



**WOMEN'S EMPLOYMENT IN INCREASING THE WELL-BEING OF THE POPULATION
IN THE CONDITIONS OF A PANDEMIC IN UZBEKISTAN**

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Abstract

The article examines the place and role of women in the labor market, as well as other groups of the population, determines the need for employment, the level of competition, the level of qualifications, profession, work schedule, form of ownership, as well as the system of social protection in the labor sphere.

The aim of the study is to scientifically substantiate what and in what direction, to what extent and what changes will occur in the employment of women in the transition period, how it depends on their initial state of employment, the most important socio-economic characteristics of women. The article analyzes the current role of women in the labor market and the existing problems in this area, as well as provides relevant practical recommendations for their solution.

Scientific novelty of the research:

1. To improve understanding of gender equality issues, conduct advocacy to eliminate misconceptions about women's employment and amend labor laws to empower women to choose their own way and type of work;
2. It is desirable to increase the use of technologies that make it easier for women to work and do their homework, increase self-confidence, generate income, change existing stereotypes about their role in production and allow them to move from one type of work to another;
3. Protect maternity, provide parental leave, distribute and ease the burden of household chores, introduce flexible work schedules, including voluntary and part-time parenting, and provide quality childcare at low cost. provide institutional support that allows parents to work and fulfill family responsibilities at the same time through the creation of service educational institutions;
4. The labor market information system should be strengthened, inter alia, by collecting and calculating relevant data and indicators on employment, unemployment and wages, and disseminating labor market information, in particular information on available jobs outside the formal market;
5. All analytical and statistical data should indicate the number of women and men in order to monitor the real opportunities of women in the labor market.

Key words: labor market, employment, women's labor market, low-income, unemployment, women's entrepreneurial activity.



Introduction

The impact of COVID-19 on women in all areas, from health to the economy, from security to social protection, is further complicated by their gender:

- Increased economic impact is particularly affecting women and girls who tend to work in low-income, low-income and high-risk jobs or live in poverty.
- Although it has been found that male mortality due to COVID-19 is slightly higher than female mortality, the issue of reproductive health remains relevant.
- As a result of serious problems in children's attendance at school, the growing number of people in need of care, women have a great responsibility.

While the COVID-19 pandemic has exacerbated economic and social tensions, there has been a sharp increase in the number of various adverse effects (violence, sexual assault) on women. All of these effects are exacerbated in the context of instability, conflict, and emergencies.

Since the level of economic activity of women ensures efficiency and equality in society, it is interpreted as an important factor for the socio-economic development of society. The increase in the level of women's participation in the labor market has two consequences, namely, socio-economic development and the expansion of women's rights and opportunities. This can reduce poverty and expand opportunities for economic growth by ensuring equality and effective use of human potential [1].

According to the International Labor Organization, although there are differences across different countries, there are still significant differences in the participation of women and men in the labor market worldwide. In 2019, the economic activity rate for women worldwide was 48%, while for men it was 75%, i.e. 3.5 billion in the world. 3 out of 5 of the workforce are men [2]. In Norway, for example, the average level of economic activity for women is 61 percent. Currently, there are 524,241 unemployed women in the country.

In particular, the highest rate is in Fergana (83400), Andijan (78777), Samarkand (62487), Kashkadarya (59111), Surkhandarya (50995), Bukhara (30210) regions. In the remaining provinces, the average number of unemployed women is 25,000. 8017 unemployed women are registered in Tashkent. Under the influence of the processes of industrialization and globalization, attitudes towards women around the world are changing and their role in the labor market is also changing. However, despite the modernization of socio-economic life, the women's labor market segment still has distinctive features from other segments. Examples of this are the instability of the employment rate and the high risk of unemployment, differences in the level of wages, non-compliance with labor legislation in employment and dismissal.

Ensuring the rights and interests of women, increasing their economic, social and political activity has been identified as an important direction of state policy in our country. Although much work has been done in this regard over the years, it is important to develop an effective mechanism that serves to realize the potential and interests of women. The purpose of this study is to develop proposals and recommendations to support women in the country based on the analysis of the level of economic activity in the labor market.

For more than a year, the whole world has been living in an intensified quarantine environment. In this difficult period, the main problem in all countries remains to support the needy and provide income.



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Of the unemployed in Uzbekistan, 732,000 are young people and 834,000 are women.

The participation of women in entrepreneurship is growing significantly, and American researchers R. Peterson and K. Vermeyer called this phenomenon the "Peaceful Revolution on a Global Scale."

