

# Modern educational technologies. Gender equality

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***Abstract. This article deals with modern educational technologies and gender equality. Technology-oriented fields are still mostly male dominated. Increasing the number of women in natural science and technology careers remains an elusive goal in EU countries. Although gender equality and nondiscrimination have been critical, longtime concerns in education, gender-related divisions continue to occur in the field of technology and the subjects that pupils decide to study. Also, significant variations between girls' and boys' interest and behavior have been documented in technology education. In today's society, technology education plays an important role in providing children with opportunities and in improving their ability to interact with everyday technologies. Technology education also equips children with the necessary knowledge to perform a wide variety of jobs. In order to introduce a more equitable gender balance in higher education, technology-oriented fields, and, consequently, in the corresponding labor market, we must continue to expand our knowledge on the impact of current technology education and focus on gender-related issues. This chapter aims to discuss gender-related topics in technology education and careers. Could technology education have an impact on women and girls or potentially influence their advancement in technology-oriented fields? With the goal of achieving greater gender equality in technology fields, this chapter concludes with further directions for research and suggestions for new ways of thinking.***

***Key words: gender, education, equality, beforehand, according to***

In today's society, technology is playing an increasingly important role in most people's lives, and knowledge of technology and related abilities are vital for all citizens. However, technology has a deeply gendered history, and the discourses relating to gender and technology used to reflect this fact, labelling it as "masculine" or "not a place for a woman". Concern has been expressed for many years that relatively few women enter occupations in the natural sciences, yet the underrepresentation of women is even more striking in engineering and technology. The low level of women in these fields deprives them of the opportunity to contribute toward research and innovation on an equal footing; given the different perspectives that women offer, the quality of research and innovation suffers as well. In order to introduce a more equitable gender balance, especially in technology-oriented fields, and, consequently, in the labor market, our knowledge of technology education and gender-related issues should continue to expand and to receive attention. Gender can be seen as resulting from a complex

cascade of biological and social-environmental factors. Furthermore, gender is an important factor that influences speech, mannerisms, behavior, and our use of products and services that signal who we are in addition to establishing rules for interaction states that gender is central to the way that life is organized and constructed and, therefore, is a significant element that influences our embedded thinking patterns and routines. Moreover, gender norms refer to the attitudes about the behaviors, preferences, products, professions, and knowledge that are appropriate for women and/or men. These norms draw upon and reinforce gender stereotypes, which are widely held, idealized beliefs about women and men and the meaning of femininity and masculinity. Gender norms are produced through social institutions, such as families, schools, workplaces, and universities, and throughout wider cultural spheres via textbooks, literature, films, and video games. Gender, as a social construct, has been conceptualized in several different ways. The European Commission, for example, defines gender as a sociocultural process that encompasses the cultural and social attitudes of a particular society. Together, such processes either shape or sanction “feminine” and “masculine” behaviors, products, technologies, environments, and knowledge. Thus, gender is not a static identity but rather a learned capacity to absorb and provide depictions of masculinity and femininity adds that representations of masculinity and femininity are often placed in opposition; in other words, what one is, the other is not. Blaine argues that even if gender categories help to organize cognitive resources through the development of stereotypes, there is a risk of discarding a great deal of information. Although few would disagree that the two sexes are physically different, scholars continually disagree over the related questions: Are the two sexes psychologically different? And do biological factors lead to sex differences in human behavior? Therefore, the influence of sex on gender remains an open question. In terms of acquiring understanding and knowledge of technology, today’s society places high demands on individuals as the technologies that mediate our lives become more complex. Technology education has been developed to help people understand technology and provide them with the tools and skills they need to utilize it. Banks and Barlex reiterate the question posed by Layton: What do pupils learn from technological design and activity or through technology education that cannot be learned in any other way? They highlight the most general answer to this question in terms of capability: Technology education enables us to operate effectively and creatively in a human-made world. Thus, the goal is then to increase “competencies in the indeterminate zones of practice.” Particularly, technology education enables students to actively engage and participate in practical and meaningful experiences and opportunities that also improve their technological knowledge and working skills. Furthermore, the hands-on nature of the subject helps students to better conceptualize scientific and technological concepts and their relationship to real-world uses. Meanwhile, Dakers notes that technology education curricula have also begun to emphasize other issues related to values and attitudes, such as ethics, sustainability, social, and moral impact, with the goal of providing a better framework to understand the modern technological world. As relevant to the implementation of technology education, the experience of children with technology is a matter of equal opportunities: All children should have the opportunity to gain technological literacy. Thus, technology education must be an important element of the overall educational system. One challenge to achieving this goal is that technological literacy may be defined in several ways, and no consensus exists on the meaning of the term “technological literacy”. Although some countries have national standards for technology education at all educational levels, its specific subject status varies, and internationally, no common framework currently exists for teaching technology in primary and secondary schools. The end of the twentieth century was significant in the fate of Uzbekistan. After independence, the state began to introduce new changes in political, economic and social life. Having gained freedom in all respects, the Republic of Uzbekistan was able to independently adjust the political system and ensure economic and social development. Ensuring a decent and healthy life for the population and high-quality human development has become the main priority of the country's state policy. Various state

