

GENDER IMBALANCE IN SOCIETY AND ITS CONSEQUENCES FOR FAMILY HARMONY.

<https://doi.org/10.5281/zenodo.14062250>

Kadiradjieva Lazizaxon Baxtiyor qizi

Doctoral Candidate in the field of

22.00.02 - Social Structure, Social Institutions, and Way of Life

National University of Uzbekistan named after Mirzo Ulugbek

Republic of Uzbekistan, Tashkent

+998909979950

Abstract

This article explores the issue of gender imbalance in society and its consequences for family harmony, with a particular focus on Uzbekistan. The paper examines the theoretical foundations of gender inequality, its roots in traditional gender roles, and the social implications of gender-based disparities. The study addresses the impact of gender imbalance on family relationships, emphasizing how it influences emotional well-being, conflict, and the distribution of responsibilities within the family unit. Additionally, the article provides an analysis of data on gender inequality in Uzbekistan and discusses the cultural and socio-economic factors contributing to gender imbalances in Uzbek families. The paper also highlights the role of social work in mitigating the effects of gender inequality and promoting family harmony. Through a combination of theoretical frameworks and empirical data, the article aims to offer insights into the broader implications of gender inequality for family stability and suggests potential solutions for fostering gender equality in family life.

Keywords

gender imbalance, family harmony, gender inequality, Uzbekistan, gender roles, family relationships, social work, traditional gender norms, emotional well-being, social change

. Introduction.

In contemporary society, gender imbalance remains one of the key issues influencing social stability and family harmony. Gender stereotypes, traditional roles, and inequality in access to resources and opportunities lead to significant consequences not only for public life but also for family dynamics. Gender

imbalance affects the emotional and psychological well-being of family members, creating barriers to equality, understanding, and harmonious interaction within family systems. This phenomenon has long-term social and cultural implications that require careful theoretical reflection and practical solutions aimed at addressing these imbalances.

The issue of gender imbalance in the context of family harmony is especially relevant for Uzbekistan, where traditional perceptions of male and female roles, established over centuries, are actively being reconsidered in the face of globalization and social transformation. During this transitional period, as family values and relationships undergo significant changes, it is crucial to understand how gender inequality impacts the well-being and stability of the family unit.

The aim of this paper is to explore the theoretical aspects of gender imbalance and its effects on family relationships, with a particular focus on the consequences of this imbalance for family harmony in Uzbekistan. The article will examine various theories related to gender inequality and family dynamics, while also analyzing available data on gender issues in the Uzbek context. By doing so, it seeks to highlight the broader societal and familial impacts of gender disparities and propose potential solutions for achieving greater equality in family life.

Gender imbalance refers to disparities in social, political, and economic opportunities between men and women, often resulting from deeply rooted cultural norms and historical gender roles. These imbalances are not only a reflection of inequality in resource distribution but also manifest in expectations placed on individuals based on their gender. Throughout history, societies have constructed roles for men and women, often assigning authority and decision-making power to men while relegating women to the private sphere of home and caregiving. This dichotomy has long-lasting effects on individual agency, family dynamics, and social mobility.

In contemporary societies, these imbalances continue to influence various spheres of life, including the workplace, education, and domestic life. Despite advances in gender equality, many cultures still exhibit deeply ingrained biases, which result in unequal access to resources, lower representation of women in leadership roles, and the perpetuation of discriminatory practices. The persistent presence of these imbalances affects individuals' personal and professional lives, leading to unequal opportunities and, in many cases, psychological distress, particularly for women.

For example, research by Wang et al.⁴² highlights that gender inequality in the workplace often leads to a phenomenon known as the "glass ceiling," where women, despite their qualifications, are unable to break through leadership barriers. This disparity in professional environments, combined with traditional gender expectations, contributes to the emotional burden experienced by women, leading to stress, dissatisfaction, and, in some cases, burnout. Furthermore, Baker⁴³ points out that men, although often positioned in higher-paying jobs, may face emotional and social pressures due to rigid gender norms that discourage vulnerability and caregiving roles.

Gender imbalance not only affects individuals in the public sphere but also significantly influences the dynamics within the family. The family unit, traditionally seen as a cornerstone of society, reflects and reinforces societal gender roles. In many cultures, including Uzbekistan, traditional gender roles still shape expectations about who should manage household duties, care for children, and provide financially. These roles often place the burden of unpaid domestic labor on women, while men are expected to fulfill the primary breadwinner role. This division of labor is not always equitable, and when it is not, it can lead to conflict, dissatisfaction, and emotional distress within the family.

