

Women's Professional Activity and the Social-Psychological Characteristics of Achieving Career Success

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Abstract: This article examines the impact of the social environment on women's professional development. Gender equality, family obligations, and societal stereotypes are analyzed as key factors.

Keywords: gender stereotypes, family responsibilities, labor market, social environment, motivation, professional activity, social support.



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INTRODUCTION

As President Sh.M. Mirziyoyev emphasized, "By fully supporting women, we can make society more stable and stronger." This approach demonstrates the significant attention being paid to women's professional development in Uzbekistan. However, traditional views in society and gender stereotypes continue to pose obstacles for many women pursuing careers.

LITERATURE REVIEW

Research findings indicate that social stereotypes, family burdens, and programs promoting gender equality significantly affect women's career development. Social stereotypes reveal that there is still a widespread belief in society that men are more suited for leadership positions. These beliefs can lower women's self-confidence, hinder their aspirations for leadership roles, and prevent them from taking advantage of equal opportunities in the labor market. In some workplaces, women do not receive adequate support as leaders or face skepticism regarding their decision-making abilities. To overcome these stereotypes, it is crucial to promote events that advocate for gender equality and publicize women's leadership achievements.

Family burdens remain one of the biggest challenges for women in the career process. This is especially true for women in families with young children, who face serious difficulties balancing work and family responsibilities. Research indicates that many women feel deprived of professional development opportunities due to limited working hours. Additionally, sometimes family members or colleagues expect women primarily to perform household chores or take care of children, negatively impacting their participation in the labor market.

Gender equality programs have a positive effect on women's careers. State programs aimed at promoting gender equality in Uzbekistan provide numerous opportunities for women. For example, measures proposed by President Sh.M. Mirziyoyev regarding gender equality and

support for women play a crucial role not only in women's professional development but also in strengthening their position in society. In particular, the implementation of special professional development programs for women in state and non-governmental organizations contributes to expanding their professional opportunities.

Taking these factors into account, research shows that to reduce obstacles to women's career advancement, it is necessary to eliminate social stereotypes, create systems that alleviate family burdens, and strengthen political will to support gender equality.

ANALYSIS RESULTS AND METHODOLOGY

Various social and psychological factors influence women's success in professional activities and career development. Analyzing these factors highlights important aspects such as gender equality, family responsibilities, and personal motivation.

First and foremost, it is essential to address the issue of gender equality. In Uzbekistan and around the world, numerous significant initiatives are being implemented to create equal opportunities for women and men. However, certain patriarchal views still exist in society, creating specific barriers to women's advancement to higher positions. For instance, men are more often seen in leadership roles, which limits women's opportunities in their careers. To overcome such stereotypes, it is crucial to develop support systems for women in their professional development pathways. Strengthening state policies on gender equality, along with social advertising and educational processes, can effectively change these stereotypes.

Family responsibilities can also serve as obstacles to women's career development. Women often take on family duties, which can distract them from their work. Maintaining a balance between family and work places a significant psychological burden on women. This situation is particularly evident when it comes to childcare, household chores, and other family responsibilities. Additionally, if family obligations are not fulfilled on time, this can hinder career advancement. Therefore, flexible working hours, remote work options, and childcare support systems at workplaces can facilitate women's professional activities.

Moreover, personal motivation is another crucial factor. Women's desire and ambition to pursue a career often stem from their confidence and willingness to achieve their goals. According to McClelland's theory of needs, the drive for success and self-improvement leads women to continuously enhance their knowledge and skills. This process is especially pronounced among women in leadership positions, where higher motivation and decisiveness in decision-making are observed. To strengthen personal motivation, it is necessary to provide support systems through specialized training, career development plans, and individual counseling for women.

State policy also directly impacts women's careers. The government of Uzbekistan has adopted numerous programs and decisions aimed at ensuring gender equality. These programs assist women in creating economic and social opportunities, particularly expanding their rights and capabilities in the workforce. For example, the "Support Program for Women" includes initiatives to enhance economic stability for Uzbek women, support their professional development, and direct them toward educational and experiential courses.

At the same time, specialized knowledge and skills help women build successful careers. Having expertise in new technologies, modern management techniques, and other professional knowledge increases women's competitiveness. Expanding professional training and educational programs, as well as providing learning materials and manuals, creates opportunities for women to strengthen their knowledge and contribute to their success.

In summary, it is vital to believe in women's aspirations and potential while creating opportunities to enhance their motivation levels and develop their leadership skills.

RESULTS

As a result, women's careers are closely linked to social, familial, and personal factors, with societal stereotypes, family responsibilities, and state programs acting as either facilitators or obstacles in this process. It is essential to support women's professional development, enhance their motivation, and increase their confidence in their abilities. This, in turn, will contribute to ensuring gender equality and aiding women's social and economic growth.

CONCLUSION

Combating societal stereotypes regarding women's careers and implementing programs that alleviate family burdens are crucial. Additionally, it is necessary to organize training and seminars aimed at enhancing women's qualifications.

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