

## Gender Culture is One of the Forms of Social Consciousness

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### ANNOTATION

Gender culture of a person is the result of raising social consciousness with a specific goal and is its highest stage. Therefore, the formation of gender culture is one of the important tasks for the young people, who are active participants in the process of building a democratic legal state and a just civil society, which is considered an urgent issue today.

**KEYWORDS:** feminism, gender economics, gnostic ability, communicative ability, organizational ability, diagnostic ability, professional motivation.

Taking into account that special attention is paid to the human factor in the process of building a civil society, moral values have priority, and nationality is at their core. As long as there is nationality, there will be femininity in our women. "It should not be forgotten that the leading values in a masculinized society depend mainly on economic success. In such a society, not people, but money and things are important."

After all, the values of stability and caring for others lead the society in which human relations take an important place. "In both men and women, the qualities of caring, gentleness and kindness prevail, which gives confidence in the occurrence of positive changes in social and political relations in society" [1].

In fact, the idea of women keeping pace with the development of society is not alien to Eastern culture, in this regard, clear evidence can be given from history. In particular, the wife of Amir Temur, who held a high position in the state, was revered by the people and called Bibikhanim, and Sahibkiran entrusted the management of Movarounnahr to her with confidence.

Bibikhanim was not only the wife of Sahibkiran, but also his most loyal and close adviser [2]. Continuing this idea, it should be noted that during the reign of Shahrukh Mirzo, his wife Gavharshadbegim also had a high position as like Bibikhanim. As a result of the retrospective analysis, it should be noted that today a specific positive change is observed in man and his activities, which is the creation of mechanisms for ensuring stability by mankind, and if we look at this issue from a functional point of view, the core of stabilization is considered to be biogenetic memory [3].

There are various ways and means to ensure it, and the issue of the participation of women entrepreneurs is one of the important socio-political indicators.

Therefore, there is a single ideological point of view that unites women, which is to contribute to the development of society by showing their abilities and having their own jobs.

The involvement of women in professional activities has its own history and is an ongoing process. This situation is manifested in the occupation of various specialities and positions by women in the life of the society and the state. In society, women's engagement in "non-

traditional” professions is approved by the public, they fulfill their duties responsibly and show their social and political activity in practice. There are three levels in the structure of the motivation of women's professional activities: “high level” (professional orientation), “medium level” (motivational complexes), “basic level” (sum of professional motives).

Leaders have a special role in the formation of factors that have a positive effect on the effectiveness of women's activities. Social and professional issues, such as determining the daily activities of women, are carried out with their direct participation. All this is reflected in the attitude of the leaders towards the female employees. If the leader can motivate them materially and morally in the process of managing labor activities and create conditions for their professional growth, the sense of responsibility in fulfilling the tasks set by subordinates will increase and the level of activity efficiency will increase. For this situation to be realized, leaders must have a sufficiently developed gender culture.

To fully understand the concept of gender culture, it is appropriate to analyze the concept of culture and its essence. Gender culture is one of the forms of social consciousness, an important and unique part of the general culture. Culture is a social phenomenon formed by the emergence of society, and both its object and subject are human beings.

Culture is a social phenomenon formed by the emergence of a personal society, the object and subject of which is a person. Culture is studied in material and spiritual spheres. By material culture we mean tools, labor skills, as well as all wealth created in the production process and serving for material life.

The scope of spiritual culture is very wide, it covers spiritual wealth created by people, moral, legal, religious, philosophical and other forms of social consciousness, the whole field of all forms and functions of thinking, ideas and teachings in society, artistic works, aesthetic and legal views. In addition, such things as information, education, philosophy, religion, law, ethics, aesthetics, art and literature are also included in spiritual culture.

Spiritual wealth is created and consumed by scientists, artists, composers, poets and writers, in short, by the public.

Gender culture is a socio-professional phenomenon and a (new) component of professional culture. It is a factor that forms a single system in the professional activity of a civil servant who is a participant in the system of socio-professional relations, and is a product of the level of gender training in the process of educating working women by a leading civil servant.

