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Feruza Raximjonovna Abdieva

Academy of Public Administration under the President of the Republic of Uzbekistan
Senior Research Fellow,
Department of the administration civil society institutions
Tashkent, Uzbekistan

THE PROCESS OF SERVING, CARRIER PATH AND BARRIERS OF LEADING WOMEN IN PUBLIC ADMINISTRATION AFFAIRS

Abstract: The article considers the problems of the process of serving, carrier path and barriers of leading women in public administration affairs. The article is included with analyses of women in this field and also provides relevant recommendations for increasing involvement of women in the state and public administration sphere in Uzbekistan.

Key words: public administration, participation, civil servant, leading women, capability, career.

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Introduction

The democratic principles require directly or indirectly participation of every citizen in managing affairs of society and public, but not all citizens are ready to conduct public administration affairs. In particular, the issue of improving the efficiency of public administration should be considered with the ongoing human resource policy in the country. Because raising the social activeness of the citizen not only means the fastest solution to demands of modern society, but it implies to prepare cadres as well as send them in proper places and also prepare human resources that capable of managing the state and society.

It should be noted that social-active women do not mean that they are part of public service. Perhaps they are activities who are involved in managing public and state affairs on a public basis or through civic institutions, non-governmental organizations, whose efforts and initiatives are active in promoting public administration.

However, they do not want to be a lifelong activist, but when time comes they are eager to be part of society and continue their social-political activities as civil servant. It means that social-political active

women might be considered as the reserve for preparing civil servants. [1;179]

The participation of women in political sphere is considered as part of social-political activeness. The involvement of women in political affairs is a way of forming political culture, their role in governance, political capacity and ability to show their capabilities. Moreover, it is considered as indicator of democracy in society. Therefore, it is desirable to settle the socio-political, economic, cultural interests of women in the socio-political life of the state on the principle of equality. It is important to consider the rights, interests, capabilities and capacities of women.

According to the report of Financial Research institute in UK, men earn more wages than women, but employers stated that they provide the same amount of salary for both genders. If there are considerations how long genders work and types of work, the male gender, as half a century ago, they still work in high positions, while women work in ordinary positions. This, in itself, leads to difference. Analysis of the occupied women and men showed that the average of occupied male gets more salary than female. The national traditions also play a crucial role in women's wage-earning jobs. In other words, in some countries women do not conduct jobs that are

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relevant to men and male gender as well to [2;118-120].

Therefore, it is important to emphasize the role of women in society in globalization period. Because, the skills and initiatives of women play an important role in raising the country to a new level.

Women try to restrict the functional characteristic of the executive public administration system only to their performance. It is not a bad, because of the main function of executive power is to fulfill the laws and decisions of the higher authorities. However, the social situation leads to manage process taking over unusual methods, decisions, risks and responsibilities.

According to 86 percent, the results of expert respondents chose the option "In process of administrative decision making, I rely on only the decrees of the President and Oliy Majlis". The respondent's 11 percent indicated "relevant Ministries decisions" and "instructions of regional governors". Only three percent expert respondents indicated, "sometimes I make independent decisions". The most interesting thing is that almost 96 percent of women in senior government positions prescribed the Presidential Decrees and the laws of the Oliy Majlis as the programe and only 3 percent (1 percent did not answer), "Based on my experience and knowledge." [3]

There are various opinions based on these. Firstly, women that working in the highest positions in public administration system, do not forget that there is a procedure for strict adherence to hierarchy, subordinate relationships in office. Second, personal initiatives cannot be supported every time, therefore it requires to consult with upper administrative organs. It makes them to be careful. Thirdly, they have a tendency to follow and consider the advice of male gender. It shows that female gender is observed the absolute lack of performance.

These ideas do not deny that our women can operate in the highest public administration system and that they can address the challenges of executive power. Even though they are only 3.4 percent in the executive positions, they have the ability to conduct and manage public-political processes on an official basis, according to official data. [1; 119-120]

A director is a person who exercises organizational or individual executive functions in accordance with law and other normative legal acts or founding agreements. [4]

In Uzbekistan, there are opportunities for women in public administration and entrepreneurship sphere. However, so far, the term "executive" is often expressed to male gender, executive women positions cannot go beyond fields such as health, education and other social spheres.

Indeed, occupation of women for authority positions in particular is dependent on the question whether the female is suitable or male.

The studies have shown that when men and women work together in a mixed group male shows himself as the leader of this group. According to experiment of researcher E. Hollander, men can find the most optimistic way of solving the tasks in fixed the group and men try to get priority in such groups [5]. According to the scientist, men's behavior is largely due to the norms set by the society and the behavioral attitudes of men. These device-based standards also have a major impact on the perception of the surrounding events.

There are barriers for women if she is nominated for well-paid and suitable job that considered as men's. The respondents' 79 percent cited "yes" for cases in which women were obligated to conduct affairs that were not relevant to their professional duty and sexual harassments at work. Indeed, there are scenarios in which female gender is not accepted as the authority but the superiority is weak gender, sometimes unwilling situations in women's dominations over men and other examples might be reason [6]. Moreover, the high level of women's response to this question can be the result of their own life experiences of leading women. The confirmation of men for this question was 53 percent (yes) which cited was not so high. Probably, it is relevant to the idea that is natural.

The respondents' 82 percent of male and 90 percent of female chose the option there are artificial barriers for women who want to have carrier. Probably, it might be reason in many cases the position of father over mother in family [7; 93-96].

The results of observations show that women's social-political activeness and ability managing NGO activities rely directly on women's skills and knowledge. According to A.A.Huseynova question on "Does your social-political knowledge enriched due to participation non-governmental organizations' activities?" 73 percent respondents of women chose "yes" and the rest of respondents, in particularly, 14 percent chose "somehow", 9 percent "so far, I cannot say anything" and only 4 percent "No". The respondents 42 percent, who chose "yes", have higher education and 38 percent hold secondary education [8]. All those who answered "no" are women with high education but from humanitarian field. It can be seen that women with higher education are not only widely involved in the NGO's activities, but also have a high demand for their work. But most of women with moderate education express low wages in the organization.

In interviews revealed that these women are not familiar with social-political activities, therefore they rarely come up with initiatives. The knowledge, education level, values, ideals and ideas that formed in mind of women influence to their activities [9; 67].

The democratic developments put forward a number of demands for women's social activeness. First, women's socio-political activeness should not

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jeopardize their psychophysiological development. First of all, it should not be allowed to engage in activities that impact to health of women and threaten their reproductive function. Second, social-political activeness of women do not restrict from fulfilling their family responsibilities. The historical traditions adapted our women to family affairs management; therefore, they conduct instinctively family affairs. It is not accepted as discrimination, but a commitment to the family and natural obligation of them. Thirdly, the woman is considered as successor of the nation [10]. This is proof that woman's inclination to the upbringing of her child and readiness for difficulties for her bright child's future. The social-political activeness should not prevent a woman from fulfilling these duties.

It might be hard to find women who are active, political mature and able to establish theoretical concepts that will help the process of modernizing the country in which the socio-political processes taking place in Uzbekistan and covered widely in terms of democratic principles. Moreover, among female deputies that have been elected by the political parties as deputies of the Oliy Majlis, do not possess scientific concepts in order to cover problems facing modernization of civil society, the development of society and the state. Therefore, it is important to increase activeness of women and create conditions for their active participation in public administration. The creation of conditions for the participation of women in the state and public life would be the basis for the elimination of the aforementioned problems.

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