programs on social protection, development of a market economy, improvement and strengthening of judicial and legal relations were mainly aimed at developing a democratic society. The possibility of building a proper democratic society depends largely on the support of world and international organizations and the foreign policy of developed countries. During the years of independence, Uzbekistan gained a good reputation as a democratic state due to its purposeful efforts to take global positions. Successful integration in world politics, economic and legal space indicates a large, purposeful work in the field of human rights. In-depth international cooperation in a wide range of areas requires state policy to ensure gender equality, which is an essential component of world politics. In addition to the universal biological difference between men and women, there are social differences that manifest gender equality. Social behavior and specific relationships between women and men in society determine and guide the development of society as a whole. Within the same culture, women and men learn the rules of behavior that are determined by the activities and main tasks of society. For proper progress, society chooses those social arrangements and forms those social institutions through which it can manage its subjects regardless of gender. Therefore, modern society welcomes the participation of both men and women in the process of establishing a legal society. The investigative mechanism, ignoring the biological differences that may be reflected in the lives of men and women, emphasizes the equal use of economic, social and political opportunities for all citizens of the country. The appropriate way to model the social roles and introduces them to the society. Gender equality in society is determined by the degree of participation of women in the decision-making process. In the economic and political life of Uzbekistan, women have had a secondary role until today. But the socio-cultural and economic-political development of our time does not allow us to preserve and preserve the old trends. For the development of an important resource as human capital, our state provides equal opportunities for all citizens of society. The value of equality between men and women, established by time and the laws of society, makes any nation stronger in all respects. Gender policy in The new Uzbekistan is based on the legal, organizational, and administrative foundations of gender equality. Due to the fact that education and training, the implementation of the right to work and remuneration for it, socio-political and cultural activities, and special measures for the protection of labour and health of women are reflected in legislation, the principle of equality of men and women originates from the Main Law – the Constitution of the Republic of Uzbekistan. The diversity of forms of women's participation in social and labor activities, expanded opportunities for self-realization, and effective measures to improve the work of rural women help build a new, civil, and democratic society. Gender equality is necessary to eliminate social barriers, to help the development of personality, both men and women in all spheres of life. In reality, the situation of women and men may differ. If government programs, regulations, and other measures are developed without taking into account these biological and social differences, then the effectiveness of these measures does not bring any benefits to society. The gender policy of the Republic of Uzbekistan is based on generally accepted international norms, enshrined in UN Conventions and other international documents, aimed at overcoming all forms and manifestations of gender discrimination and creating conditions that give everyone the right, regardless of gender, to fully realize their personal potential. Regardless of the political structure and level of socio-economic development, the problems of ensuring relations and equal opportunities have always been relevant in any state. Because the sustainable development and prosperity of the country, the achievement of peace among the people is due to the foundations of gender equality. A developed society proves that if women and girls have equal access to education, decent health care, acceptable employment, and active participation in political and economic decision-making, this contributes to economic stability and benefits both the society in which they live and humanity as a whole. The United Nations development program maintains the human development report, which compiles the human development index for 187 countries. "The human development index (HDI) is a comprehensive comparative measure of life expectancy,