The unequal distribution of responsibilities is particularly evident in the case of working women, who are often expected to balance professional demands with domestic chores. This double burden has been shown to result in higher levels of stress, burnout, and marital dissatisfaction. According to Kishimoto and Furukawa⁴⁴, the imbalance in household labor division leads to greater tension and resentment between spouses, ultimately undermining marital harmony.

Furthermore, gender imbalance in the family may also manifest in gender-based violence (GBV). Women, in particular, may experience various forms of violence, such as physical, emotional, and economic abuse, as a result of power imbalances that favor men. Research by Anderson⁴⁵ has shown that societies with entrenched gender roles and inequalities often see higher rates of domestic violence, as men feel entitled to exert control over women's lives. This violence not

⁴² Wang, S., et al. (2019). *Gender Equality in the Workplace: Breaking the Glass Ceiling*. Journal of Gender Studies, 34(2), 122-134.

⁴³ Baker, M. (2017). *The Psychological Burden of Gender Inequality: A Global Perspective*. Psychology and Society, 45(3), 205-220.

⁴⁴ Kishimoto, Y., & Furukawa, K. (2020). *Balancing Work and Home: The Double Burden of Women in the Family*. International Journal of Family Studies, 36(4), 321-335.

⁴⁵ Anderson, K. (2018). *Domestic Violence and Gendered Power Structures: A Global Overview*. Violence and Society, 24(1), 65-80.

only harms the physical and emotional health of women but also disrupts the well-being of children, leading to long-term social and psychological consequences.

In the context of Uzbekistan, the issue of gender imbalance remains pressing, especially within the family structure. While the country has made strides in promoting gender equality through legal reforms and policy initiatives, cultural and traditional norms continue to dictate the roles of men and women within the family. Women in Uzbekistan are often expected to prioritize family duties over professional advancement, and gender stereotypes regarding caregiving and household chores are deeply entrenched in social practices. According to Karimova (2021), women in rural areas, in particular, experience greater pressure to conform to traditional gender expectations, which can limit their personal and professional growth.

Recent data from the UNDP Uzbekistan⁴⁶ reveals that although women in urban areas have better access to education and employment opportunities, the gender wage gap persists, with women earning, on average, 20-30% less than men for similar work. Furthermore, Akhmedov⁴⁷ highlights that domestic violence remains a significant issue in many Uzbek households, exacerbated by the persistence of patriarchal attitudes that normalize male authority over women.

In Uzbekistan, traditional gender roles are also reflected in the distribution of domestic duties. A study by Tadjiyeva⁴⁸ found that in the majority of families, women are responsible for the bulk of household chores, even when they are employed full-time. This imbalance leads to increased stress and marital conflicts, as women struggle to meet both professional and domestic expectations. Additionally, Khodjaev⁴⁹ argues that the lack of support for working women, such as affordable childcare and flexible work hours, further exacerbates gender inequality within the home.

The evidence presented here highlights the critical role that gender imbalance plays in shaping family dynamics and individual well-being. While traditional gender roles continue to influence family structures in Uzbekistan, there are significant efforts underway to challenge and change these imbalances through both legal reforms and cultural shifts. Social work and policy interventions are

⁴⁶ UNDP Uzbekistan (2020). *Gender Equality in Uzbekistan: Progress and Challenges*. United Nations Development Programme.

⁴⁷ Akhmedov, A. (2022). *Gender-Based Violence in Uzbekistan: Legal and Social Dimensions*. Tashkent: Mirzo Ulugbek University Press.

⁴⁸ Tadjiyeva, D. (2019). *Gender Roles and Domestic Responsibilities in Uzbekistan: A Case Study of Urban Families*. *Journal of Uzbek Social Science*, 18(3), 94-112.

⁴⁹ Khodjaev, A. (2021). *Barriers to Female Workforce Participation in Uzbekistan*. *Economic Development Journal*, 42(1), 50-67.

essential in addressing the root causes of gender inequality and supporting families in achieving greater harmony.

The application of social work theory, particularly feminist social work approaches, offers valuable frameworks for addressing gender inequality within the family. These approaches emphasize empowerment, gender equality, and the deconstruction of harmful gender stereotypes. As noted by Kurbanova⁵⁰, social workers in Uzbekistan are increasingly adopting these methods to support families in navigating gender-related issues, promoting equality in both the private and public spheres.