Indeed, there is no denying that in recent years, women's entrepreneurship has become widespread around the world, making a significant contribution to the global economy. For example, in the United States and Canada, one-third of small businesses are in the hands of women, in France, women entrepreneurs are three times more than male entrepreneurs, and in developed countries as a whole, women entrepreneurs account for 50.2-70.5% of entrepreneurs. In this regard, special attention is paid to the development of small business and family entrepreneurship among women in our country, and a wide range of opportunities is opened. However, small business and family entrepreneurship are not well established in all regions.

A vertical system has been set up at the Ministry of Neighborhood and Family Support to work with women. It was stressed that it is important to address the problems of young people and women, and we need to identify areas that need special attention in this regard.

In the Republic of Uzbekistan, the number of women entrepreneurs who ceased their activities in 2019-2020 is higher than the number of women who started their own businesses. This is due to the fact that no systematic work has been done on the establishment of women's entrepreneurship in order to create business plans based on the needs of the region and the country, and in the future to produce export products. Existing problems have not been studied in depth and effective measures have not been developed to address them. As a result, a total of 108,782 business entities were established by women in the country in 2019-2020 [2]. During this period, 115,920 women entrepreneurs were forced to suspend their activities. In addition, 2,063 vulnerable women, 75,920 families in need of social protection, 6,213 women living in difficult living conditions, targeted social assistance, social support plans have not been sufficiently implemented.

Given that 76.5% of the world's poor live in rural areas, it is possible to reduce global poverty by developing family businesses and expanding access to them for women. Therefore, it is expedient to study these issues, as the development and effective use of family business of rural women in our country is of great strategic socio-economic importance. One of the urgent tasks is to develop scientifically and practically based conclusions and recommendations to address the above-mentioned problems in the regions.

Level of study of the topic

Since the end of the last century, the increase in the participation of women in the labor market as a result of globalization has spread to all countries. The World Bank has published an information and analysis bulletin entitled Gender Equality as a Smart Economy, which emphasizes that economic empowerment for women is an important factor in development.

Globally, various aspects of women's participation in the labor market are being explored. Research is being conducted to improve effective mechanisms for women's employment in the following priority areas: women's employment and the challenges faced in this area; theoretical and methodological aspects of discrimination against women in the labor market; regional differences in the level of economic activity of women and their causes; the relationship between women's participation in the labor market and their reproductive functions; increasing the adaptation of the female workforce to



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changes in the structure of modern jobs; development of effective and fast innovative ways of introducing virtual jobs; organization of a system of advanced training in accordance with the requirements of employers in professional development, improvement of the scientific basis for the use of strategies to provide additional social guarantees, taking into account the life cycle model of women related to childbirth and their upbringing, etc.

According to Nobel Laureate S. Kuznets, as economic development progresses, the labor force will move first from agriculture to industry, and then from industry to services. Under such conditions, the level of economic activity of women occurs in a U-shaped form. That is, women's employment in agriculture will be higher in the agrarian economy, women's employment will decrease in the industrial economy, primarily due to the nature of the industry, and women's economic activity will increase as the tertiary sector of the economy dominates [3].

Shunghee Nam [4] divides the scientific literature into two: 1) modernization and 2) the world system, based on the study of the theoretical aspects of the impact of the level of economic development on the level of economic activity of women in developing countries. Scientific literature in the field of modernization (Heckman [5], Standing [6]) shows that economic development and modernization of the labor market due to changes in occupations in the workforce, increased access to education, which in turn reduces the number of children and, consequently, family responsibilities, affects the increase in activity. In contrast, research in the Global System approach explains the increase in economic activity within the framework of the theory of comparative advantage of international economic trade. While developing countries specialize in their comparative advantage, in most cases this occurs in areas that do not require high skills, which increases the demand for unskilled labor, creating a basis for increasing women's economic activity, given the predominance of unskilled women.

Since the 1970s, as women's economic activity has increased, this process has become the object of research. The first school to study women's issues in the framework of neoclassical theory became supporters of the "Human Capital Theory". The work of G. Becker, T. Schultz and his followers revolutionized the labor economy. The theory of human capital has shed light on the system of distribution of personal income, the dynamics of income by age, the difference in payments for labor between men and women, the reasons for migration, and many other issues. Due to this theory, education investment, which is not inferior to ordinary investment in terms of efficiency, has been considered as a source of economic growth [7].

In the 21st century, there is a need for new theories that take into account new research. The theory of preference is one of the historically based, empirically proven perspective new theories that explains the modern woman's choice between employment or family. This theory implies the multipolarity of work-life balance as a result of the diversity of women's preferences and three different models of roles in the family. The theory argues that in modern developed societies, a woman's advantage that determines the choice between having children and family life or employment and career preference in the public sphere becomes central.

