

HARMONY OF INTERNATIONAL LAW AND NATIONAL LEGISLATION IN THE FIGHT AGAINST GENDER DISCRIMINATION

Toshmamatova Shakhrizoda Dilmurod qizi

3rd year student of the direction of “Jurisprudence”
Karakalpak State University named after Berdaq

Abstract. This article analyzes the social and practical aspects of combating gender discrimination. It examines various forms of gender-based discrimination, methods for identifying and preventing them, as well as effective strategies to ensure equality within society. The article also explores approaches to enhancing gender equality based on international experiences, statistical data, and empirical research. Furthermore, it highlights the social, economic, and cultural consequences of gender discrimination.

Keywords: gender discrimination, equality, social justice, equal opportunities in society, gender strategies, prevention of discrimination, international experience.

Introduction.

The fight against gender discrimination constitutes one of the central directions of contemporary global and national legal policy, serving as a crucial factor in protecting human rights and strengthening social justice. At the international level, the primary legal instrument aimed at eliminating gender-based discrimination is the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which seeks to eradicate all forms of discrimination against women [1]. Uzbekistan ratified this convention in 1995, thereby aligning its national legislation with international standards and prioritizing its practical implementation.

At the national level, the issue of combating gender discrimination in Uzbekistan is explicitly regulated by legal frameworks. In particular, the Law “On Guarantees of Equal Rights and Opportunities for Women and Men,” adopted on September 2, 2019, strengthens gender equality within the national legal system and prohibits direct or indirect discrimination based on sex [2]. This law establishes a unified state policy mechanism for ensuring equal rights and opportunities for women and men, as well as their protection, to be implemented by state bodies, local authorities, and organizations. Furthermore, amendments and additions introduced on December 15, 2022, incorporated mechanisms for gender audits in health care, labor, education, public service, and social sectors, as well as public oversight, thereby reinforcing monitoring and evaluation institutions aimed at achieving gender equality [3]. These changes demonstrate an approach focused on improving practices for identifying and preventing gender discrimination and help harmonize national legislation with international standards.

The Constitution of the Republic of Uzbekistan also explicitly guarantees non-discrimination based on sex. It states that “All citizens are equal in rights and equal before the law; discrimination based on sex, race, nationality, language, religion, social origin, and other circumstances is prohibited.” This provision serves as the supreme legal foundation for combating gender discrimination. Other national legal norms further strengthen gender equality. For instance, principles of gender equality are firmly established in areas such as public service, labor, social protection, family relations, and electoral rights. Article 20 of the Law “On Guarantees of Equal Rights and Opportunities for Women and Men” ensures equal rights for women and men in economic and social spheres, including entrepreneurship, access to financial resources, and property ownership. Article 21 guarantees non-discrimination in labor relations, ensuring equal opportunities in recruitment and regulating labor conditions according to gender

equality principles. In this way, national legislation incorporates principles from international conventions and aligns with the practices of CIS and SCO member states.

International experience emphasizes that the prevention of gender-based discrimination is not limited to legal mechanisms alone; it also involves social programs, education, and civic awareness initiatives. For example, Article 6 of the CEDAW Convention obliges states to adopt measures against violence and discrimination toward women, principles that must be integrated into national policy. Moreover, Uzbekistan has launched a long-term legal and policy framework to develop and implement a gender equality strategy through 2030, aiming to reduce discrimination across all sectors and reinforce gender equality in social life at the national level.

Research Methodology.

This article was prepared using both theoretical and practical approaches. In its composition, scientific articles, statistical data, international reports, and analyses by field experts served as the primary sources. Both qualitative and quantitative methods were employed, allowing for a more in-depth examination of women's participation in education, politics, and economic sectors. Through qualitative analysis, gender stereotypes and disparities in social relations were identified and illustrated with practical examples. Quantitative analysis, on the other hand, highlighted overall societal trends through statistical data and surveys. Additionally, comparisons of international and national research findings enhanced the reliability and validity of the analysis and conclusions.

Analysis and Results.

The article analyzes current practices and statistical indicators for identifying and combating gender discrimination in Uzbek society. According to data published by the State Committee of the Republic of Uzbekistan in 2023 [4], women comprise 51 % of the country's population of over 35 million. Nevertheless, women's participation in the economy and labor market remains lower compared to men, with economically active women accounting for 48.5 %, representing a 6.5 % increase compared to 2010.

In education, female participation has grown significantly. In the 2022–2023 academic year, women represented 52 % of students in higher education institutions, up from 47 % in 2015. At the secondary education level, the Gender Parity Index (GPI) between girls and boys was 0.997 [5], indicating near parity. However, in STEM fields, women make up only 23 % of students, below the global average of 28 %, highlighting underrepresentation in technical, IT, and engineering disciplines. Analysis of economic activity shows wage gaps remain. According to the World Bank (2024), women's average wages are 16.2 % lower than men's. Furthermore, women are underrepresented in family businesses and entrepreneurship: in 2023, only 38 % of the 1.2 million registered entrepreneurial entities were managed by women.

