

THE QUALITY OF WORKING LIFE OF WORKING WOMEN

Ibotova M.O

Bukhara State Medical Institute

Abstract: *The group of women aged 36-45 without children stands out: they are unsatisfied in many aspects of QWL, which is probably due to the conflict between achievements in working life and unmet needs for motherhood and family.*

Keywords: *job satisfaction; quality of work life; motherhood; working conditions;*

Аннотация: *В зависимости от возраста самок отмечаются специфические особенности. Особенно выделяется группа женщин 36-45 лет без детей, которые во многом аспекты КТГ показывают неудовлетворительные оценки, возможно, работа связана с конфликтом между достижениями в жизни и неудовлетворенными потребностями в материнстве и семье.*

Ключевые слова: *удовлетворенность трудом, качество трудовой жизни, материнство; условия труда.*

INTRODUCTION

Employee satisfaction with the work performed and its quality work life (ctj) has a positive effect on work motivation, job stability, productivity and, ultimately, on the success and competitiveness of the organization [1, 2].

However, women's employment is often accompanied by additional burdens in the form of homework, parenting and child care. The special path of most women, involving the combination of professional employment and family responsibilities (including motherhood), affects their work, the quality of working life in economic and social terms: — the remuneration of women with children is usually lower than the remuneration of colleagues without children; — in connection with the birth of children, there are breaks in employment, and, as a result, there may be losses of work experience and professional qualifications for working mothers.

Accordingly, balanced policy decisions are needed to ensure stable employment for mothers, material support for fertility, other institutional changes, as well as private organizational measures aimed at ensuring the best quality of working life for mothers and women who do not have children. From this point of view, to determine the directions of further work on aspects of women's working life and, accordingly, to optimize social and labor relations.

Literature review

Research on women's working life in the context of employment is presented in foreign science. For example, the professional careers of female academic workers were studied and it was found that mothers are characterized by slower progress in science. The aspects of the working life of women working in private and public banks in the sector are considered [6]. Labor research highlights the life of working mothers

in the context of their marital status. In particular, the time balance between work and family is analyzed [8].

Thus, the task of a comprehensive study and comparative analysis of the KTJ of working mothers and working women without children is poorly developed. In particular, the research is interested in questions about the presence of differences in the estimates of KTZ in these groups of women, about the influence of their age on the perception of aspects of working life.

Materials and methods

In this study, the assessment of SEA is carried out using a sociological survey based on measuring employee satisfaction with certain aspects of work within the framework of a subjective approach to life. The study compiled the results of a sociological survey of the working-age population "quality of labor potential". Empirical data collection method: individual distribution survey. The sampling error does not exceed 3%.

The subsample included only female respondents who were working at the time of the survey (having children, i.e. mothers, and women without children), either employed in their main job, or having main and additional jobs, or combining main work with casual part-time jobs, or not having main work and employed only in part-time jobs (total 515 people. 41% of mothers have one child, 45% have 2 children, 11% have 3 children, and the remaining 2% of mothers have 4 or 5 children. Most of the mothers are married (73%), the rest are either single (22%) or live together outside of an official marriage (5%). Among working women without children, the majority are single (22%), the rest are either married (65%) or live together outside of an official marriage (13%).

Discussion

It can be assumed that similar characteristics of the quality of work of childless women and mothers are explained by the absence of long-term systemic discrimination against women with children, as well as the high adaptability of female behavior (without children and without children). flexibility in the labor market, in the choice of jobs, working conditions, and wages. At the same time, a woman copes without even realizing herself in motherhood with most of the daily household and family responsibilities, including child care and parenting.

Conclusion

It was revealed that the presence of children (the fact of motherhood) encourages women to look for a way to distribute their time between an increased range of responsibilities, but not to the detriment of work.

Women mothers demonstrate high "flexibility" and adaptation to labor market conditions" [10], which is probably why the assessment of the quality of working life and its impact on labor realization for women with and without children is practically the same. At the same time, the features of the quality of working life of women with and without children identified during the study, as well as the regional use of

sociological research tools by authorities and managers of individual enterprises in activities to improve social and labor relations.

СПИСОК ЛИТЕРАТУРЫ / REFERENCES:

1. Бирюкова С. С., Макаренцева А. О. Оценки «штрафа за материнство» в России // Население и экономика. 2017. Т. 1. № 1. С. 50-70.
2. Калачикова О. Н., Груздева М. А. Социальная уязвимость семей с детьми в современной России // Экономические и социальные перемены. Факты, тенденции, прогноз. 2019. Т. 12. № 2. С. 147-160. <https://doi.org/10.15838/esc.2019.2.62.9>.
3. IbodovaMakhfuzaOybekovna. Ecological Problems of the Environment Under Modern Conditions. // AMALIY VA TIBBIYOT FANLARI ILMIY JURNALI//ISSN: 2181-3464– 2022. Б. 82-84
4. X.S.Samadova. Turli mehnat sharoitidagi omillarning inson organizmiga gigiyenik bahosi // Ta'lim fidoyilari // – 2022. – P. 8-11
5. Samandarovna S. K. IMPACT OF CLIMATE CHANGE ON LIFE ACTIVITIES//Neo Scientific Peer Reviewed Journal// Volume- 12| ISSN (E): 2949-7752| July,2023.P-31-33.
6. Mikhailova E. V. The problem of dual employment of women through the interpretation of three generations of women Yaroslavl // Social'nye i gumanitarnye znaniya. 2017. Vol. 3, No. 3. Pp. 273-283.
7. IbotovaMakhfuzaOybekqizi. Уровень Физического Здоровья И Здорового Образа Жизни Студентов. //MALIY VA TIBBIYOT FANLARI ILMIY JURNAL// ISSN: 2181-3464. P.59-62
8. Rozhdestvenskaya E. Yu. Women's academic career: work-life balance and imbalance // Monitoring of Public Opinion: Economic and Social Changes Journal. 2019. No. 3. Pp. 27-47. <https://doi.org/10.14515/monitoring.2019.3.03>
9. SX Samandarovna., Mehnat Sharoitining Inson Organizmiga Ta'siri Sog'Lom Turmush Tarzi//AMALIY VA TIBBIYOT FANLARI ILMIY JURNALI// ISSN:2181-3464 C34-37
10. IbodovaMakhfuza. SOIL ECOLOGY AND FUNCTIONS.//Journal of Advanced Research and Stability//Volume: 02 Issue: 09 | Sep - 2022 ISSN: 2181-2608 -Б.177-181
11. SamadovaKhatichabegimSamandarovna The Problem of Environmental Pollution // Vital Annex: International Journal of Novel Research in Advanced Sciences // –2022. – P. 81-85.
12. X.S.Самадова., СОФЛОМ ТУРМУШ ТАРЗИ ИНСОН САЛОМАТЛИГИНИНГ АСОСИДИР//Journal of Advanced Research and Stability,Volume:02 Issue:09ISep-2022 ISSN:2181-2608 C198-201

13.ИбадоваМахфузаОйбековнаШумовойФакторОкружающейСреды:Оценка
ВлиянияНаСамочувствиеСтудентов. // AMALIY VA TIBBIYOT FANLARI ILMIY
JURNALI//ISSN: 2181-3464– 2022. Б. 92-94

14.IbotovaMahfuzaOybekqiziAnatomical and Physiological Features of
Development.// International Journal of Health Systems and Medical Sciences// ISSN:
2833-7433 Volume 2 | No 2 | February -2023. P.7-10