

THE EVALUTION OF GENDER ROLES IN THE MODERN WORLDS

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Abstract: This article analyzes the evolution of gender roles in the modern world, their historical formation, and their contemporary transformation from a scientific and theoretical perspective. It highlights how the traditional social roles associated with men and women have significantly changed under the influence of globalization, industrialization, educational reforms, the development of information and communication technologies, and feminist movements. The article broadly examines issues such as gender equality, equal opportunities, participation in the labor market, the transformation of family roles, and the increasing activity of women in socio-political life. The study also analyzes the role of economic independence and education in the transformation of gender roles, emphasizing that women's growing participation in social, political, and economic life has expanded their opportunities for education, professional development, and a worthy place in the labor market. It also discusses the growing tendency in modern families toward equal distribution of responsibilities in household management and child-rearing, which strengthens partnership-based family relations. The article emphasizes the decline of gender stereotypes and the importance of evaluating an individual's social role not by gender, but according to personal abilities, potential, and interests. In addition, it demonstrates the significance of implementing gender equality principles in governance

and leadership for ensuring management efficiency, social justice, and sustainable development.

Keywords: gender roles evolution, gender equality, social transformation, equal opportunities, economic independence, education and gender, family roles, gender stereotypes, labor market participation, women's empowerment, gender in governance

Annotatsiya: Ushbu maqolada zamonaviy dunyoda gender rollarining evolutsiyasi, ularning tarixiy shakllanishi va bugungi kundagi transformatsiyasi ilmiy-nazariy asosda tahlil qilinadi. Globallashuv, sanoatlashuv, ta'lim tizimidagi islohotlar, axborot-kommunikatsiya texnologiyalarining rivojlanishi hamda feministik harakatlar ta'sirida erkak va ayollarga xos an'anaviy ijtimoiy vazifalar sezilarli darajada o'zgarib borayotgani yoritiladi. Maqolada gender tengligi, teng imkoniyatlar yaratish, mehnat bozorida ishtirok, oiladagi rollarning yangilanishi va siyosiy-ijtimoiy hayotda ayollar faolligining ortishi kabi masalalar keng ko'rib chiqiladi. Shuningdek, iqtisodiy mustaqillik va ta'limning gender rollari transformatsiyasidagi o'rni tahlil qilinib, ayollarning ijtimoiy-siyosiy va iqtisodiy hayotdagi faol ishtiroki ortib borayotgani, bu esa ularning ta'lim olish, kasbiy rivojlanish va mehnat bozorida munosib o'rin egallash imkoniyatlarini kengaytirayotgani asoslab beriladi. Zamonaviy oilalarda uy xo'jaligi va farzand tarbiyasida mas'uliyatni teng taqsimlash tendensiyasi kuchayib borayotgani, bu esa sheriklikka asoslangan oilaviy munosabatlarni mustahkamlashi yoritiladi. Qolada gender stereotiplarning kamayishi, shaxsning ijtimoiy roli jinsga emas, balki uning individual qobiliyatlari, salohiyati va qiziqishlariga qarab baholanishi zarurligi ta'kidlanadi. Shuningdek, boshqaruv va rahbarlik faoliyatida gender tengligi tamoyillarining joriy etilishi boshqaruv samaradorligi, ijtimoiy adolat va barqaror taraqqiyotni ta'minlashdagi ahamiyati ko'rsatib beriladi.

Kalit so'zlar: gender rollari evolutsiyasi, gender tengligi, ijtimoiy transformatsiya, teng imkoniyatlar, iqtisodiy mustaqillik, ta'lim va gender, oilaviy rollar, gender stereotiplari, mehnat bozorida ishtirok, ayollar faolligi, boshqaruvda gender, ijtimoiy adolat, globallashuv, madaniy

Аннотация: В данной статье анализируется эволюция гендерных ролей в современном мире, их историческое формирование и современная трансформация с