Family models and people's preferences can only be determined through person-centered research. According to a study in the United States and the United Kingdom, women make a choice between three different lifestyles, which are family-oriented, work-oriented, and flexible [8]. Such a distribution was observed among those with all levels of education and all social strata. Although the number of women



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studying management in higher education is increasing, there is a shortage of women who prefer work only, even in developed countries. These are mainly concentrated in sports, politics, or culture, where family life is adapted to their work activities and they are usually childless even if they live in a family. Flexible women are a category that combines family and work activities, they form the largest group and are observed in many professions. In particular, school education is the most comfortable profession, and the opportunity to work part-time allows you to maintain the optimal balance between family and work.

The third group is women who prefer to be busy with household chores, and in the western world the share of such is almost imperceptible. But it is such women who choose to study in socio-humanitarian fields such as the arts, which allow them to gain cultural capital but have low potential for high incomes. Preference theory explains the reason for the differences in employment between women and men differently. According to her, men are more active in their efforts to advance their careers than women, while women are more likely to work shorter hours than increase wages.

Research methodology

Scientific abstraction, analysis and observation were used effectively throughout the research. In particular, the research of scientists working in this area in the study of the labor market was studied and analyzed using the method of scientific abstraction. In Uzbekistan, the methods of analysis and synthesis were effectively used in the analysis of the activities of the Ministry of Mahalla and Family Support, women's employment and making recommendations.

Analysis and results

Employment, the creation of conditions for decent work is a pressing issue facing every government. The organization of the effective functioning of the labor market is relevant, first of all, because of its unique role in strengthening the principles of equality, tolerance, stability and social cohesion in society. Given that paid employment is the sole source of income for most people around the world, there is no doubt about how important the situation in the labor market is.

According to a survey conducted by the International Labor Organization and Gallup among 149,000 respondents in 142 countries to determine the attitude of women to employment, 70% of women and 66% of men support women's paid work, 29% of women work. working in a paid job, 41% reported working in a paid job and carrying out family responsibilities in harmony, and 27% said women preferred to stay at home. It was found that 28% of men in the family were supportive of their women's performance, 20% preferred to stay at home, and 38% did not mind both. Women from South Asia (42%) preferred to stay at home and 42% from Northern, Southern, and Western European countries (13%).

The specificity of the women's labor market has historically existed, and differences in the level of participation of women and men in the labor market are largely determined by women's reproductive functions, differences in female and male responsibilities in the family, structural barriers, and cultural constraints. In modern society, the burden of family responsibilities on the shoulders of women is heavier than that of men, so their success in the external labor market is much slower than that of men. A woman's emergence as an uncomfortable employee for the employer in relation to household responsibilities, child rearing, adult care responsibilities, etc., naturally reduces her competitiveness compared to men in the labor market.



Table 1. In some countries of the world, the distribution of average time spent per day for unpaid work by gender [10]

STATE	Women	MALE
AUSTRALIA	5 hours 15 minutes	2 hours 51 minutes
CANADA	3 hours 44 minutes	2 hours 28 minutes
FRANCE	3 hours 44 minutes	2 hours 15 minutes
GERMANY	4 hours 2 minutes	2 hours 30 minutes
INDIA	5 hours 52 minutes	52 minutes
JAPAN	3 hours 44 minutes	41 minutes
MEXICO	6 hours 23 minutes	2 hours 17 minutes
GREAT BRITAIN	4 hours 9 minutes	2 hours 20 minutes
United States	4 hours 4 minutes	2 hours 26 minutes

The data in the table below show that even in the most developed countries and countries where gender equality has been achieved to some extent, according to international estimates, women outnumber men in terms of time spent in unpaid work within the family. It is known that this difference is at least two to five to six times, in some countries such a difference is up to ten times.

Based on the above, the following specific features of the modern labor market can be distinguished:

- high participation of men in the labor market compared to women;
- Worldwide, the level of economic activity of women of working age has increased significantly in the last century, but has declined slowly over the last twenty years;
- Women around the world spend most of their time in activities that are not defined as economic activities.

Income women play an important role in their families, contribute to the family budget as an economic agent, and influence the development of society and the economy. The results of a social survey showed that 26% of women worldwide consider their income to be the main source of the family budget and 30% an important source. This view varies from country to country, with the lowest percentage being in East Asian countries (35%) and the highest percentage in Northern, Southern and Western European countries (75%) and South Asian countries (75%). 73% were observed [11].