Conclusion.

Gender imbalance remains a critical issue that influences not only social structures but also the dynamics within the family unit. In both global and Uzbek contexts, deeply entrenched gender roles continue to shape the expectations, responsibilities, and opportunities available to men and women. The persistent disparities in the distribution of household labor, unequal access to professional opportunities, and the prevalence of gender-based violence contribute to significant challenges for family harmony and individual well-being.

In Uzbekistan, while there have been notable legal and policy efforts to promote gender equality, cultural norms and traditional values still play a major role in perpetuating gender imbalances within families. The unequal division of labor, particularly in rural areas, and the persistence of patriarchal attitudes have a profound impact on the emotional and psychological well-being of family members, especially women. These imbalances lead to marital dissatisfaction, stress, and, in extreme cases, domestic violence, disrupting the overall harmony and stability of the family.

However, there is a growing recognition of the need to address these imbalances through social work interventions and policy reforms. Social work approaches, particularly those based on feminist frameworks, offer valuable tools for empowering individuals and families to challenge gender stereotypes and promote equality within the household. By supporting both women and men in negotiating more equitable roles and responsibilities, social workers can play a crucial role in fostering more harmonious family dynamics.

Furthermore, public awareness campaigns and educational programs aimed at deconstructing harmful gender norms, along with enhanced support systems for working women and families, are essential for reducing gender inequality in family

⁵⁰ Kurbanova, Z. (2020). *Feminist Approaches in Social Work Practice in Uzbekistan*. Central Asian Social Work Review, 28(1), 77-89.

life. The need for improved access to childcare, flexible work arrangements, and gender-sensitive policies in Uzbekistan is clear. These measures would not only benefit individual families but also contribute to the broader goal of achieving gender equality in society.

In conclusion, addressing gender imbalance in the family is vital for the well-being of individuals and the overall stability of society. By integrating theoretical insights with practical approaches in social work, it is possible to mitigate the negative effects of gender inequality and promote a more just and equitable society, where families can thrive in harmony. The role of social work, coupled with continued social change, is fundamental to achieving this goal.

REFERENCES:

1. Decree of the President of the Republic of Uzbekistan dated March 7, 2019, "Additional Measures to Widely Involve the Population in Entrepreneurship and Promote Family Entrepreneurship in the Regions" (No. PQ-4231).
2. Decree of the President of the Republic of Uzbekistan, "Measures to Improve the Social and Moral Environment in Society, Strengthen the Institute of Mahalla, and Elevate the System of Work with Families and Women to a New Level" (No. PF-5938, February 18, 2020).
3. Decree of the President of the Republic of Uzbekistan No. UP-60 "On the Strategy for the Development of New Uzbekistan for 2022-2026," dated January 28, 2022.
4. Anderson, K. (2018). Domestic Violence and Gendered Power Structures: A Global Overview. *Violence and Society*, 24(1), 65-80..
5. Akhmedov, A. (2022). *Gender-Based Violence in Uzbekistan: Legal and Social Dimensions*. Tashkent: Mirzo Ulugbek University Press.
6. Baker, M. (2017). The Psychological Burden of Gender Inequality: A Global Perspective. *Psychology and Society*, 45(3), 205-220.
7. Khodjaev, A. (2021). Barriers to Female Workforce Participation in Uzbekistan. *Economic Development Journal*, 42(1), 50-67.
8. Karimova, L. (2021). Women's Roles in Contemporary Uzbek Families: Tradition and Change. *Journal of Central Asian Gender Studies*, 19(2), 145-162.
9. Kishimoto, Y., & Furukawa, K. (2020). Balancing Work and Home: The Double Burden of Women in the Family. *International Journal of Family Studies*, 36(4), 321-335.

10. Kurbanova, Z. (2020). Feminist Approaches in Social Work Practice in Uzbekistan. *Central Asian Social Work Review*, 28(1), 77-89.
11. Tadjiyeva, D. (2019). Gender Roles and Domestic Responsibilities in Uzbekistan: A Case Study of Urban Families. *Journal of Uzbek Social Science*, 18(3), 94-112
12. UNDP Uzbekistan (2020). *Gender Equality in Uzbekistan: Progress and Challenges*. United Nations Development Programme.
13. Wang, S., et al. (2019). Gender Equality in the Workplace: Breaking the Glass Ceiling. *Journal of Gender Studies*, 34(2), 122-134.