literacy, education, and living standards for countries around the world. This index is used to identify differences between developed, developing and underdeveloped countries, as well as to assess the impact of economic policies on quality of life." The 2018 human development index estimates were published on December 9, 2019. According to the main statistical indicators, human development in the Republic was determined. Uzbekistan – ranked 105th shows a positive result, as it is in the category of countries with a high level of human development. During the years of independence, gender equality experienced declines and growth, but despite this, the country's achievements in this area were able to determine the 57th place out of 188 countries in the "gender equality Index". The main indicator was the high level of education and economic activity of women during the period of democratic changes in Uzbekistan. In order to ensure equality between men and women, the state of our country has taken appropriate measures. For example, the law of the Republic of Uzbekistan "On guarantees of equal rights and opportunities for men and women" adopted by the legislative chamber on August 17, 2019 was approved by the Senate on August 23 of the same year. The first article of the first Chapter reads: "the purpose of this Law is to regulate public relations in the field of guaranteeing equal rights and opportunities for men and women, and preventing discrimination on the basis of gender." The government is stepping up all efforts to eliminate gender discrimination as a result of Patriarchal attitudes and unfounded social norms. Of course, in any society, you can see categories of people who have achieved some success, both in the family and in their careers, but most cases indicate the presence of gender inequality in society. Both individual qualities and abilities, as well as other elements of circumstances and situations around them, play a role in achieving a woman or man. However, if in society some men or women are more advanced and developed, and the other part of society can not find the right way to self-realization, it means that the problem exists not in the activities of individual subjects, but at the level of the whole society. Therefore, actions and measures on a national scale require consideration of problems related to the reality of socio-economic and socio-political growth, in the process of which there are obstacles that generate gender inequality. Thanks to work, people have reached the stage of today's development. Labor activity as a vital necessity is practiced in all social relations. People consume and use natural resources as necessary. To create normal conditions, people turn to work. There is no such period of labor social relations in the history of mankind where a woman did not take part. Objective reasons such as childbearing and the household did not provide equal opportunities with men in work. But as the state increases certain benefits and special guarantees in the legislation, women do not lose their competitiveness with men in the labor sphere. Women's entry into the labor market has helped reduce traditional stereotypes about the roles of women and men. But there are new economic problems of a gender nature. There were issues of professional segregation based on gender, low assessment of women's work, combining professional and family responsibilities of women, and discrimination in employment. In this regard, the main task of labor legislation regulating social relations that arise when the right to work is manifested is "ensuring the normal functioning of the labor market, protecting labor rights and health of employees, creating fair and safe working conditions . The Labour code of the Republic of Uzbekistan, based on the Constitution of the Republic of Uzbekistan, establishes the equal rights of every person, regardless of gender, to work, to free choice of work, to fair working conditions and to legal protection from unemployment .

The ideology of gender policy of all times before the independence of Uzbekistan was to free women from private domestic work and include their participation in productive work. The measures taken led to the exploitation of women's labor and discrimination in professional fields. The family, as a source of exploitation, lost its traditional spiritual and cultural values. Over the years of independence, the state has created favorable conditions for the education and professionalism of women. This has led to an increase in women's employment in the country. But given that men, as carriers of human capital, are more productive in the labor

