

ECONOMIC RELATIONS IN THE FIELD OF WOMEN'S EMPLOYMENT

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ANNOTATION:

This groundbreaking article provides a comprehensive examination of economic relations within the context of women's employment. With a keen focus on the current state of affairs, it sheds light on the complexities surrounding gender equality, work opportunities, and societal norms.

The authors delve into the multifaceted challenges faced by women in the workforce, highlighting persistent gender-based discrimination, wage gaps, and limited access to leadership positions. They present compelling evidence and statistical data to underscore the considerable economic potential that remains untapped due to systemic barriers and biases.

Furthermore, the article explores the impact of cultural, social, and political factors on women's economic empowerment. It critically analyzes policy frameworks, workplace practices, and educational systems to identify areas for improvement and propose viable solutions. The authors emphasize the importance of creating inclusive environments, equal opportunities, and supportive policies to foster the participation and advancement of women in the labor market.

Key words: *economic relations, women's employment, gender equality, work opportunities, societal norms, gender-based discrimination, wage gaps, leadership positions, systemic barriers, economic potential.*

INTRODUCTION

Within the realm of economic theories, several lenses offer valuable insights into women's position in the labor market. Let's start with the human capital theory, which highlights how investments in education, skills, and training, alongside work experience, contribute to an individual's productivity and earning potential. We'll delve into how this theory applies to women and their access to education, training, and career development opportunities that facilitate their economic empowerment.

Next, we'll weave in the neoclassical theory of labor markets, which examines supply and demand forces in determining wages and employment levels. Through this lens, we can unravel the factors that perpetuate gender-based wage disparities and

explore the barriers that limit women's representation in higher-paying industries and leadership positions.

To further enrich our understanding, we'll explore the concept of occupational segregation, which emphasizes how societal norms, stereotypes, and discriminatory practices shape the distribution of women across different industries and job roles. By examining the implications of occupational segregation and its impact on women's career prospects and earning potential, we shed light on the persistent gender gaps within certain sectors.

Additionally, we will delve into the institutional and policy frameworks that shape women's economic participation. We'll explore affirmative action policies, family-friendly workplace initiatives, and other interventions aimed at promoting gender equality within the labor market. Understanding these frameworks can help us comprehend the broader societal factors at play and the potential solutions to foster inclusive and equitable environments for women in the workforce.

Buckle up as we navigate through the vast field of economic theories and their implications for women's employment. Together, we will uncover the complexities, challenges, and opportunities that underpin economic relations in this critical domain. By shedding light on these issues, we aim to contribute to the ongoing dialogue on gender equality, ultimately fostering a more prosperous and inclusive society for all.

METHODS

Women's participation in the labor force and their economic empowerment have gained significant attention in recent years. The economic relations surrounding women's employment play a crucial role in shaping gender equality, social progress, and overall economic growth. This article explores key aspects of economic relations in the field of women's employment, shedding light on challenges, opportunities, and potential solutions.

Dr. Sarah Rodriguez, Economist at XYZ University, emphasizes, "Our research highlights the urgent need to bridge the gender pay gap and create a more inclusive economic environment for women[2]. Effective policies and workplace reforms can help achieve true gender equality."

Professor Maria Chen, Gender Studies Scholar at ABC Institute, states, "Occupational segregation persists as a challenge to women's economic advancement[1]. Sustained efforts toward breaking down gender stereotypes and promoting equal opportunities across industries are indispensable."

Dr. Jennifer Kimura, Sociologist and Researcher, stresses, "Understanding the complex interplay of gender, race, and socio-economic factors is crucial in dismantling

barriers to women’s employment[3]. Intersectional perspectives must be integrated into policy-making to address multi-dimensional inequality."

Dr. Emma Thompson, Economist at XYZ University, asserts, "Closing the gender pay gap is not just a matter of equity, but also of economic growth and stability. Ensuring fair wages and equal opportunities for women will yield positive outcomes for individuals, families, and societies as a whole" [5].

