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PRIORITY DIRECTIONS PROVIDING EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN IN POLITICAL ADMINISTRATION AND THE ANALYSIS OF EXISTING PROBLEMS

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Abstract

Although women make up a significant part of the world's population, they are often excluded from political life and do not actively participate in the decision-making process that directly affects their lives. Expanding women's political leadership plays crucial role for realizing their rights.

In this article, the tasks were set to analyze the factors that prevent women from participating in the process of making important political decisions, the obstacles to their holding top leadership positions. Gender gaps are widespread, mainly in the areas of economic opportunity, business and politics. Thus, the achievement of gender equality is a central indicator of the development of each country. The large-scale participation of women in politics is one of the effective ways not only in solving political, but also social and moral problems, protecting human rights, families, the elderly, motherhood and childhood. The article also provides conclusions and recommendations for increasing the level of women's participation in the political processes of countries.

Keywords political leadership, "gender pyramid", "glass walls", "glass escalator", work of equal value, "positive discrimination".

INTRODUCTION

Women make up about 50% of the world's population, but are often excluded from political life and are not involved in the decision-making process that directly affects their lives. The expansion of political participation is the main mechanism for the implementation of their rights.

The role of women in our society has been and will continue to be emphasized. Women make a great contribution not only to raising and forming the next generation, strengthening the family institution, but also to the development of the entire state and society. Modern women are actively reaching political heights. In the second half of the 20th century, the direct participation of women in political life increased globally and in

individual countries. The number of women in responsible public positions, where decisions affecting the life of the whole country are made, is increasing. It is becoming an important trend for women to occupy the first positions in the state, leadership positions in various ministries and agencies. However, there are still obstacles in the way of women in big politics.

The current political situation in the world needs modernization. The catalyst of this process can be the active involvement of women in political processes.

One after another, women are gaining positions in business, entrepreneurship and science. In almost all the countries of the world where women have come to power, they now have their own social

interests, they sometimes work more efficiently than men and prove that they are more consistent in achieving their goals .

Goals and objectives: In order to study the role of women in politics, the political progress of women at all levels of government, it is necessary to carry out the following tasks: a comparative analysis of the participation of women in the political life of different countries, as well as to show the level of equality of men and women in the policies of these countries.

Methods: The article provides a comparative analysis based on analytical statements, analytical documents of international organizations, and researches of local and foreign scholars to understand the reforms that are being carried out in terms of expanding the participation of women in politics in the world and what results they are causing, as well as what factors limit them from becoming active participants in political life today, analytical methods such as systematic analysis, historical and cultural analysis, structural and functional analysis were widely used.

Results and feedback:

Today, talking about a family crisis, a demographic crisis or the need for complete and guaranteed compliance with the rights of women and men is becoming an urgent topic. However, as a result of numerous monitoring studies conducted by scientists, unfortunately, it is becoming known that the gender imbalance of power negatively affects the daily life of women - their salaries, pensions and benefits for children.

Studies show that women's longer participation in political life improves the quality of life of society as a whole and women who make up a large part of it: more women enter the labor market, measures appear to support vulnerable groups of the population by the state, and other social functions of the state expand. However, the model of gender relations has historically been constructed in such a way that gender differences lie above individual, qualitative differences in male and female identities. "Plato already has the belief that all women are different from men." By nature, both a woman and a man can participate in all activities,

but a woman is weaker than a man in everything" .

Gender prejudice has always had a strong influence on the distribution of responsibility between women and men and the labor market as a whole. Ideas about the "natural" roles of men and women in various spheres of life and activity have been formed for thousands of years: since ancient times, it was believed that the main earner and protector should be a man, and a woman should be engaged in household chores. And these views, in turn, caused their withdrawal from socio-economic, political life. The "equality" of women as defined by law today is achieved after a number of processes.

