



## **GENDER INEQUALITY IN THE WORKPLACE**

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### **Abstract:**

Gender inequality is one of the most extensively investigated subjects across different disciplines and plays an important role in public and government policy debates. Because, historically, women have been fighting for their rights in society, gender inequality issues have been studied predominately from their point of view. Furthermore, the literature on male difficulties is dispersed and lacks an integrative conceptual framework as it has been studied in different fields such as sociology, psychology and management studies. In this article, we propose an additional and complementary perspective, which observes the difficulties that the male working population can experience in the workplace. Based on a literature review, we present a first-level typology of male struggles in the professional world. Finally, as a result of our empirical data, we revisit the typology and propose a final framework of existing male difficulties as well as new ones that are based on two dimensions: the nature of the occupation (traditionally female, male and gender-neutral) and the potential sources of difficulties (social circles, colleagues, superiors, clients). This study advocates for more awareness of existing gender inequality to help fight occupational segregation and promote flexible working arrangements for all genders.

**Keywords:** Gender Inequality, Male Difficulties, Male Struggles, Work–Life Balance, flexible Working Arrangements.

**INTRODUCTION.** For decades, women have been fighting for their rights and equal treatment in society. While today they make up almost half of the workforce and comprise the statistical majority in terms of higher education degrees, they continue to earn considerably less. To add to the stereotypical gender roles which women have been trying to dismantle for years, they are much more likely than men to work in emotional labor service occupations – doing domestic and child-care work. According to Kimmel (2009), despite considerable progress, these advancements only represent a partial victory for women because of the remaining obstacle to gender equality – the behaviors and attitudes of men. Gender inequality in the workplace has been a persistent issue, despite significant progress in women's rights and empowerment. While there have been notable advancements in gender equality, disparities still exist in various aspects of professional life, including pay, representation in leadership roles, and opportunities for career advancement. This article delves into the complexities of gender inequality in the workplace, its impact on individuals and organizations, and the steps needed to address and overcome these challenges.

It is noted that there is a gender pay gap in the country, with women earning 34% less than men. The World Bank prepared the report "Analysis of gender equality in Uzbekistan". Eliminating the gap in gender equality is part of inclusive changes in Uzbekistan which is important for success. If participation of women and men in the labor market were equal, the national income of Uzbekistan would have increased by nearly 29%. If working women were to reach the wages earned by men, the increase in income would lift more than 700,000 people out of poverty. What prevents Uzbekistan from realizing such a huge potential? In the analysis of gender equality throughout this country, the strengths of the processes are identified. In the framework of ongoing social and economic changes in Uzbekistan, it is aimed at increasing equality remaining barriers will be considered. This document is intended for the government, the World Bank, international development partners, summarizes existing analytical developments by academic circles and others. And finally, more widely on the path of inclusive prosperity, to eliminate the gap between the current indicators and potential of Uzbekistan a number of priority goals are proposed.

The persistent problem of gender inequality is limiting Uzbekistan's development potential. Compared to global indicators, in recent years many strengths and weaknesses are identified in Uzbekistan's gender equality. By health, education and standard of living in the 2022 Global Gender Development Index, which measures gaps in human development achievements Uzbekistan took 106th place among 189 countries. According to monitoring results, women are, only in this sphere, having a higher average life expectancy than men. In 2023 legal barriers to equality as measured by the Women, Business and Law (WBL) Index in obstacles put Uzbekistan, with only 70.6 points, on the list of European

and Central Asian (EMO) countries placed in the lowest part — especially gender-based violence (GBV), workplace on legal issues related to equality, equal pay, parenting and pensions. It is worth noting that the recently adopted laws are indicators of the country's WBL in 2024 measures in the direction of, especially, the fight against GAZ introduced in the new Labor Code and work may improve its future performance on site protection measures. Despite such difficulties, Uzbekistan is successful in several important aspects, first of all relatively positive results in terms of equal access to the basic services of health and education has been demonstrating, and this country is high in the global Gender Inequality Index has been confirmed by its indicators.

In general, these comparisons Uzbekistan has a strong tradition of investing in human capital for men and women however, the urgent task of creating a more inclusive society has not yet been resolved. But if these efforts are successful, it is gender equality and economic further provides scope for growth and combating economic inequality among men, especially in the labor market is a hot topic. Despite the achievement of gender equality in some areas, harmful gender norms create extremely unequal economic opportunities between men and women. This trend has been in recent years getting worse. According to the International Labor Organization (ILO), women in the labor market participation decreased from 50 percent in 2010 to 45 percent in 2021. Business activity is similar, according to the government's gender statistics portal showing disparities, the share of men receiving credit for business or farming consistently twice that of women. Low participation of women in the labor force, a combination of factors such as their low wages and occupational segregation affects the payment of wages led to a significantly larger gender gap. According to government statistics in 2022, women will earn on average 34% less than men, compared to a global average of 20%. Limited economic opportunities for women and discrimination against them are related to existing stereotypes about roles at home. According to the World Bank surveys about 30 percent of those who participated are less likely than their husbands to maintain peace in the family, and about 75 percent of women have to focus on housework. This relationship puts a double burden on women because they usually have to look after and care their children, elderly and clean the home at the same time earn for living, they almost all care responsibilities for other household members too. Men on average, they spend only 2.15 hours a day on housework, while women spend 5.27 hours a day. In 2022, about 75 percent of women of working age who do not work will do housework and reported not working because of care responsibilities, and women not working because of these reasons the probability was 30 times greater than that of men. Responsibility disproportionately a strong tendency to share, especially young women with young children and/or elderly family members limits career growth and earning potential among those who do. It is noted that they are called to work in medicine, educational institutions, accounting, personnel management, art and culture.

According to the statistics, in 2023, the following 5 industries had the largest share of women's employment:

- medicine, pharmaceuticals, pharmacies (76%);
- educational institutions (69%);
- accounting (65% each);
- personnel management (62%);
- art, culture (58%).

The lowest number of invitations was recorded in the mining industry, heavy machinery and automotive industry - 21%, 19% and 17%, respectively.

To combat gender inequality in the workplace, concerted efforts are required at various levels. Organizations must prioritize diversity, equity, and inclusion initiatives by implementing fair hiring practices, offering equal opportunities for development and advancement, and fostering inclusive work environments. Additionally, promoting pay transparency and conducting regular pay equity analyses can help mitigate the wage gap. Government policies also play a crucial role in addressing gender inequality. Legislation aimed at promoting equal pay, preventing discrimination, and supporting work-life balance can contribute to creating a more equitable environment for all workers. Individuals can contribute to this cause by advocating for themselves and others, challenging stereotypes and biases, and supporting initiatives that promote gender equality in the workplace. Eliminating gender inequality in the workplace is not only a moral imperative but also essential for fostering thriving, innovative, and inclusive work environments. By acknowledging the existing disparities, challenging ingrained biases, and implementing proactive measures to promote equality, we can work towards building a future where individuals are valued for their contributions regardless of gender. It is through collective action and unwavering commitment that we can break down barriers and create workplaces where everyone has an equal opportunity to succeed.

**CONCLUSION.** In gender studies, both perspectives – male and female – play an important role. We show that these inequalities can impact both women and men. It is important to note that this research in no way intends to negate the existence of gender inequality encountered by the female population or to support any kind of gender-related movement. In fact, the objective is to offer a balanced perspective from the point of view of both genders to build broader consensus around gender equality and more comprehensive solutions. Finally, it could also serve educational purposes for schools, universities and companies that wish to create a more equal society.

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