FEMALE LABOR FORCE PARTICIPATION: UZBEKISTAN CASE

Khidirov Nodir Giyosalievich

Ph.D., Associate Professor, Finance Department, Tashkent Institute of Finance, Tashkent, Uzbekistan.
email: nodirkhidirov0123@gmail.com
ORCID: 0000-0002-0403-1715

Mamadjonova Sarvinoz Sharifjonovna

Master student, Tashkent Institute of Finance, Tashkent, Uzbekistan.
email: sarvinozmamadjonova89@gmail.com
ORCID: 0000-0002-4676-7544

AYOLLARNING MEHNAT BOZORIDAGI ISHTIROKI: O'ZBEKISTON MISOLIDA

Xidirov Nodir G'iyosaliyevich

Ph.D., "Moliya" kafedrasi dotsenti, Toshkent moliya instituti, Toshkent, O'zbekistan.
email: nodirkhidirov0123@gmail.com
ORCID: 0000-0002-0403-1715

Mamadjonova Sarvinoz Sharifjonovna

Magistrant, Toshkent moliya instituti, Toshkent, O'zbekistan
email: sarvinozmamadjonova89@gmail.com
ORCID: 0000-0002-4676-7544

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Abstract: *Human resource is one of the main contributing factors for economic growth and other kinds of development such as: social, political, and technological. The labor force participation of women is lower than the labor force participation of men not only in the conservative and patriarchal societies but also throughout the world. Female labor force is a particular kind of labor activity in the context of sex. Since working-age men and women make up about half of the global population, the proportional representation of women in the process of social production allows, to a certain extent, to make certain conclusions about the level of its socio-economic development of a given society. Even though attention to the problems of gender inequality in the surrounded us spheres is being drawn only from the later decades, today we may see that a lot has been accomplished to raise the status of women in advanced and less advanced societies. However, it must be mentioned that gender gap in the labor market of Uzbekistan is not a problem of macro mass tab, which must be overcome by the state itself. But also it is an issue of the ossified traditions, stereotypes and beliefs which needs solution from individuals.*

The represented article will make an effort to put the light on the labor market conditions and issues of women of Uzbekistan. It will show the difference between labor market measurements of Central Asian countries, trends in female labor force participation of Uzbekistan, transformation of the shares of some industries and the proportion of women workforce in them.

Annotatsiya: *Inson kapitali rivojlanishning ijtimoiy, siyosiy va texnologik omillari singari iqtisodiy o'sishga hissa qo'shadigan faktorlardan biri hisoblanadi. Ayollarning ish kuchidagi ishti-*

-roki nafaqat konservativ va patriarxal jamiyatlarda, balki butun dunyoda erkaklarnikidan past.

Ayollar mehnati jinsiy nuqtai nazardan mehnat faoliyatining alohida turidir. Mehnat yoshidagi erkak va ayollar dunyo aholisining qariyb yarmini tashkil qilganligi sababli, ijtimoiy ishlab chiqarish jarayonida ayollarning mutanosib vakilligi ma'lum darajada uning bir jamiyatning ijtimoiy-iqtisodiy rivojlanish darajasi haqida ma'lum xulosalar chiqarishga imkon beradi. Atrofimizdagi gender tengsizligi muammolariga keyingi o'n yilliklardan boshlab e'tibor qaratilayotgan bo'lsa-da, bugungi kunda ilg'or va iqtisodiy jihatdan kam rivojlangan jamiyatlarda ayollarning mavqeini oshirish borasida ko'p ishlar qilinganini ko'rishimiz mumkin. Ammo shuni ta'kidlash kerakki, O'zbekiston mehnat bozoridagi gender tafovuti davlatning o'zi bartaraf etishi kerak bo'lgan makromassa muammosi emas. Shu bilan birga, bu odamlar tomonidan hal qilinishi kerak bo'lgan ossifikatsiyalangan an'analar, stereotiplar va e'tiqodlar masalasidir.

Taqdim etilgan maqola mehnat bozoridagi vaziyat va O'zbekiston ayollari muammolarini yoritishga harakat qiladi. Unda Markaziy Osiyo mamlakatlari mehnat bozori o'lchovlari o'rtasidagi farq, O'zbekiston ayollarining mehnatdagi ishtiroki tendentsiyalari, ayrim tarmoqlar ulushining o'zgarishi va ulardagi ayollar ishchi kuchi ulushi ko'rsatilgan.

