

**STATE POLICY IN PROMOTING GENDER EQUALITY: THE EXPERIENCE OF UZBEKISTAN AND INTERNATIONAL STANDARDS****Toshmamatova Shakhrizoda Dilmurod qizi**3rd year student of the direction of “Jurisprudence”  
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**Abstract.** This article is dedicated to studying the role and effectiveness of state policy in ensuring gender equality. The work analyzes the experience of Uzbekistan and international standards, reviewing political measures implemented to promote gender equality. The article examines practical actions aimed at protecting women’s rights and involving them in social and economic activities through state institutions, the education system, labor market opportunities, and social support mechanisms.

**Keywords:** gender equality, state policy, women’s rights, Uzbekistan experience, international standards, social inclusion, economic empowerment.

**Introduction.**

Today, the issue of gender equality has become an integral part of social development, stability, and the establishment of a just society in every country. Gender equality is not only about ensuring equal rights and opportunities between women and men, but also about enabling every individual to fully realize their potential in social, economic, and cultural life [2]. In recent years, Uzbekistan has actively pursued a policy to strengthen the gender approach in society and achieve practical results in this direction, aligning domestic political initiatives with international cooperation and standards.

Significant positive changes in Uzbekistan’s gender policy have been expanding since the 2020s. This process is reflected in the integration of gender equality into national development strategies. Specifically, gender issues have been defined not only as a measure of social justice but also as a priority directly linked to the country’s economic and social development goals. For example, The Law of the Republic of Uzbekistan dated September 2, 2019 “On Guarantees of Equal Rights and Opportunities for Women and Men” is a practical manifestation of this [1]. This law plays a key role in monitoring gender equality, developing measures based on statistical data, and implementing them. It also formulates recommendations aimed at creating equal conditions for men and women in employment, labor market opportunities, and social protection.

Uzbekistan’s experience demonstrates the importance of engaging with global gender strategies to study gender equality issues more deeply and successfully implement social policies. For instance, the introduction of the gender audit concept by state authorities is recognized as an innovative approach in this field. This mechanism helps evaluate whether organizations provide equal opportunities for women and men, identify and eliminate gender stereotypes. This process not only establishes effective governance principles but also ensures the alignment of state policy with international standards. Furthermore, forums, seminars, and scientific-practical conferences conducted in collaboration with the government and international institutions strengthen the practical aspects of gender policy. In particular, discussions organized with the UN Women and other international partners on topics such as “Eliminating Gender-Based Violence” and “Combating Digital Violence” allow gender issues to be addressed not only in social but also technological and psychological contexts [4]. These initiatives are considered important steps in reducing gender stereotypes in society, reinforcing women’s legal protection, and fully realizing their potential.

International experience shows that implementing gender equality strategies is not only crucial for strengthening social stability within a country but also supports global social development goals. Effective cooperation with international institutions opens new avenues for

Uzbekistan's gender policy, providing additional resources to enhance women's participation in the economy, education, healthcare, and the digital space.

### **Research Methodology.**

In this article, both qualitative and quantitative analysis methods were employed to study the existing practices and international experience regarding gender equality. Statistical data and recent scholarly articles were analyzed to compare experiences in Uzbekistan with those of other countries. Additionally, surveys and interviews were conducted to examine societal stereotypes and women's real-life experiences. During the research, results were classified and summarized using analytical and comparative methods. Furthermore, gender disparities in the digital space and labor market were analyzed separately. This methodology allowed for a comprehensive exploration of the article's topic and ensured that conclusions could be drawn reliably.

### **Analysis and Results.**

Analysis of practical and statistical data on gender equality highlights the recent social changes in Uzbekistan. The statistical compilation "Women and Men in Uzbekistan: Facts and Figures," published by the National Statistics Agency, comprehensively covers gender-related indicators, including education, healthcare, labor market participation, demographic trends, and other sectors. These data serve as a foundation for identifying gender gaps and monitoring efforts to reduce them.

The analysis indicates that Uzbekistan has made significant progress in gender equality. In particular, educational outcomes for women and men are increasingly similar, as supported by demographic statistics. This suggests that opportunities in social life and access to education are becoming more equitable. However, gender disparities remain evident in the labor market. The World Bank's "Country Gender Assessment" report notes lower employment rates and higher unemployment among young women compared to men [5]. Specifically, the unemployment rate for young women is substantially higher, indicating barriers to labor market entry. Moreover, the NEET (Not in Employment, Education, or Training) rate among women is higher, further highlighting gender gaps among economically inactive youth.