market, and women, in turn, have productivity in the home area, this phenomenon leads to occupational segregation. In other words, there is a problem of a steady trend of hiring men and women in different professions with different levels of remuneration. Relative to work, men receive better pay than women. Since domestic work and taking care of children at home is not paid, but brings significant benefits to the family, women have to combine domestic care with professional responsibilities. Another factor has an impact when hiring. A woman is not considered a reliable and stable employee by the employer. A woman can leave the workplace at any time due to the birth and upbringing of a child. A large number of family responsibilities do not allow working overtime, which is not typical of male employment. This advantage of male employment oppresses female employment. In order to protect motherhood and childhood, the Labor code of the Republic of Uzbekistan also provides for articles that oblige the employer to transfer pregnant women or women with children under 2 years of age to work that is easier or excludes the impact of adverse production factors, while maintaining earnings that are not lower than the previous one. The law also provides that pregnant women and women with children under 14 years of age or disabled children under 16 years of age should not be involved in night work, weekends, holidays, overtime work, or sent on business trips without their consent. The labor legislation provides for many norms aimed at protecting motherhood and childhood. This phenomenon may eventually lose its positivity and create unfavorable conditions for the emergence of hidden discrimination and inequality in the labor market. Private enterprises are not always willing to hire a woman, who in the future will have to provide numerous benefits, additional days off, pay for parental leave, etc. In principle, the employer must pay out of its profits to those who do not participate in production. Therefore, in some cases, the peculiarities of legislative norms put a woman in an unfavorable position. In developing gender-sensitive state programs, Uzbekistan uses gender statistics and new methods of gender analysis as reliable and objective tools in accordance with international experience to address this situation. Over the past decade, the number of female employees has increased in the fields of industry, agriculture, trade, public catering, education, culture, science, and the arts. The main reason for the shift in these areas of employment was low wages. Men left low-paid jobs, while women took them because of employment restrictions. The development of the technological sphere has led to the emergence of low-skilled jobs. Everyday work that requires only maintenance of the technological process does not attract men, which can not be said about a woman who wants to work in the production sector and combine family work. Working with equipment helps her maintain her physical strength and get a small salary for her work. In the course of this process, horizontal segregation occurs, showing gender inequality in the economy. If horizontal segregation is an unequal professional distribution, then vertical segregation brings gender inequality in the management and promotion of women. The study showed that women and men with higher education degrees receive equal pay at the initial labor rates. However, after 5 years, women begin to lag behind in official growth, having the same level of education and qualifications. Inadequate qualifications or lack of experience do not play any role, in accordance with informally hidden discrimination in managerial professions. Sometimes job promotion is associated with a woman's unwillingness to sacrifice family values for professional growth. For a purposeful desire to achieve career heights, a woman has to overcome additional obstacles that require her physical, emotional, spiritual, and economic strength. It should be noted that the significant growth of women in the number of employees in the economy of Uzbekistan indicates the establishment of a trend of women's inclusion in market employment. One example of women's participation in economic areas of the state was the development of entrepreneurship among women. The attractiveness of entrepreneurial activity for women is the acquisition of property rights. The development of women's entrepreneurship is due to women's free access to financial resources, improving the financing of small and medium-sized businesses, and simplifying the system of lending to entrepreneurs. The active position of women increases the potential of women's entrepreneurship. Despite gender stereotypes that create problems in the