The existence of certain differences in the wages of women and men is observed on a global scale. Differences in human capital (Altonji and Blank, 1999) [12], differences in risk and negotiation skills (Dohmen et al., 2011; Buser et al., 2014) [13], differences in psychological characteristics (Blau) and Kahn, 2017) [14], but the most important reason, as noted above, is determined by the role of motherhood, i.e. child care. According to an empirical study of Danish statistics, in 1980, 40% of the gender pay and income gap in Denmark was explained by motherhood, and by 2013, about 80% was explained by parenting.

Even at the end of the last century, education emerged as one of the leading factors of gender differences in employment. Today, the issue of childbearing and childcare is emerging as a key factor in the gender pay gap, with education becoming increasingly universal and the removal of barriers to education for



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women as well. With each childbirth, a woman loses a certain amount of health and time. The results of a study in the United States and the United Kingdom also dramatically reduced the participation of mothers in the labor market, suggesting that its effects would last for several years after childbirth [16]. This difference varies from country to country, with the difference between women and men in hourly work being 16% and the difference in monthly work being on average 22% worldwide [17]. In the United States, for example, a woman's salary per \$ 1 was \$ 0.84, meaning that women's annual income averaged 84% of men's annual income [18]. Given the strong role and influence of trade unions in the labor market in developed European countries, in particular, regulated working hours for women with young children to coordinate family and work, government subsidies for child care, etc. makes the difference between the two not so great.

In developed countries, where all the conditions for women's economic activity have been created and there are no cultural and traditional barriers, the main source of differences in labor market participation, wages and income is related to childbearing and childcare. However, the situation is different in developing countries, where the legal framework for women's rights in the labor market is weak, the informal sector of the economy is dominant, and public services and guarantees for young children are underdeveloped.

In most developing countries, women's employment in the informal labor market is higher than men's. This has led to a predominance of the proportion of older women living in poverty among men as a result of problems such as low wages and the lack of social guarantees such as old-age pensions.

While the role of education as a key factor in gender disparities in labor market participation and employment in developed countries has declined significantly, access to education, especially access to higher education for women, remains important for developing countries where it is still problematic. Currently, only 35% of STEM students worldwide are women [19], and 22% of artificial intelligence professionals are women [20].

Women's family responsibilities are cited as the first reason that prevents them from working in management positions. In many countries of the world, especially in developed countries, the aging process of the population, which places many demands on the social protection system as a feature, also affects the participation of women in the labor market. With the exception of young children, the responsibilities of caring for the growing older generation in families often fall on women again. This, in turn, has a negative impact on the level of economic activity of women.

At the same time, the economy based on temporary employment based on short-term contracts, freelance, on-line, on-call to developed countries is expanding. According to estimates, research in the United States has shown that women's participation in this type of employment is lower than that of men [21].

Based on the above, it can be noted that the state policy aimed at supporting the family is an important support that serves to increase the level of activity of women in the labor market.

To date, practical measures have been developed to support and develop family businesses in all sectors of the economy. The Law of the Republic of Uzbekistan "On Family Business", adopted on April 26, 2012, serves as a legal basis for the effective implementation of family business. As defined by this Law, a family business is a voluntary basis for the production of goods (works, services) and sales by its participants, the common property owned by the participants of the family business, as well as the



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property of each member of the family business. is a small business entity established on the basis of property. The activity of a family business is based on the personal labor of its participants. Also, if the family business uses the residence for the production of goods (works, services) while living in it at the same time, the payment for utility infrastructure services (electricity, water supply, sewerage, gas supply and heating) is fixed for the population. tariffs and conditions.

The analysis shows that women entering the labor market can be divided into two completely different groups. These are a group of people who are really in need of a job and who may give up active employment partially or even altogether if appropriate social security (or assistance) is available. The most acute situation prevails in the labor markets in the provinces, and special measures are required to help solve the problem of women's employment in this market and to control the labor market itself. In the current conditions in these areas, the main problem for most women is job retention. Many of them are also willing to give up work in order to maintain a guaranteed income and access to social services provided by the workplace. Men often resign voluntarily in the hope of finding a better job, while women continue to work on a part-time basis.

Thus, there are various processes taking place in the country, which are influenced by demographic and socio-economic factors, which have large regional characteristics related to unemployment among women.

Unemployment among women today is exacerbating the situation by placing single-parent and single-parent women with many children, preschoolers and mothers with disabled children under the protection of vulnerable groups. However, efforts to eliminate unemployment among women are bearing fruit, as the competition in the labor market intensifies day by day, the results of which will be seen later.

In recent years, significant work has been done to ensure the rights and interests of women, to strengthen the family in all respects. It should be noted that in order to effectively implement the state policy in this area, a vertical system is being created, which includes the lowest link - the neighborhood and the apartment.