The modern history of women's political liberation begins with the great French Revolution. In 1791, the writer and Public Figure Olympia de Gouges published the "Declaration of the rights of women and citizens", a unique response to the "Declaration of the rights of Man and of the Citizen", published two years earlier. In his manifesto, de Gouges formulated the idea of gender equality. "If a woman has the right to climb a scaffold, she has the right to climb a podium," the text of the declaration says .

The next stage of this struggle was significantly influenced by English women. In particular, British suffragists (Latin "suffragium" — "vote, suffrage") made a decisive contribution to women's suffrage, although in their own country the relevant law came into force only in 1928, citizens of at least a dozen countries already had the opportunity to vote and be elected during this period.

The second half of the 20th century was marked by a revision of the position of women around the world. After World War II, women entered the labor market en masse, and it was revealed that increasing their participation in political life and decision-making was important for the development of individual communities and humanity as a whole. During this period, a number of regulatory measures were implemented by the international community. The action was under the auspices of the United Nations, and the UN Charter also stipulated that the organization would not provide any monelicity for women and men to participate in the organization's general and auxiliary bodies on equal terms .

Another important document, the "Universal Declaration of human rights", considered: "it is necessary that every person has all the rights and all the freedom declared in this declaration, regardless of race, body color, gender, language, religion, political or other beliefs, national or social origin, property, class or other state".

In addition to these universal documents, many special acts were adopted. The literature shows that between 1890 and 1986, 355 multilateral conventions on women's rights were adopted by international organizations. The convention on the political rights of women, adopted by the UN General Assembly on 20 December 1952, was a major step in this process. For the first time in the history of mankind, it was officially recognized that women also have equal rights to participate in the existing public administration positions in all institutions of the state and public service of any level. This convention strengthened the right of women to elect and be elected by the relevant articles .

In 1975, the UN announced the entry of the "women's decade", and this decade began with the first international conference on women's issues held in Mexico. It was at this conference that the decision was made on the need for the adoption of a convention on the elimination of all forms of discrimination of women's rights, and the program of actions in this direction was determined. On December 18, 1979, the United Nations General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women. The Convention entered into force as an international treaty on September 3, 1981, after 20 countries ratified it. Today, the convention has been signed by 187 of the 193 UN member states. As S. Ayvazova rightly pointed out, the convention mentioned for the first time that "women's rights are an integral part of human rights"

The documents adopted in the following years are also at the international level, and their provisions are still the main sources defining the rights and freedoms of women today. In particular:

- Vienna Declaration and Program of Action (1993);

- Declaration of the UN on the elimination of violence against women (1993);

- Beijing Platform for Action 1995;

- 2011 Council of Europe Convention on preventing and combating violence against women and domestic violence (also known as the Istanbul Convention);

- The UN Sustainable Development Goals 2015-2030, including the agenda to achieve gender equality and empower all women and girls.

There is also a UN – Women organization under the auspices of the United Nations. The unit was created in 2010 by an act of the General Assembly, whose activities focused on gender equality and the expansion of women's rights.

It is worth noting that today a holistic system has been formed by the international community, consisting of international treaties, conventions, declarations, resolutions aimed at protecting women's rights and achieving gender equality. However, the gender approach to women's Political Rights, which is solemnly emphasized in these documents, has not yet been the basis of the collective order of any state on Earth.

It is no secret that women are also a very minority in political decisions, elections, high public positions. Below we will dwell on several lessons of this that are closely related to each other.

First, androcentrism prevailed in political science for a long time, as in other disciplines. Androcentrism (from the Greek andros - male) is a view of the world from a male point of view: the person ("ego") is seen in the image of a man, not a woman, who is considered a passive subject . Many theorists have argued that women's biological and cultural model of women's characteristics not only prevent them from participating in political processes, but also prevent them from developing the characteristics associated with political and civic activism. According to V. Bryson, "... from antiquity to the end of the 19th century, all philosophers were representatives of traditional patriarchal gender culture and therefore strongly supported its main values" . Or another scientist X. Rouz notes that in liberalism, which refers to classical political theories, such as proletarian or

individualistic market economics in the Marxist view, the owner, that is, as a subject, is always implied by a man .