Gender culture among employees, this is the formation of knowledge, skills, skills in the system of mutual and social sex-role “Object-Subject” relations in the socio-professional environment, as well as mutual decision on the performance of professional duties of male and female employees during professional education and training. is a set of values, traditions, norms of behavior, rules, forms and patterns aimed at their acceptance.

An important link of the system of mutual relations in professional activity is the gender culture of employees, the general culture of employees and the component of employee professionalism. According to the analytical results of the practical work of the servants, in the course of their daily work, they communicate not only with each other, but also with women who are their colleagues in the system of social and professional relations.

In this case, during the performance of professional duties for workers, the employer interacts with women in one way or another and manages their professional activities. The higher the

culture of treating women is formed in them, the more properly and purposefully the employees in the team can manage their activities.

In the management system, the scope of work within each position is determined, and the issue of moral and spiritual education applies to the leader, no matter what professional direction he works in the field.

Culture is a process of human activity, as a result of which material and spiritual values are created, and in turn, it is a social phenomenon that is considered important in the formation and development of a person. It is one of the main factors that shows the moral potential of the labor team. The expression of one or another moral indicators in behavior depends on the extent to which it is perceived and the understanding of its content. Therefore, it is necessary to know the indicators of gender culture and rely on them in practice. The following can be defined as an indicator of gender culture [4]. :

- epistemological (a set of gender knowledge that determines the place of women in society and the professional and social environment);
- axiological (orientation of the value-normative level of professional consciousness that manages social-sexual relations);
- occupational (ways and methods of gender communication that eliminate problems arising during sexual role relations);
- normative-active (the level of exemplary moral standards in assessing the professional level of women).

The fact that leaders are aware of the service activities of each employee and their social situation ensures a positive level of social and moral condition of the team. Based on the analysis of labor activity, the level (orientation) of gender culture can be indicated as follows:

- gnostic ability - serves to open a "way" for the expression of their abilities in professional activities when working with working women of different levels in the social and professional environment;
- diagnostic ability - in the course of work, it is manifested in finding out the moral and spiritual problems existing in the personality of women workers and applying measures to eliminate them;
- forecasting ability - creates an opportunity to learn about gender relations in different periods of labor activity within the socio-professional environment;
- assessment ability - creates an opportunity to define professional tasks and determine their quality;
- organizational ability - expressed in organizing the activities of men and women during their professional activities, increasing their efficiency;
- communicative ability - a worker-servant observes the culture of communication with women and becomes a basis for expressing his opinion and listening to his interlocutor.

Interpretation of professional relations between men and women from the point of view of gender studies, that is, the issue of gender hermeneutics has a rather broad nature in terms of its scientific scope [5]. Because researching the importance of gender roles in communication

and communication, which is characteristic of women, requires the study of the tasks of both sexes, their relationships with each other, their interaction with each other, and their interaction with different levels of social systems. From this point of view, the philosophical, scientific, religious, atheistic and other components reflected in the gender view of the society are expressed in the integration and psychological processes of the society and are distinguished by their systematicity [6]. The difference in terms of gender is not the result of the biological differences of the sexes, i.e. their stratification, but the result of their socialization and education, and following the norms of behavior that have been formed in the society.

Therefore, it is necessary to provide sufficient information on topics such as “The role of gender characteristics in the management system”, “Moral and spiritual condition of the team and collective activity” in the training of leaders. In today's conditions, the following can be pointed out as the main directions of the development of gender theory in vocational education:

- creation of theoretical and practical foundations of gender research methodology in science;
- identification of examples of formation and development of gender culture in different communities;
- analysis of value orientations of service workers in the professional environment and the impact of gender equality;
- to determine the factors of occurrence, course, manifestation, development and prevention of gender-based professional disputes;
- researching directions of mutual determination (causality) in the process of education, training and learning of specialists and their further professional self-improvement.

A person's gender culture is an individual view from the point of view of generally recognized social values, which is the basis for active social action related to the implementation of social relations.

Gender culture of a person is the result of raising social consciousness with a specific goal and is its highest stage. Therefore, the formation of gender culture is one of the important tasks for the young people, who are active participants in the process of building a democratic legal state and a just civil society, which considered an urgent issue today.

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