Recently, a national working group headed by the Federation of Trade Unions of Uzbekistan, the Ministry of Mahalla and Family Support was formed to identify the problems of women in all regions. A completely new system - the "women's notebook" - has been introduced to address these issues. The problems of 80,000 women included in this "notebook" have been solved. 32,000 women in need of social protection and difficult living conditions were employed. The Crisis Fund provided practical assistance to nearly 17,000 women.

About 126,000 women have been provided with soft loans under the "Every Family is an Entrepreneur" program alone. More than 6 trillion soums have been allocated to about 215,000 families for the development of family business. About 55,000 women were trained by business and vocational centers, involved in handicrafts and home-based work.

As part of the "Five Important Initiatives", sewing workshops have been set up in remote areas and 10,000 women have been employed.

About 2,250 soums were paid initial payments of 1,250 soums for the purchase of housing.

In addition, in 2021, 210 billion soums will be allocated from the budget to provide housing for women in difficult living conditions and girls raised by single mothers.



Another 211 billion soums will be allocated to provide homeless women with "social housing" on a rental basis. In addition, an additional 110 billion soums will be provided for the financial assistance of women who have lost their breadwinners and need the care of others, and for the treatment of women in need of qualified medical care.

At the same time, an additional 600 billion soums will be allocated from the budget to ensure women's employment, vocational training and support for entrepreneurial initiatives.

Experiences in addressing the issue of women's unemployment in different countries show that traditional approaches to promoting women's employment cannot always be successfully applied to the problem of unemployment among low-income women.

In order to achieve an effective solution to this problem, it is first necessary to ensure that the information of interest to women in this category, including information about jobs where unusual work schedules can be established, is complete and reliable. This is because it is observed that among the majority of women with childhood there is a high demand for employment that can be defined as part-time work (45%), variable work schedule (33%), part-time work week (21%). An analysis of statistical data shows that while over the last 20 years, the level of economic activity of women in average and individual regions around the world has been gradually declining, although it has varied on the example of individual countries (Figure 3). In general, despite the differences in different countries, there has been a clear decline in the level of economic activity between both sexes globally over the last 25 years. In particular, between 1990 and 2019, the level of economic activity for women decreased from 50.9% to 47.7%, while for men it decreased from 80.2% to 74.7% (Figure 1) [22]. The strongest declines are observed in the group of East Asia and the Pacific, Latin America and the Caribbean. However, it should be noted that the level of economic activity among women in both regions is much higher than the world average.