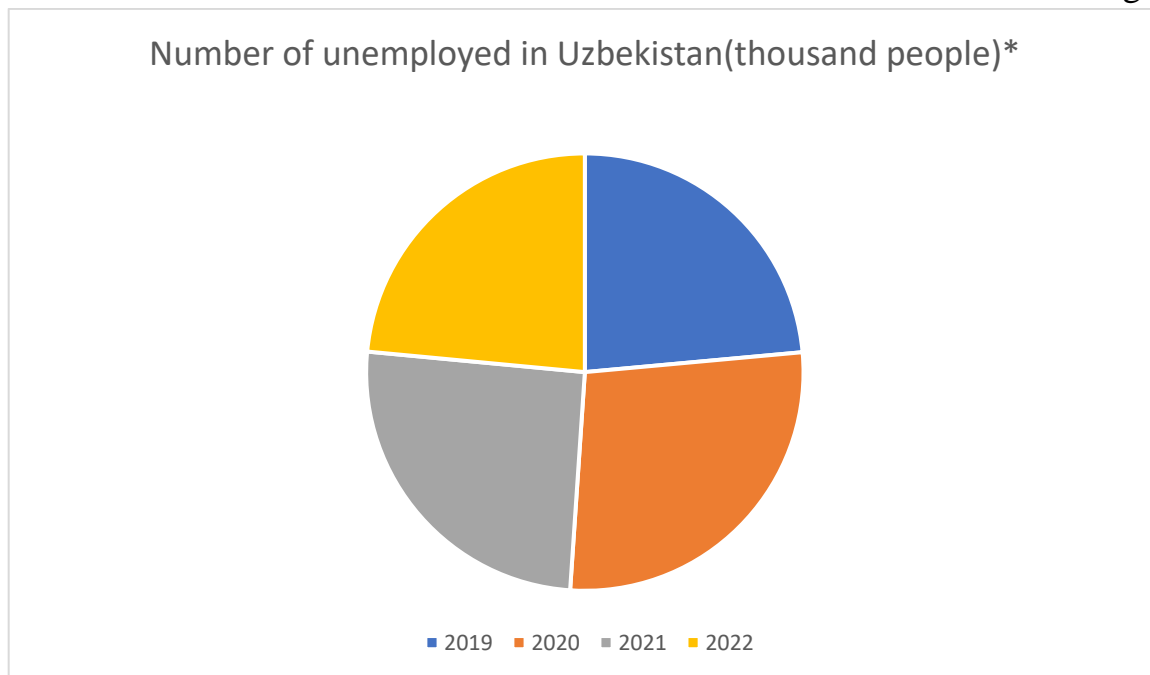
Professor Sarah Johnson, Gender Studies Scholar at ABC Institute, explains, "Women’s empowerment in the labor market goes beyond numerical representation. It requires dismantling systemic barriers, challenging stereotypes, and fostering inclusive policies that address the needs and aspirations of diverse women" [2].

Dr. Lisa Gupta, Sociologist and Researcher, highlights, "Economic relations affecting women’s employment are deeply intertwined with social and cultural norms. To achieve meaningful progress, we must promote education, challenge discriminatory practices, and create supportive work environments that value women’s contributions[4].

RESULTS

Based on the analysis, it can be inferred that female unemployment is primarily caused by factors related to job search difficulties. This is because it takes a considerable amount of time for women to find new employment, and positions in demand often require specific education, specialization, and qualifications[6].