***Key words**: Female Labor Force Participation, GDP, Contribution of female workforce, Economic growth, Social and financial returns.*

***Tayanch so'z va iboralar:** Ayollar ishchi kuchining iqtisodiyotga qo'shgan hissasi, YaIM, ayollarning mehnat bozoridagi ulushi, iqtisodiy o'sish, ijtimoiy va moliyaviy daromadlar.*

Introduction

Overview of female labor force as an economic factor

Human resource is one of the main contributing factors for economic growth and other kinds of development such as: social, political, and technological. The labor force participation of women is lower than the labor force participation of men. Female labor force is a particular kind of labor activity in the context of sex. Since men and women make up about half of the global population, the proportional representation of women in the process of social production allows, to a certain extent, to make certain conclusions about the level of its socio-economic development of a given society. In patriarchal communities, social conditions tend to preserve the inequality of women, which are expressed, among things as, the nature of labor relations, as well as in the division of labor between women and males. As the examples of some countries show, for the labor emancipation of a colossal number of women, their freedom from exclusively domestic roles, technological progress alone is not enough: full equality between men and women is possible only with the active financial and moral support of the government, which supports transformations in cultural and mental attitudes. Thus, the state must act as a trigger in enhancing the active participation of females in the labor market as in macro-level for reaching the stable income per capita increase in the country the rate of female and male employment rates should be equal, to fifty to fifty [1]. Else no surprise that micro subjects of the economy gain a lot from gender diversity during the working progress. Meaning that, in micro level, companies with more gender diversity are more productive than those without [2]. The correlation

variability of growth patterns, fertility rates, education levels and other factors. Women's participation in the labor market varies from country to country and reflects trends in growth and support services. Uzbekistan adheres strictly to traditional concepts. Not even the invasion of atheist councils can change the religious beliefs of our people. As a result, most women in patriarchal countries are unable to work, which leads to a low proportion of women in the workforce.

Women in the labor market

According to the ILO [4], 33% of working-age women in Uzbekistan have unpaid work, while only 3% of working-age men have unpaid work, a stark difference. This situation makes women vulnerable to economic turmoil. It also avoids bringing economic value to the national budget.

The economy grows more when women start working according to various research cite Lagarde, Ch., & Ostry, D., [5]. Indeed, there is a significant relationship between GDP per capita and the employment rate of women. However, there is a lack of empirical studies on the correlation between women's employment rate and gross domestic product (GDP). As the World Bank [6] notes that women account for an average of 37% of global GDP, women generally or not contribute equally to global GDP. India lags behind on this list, with only 18% of the country's GDP being women in the country [7]. Interestingly, although there are no data on this topic for Uzbekistan, the contribution is still low, as the female labor force in Uzbekistan is also less involved in the labor market.

Material and Method

The relationship of Covid-19 and female labor force participation

between employment and women's development is important and includes the

Uzbekistan gained significant achievements in expanding opportunities for its more than 17 million women and girls, but additional policy measures are needed to further advance and protect their social position, economic well-being and interests. The COVID-19 pandemic has added a new layer of challenges for the health, physical safety, and economic security for women throughout the country [3]. Thus, Uzbekistan as not an exception, the inability of the economy to generate sufficient and decent number of jobs affects women more than men. Women accounted for less than half of the employment-to-population ratio, and among them unemployment more than doubled [9]. Pandemics worsened the situation, as females of Uzbekistan less mobile and less flexible for the changes in the labor force structures.

The relationship of the GDP and female workforce participation rates

Erdem, E., and et. conducted studies based on Solow growth model by including gender shares in the production function because nevertheless there is a growing body of literature that recognizes the importance of labor market in economic growth, whereas studies conducted within the scope of gender equality are limited [1]. Their analysis purely proved that per capita GDP is positively affected by the share of women employment in 122 countries. The share of the working age population (aged 15-64) had an increasing trend and in 2017 this ratio was 60.5%, which means the female labor force will show the same respective trend [6]. This is an undeniable human resource treasure for our Republic in the proper social and economic lights. Scurtu, E., & Morosan, Gh. scholars who conducted a research on female workers of Romania concluded that there is a

proper extent to which can be established connections/conditions between the level of education of women and the value of GDP generated by them over time in GDP is positive which suggests that 1 percent increase in GDP leads to 0.05 percent increase in the female labor force participant rate [10], and Malaysia needs to expand market size of economy and increase GDP in order to increase female labor force participation. He also concluded that the higher the female education the more advantage to the economy. Turning to the empirical studies in European countries the paper of Altuzarra, A., and et. draw my attention they noted that in the early stages of economic development, female labor force engagement tends to fall, then as countries increase their development and become more serviced-based, the female labor force starts to grow [11]. Thereby, this conclusion may serve as a reason for low rates of female labor force in our Republic. Hence, the recommendation of the Asian Development Bank which states on supporting an assessment and gender analysis of labor market demand corresponding to female employment opportunities in nontraditional sectors (e.g., industry, energy, transport, construction, information and communication technology, and finance), is very reasonable from this perspective [12].