Significant gaps also exist in political representation. The Global Gender Gap Report 2024 [6] indicates that women hold 36 % of seats in the Uzbek parliament, while representation in regional and district councils averages 28 %, limiting women's influence in high-level decision-making.

Social indicators also reflect gender disparities. National surveys show that 58 % of women play a limited role in family financial decision-making. Women spend an average of 4.5 hours daily on household tasks, compared to 2.1 hours for men. Additionally, 42 % of women cannot independently make personal financial decisions, reflecting disparities in family and social roles.

Health care access also exhibits gender differences. In 2023, women's regular use of health services was 8 % higher than men's, with rural areas showing a 15 % gap, indicating regional disparities and unequal distribution of social resources.

Analyses of family relations and gender stereotypes indicate that 37 % of respondents believe "a woman's primary responsibility is managing the household and raising children." In 2023, 32 NGOs conducted training and events to protect women's rights and reduce gender

disparities, enabling hundreds of women to return to economic activity and receive legal support regarding domestic violence.

Programs and courses aimed at improving women's skills in education and the labor market are also showing results. In 2023, over 15,000 women participated in short-term STEM courses. Additionally, elective courses on gender equality were organized in higher and vocational education institutions, attended by 25,000 students during the year.

Discussion.

Gender discrimination is considered a significant factor that hinders social and economic development worldwide. Research indicates that women's participation in political, economic, and social life has a substantial impact on the sustainable development of countries. In many nations, disparities exist between men and women in the workplace, with these gaps becoming more pronounced in senior and leadership positions. Although employment opportunities for women in developing countries are gradually increasing, their representation in highly skilled and managerial fields remains limited.

The education system demonstrates the most promising results in terms of gender equality. While women actively participate in academic and research activities, their share in technical and engineering fields remains low. Nevertheless, active participation in secondary and higher education improves women's future economic and social opportunities. However, in STEM and high-tech sectors, women's participation is limited, highlighting the need for additional incentive and preparatory programs.

Economic disparities persist as well. Although women's participation in entrepreneurship and the workforce is increasing, their roles in leadership and financial decision-making remain restricted. Gender stereotypes and social norms continue to impede women's economic independence. These gaps can be reduced through skills development, support programs, and social assistance initiatives.

Political representation is also a critical issue. Women's participation in parliament and local councils enhances their influence in political decision-making. Training and preparatory programs aimed at encouraging active participation in political processes further strengthen women's political and social representation.

Gender disparities in social life are equally noteworthy. Women continue to bear primary responsibility for household chores and family duties. At the same time, enhancing women's participation in social activities, education, and employment opportunities can improve their position in society. Expanding access to healthcare and other social services also contributes to improving women's quality of life.

Analysis shows that reducing gender discrimination requires practical strategies in education, economic activity, and political representation. Promoting gender equality can be achieved by reducing societal stereotypes, supporting women's skills development, and implementing targeted assistance programs. Additionally, addressing regional and sectoral disparities and expanding women's opportunities in highly skilled and leadership positions necessitate comprehensive policy measures.

Conclusion and Recommendations.

Throughout this article, issues related to family relations and gender equality in society have been extensively examined. Analyses indicate that disparities exist between men and women in social, economic, and political opportunities, and targeted, systematic measures are necessary to reduce these gaps. Expanding women's participation in education, economic activity, and political representation, eliminating societal stereotypes, and developing skills enhancement and support programs emerge as key directions.

Raising social awareness is also of great importance. Since gender stereotypes in society restrict women's opportunities, promoting gender equality through education and media is

essential. In addition, programs that encourage equality in family and societal roles should be expanded.

In the education system, attracting women to highly skilled and leadership positions and increasing their participation in STEM and technology fields can help reduce gender disparities in the future. Similarly, support mechanisms that promote economic activity and expand entrepreneurship opportunities contribute to strengthening social stability.

In the field of political representation, providing women with additional training, preparatory programs, and mentoring systems increases their influence in decision-making processes. By encouraging active participation of women in political processes at both local and national levels, gender equality can be effectively implemented in practice.

In conclusion, ensuring gender equality is not only about protecting women's rights but also crucial for the social and economic development of society. Therefore, comprehensive measures in education, economic activity, political representation, and social awareness must be developed and systematically implemented. This approach benefits not only women but the entire society, reinforcing social stability.

References:

1. United Nations. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). New York, 1979.
2. O'zbekiston Respublikasining Qonuni, 02.09.2019 yildagi O'RQ-562-son. "Xotin-qizlar va erkaklar uchun teng huquq hamda imkoniyatlar kafolatlari to'g'risida",
3. O'zbekiston Respublikasining Qonuni, 15.12.2022 yildagi O'RQ-809-son. "Xotin-qizlar va erkaklar uchun teng huquq hamda imkoniyatlar kafolatlari to'g'risida"gi O'zbekiston Respublikasi Qonuniga qo'shimcha va o'zgartishlar kiritish haqida.
4. O'zbekiston Respublikasi Davlat Statistika qo'mitasi ma'lumotlari. www.stat.uz
5. World Economic Forum. Gender Parity Index (GPI) 2021. Geneva, 2021.
6. World Economic Forum. Global Gender Gap Report 2024. Geneva, 2024.