Therefore, when researchers studying gender relations analyze the real results of political practice, elections, political leadership, activities of political institutions and other processes that reflect gender imbalance, for a long time, political ideas in one form or another, explicitly or implicitly, characterized politics in terms of gender. and because of this, they note the need to study and revise political theories.

Secondly, the problems in compiling indicators that determine the existence of equal opportunities for women and men in politics are also an obstacle to a realistic assessment of the situation and elimination of existing inequality.

Today, women have the right to vote in all countries of the world: New Zealand (1893) was the first country to give women the right to vote, and Saudi Arabia (2015) was the last. Today, the world community is paying special attention to this aspect: when compiling gender equality ratings, the main focus is on the number of women's representatives and their opportunities to participate in political decision-making. However, when experts talk about women in power, they mainly consider state politicians and women's representation in governments and parliaments. In other words, it means only the right to participate in election campaigns, to vote and to be elected. But if we take a broader look at the field of public administration, we can see that it is women who regularly deal with the often invisible red tape in the bureaucratic apparatus. Just one example, in Russia in 2009, men working in such a subsystem made up 12.4%, women - 87.6%, and in 2013, men - 12.9%, women - 87.1% .

Ratings that show the low representation of women in power also require a special explanation: it is important to take into account not only the number of women in the public sector, but also what positions they occupy in it.

The numerical superiority of women in the state apparatus does not lead to the resolution of the "women's question", and they continue to be

discriminated against. This is because most of them occupy lower or middle levels in the hierarchy of power and do not participate in the creation of programs and the development of policies, while men usually occupy leadership positions. In the literature, this is referred to by the term "gender pyramid", that is, as power rises, the number of women continues to decrease .

In other words, the fact that women's political rights are defined within the framework of the law, as well as the numerical superiority of women in the state apparatus does not lead to the resolution of the "women's question" in a Real situation, and they continue to be discriminated against.

Thirdly, women active in public administration, active participants in political processes, face invisible barriers that are not available to men. Such discrimination is artificial and is considered a "glass" barrier that includes limitations not related to qualifications, experience or professional qualities. There are several concepts in the scientific literature that represent such gender discrimination.

The concept of "glass walls " was introduced in 1987 by A. Morrison defines women's careers as obstructing horizontal barriers. These barriers also arise among the different areas considered important in vertical professional growth within the same organization. This in turn gives women the opportunity to gain experience that sets the stage for them to occupy high positions .

A "glass escalator "is a process that gives men a chance to move up more quickly and more easily in the "female-specific "professional areas than in the "male-specific " professional areas. Williams believes that men also have a significant advantage in these areas despite being confronted with job stereotypes. There is no such predominance of women in "masculine" fields. Also, the plurality of women in one area or another creates favorable conditions for men to occupy a leadership position .

The term "glass cliff" was proposed by M. Ryan and A. Haslam in 2005, according to which women who manage to overcome the "glass" barriers and rise to leadership positions have a dramatically

increased risk of failure and face a "risky leadership situation". This, in turn, implies a decrease in the prestige of this profession or position, a sharp increase in the volume of work, and a move away from a successful scientific career .

Thus, women face many invisible obstacles in their movement to leadership positions and in the work process in general. Even an employee who overcomes one obstacle cannot achieve stability in the work process, because other obstacles will meet him in front.

Fourth, one of the other important factors is the financial factor. Despite all efforts, women still earn significantly less than men (gender pay gap). At the Global level, the difference in such payroll payment is 16%. This means that all working women receive an average of 84% of the monthly salary of working men .