Black, S., and et. consider that the female employment rate in the United States increased significantly in the second half of the twentieth century, but while growth has stagnated since 2000, the female employment rate has fallen by 3.5 percentage points [13]. This model applies to women of different racial and ethnic groups, levels of education, age and marital status, as well as women with and without children. Interestingly, these declines appear to be in direct contrast to trends in other major OECD countries. To stimulate economic growth in the United

Romania [9]. This might be true in case of Uzbekistan, too. According to Qinfen, M. the coefficient of

States, policies should focus on empowering and encouraging women to participate in the labor market.

In poorer countries states the World Bank in 2022, where agriculture is the dominant sector and women often participate in small-scale agriculture, women's employment rates are high. In middle-income countries, with a much lower share of agricultural activity, women have lower employment rates [14]. Finally, in high-income countries, women's employment rates have risen again as they move to service-based economies and women's higher education levels. Takin the upper mentioned statement into the consideration, the reason for the decreasing female labor force participation which will be discussed further might be concluded.

The study examines the determinants of female labor force participation in Uzbekistan by using secondary data and statistical evidence represented in official sources of Statistical committee of Uzbekistan, World Bank and Asian Development bank. The article uses an exploratory approach to define the issues and the main findings related to the women participants of labor market of the country.

Results.

Analysis of female labor force participation rates throughout years

First of all, we decided to investigate the trend of female workforce throughout the years and visualized statistic data of female labor force participation rates for the 8 years. The demonstrated bar chart (figure 1) shows the tendency of the change in the labor force participation proportion of Uzbekistan from the years of 2013 to 2020. Firstly, let's

assume what female labor force participation rate defines: it is the rate of the total female labor force (employed plus unemployed) to the total civilian noninstitutionalized female population. Thus, was 52.54%, the minimum value in 2020, estimating 44.84%, and the maximum value in 1996 was 57.75%. The last indicator for 2020 was 44.84% [6]. In comparison, the overall average of 181 countries in 2020 is 49.61%. Hence, there is almost 3% higher than our country's proportions. This chart demonstratively proves that there is a negative aberration in labor market participation rates for our women. The minimum trend estimated in 2020 might be for the reason of Pandemics, however we should not forget that the FLFPR was already falling, by approximately 1% or 2% annually. The largest fall came to the years from 2019 to 2020, the percent fall from 46.66% to 44.84% respectively, which is 1.82% difference between rates (figure 1).

Comparison of female labor force in Central Asian countries

We have taken figures on three parameters such as female labor force proportion, female labor force participation and male labor force participation on four neighbor countries of

it is clear that the changes in the rate had the reducing tendency. According to the World Bank the average value of Uzbekistan after the independence

Central Asia from the same source (The Global Economy). Those countries were chosen based on the close location and mental alikeness with Uzbekistan, and it was considered that comparing of those countries would be more convenient (Table 1 and figure 2).

Hence, we need to admit the difference between labor force (female) and female labor force participation rates. Female labor force is how active women are in the labor market as a percentage of the total number. The labor force includes people over the age of 15 who provide labor for the production of goods and services over a period of time. In contrast female labor force participation rates is the proportion of the economically active female population aged 15 and over (all those women who provide labor for the production of goods and services in a given period). And male labor force participation rates are the portion of men over 15 years old and who are economically active and participate in creation of goods and services.
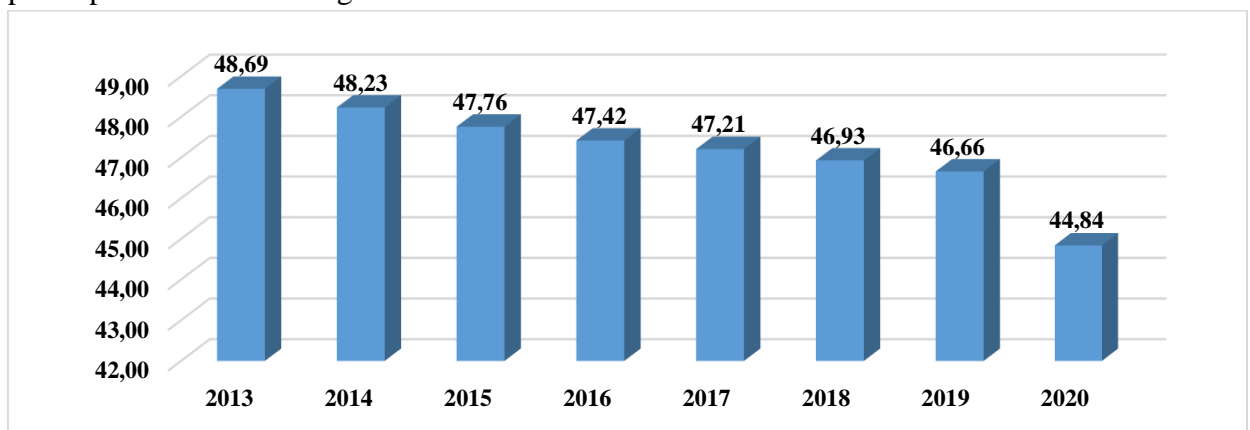
Figure 1. Uzbekistan: Female labor force Participation rate, 2013-2020, (in percent)[1]

