



IMPLEMENTATION OF GENDER POLICY IN SOCIETY TRANSFORMATION

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Annotation: This thesis analyzes the theoretical and practical aspects of the formation and effective implementation of gender policy in the process of social transformation. It is emphasized that the issue of ensuring gender equality is of great importance for the democratic and social development of Uzbekistan, especially the role of the gender approach in the reforms carried out within the framework of the "New Uzbekistan" concept is expanding. The activity of women in socio-political life, their role in education and employment, use of digital opportunities, as well as the position of men on gender issues in a transforming society are discussed.

Keywords: Gender equality, transformation, New Uzbekistan, gender policy, women's rights, digital divide, socio-political activity.

At the modern stage of society's development, the issue of ensuring gender equality remains one of the pressing problems at the global level. Today, each state is striving to formulate and effectively implement gender policy in order to strengthen its political, social and economic stability. Especially for countries like Uzbekistan, which are experiencing a new stage of transformation, it is important to address the gender issue not only in the context of human rights, but also on the basis of social progress, democratic values and sustainable development criteria. The implementation of gender policy means ensuring equality between men and women, creating equal opportunities for them, encouraging their active participation in socio-political life, and guaranteeing this equality at the legislative level. In societies in the process of transformation, this policy is a more complex and responsible task, which includes not only institutional reforms, but also ideological and cultural changes. After Uzbekistan gained independence, the issue of gender equality is considered one of the priority areas of state policy. In particular, the strategic documents adopted within the framework of the "New Uzbekistan" concept, in particular, the Gender Equality Strategy until 2030, indicate that systematic work is being carried out in this direction.

The transformation of society is a complex process associated with the renewal of social consciousness, the reshaping of the value system, and the



formation of new civic positions. Several key factors play an important role in this process for the full implementation of gender policy. First of all, the deep-rooted gender stereotypes in society, the existence of misconceptions such as the weakness or secondary position of women, create serious obstacles to the implementation of this policy in practice. Therefore, gender policy should be formed not only at the legislative level, but also through education, mass media, and family institutions.

The role of the education sector in ensuring gender equality in a transforming society is invaluable. Expanding access to quality education for women and girls, especially in STEM (science, technology, engineering and mathematics) fields, can ensure their future economic independence. A number of programs adopted by the Government of Uzbekistan, in particular, “Women’s Notebook”, “Iron Notebook” and “Youth Notebook”, are taking important steps towards gender equality by supporting women in need of social protection, increasing their employment, and helping them acquire professions.

Political will plays an important role in the effective implementation of gender policy. In recent years, the increase in the number of women in parliament and local councils, the establishment of separate committees dealing with women’s issues, and the increase in the share of women in civil service - all this indicates the consistent implementation of gender policy in society. At the same time, it is also very important to develop women’s leadership skills in transformational processes and actively involve them in decision-making processes. Because through these processes, a social environment based on balance, justice and equality is formed in society.

In the context of digital transformation, the implementation of gender policy is becoming more relevant. Gender equality policy is being implemented in a modern format by training women in new professions, expanding remote work opportunities, and creating opportunities to balance family and work life through the Internet, artificial intelligence, and information technologies. Currently, one of the main problems in this regard is the digital gender gap. Restrictions on women's access to technology and low levels of digital literacy can slow down this policy. Therefore, it is important to develop separate programs in the areas of gender and technology.

In the context of the new Uzbekistan, the implementation of gender policy requires cooperation with international organizations, the study of best practices, and most importantly, an increase in the number of scientific studies on gender issues. After all, if any policy is developed on the basis of sound data, statistical analysis,

and empirical research, it will be much more effective and productive. Therefore, scientific institutions, universities, non-governmental organizations, and civil society institutions must actively participate in this regard.

In conclusion, the implementation of gender policy in the context of societal transformation is a complex, multi-stage and continuous process. It includes not only normative and legal, but also ideological, pedagogical, economic and information and communication approaches. Through consistent and thorough implementation of gender policy, it is possible to form a new social order based on equality, justice and sustainable development in society. In this, every citizen, every family has its own role, responsibility and contribution, and the success of this policy is ensured precisely through conscious participation at the personal level.

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