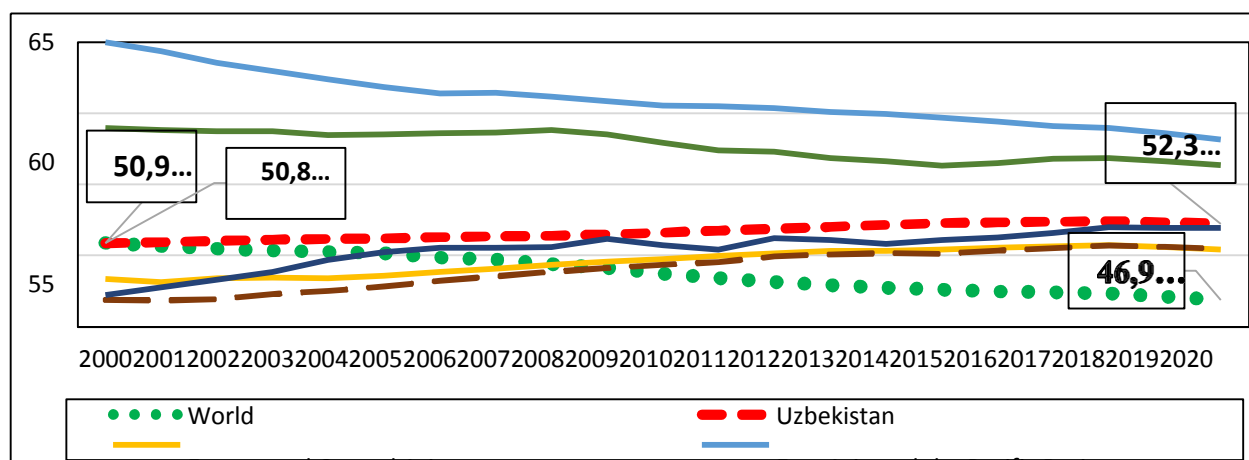


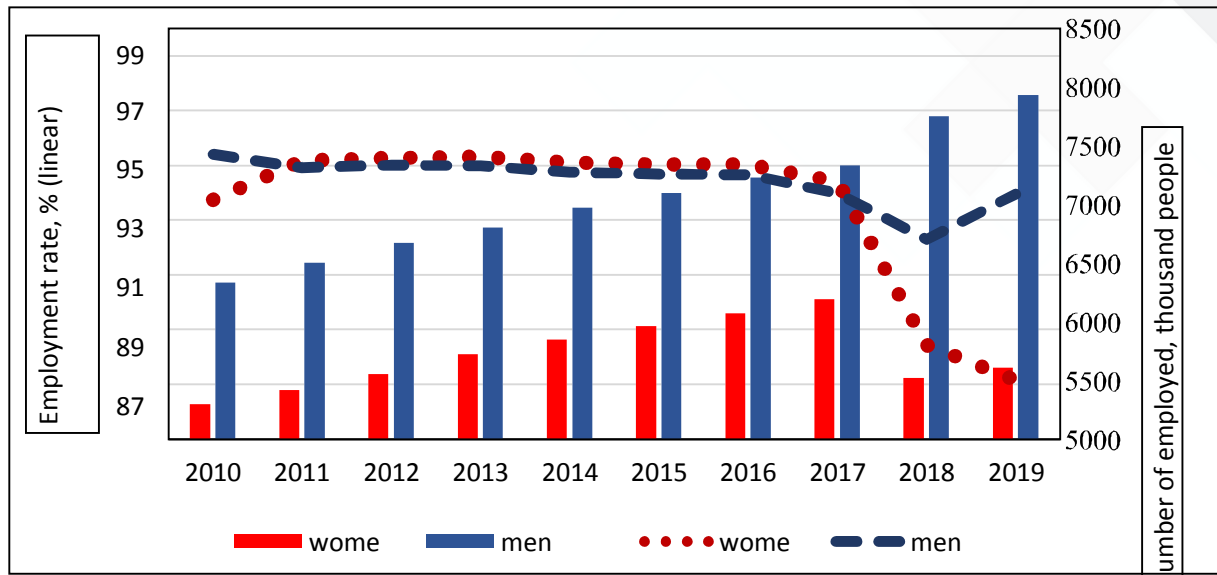
Figure 1. Level of economic activity of women in Uzbekistan and some regions of the world (according to ILO estimates,%) [25]

Note: According to the ILO methodology, the level of economic activity of women is calculated as the share of employed and job-seeking women in the total number of women over 15 years of age.

In contrast to the average trend in the world, the situation in our country is the opposite. It is observed that the level of economic activity of women has a tendency to increase during 2000-2020. During this period, the average global level of economic activity of women decreased from 50.9%, and in



our country, respectively, from 50.8% to 52.3%.



2-расм. 2010-2019 йилларда Ўзбекистонда иш билан бандлар сони ва иш билан бандлик даражаси [25]

Analysis of employment indicators in the country showed that the number of employed women in 2010-2017 increased steadily and sharply decreased in 2018 and 2019.

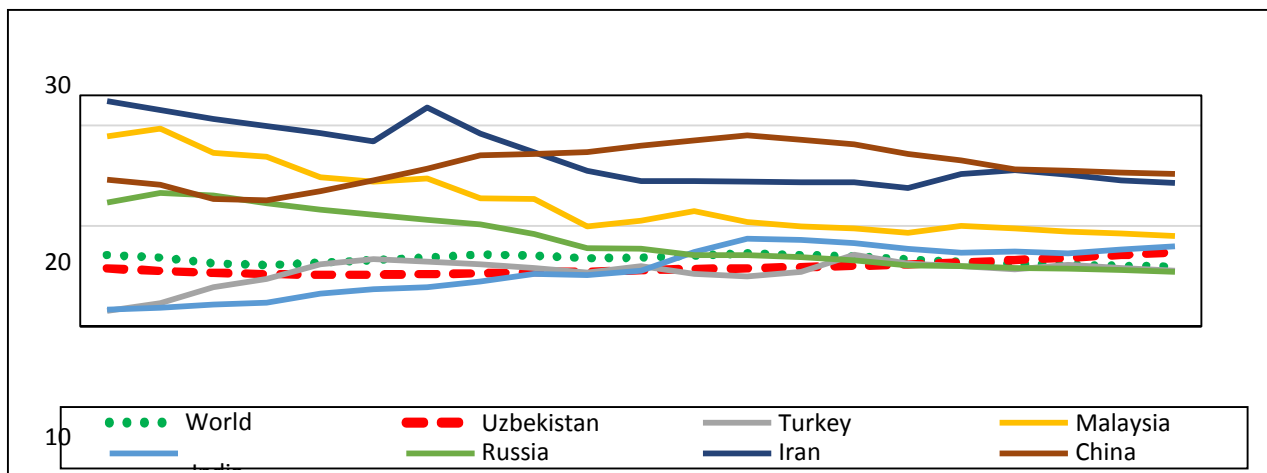


Figure 3. The level of industrial employment of women in Uzbekistan and some countries (% of total employed women) [25]