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[1] Source: authors, based on data provided by the data base of "The Global Economy"

Table 1

Structure of Labor market of some countries of Central Asia, 2020, (in percent)[2]

Indicators	Uzbekistan	Tajikistan	Kazakhstan	Kyrgyzstan
Labor force, percent female	40.12	36.90	48.05	38.47
Female labor force participation rate	44.84	30.39	63.62	41.56
Male labor force participation rate	70.80	50.63	75.41	71.04

The biggest difference between female and male labor force participation in 2020 was in Kyrgyzstan, considering 29.48%, after comes Uzbekistan and takes the third place out of four in the list of represented countries. So, female labor force participation in our country was 44.84% whereas, male labors force participation was by 25.96% more, estimating 70.80%. On the other hand, female proportion out of general labor force was on the second, which is to one position higher than the previous parameter, 40.12% of labor force were in Uzbekistan in 2020, which is by approximately 8% less than our neighbor Kazakhstan (48.05%). The most positive scenario of the job market was in Kazakhstan, though the country shows the best results in female higher education attainment too [15]. The reason is the higher education usually helps the labor force to increase, as exactly tertiary education prepares more qualified labor force and girls with higher education have more chances to further job market attainment.

In general Kazakhstan showed the highest results in all the parameters according to the table 2, male and female labor force participation estimated 63.62% and 75.41%, respectively. And systematic lowest proportions were in Tajikistan, only about 36% of women are economically active in the region it is even by almost 4% lower than in Uzbekistan (40.12%). However, none of the regions possessed an absolute balance in the gender structure of the total labor market. And all the region has the gender bias in its labor market. The gender bias (difference
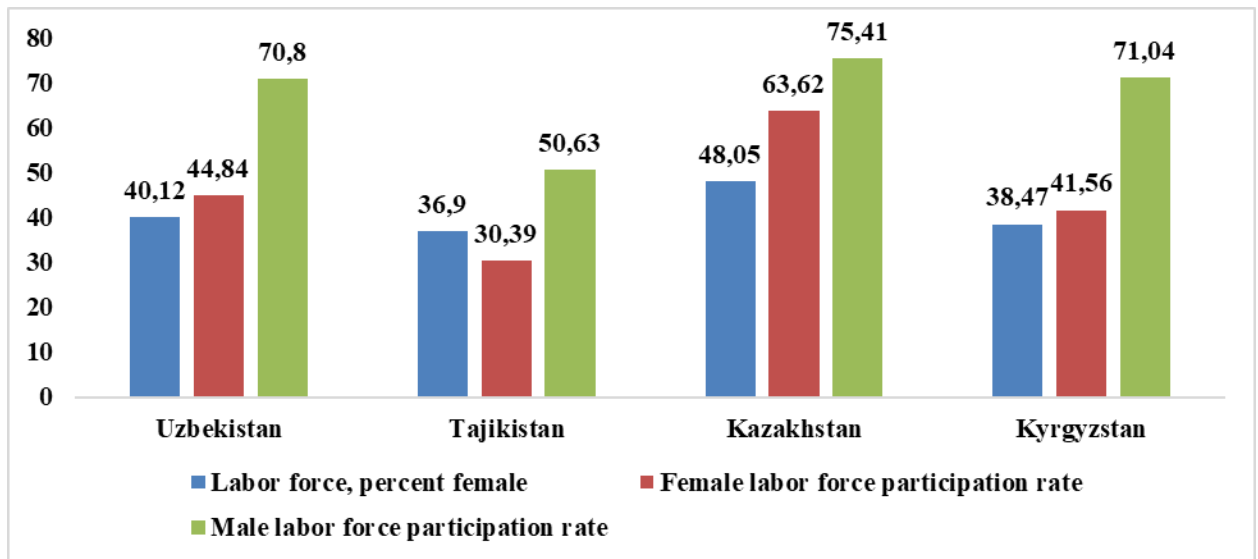
Figure 2. Structure of Labor market of some countries of Central Asia, 2020, (in percent)[3]

between female percent of labor force and male share of the total labor market) in these four countries from the given figure 2 is as follows: in Uzbekistan approximately 20%, in Tajikistan 26.2%, in Kazakhstan about 4% and at last gender bias in the labor market in the Republic of Kyrgyz is 23.06%. Again we see the most harmonious employment market in Kazakhstan. 20% bias of Uzbekistan is rather significant number. The gender bias in workplace is the situation when the share of males and females differs, particularly, in the countries of Central Asia there are more men than women in general, as we see from the figure 2. Here, gender inequality in the labor market is defined on the basis of seven gender gaps (or gaps for women): employment rates, human capital, unpaid household and care responsibilities, vulnerable jobs, paid work, decent work and protection social.

