, Scandinavian countries have achieved significant success in attaining gender equality. In these countries, the proportion of women in parliament has reached a level that allows them to significantly influence state policy, as well as increase the safety and social activity of the female population. As a result of the implemented measures, it has been possible to expand childcare services and ensure access to education, medical care, and social security opportunities.

In Sweden, a special Ministry for Equal Rights and a State Commission for Equal Rights, as well as an Ombudsman for Equal Rights, have been established. An annual plan of actions is adopted to ensure proportional representation of men and women. A special government program has been developed that provides for the submission of an annual report to the parliament on the status of women and the level of their representation in public administration.

In Finland, a special Council on Equality Issues operates, appointed by the government for a three-year term, consisting of representatives from all political parties. Its mandate covers the protection of women's rights in various spheres of life: labor, education, family, and others. As a result, indirect and direct gender discrimination has been eliminated, and conditions have been created for the realization of equal opportunities. In 1987, Finland introduced the position of Ombudsman for Gender Equality and established an Appeals Commission dealing with gender equality issues. According to the Finnish Constitution, the proportion of women at any level of government power should be at least 40%.

According to French legislation (2013), representatives of one gender cannot occupy more than 60% of positions in government bodies and administrative roles[4].

Thus, in the world's developed countries, a system of state bodies that ensure and guarantee equal opportunities for women has been institutionalized, a system of social support

for them has been established, and this sphere is financed and supported at the level of state policy.

The conclusion drawn from the analysis is that women are employed in undervalued labor activities or professions, and their work is also undervalued because it is typically performed by women. To address this issue, the European Commission is funding projects to combat stereotypes and segregation in the labor market [5].

These projects are aimed at promoting positive practices related to the importance of gender equality, including reducing gender-based stereotypes in education, training, and the workplace. Additionally, to help reduce the wage gap through national educational measures, funds are being allocated to local-level projects led by educational and training communities themselves and by member states.

According to the analysis of foreign experience, gender disparities in labor activity should be minimized as much as possible. Strategies that promote women's employment yield double the results because they increase women's wages. Any improvement in reconciling work and family responsibilities will help women better utilize their talents. Achieving work-life balance plays a crucial role in this regard. The ineffective implementation of the principle of wage equality remains one of the biggest challenges in combating wage discrimination.

Many developed countries have adopted specific gender-related legislation. For example, Denmark has enacted the Law on Gender Equality (2007), the Law on Maternity Protection in the Private Labor Market (2006), the Law on Equal Treatment of Men and Women during Work and Maternity Leave (2006), and the Law on Equal Pay for Men and Women (2008). Austria has implemented the Federal Law on Equal Treatment Commission and Equal Treatment Ombudsperson (2013), the Law on Paternity Leave (2015), and the Law on Maternity Protection (2015).

Sweden has a law prohibiting discrimination based on gender, gender identity or expression, atypical gender characteristics, ethnicity, religion or belief, disability, sexual orientation, or age. Other countries have also adopted specific laws aimed at ensuring gender equality.

Analysis shows that among European countries, Iceland, Norway, Sweden, and Finland have the best indicators in the global gender equality ranking. One of the key factors contributing to this success is the existence of a national mechanism for ensuring gender equality (for example, the obligation to develop anti-discrimination plans, including those based on gender, and the requirement for all organizations with more than 25 employees to report on the implementation of these plans). This allows for strict monitoring of the implementation of gender equality laws, transforming the requirement for gender equality into a real legal mechanism.

Another important factor in this direction is the expansion of activities of centers dedicated to supporting and educating women. In the work of these gender centers, the main focus is on ensuring equality between women and men and combating domestic violence.

Conclusion. In conclusion, it should be emphasized that the analysis of foreign countries' experiences demonstrates that the most effective model for ensuring gender equality is implemented through an integrated system of legal guarantees, institutional mechanisms, and public participation. In Scandinavian countries, European Union member states, and numerous developed nations worldwide, comprehensive measures are yielding positive

results. These include ensuring equal rights, equal pay, equal access to education and the labor market, strict anti-discrimination legislation, and increasing the proportion of women in government bodies. These mechanisms have played a crucial role in reducing gender stereotypes, expanding economic opportunities, and paving the way for broader women's participation in political decision-making.

Analysis confirms that in foreign practice, ensuring equality is not limited to legal reforms alone, but is implemented in harmony with additional factors such as eliminating stereotypes in the labor market, strengthening education and professional training, and increasing the number of women in public administration. In countries like Finland, Norway, Sweden, and Iceland, the implementation of systematic monitoring, accountability mechanisms, equality plans, and gender audits has resulted in a significant increase in women's participation across all spheres of society. At the same time, challenges such as the wage gap in the labor market, disparities in pension provisions, and gender differences in decision-making processes continue to remain relevant.

Overall, the experience of foreign countries provides important practical insights for Uzbekistan. Specifically, effective state policy in ensuring gender equality is closely linked to further strengthening the legal framework, developing institutional mechanisms, creating robust safeguards against discrimination, and enhancing public oversight. Additionally, it is advisable to integrate into the national gender equality policy such supplementary areas as increasing women's political and social engagement, shaping gender mentality, and expanding opportunities for education and professional development. Drawing from international practices, the ongoing reforms in Uzbekistan to ensure gender equality can be further deepened and reinforced at the institutional level.

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