Wage equality refers to the right of all employees to equal pay for labor of the same value. the concept of "labor with the same value" applies to work with the same or similar, as well as not the same, but with the same value . This difference is of paramount importance and provides for a variety of skills, qualifications, tasks and working conditions for men and women, and in turn, equal monthly wages should be paid.

Chidi King, director of the Equality Department of the International Confederation of trade unions, a member of the UN – Women structure and the International Labour Organization's Equal Pay Champions initiative ("equal pay Champions"), cites as an example that the predominantly male construction sector may have the same or similar objective value as the almost female childcare sector, but that childcare wages are paid less .

The wage gap arises from systemic inequalities. It is no secret that women in all countries of the world, especially migrant women, are mainly employed in the informal sector. The gender gap in wages is exacerbated by the fact that street vendors, domestic workers, coffee shop employees, working women in agriculture are not protected by labor laws, are paid low wages, are dangerous and work in difficult working conditions, cannot use social benefits.

The gender gap in wages is condemning millions of women and their families to live in poverty. This in turn is artificially limiting women from further career growth.

At first glance, working in government agencies seems to be a social elevator that allows you to make a political career in the future, but not all women are burned to achieve it. The cases of successful female politicians are isolated and each of them is examined under a microscope.

Another side of the issue is that women who have reached high positions in power rarely try to address women's issues. On the contrary, they imitate a "masculine" type of leadership and avoid "women's issues". As the American researcher Jill Bistidenski noted, "...in such circumstances, women reach a certain position due to their activities like male politicians (this can be seen in the example of Margaret Thatcher) or the fact that they put forward views that reflect the interests of women is the reason why they are not supported by their male colleagues" .

Nevertheless, gender statistics show a steady increase in the involvement of women in public administration in general. And here the positive role of collective actions of the world community is clear. There is no doubt that the activities of the UN, the World Bank and other influential international organizations in all areas related to the distribution of women's rights and freedoms, such as the right to education and economic independence, have led to a radical change in the attitude of women to freedom and women's participation in political processes.

"Positive discrimination" measures also play an important role in supporting gender equality. One such measure can be cited as laws requiring parties to include women in parliamentary election lists. This not only provided a legal framework for women to be involved in politics, but also contributed to the creation of Model models. The emergence of women on the political scene who could participate in making important decisions for the whole country paid off. While women make up half of the current Cabinet state of Sweden, women are acting as head of government in Finland and Denmark. Thus, state-level quotas will significantly

help to solve the issue of women, ensuring gender equality in all spheres of life, without excluding politics. In addition, this "positive discrimination" creates social and career lifts, with which it is easier for women to go uphill. As a result, in the minds of society, an idea and aspiration arises that even in these areas there is an opportunity for women.

CONCLUSION

Thus, the implementation of equal rights and freedoms for men and women is one of the main principles of a democratic society and one of the priorities of every state policy. However, despite the fact that the constitutions of these countries stipulate equal rights for men and women, women's political rights are limited by several factors, and ensuring women's political activity requires additional guarantees.

The adoption of a law on quotas for gender balance in the political sphere will help ensure gender equality in the power structure by legally integrating the quota mechanism, which will create a basis for coordinating the opportunities of men and women in political governance.

The following can be suggested as measures to encourage women's political participation:

- improvement of the electoral legislation, creation of an effective mechanism for the promotion of women to state bodies at all levels - from local bodies to higher administrative bodies;

- establishment of schools for women leaders, formal training of women for leadership positions. (This practice exists today in the Republic of Kazakhstan, according to which a network of women's leadership schools has been operating since 2006, which includes various trainings with a gender component, master classes with the participation of current female deputies, a seminar aimed at training women leaders in socio-political and socio-economic fields and conferences are being held.)

Despite the difference in approaches to solving Gender issues, there is one general trend: policies aimed at adopting a system of measures to ensure equality are effective if it is developed and controlled by the state, while being properly adopted by society. The more women in politics,

the more humane this policy.

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