Discussion. *An overview of the labor market structure of Uzbekistan*

Unemployment is a term used to describe people who can work and actively look for a job, but cannot find it. This group includes people who work in the labor market but do not have a suitable job. The unemployment rate, which is measured as the unemployment rate divided by the number of unemployed in the total number of people in the labor market, is one of the indicators of the state of the country's economy. On its term-unemployment rate is the percentage of the workforce that is unemployed. Instead of predicting economic fluctuations as a delayed indicator, they often increase or decrease. Unemployment is expected to rise when the economy is poor and jobs are scarce. Thus, figure 3 shows us female and male individuals separately, seeking for the job in 2020. We see, that unemployment for women was more than unemployment for men for 3 consecutive given years, which start in 2018

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[3] Source: authors, based on data provided by the data base of "The Global Economy"

and ends in 2020. The difference between unemployment tares is higher and higher throughout years, which is a bad sign for the female workforce.

From the table 2 we can better visualize the unemployment rates between genders of Uzbekistan from the clearer perspective. And if to trust to the official data for men unemployment the trend has the fluctuating tendency, in contrast female unemployment just growth throughout the years. The alarming signal is that once being lower than
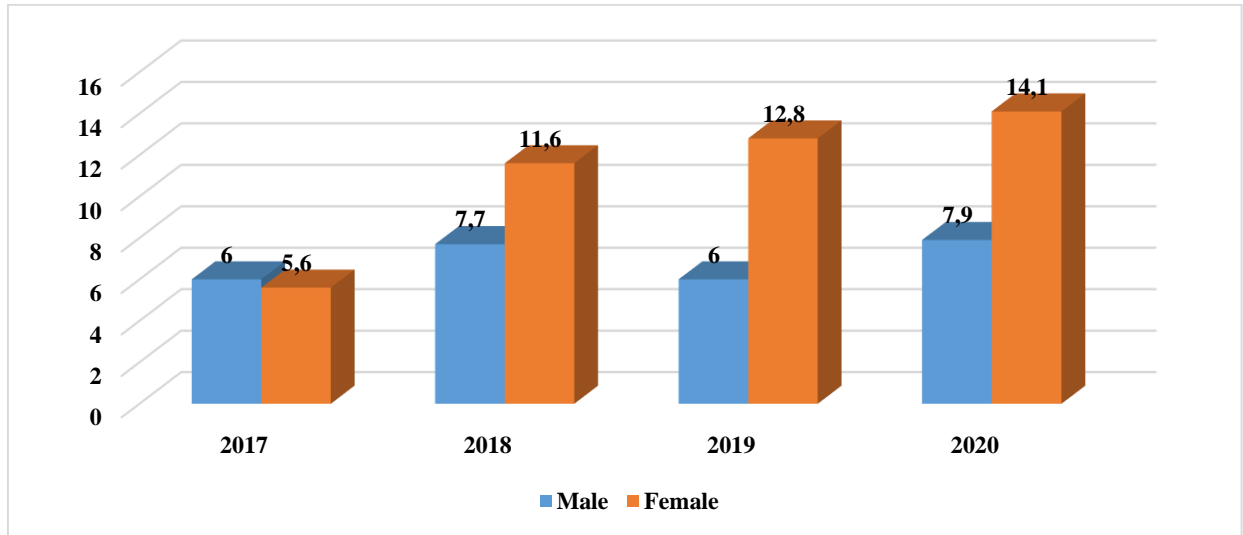

Figure 3. Unemployment Rates of Uzbekistan by Gender, 2017-2020 (in percent)[4]

Table 2

Unemployment Rates of Uzbekistan by Gender, 2017-2020 (in percent)[5]

Years	2017	2018	2019	2020
Male	6	7,7	6	7,9
Female	5,6	11,6	12,8	14,1

men unemployment rates female unemployment rates almost doubled in 2020. Such trend can mean two reasons the first the spheres of industry with mainly female labor force participation are shrinking or the Covid-19 affected female participation dominating jobs more, leaving women more vulnerable in the job market.

In order to define the conditions of the labor market of Uzbekistan we should look at the table with the data on unemployment rates amongst gender in Uzbekistan for the 4 consecutive years, starting from 2017 till

2020. From the figure 4 we see that beginning from 2018 female unemployment began raising faster than men unemployment. The results showed the reverse trend only in 2017. The table shows the numeric data on unemployment rates in percent both for men and women of Uzbekistan. Here we see that in 2017 there was 0.4 % overweight in unemployment for men, whereas only 5.6% of women were jobless. But, the proportion of unemployment began rocketing very fast. For example 1.2% increase in unemployment rates between 2018 and 2019, grew to 1.3%