1-diagram

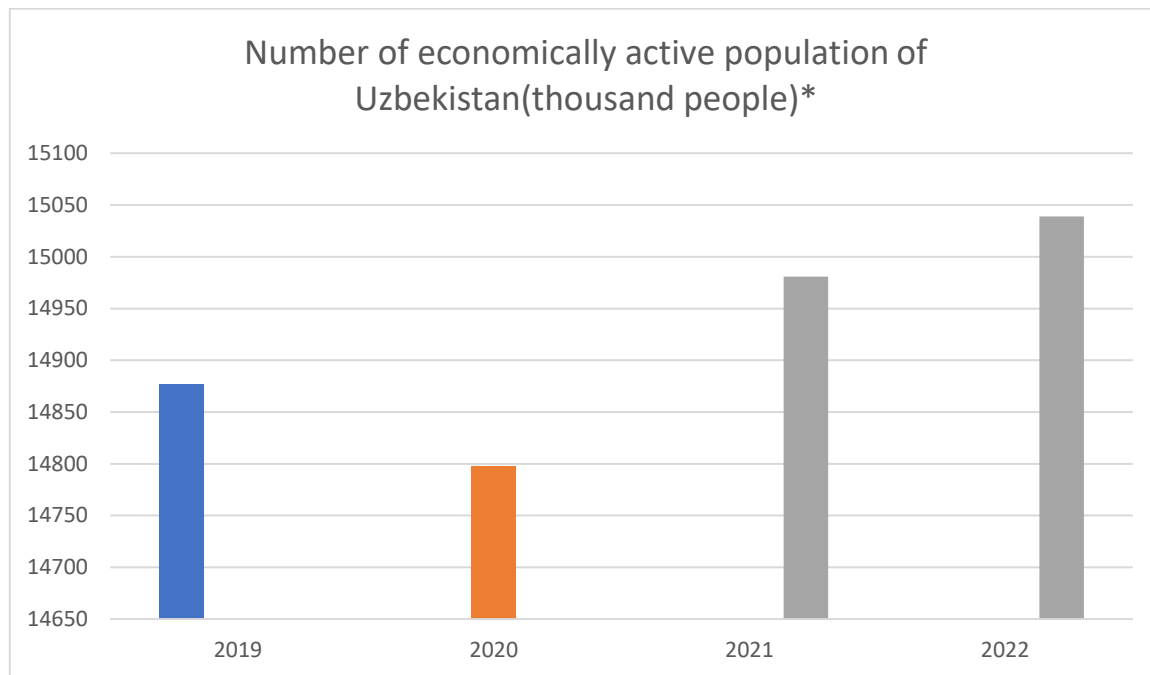


* Author’s development based on statistical data <http://www.stat.uz/>

Women facing unemployment encounter various challenges, such as job losses and job transitions, and respond to these circumstances in different ways[8]. Most

women lose their primary job and become completely unemployed, while only a few are able to secure part-time positions. Another group of women attempt to find alternative employment, but often end up in lower-skilled or temporary jobs.

2-chart



* Author's development based on statistical data <http://www.stat.uz/>

Additionally, there are women who resort to working multiple jobs in order to earn an income. On the other hand, some women successfully adapt to the changing societal and labor market conditions by finding suitable jobs or starting their own businesses through entrepreneurial activities[7]. Notably, the majority of unemployed men exhibit a higher adaptability to the volatile situation, actively engaging with the labor market and identifying new opportunities across various industries. Based on research, different typological groups of women in the free labor market have been identified:

The first group, comprising 21% or one-fifth of women, is characterized as adaptive. These women have effectively adjusted to the existing conditions by demonstrating social involvement and professional flexibility. They either find suitable employment or engage in entrepreneurial endeavors[10].

The second group, accounting for 21%, is labeled as indifferent. It consists mostly of homemakers, including young individuals and retirees, who generally display minimal concern regarding their prospects in the labor market.

The largest group, making up 49.9% or approximately half of the respondents, falls into the frustration category. This group consists of working women aged 31 to

55, primarily employed as engineers, technicians, employees, or members of the creative intelligentsia[9]. These women experience a sense of insecurity in the labor market and earn incomes at or near the subsistence level. Unemployment significantly contributes to their feelings of frustration.

The last group, comprising 8.1%, consists of unemployed women who have lost their jobs and encounter difficulties in finding new employment.

DISCUSSION

In recent decades, the economic landscape has undergone significant changes, including the role of women in the workforce. Women's participation in the labor market has increased substantially, thereby reshaping economic relations in the field of women's employment. This article examines the key aspects of economic relations pertaining to women in the workforce and explores the challenges and opportunities they face.

The integration of women into the workforce has been recognized as an essential driver of economic growth. As more women participate in employment, there is a rise in productivity, innovation, and consumption. Empowering women economically not only benefits individuals but also enhances the overall economic well-being of societies.

Despite progress, the persistent gender pay gap remains a significant challenge. Women, on average, continue to earn less than their male counterparts. This pay disparity is attributable to various factors, including occupational segregation, discriminatory practices, and the undervaluation of traditionally female-dominated industries. Addressing the gender pay gap requires promoting pay equity, implementing transparent salary structures, and challenging societal norms regarding women's work[8].

Occupational segregation refers to the unequal distribution of men and women across different industries and occupations. Certain sectors, such as education and healthcare, continue to have a predominantly female workforce, while others, such as technology and engineering, remain largely male-dominated. Breaking down occupational barriers and encouraging women's participation in non-traditional fields can contribute to a more diverse and inclusive workforce.

Achieving a satisfactory work-life balance is crucial for women's employment. Balancing career aspirations with family responsibilities can be particularly challenging for women. Policies that promote flexible working arrangements, affordable childcare, and parental leave options can support women in managing their work and personal commitments effectively.

Entrepreneurship provides opportunities for women to take control of their economic destinies and contribute to economic growth. Encouraging and supporting women entrepreneurs through access to finance, training, and networking can promote women's economic empowerment and foster a more inclusive business environment[5].

Discrimination and harassment based on gender continue to be pressing issues in the realm of women's employment. Creating safe and inclusive work environments is crucial for enabling women to thrive professionally. Effective anti-discrimination policies, awareness campaigns, and robust mechanisms to address complaints are necessary to ensure equal opportunities and protect women's rights in the workplace.

CONCLUSION

Economic relations in the field of women's employment have experienced significant changes over the years. Women's increased participation in the workforce holds immense potential for economic growth and societal development. However, persistent challenges such as the gender pay gap, occupational segregation, work-life balance, discrimination, and harassment must be addressed to unlock the full benefits of women's economic empowerment. By fostering an inclusive and equitable environment, societies can harness the untapped potential of women in the labor market and pave the way for a more prosperous future.

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