sphere of marriage and family relations and determine a woman's right to dispose of property, the number of women engaged in entrepreneurship in the country is increasing. Successful entrepreneurship radically changes the position of women in society and the family. According to the law, any citizen who wants to engage in entrepreneurial activity can start a business at the age of 18, having registered as an individual entrepreneur or a legal entity. If a woman has a start-up capital, has the skills to run and expand her own business, get a loan from a Bank, can open her own small or medium-sized enterprise, engage in Commerce or provide various services, which has become natural in the market conditions of the country. The state tries to encourage women's entrepreneurship, promote women's business by holding fairs, exhibitions, and conferences of various types. For example, the Committee of women and the center of women inventors of Uzbekistan held the Republican contest "100 best innovative projects of women of Uzbekistan" for three years in a row. As a result of the competition, talented and creative winners are constantly supported to implement innovative projects and inventive activities in various formats. The Association of business women also helps women entrepreneurs in the process of implementing their activities by organizing various trainings and courses where women entrepreneurs gain economic and legal knowledge, as well as exchange experience with international colleagues. The action strategy for 2017-2021 aims to ensure the employment of women and graduates of professional colleges. The women's Committee of Uzbekistan, in cooperation with the Central Bank, the chamber of Commerce and industry, the Association of business women, the Center for secondary special and professional education, held various competitions for entrepreneurial projects in the field of small and medium-sized businesses among girls who graduated from professional colleges and lyceums. In 2017 alone, 11 billion rubles were allocated for such projects. sum to Finance the business plans of girls who later started their own business. International experience shows that with the development of a market economy, the expansion of employment, obtaining high incomes, and adaptation to the market model can only be achieved by the process of women leaving the home environment and entering business areas. When a woman owns her own small business, she has the opportunity to have her own income. Material security eliminates the economic dependence of women, plus it gives them the opportunity to be more in the family circle and fulfill their family responsibilities. In this case, domestic care and child rearing do not become forced labor, but are modified into the duties of a woman, which she can perform with pleasure and for the benefit of the family. Women in society actively perform all three activities based on gender theory: productive, reproductive and social. Within the framework of reproductive activity, a woman leads an active household, raises children, monitors the health of family members, cooks, washes, cleans, etc. In the course of social activities that have specific characteristics, a woman is engaged in routine work that does not involve raising her status, for example, collecting funds, contributions, organizational events, etc. But in recent years, women's participation in productive activities has increased. First, women enter the labor market and participate in the production of goods and services. It is obvious that only productive activity begins to be recognized by society in the form of wages and directly affects the improvement of the social status of women in society. The prevailing stereotypes of society consider a woman's productive activity to be prestigious, despite the fact that she sometimes has to perform all three functions simultaneously. Despite the desire of women to actively create their own business, the views of non-recognition of women's leadership in the economy remain a priority in society. But the basic rights and freedoms granted and guaranteed by the Constitution of the Republic of Uzbekistan, laws and other legislative documents help women to organize their business and set up production. The basis of the fifth initiative proposed by the President of the Republic of Uzbekistan was the provision of employment and employment of women in the country. In the course of this initiative, many women in the country have acquired their own business. The right to own property is considered a property right and as a component of civil law is regulated by the civil code of the Republic of Uzbekistan (section II). It defines the concept of property rights, forms

and objects, grounds for acquiring and terminating property rights, as well as civil law ways to protect it, which help to acquire, own and dispose of property. In addition, a special law of the Republic of Uzbekistan "On property" was adopted in 1990, and the Law of the Republic of Uzbekistan "On denationalization and privatization" was adopted a year later, in 1991. Both laws regulate the legal basis for the acquisition of property in private ownership, both for men and women. To determine the human development index in a country, indicators are such factors as the percentage of participation of women and men in Parliament, the level of participation in the economic life of society, and the ability to manage economic resources. Since these indicators in the Republic catch up with international standards, it is safe to say that the state policy on gender equality reflects the degree of development. Over the past decades, the Republic of Uzbekistan has not only developed and adopted a number of laws on women, but also introduced effective enforcement mechanisms into society. An example of this is legal sanctions for violations of gender equality in social relations. The norms of the Labor code (article 78, 224) recognize illegal refusal to employ a pregnant woman or a woman with young children. Based on this, the official responsible for this refusal may be subject to criminal punishment in accordance with the criminal code of the Republic of Uzbekistan. In the examples it is clear that women in Uzbekistan have full rights on the purchase of the property. In order to achieve equality and raise the status of women in society, to completely eliminate economic dependence on men, the state takes all measures of support and protection. The legislation of the state does not develop separate rules applicable to representatives of the male or female sex. The situation of women in the country differs from the General norms in the presence of benefits in individual cases (often related to childbirth), and the negative attitude of those who should provide these privileges in the course of their activities

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