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[4] Source: authors, based on data of the State Committee of the Republic of Uzbekistan on statistics
[5] Source: author, based on data of the State Committee of the Republic of Uzbekistan on statistics

for 2019 and 2020 years. Men unemployment rates did not face noticeable transformation because raising by 1,7% from 2017 to 2018 in went back to its value of 2017 which was 6% , 2020 was hard year for the workforce of both genders, however we can solidly assume that women were more vulnerable for the market volatility. To understand the trend better it is essential to look at the national survey on unemployment rates for 2021. And according to the survey, unemployment rate among women was 13.3 percent for the recent year. This might mean that women are mitigating their conditions in the labor market after the pandemics and the high unemployment rates may be due to the Covid-19 measures. Thereby, United Nations Conference on Trade and Development states that while the COVID-19 pandemic has had a negative impact on employment for both women and men, it has been driven by gender segregation

Recent years several measurements have been implemented in order to shift the gender balance in the education as well as the workplace in our rather patriarchal and conservative society, however the fact of Uzbekistan is not reflected in the Global Gender Gap Report says that we have a long way ahead in order to change the attitudes of our society towards ladies trying to contribute to the GDP of Uzbekistan. It must be emphasized that Uzbekistan has taken significant steps to amend the position of women generation as a workforce, however, gender differences are still here with us. Gender-equitable economic and social development requires the promotion of decent work and social protection for all, and the elimination gender bias in laws, policies, practice and institutions.

In economic context low female labor force participation means losing our potential, as working women are considered

in economic activity in many countries at various stages of the crisis. UNCTAD analysis showed that early measures to limit the spread of the virus first affected occupations that were predominantly women, such as personal services [18]. The higher prevalence of the virus at the beginning of the pandemic was associated with higher unemployment among women. However, as the crisis deepened and cross-border value chains collapse, the impact on men's employment increased. This is due to the fact that men tend to work in fields and occupations that are more dependent on international trade. More important than the impact of the pandemic on unemployment is its impact on women's participation in the labor market. Available data showed that women have left the labor market in 2020, even in countries where the unemployment rate for men is higher than for women.

to add an important value to the gross domestic product. The range of estimates for the countries implies that closing the gender gap in labor force participation could increase GDP by between 10 percent and 80 percent, depending on the initial value of female labor force participation. Additionally, in constantly aging economies, higher rates of female workforce labor can boost the growth by mitigating the impact of a reducing workforce. Better opportunities for women can also assist to broaden economic development in developing economies like Uzbekistan, for instance through higher levels of school enrollment for girls.

Social drawbacks of low women workforce participation is that women are busy mainly in less prestigious jobs which shrinks their financial independence, leading to social vulnerability. According to the data of the State Committee of the Republic of Uzbekistan the least paid spheres of industry

as health and social services as well as education were by 79% and 78%, respectively, occupied by women in 2018 [15]. There was almost no significant change since that time. This means, our women mainly give their preference to nursing and teaching, ignoring other more financially secure jobs. Interestingly, in accordance with International Labor Force Organization GDP per capita for women in 2018 constituted $4656, whereas the same macroeconomic measurement for men was $8277, meaning that income of females was 56% of income of males. The numbers in case of our country might be even smaller, because more than 90 per cent of persons dedicated to unpaid child care and household work were women in 2018, whereas 67 per cent of employed persons were men [8]. Nevertheless, women contribute substantially to economic welfare through large amounts of unpaid work, such as child-rearing and household tasks, which often remains unseen and unaccounted for in GDP [16]. Burden of domestic and unpaid fall is transportation, storage information and communication which is not popular amongst Uzbek women however, the sphere of informational technologies can stand out as a potential field for our women to get the occupation. Today world's GDP accounts on agriculture, fishing and forestry for only 4.3% (17), the share was 10.2% in 90's. This means that proportion is gradually shrinking, and this tendency is convenient for Uzbek GDP too (figure 4). Workforce working in that sphere is potentially losing their jobs in the longer perspective. Unfortunately, the big share of FLF of Uzbekistan is concentrated in agriculture and forestry (figure 5); women of rural and remote villages have to work in agriculture due to the lack of higher education and qualification for jobs in more capital intensive fields. Probably the overall decrease in Uzbek women's GDP participation is due to the narrowing of the

work taken by women frees men and creates an opportunity for them to earn economic and social status, leaving the opposite sex in the shade.

On the other hand, the reducing female labor force participation rates might be be occurring due to the structural changes in economic industries of our country.

So, figure 4 demonstrates the tendency of the Uzbek economies by industries from 2017 to 2020, thus for the same period as the above figure 3. Agricultural and forestry, living and consuming spheres where is concentrated a large female labor force has a declining tendency over the years. So, agriculture and forestry took 32.2%, gradually fell to 27.1%, it is a big shrink for the economy, meaning that there was a 5.1% decline in the industry. Trading, living and consuming estimated for roughly 7.6% in 2017 which then, fell to 6.7% considering for almost 1% less. And this is another sphere with the high proportion of female labor force. Another industry which saw a drastic spheres they occupy. The other probable roots of this problem should be estimated further. Unfortunately, data for every separate industry of the GDP is unavailable, instead we get the general numbers where the contribution shares of trading and living\consumptions are integrated, as well as transportation and storage, and many other industry statistics is integrated. If we had the separate numbers we would have obtained more transparent results.