It is clear that the distribution of the labor force by sectors is determined primarily by the structural structure of the national economy. Based on the data in Figures 3, 4 and 5, it can be seen that the employment rate of women in Uzbekistan in key sectors of the economy, ie in agriculture, industry and services, is close to the world average. Among the countries shown in Figure 3, the highest levels of employment in the industrial sector for women are in China (25.1%) and Iran (24.3%). According to the World Bank, about 15.5% of women in Uzbekistan are employed in industry. Figure 6 shows that the



share of women engaged in agriculture in our country is fully in line with average global trends.

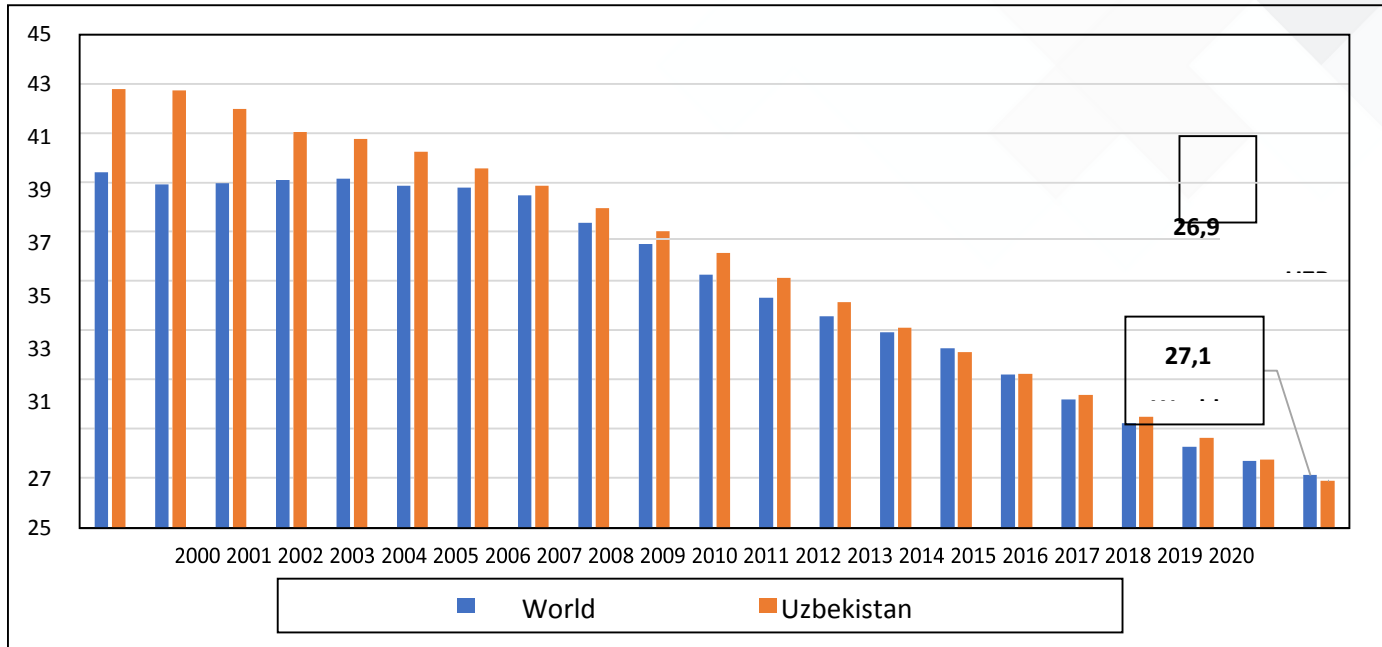
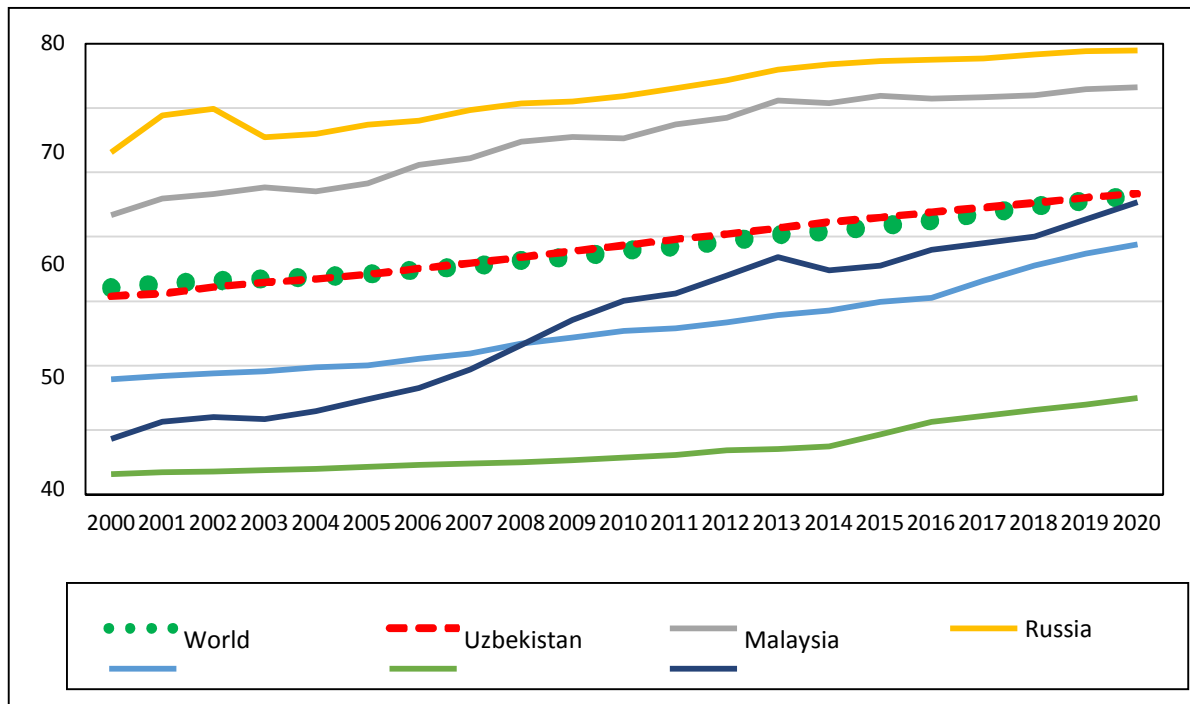