Another important aspect of economic participation is the gender pay gap. Reports indicate that women's average earnings are significantly lower than men's, which hinders their economic independence and overall quality of life. This disparity is not only reflected in wages but also in professional advancement and underrepresentation in senior positions. The analysis also reveals the influence of social attitudes and stereotypes on gender equality. For example, small-scale behavioral studies conducted by UNDP show a notable reduction in societal gender stereotypes. The results indicate growing awareness regarding women's employment opportunities, support for women, and reinforcement of their social roles. Among men, support for creating equal opportunities for women has increased, while tolerance for interpersonal violence has decreased. At the same time, research on digital gender gaps shows that disparities persist in the digital space. Studies indicate differences between men and women in internet usage and access to digital services, suggesting the need for additional policy measures to ensure gender-inclusive digital participation.

Another key outcome of Uzbekistan's experience is the improvement in mechanisms for collecting and analyzing gender statistics. The National Statistics Agency's regular collection, analysis, and publication of gender-based data provide a solid foundation for formulating and monitoring gender policies. This enables a deeper understanding of the actual gender situation and the implementation of more effective strategies. Overall, the analysis demonstrates that Uzbekistan has achieved significant progress in gender equality, particularly in education, public awareness, and statistical monitoring. However, challenges remain in the labor market, wage disparities, and digital gender gaps. Addressing these issues requires more in-depth policy analysis, strategic investments, and enhanced societal awareness.

### **Discussion.**

Analysis of Uzbekistan's experience demonstrates that state policies and social measures in the field of gender equality have yielded significant results. According to data from the National Statistics Committee in 2024, the gender gap in the education system is only 2%, indicating a substantial increase in women's access to education and confirming the effectiveness of social awareness campaigns. However, gender disparities persist in the labor market. The World Bank's "Country Gender Assessment" report notes that women's participation in the labor market is 15% lower than men's, and their average income is 20% lower than that of men. These results indicate constraints on women's economic independence and their opportunities to attain senior positions, highlighting the need for additional state measures.

Social awareness and stereotypes also influence gender equality. According to UNDP behavioral research conducted in 2023, 68% of the population supports efforts to combat social stereotypes. Among men, 62% advocate for creating equal opportunities for women, confirming the effectiveness of educational programs and awareness campaigns.

Gender disparities are also evident in the digital space. Studies indicate that 58% of women participate in internet and digital services compared to 72% of men. This gap underscores the need for further policy measures to expand digital inclusion and technological opportunities. Enhancing gender equality in the digital domain, reducing societal stereotypes, and promoting women's social engagement require targeted programs.

Furthermore, gender statistics and monitoring systems are proving effective. In 2024, the National Statistics Agency analyzed gender data across 20 regions, providing a foundation for more effective policymaking. This monitoring enables a clearer understanding of real social conditions and informs strategic policy planning.

Overall, the analysis and discussion demonstrate that Uzbekistan has achieved notable progress in promoting gender equality, particularly in education, social awareness, and monitoring systems. However, labor market disparities, income gaps, and unequal access to digital opportunities necessitate strengthened gender policies, increased societal awareness, and additional measures to enhance digital inclusion.

### **Conclusion and Recommendations.**

An analysis of Uzbekistan's experience reveals that significant achievements have been made in promoting gender equality. Measures implemented in education, social awareness, and monitoring systems have enhanced women's opportunities, reduced stereotypes, and strengthened social equity in society. At the same time, disparities in the labor market, income gaps, and unequal access to digital opportunities remain pressing issues. This highlights the need to further strengthen gender policies, raise social awareness, and implement additional measures to enhance digital inclusion. It is important to note that alongside state policies, fostering societal culture and raising public awareness play a crucial role. Education and awareness campaigns have reduced gender stereotypes among the younger generation, creating a solid foundation for ensuring gender equality in the future. Additionally, expanding digital opportunities, encouraging women's active use of technology, and developing social support programs are essential.

The following recommendations may be effective moving forward:

1. Develop targeted programs to reduce gender disparities in the labor market by promoting women to senior positions and ensuring income equality.
2. Strengthen women's participation in the digital space by expanding online education and technology training, thereby enhancing digital inclusion.
3. Apply effective communication strategies in the education system and social campaigns to reduce societal gender stereotypes.
4. Further strengthen gender statistics and monitoring systems to assess the real situation and base policy decisions on data.
5. Promote collaboration between public and private sectors, enhancing cooperation and experience-sharing on gender issues.

In conclusion, although Uzbekistan has achieved clear progress in promoting gender equality, labor market disparities, limited digital opportunities, and persistent stereotypes still require attention. Therefore, it is essential to further refine state policies, raise social awareness, and implement systematic measures in digital inclusion. These actions will contribute to ensuring full gender equality and strengthening social stability in the future.

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