The next bar chart shows us the change in female labor force in the industries (figure 5). And here we can clearly see an overall decline of the FLPR. It was mentioned in the figure 4 that construction is one of the growing spheres, however female contribution to it was miserable. Anyways, we may see the 0.1% positive change in construction in 2020 from female work force. It is clear that agriculture and industry are

areas with the most female participants. Thus, as we saw above those are also sphere which take the most share of our GDP. Female share in agriculture shrunk considerably, so estimating for 14,3% in 2017 it went down to 11,5% (2.8% decrease)

in 2020, meaning the shrinkage of FLFP in the industry either. Transportation, storage information and communication saw a decline from both FLF and the share in the GDP.
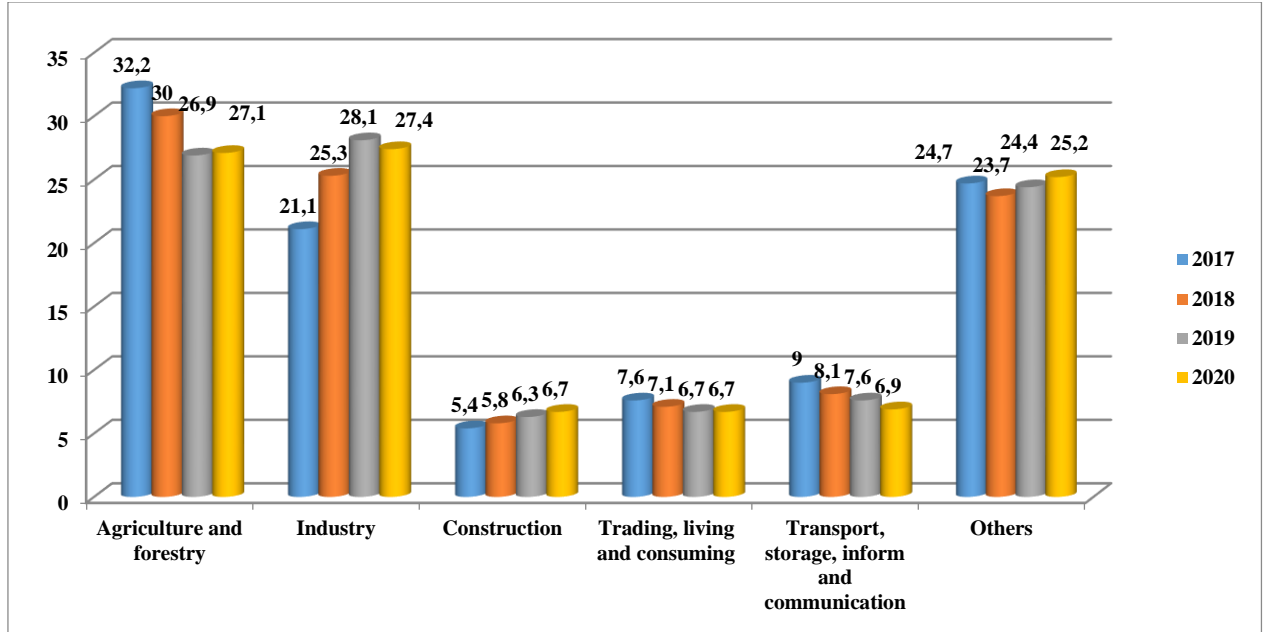