Figure 4 Employment of women in agriculture in Uzbekistan and around the world rate (% of total employed women,%)



5-picture. Employment rate of women in the service sector in Uzbekistan and some other countries (% of total employed women) [25]



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The modern stage of socio-economic development is characterized by the penetration of information technology into all spheres of life and their rapid development, leading to the development of the services sector in connection with the intangible economy. Accordingly, the level of employment in the services sector is growing. For example, in Malaysia, the employment rate of women in the service sector has risen from 53.3% to 75% in the last 20 years, and in Russia from 63.1% to 80.7%. As of 2020, 95% of women in the UAE and 90% in the U.S. and Canada were employed in the service sector. According to the World Bank, 58.7% of Uzbek women are employed in the service sector. Based on these data, it is clear that there are still great opportunities for the development of services in the country.

Conclusions and suggestions

Thus, the following measures are required to ensure that women are fully involved in the labor market and have equal opportunities with men in terms of employment:

Based on the research, it should be recognized that flexible forms of employment in family businesses - part-time employment, division of labor, flexible work schedules, flexible and virtual workplaces are an effective way to provide decent employment to economically active population. The situation will help to change the direction of production, the number and composition of employees in the short term, depending on market conditions.

Recognizing the importance of measures taken in recent years to increase the economic activity of women in the country, it is proposed to carry out the following work in the future:

- Continuous increase in monthly salaries in the areas where the majority of women are employed, ie in education and health. This event will not only serve to increase the economic well-being of women, but also lay the foundation for the qualitative formation of national human capital, which will determine the future of the country. The low level of wages in the education system sharply reduces its attractiveness for qualified personnel;
- further expansion of opportunities for women to engage in entrepreneurial activities, especially in rural areas;
- taking into account the reforms in the education system, ie the expansion of financial and territorial opportunities for women to receive secondary special and higher education in connection with the transition to an 11-year system of general compulsory education;
- In order to facilitate the adaptation of women to the labor market after childcare leave under 3 years of age, as well as the creation of conditions for the harmonization of education and family responsibilities by employment agencies in the form of vocational training and additional vocational training programs, including public distance services both;
- Restoration of the system of monthly benefits for the care of children under 2 years of age for unemployed mothers in order to provide social protection and financial support to women on maternity leave;
- Recognizing the unique role of the family, especially mothers, in the formation of national human capital, develop measures to allow working women with children under 14 to reduce their working hours by 2 hours without changing wages. It is recommended that this measure prevent the negative



impact on the level of competitiveness of women with children in the labor market, the introduction of tax and other benefits for employers who employ women in this category.

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