Figure 4. **Structure Uzbekistan's GDP by Industries (2017-2020, in percent)[6]**
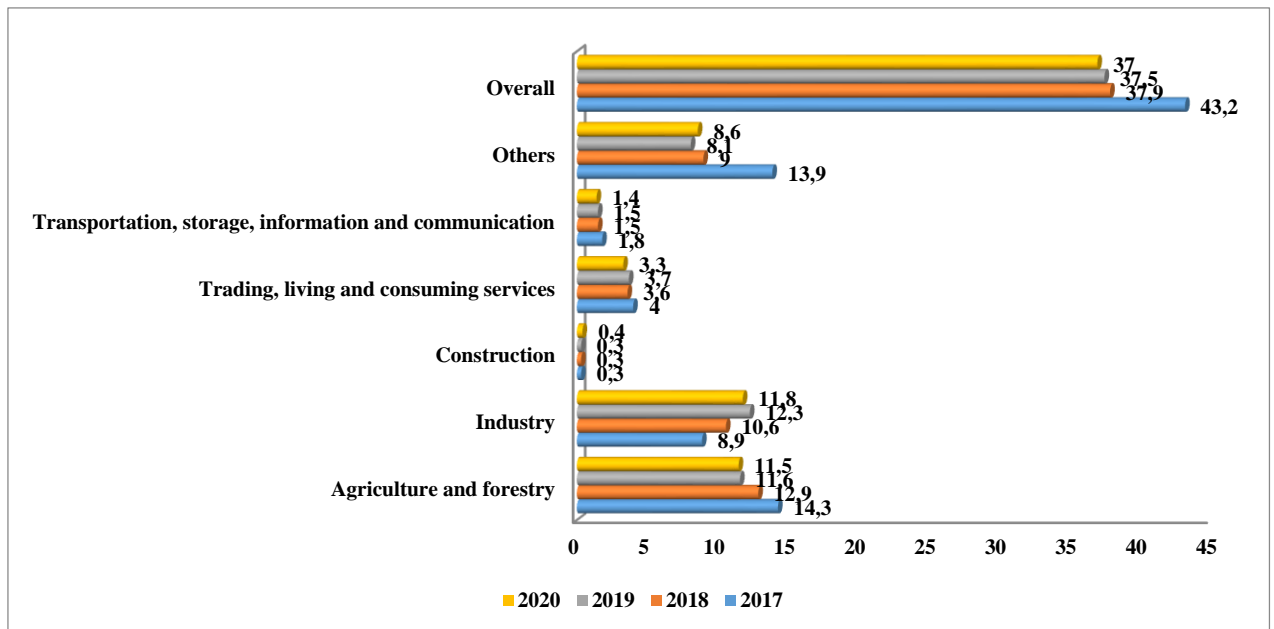

Figure 5. The proportion of females labor force participation by industries and years in Uzbekistan (2017-2020, in percent)[7]

This might be proportional. So, we cannot distinguish the separate decline for

transportation and storage, and information and technologies that is why we cannot

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[6] Source: authors, based on data of the State Committee of the Republic of Uzbekistan on statistics
[7] Source: author, based on data of the State Committee of the Republic of Uzbekistan on statistics

clearly estimate whether the low proportion of women is observed in transportation or information and communication spheres. The change of women employers in industry fluctuated year by year for instance there was a gradual grow from 2017 to 2019, then it faced a sudden 0.5% decline in 2020. Interestingly, we see a transparent decline of female labor force participation from 2017 to 2020, and the trend was going down from the 2017, being 42.3% which fell to 37% in 2020. This is 5,3% change, which can be called a record shrink form macroeconomic perspective.

Conclusion

Gender inequality is a pressing global problem with huge embranchment not just for the lives and livelihoods of girls and women but, more generally, for country's development, productivity, labor markets, and GDP growth. Notably, gender inequality in work force in our country holds the growth of GDP per capita. Even though women estimate half of the Earth population, they

As new jobs are created and old ones disappear, effective policies are needed to ensure that women and other disadvantaged groups have access to the green jobs of the future and no one is left behind. Women are at a disadvantage. Previous slow progress towards equality has been halted by the pandemic and, without targeted intervention, a transition to net zero will perpetuate inequality. The global economy is recovering from the damage caused by the COVID-19 pandemic. Government and business action to address the climate crisis is stronger than ever. The new green jobs created by the transition to zero net offer unique opportunities for the global economy and the workforce. When developing policies and plans to achieve net zero, governments and businesses must seize the opportunity to create a new plan for a world of work that

generated only 37% of the world's GDP according to the estimations of McKinsey Global Institute. Thus, it cannot be denied that female workforce participation can enhance the GDP of the countries, including Uzbekistan.

It is essential for the government to pay attention at the significant role of female labor force in the GDP. In addition, based on International Labor Organization (ILO) data, women tend to invest a large proportion of their household income than men, in the education of their children, which is on its turn undeniable social and future financial return for the nation. It is also important to attract women to less vulnerable and economically stable jobs, thus protecting them from force-major situations such as recent pandemics. The officials and families must direct girls not only to the stereotypically feminine jobs as teaching or nursing but also to the STEM derived industries, such as engineering, IT, and other capital intensive fields.

ensures a greener, fairer and more prosperous future for all. The study found that gender inequality in the labor market still exists and in some cases is worsening in Uzbekistan's economy. Relatively few women participate in the labor market. In countries with a high proportion of people working in agriculture, women are generally overrepresented as family workers. They also have little chance of becoming entrepreneurs and owning land. Reducing the gender inequality in particular industries should be the main priority of our country.

Increase of the wages might motivate women come up to the labor market, whereas the same argument might help husbands let their wives to participate in the labor force. The more female workers in the work place would create better conditions for them, as now more men oriented jobs are not flexible

enough for female workers. Better education for women is another way increasing their labor force participation, as it is obvious that a woman with higher education is the perspective future economically active part of population. However, in our opinion it is would be even more beneficial to accelerate women to the spheres and jobs with less female proportion. Because, jobs with less female proportion are usually paid more, workplace with less gender gap is more balanced and brings more output.

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