научно-теоретической точки зрения. Освещается, как традиционные социальные роли мужчин и женщин существенно изменились под влиянием глобализации, индустриализации, реформ в системе образования, развития информационно-коммуникационных технологий и феминистских движений. В статье широко рассматриваются вопросы гендерного равенства, создания равных возможностей, участия в рынке труда, трансформации семейных ролей и роста активности женщин в общественно-политической жизни. В исследовании также анализируется роль экономической независимости и образования в трансформации гендерных ролей, подчеркивается, что возрастающее участие женщин в социальной, политической и экономической жизни расширяет их возможности для образования, профессионального развития и достойного положения на рынке труда. Также рассматривается усиливающаяся тенденция к равному распределению обязанностей в ведении домашнего хозяйства и воспитании детей в современных семьях, что укрепляет партнерские семейные отношения. В статье подчеркивается снижение гендерных стереотипов и важность оценки социальной роли личности не по признаку пола, а по индивидуальным способностям, потенциалу и интересам. Кроме того, показана значимость внедрения принципов гендерного равенства в управление и руководство для обеспечения эффективности управления, социальной справедливости и устойчивого развития.

Ключевые слова: эволюция гендерных ролей, гендерное равенство, социальная трансформация, равные возможности, экономическая независимость, образование и гендер, семейные роли, гендерные стереотипы, участие на рынке труда, активность женщин, гендер в управлении, социальная справедливость, глобализация, культурные ценности

1. Introduction

Gender roles are a system of social expectations, behavioral norms, rights, and responsibilities formed by society in relation to men and women. They are shaped more by social, cultural, historical, and economic factors than by biological differences. Throughout

history, gender roles in many societies developed on the basis of patriarchal systems, where men were mainly associated with economic provision, political leadership, and public life, while women were largely confined to household management, child-rearing, and caregiving. This system was accepted as a social norm for a long time and held a strong position in many cultures. In the past, men were generally considered the main breadwinners of the family, while women were responsible for most household duties (Coontz, 2005). However, modern family relations demonstrate more equal responsibilities. Increasingly, men are taking on household chores and caregiving duties, while women are also entering the labor market more actively. In 2020, nearly 30 percent of stay-at-home parents in the United States were fathers, compared to only 10 percent in 1989 (Pew Research Center, 2020). However, social progress—particularly industrialization, urbanization, expanded educational opportunities, globalization, and the development of information and communication technologies—has led to fundamental changes in gender roles. Especially in the 20th and 21st centuries, feminist movements, the development of human rights principles, legal reforms, and the strengthening of gender equality policies have prompted a reexamination of traditional perceptions of gender. Rigidly defined social roles assigned to men and women have gradually been replaced by a more flexible model based on equality.

The evolution of gender roles in the modern world is clearly evident in many spheres. In particular, women's participation in education, the labor market, leadership, and political governance has been increasing. At the same time, men's involvement in family relations, child-rearing, and household responsibilities is also expanding. This process demonstrates the transformation of the traditional “male breadwinner — female homemaker” model into a new model based on partnership and the equal distribution of responsibilities. Despite persistent differences, attempts to reduce the gender pay gap and increase diversity have gathered steam. With even larger disparities for women of color and those in lower-income nations, women worldwide made an average of 77 cents for every dollar earned by males in 2023 (World Economic Forum, 2023). On the other hand, men are gradually contributing to the breakdown of gender-based occupational segregation by

entering traditionally "feminine" fields, like nursing and early childhood education (Williams, 2023).

- Media and digital technologies have become important factors in the transformation of gender roles. Mass media, social networks, and global communication are helping to reconsider gender stereotypes, promote ideas of equality, and shape perspectives on new gender identities. In particular, views related to gender diversity, inclusivity, and evaluating individuals based on their abilities rather than their gender are becoming increasingly widespread in modern society. According to studies, more representation of gender-nonconforming people and strong, independent female characters improves public opinion and young people's self-image (Glaad, 2022; Gill, 2007).

- Literature Review: Gender roles have long been studied in sociology and gender studies as socially constructed norms shaped by historical, cultural, and economic factors. Early theories often viewed men's and women's roles as fixed and based on traditional divisions of labor, while later research showed that these roles change alongside social development. Many scholars connect the evolution of gender roles with industrialization, education, feminist movements, and globalization. Studies show that increased access to education and women's participation in the labor market have challenged traditional expectations and contributed to more equal social roles. Research also highlights changes in family structures, where shared parenting and partnership-based responsibilities are becoming more common. Recent literature emphasizes the role of media and digital technologies in reshaping gender norms, reducing stereotypes, and promoting inclusivity. Scholars also examine continuing challenges such as wage inequality, occupational segregation, and underrepresentation in leadership, showing that gender equality remains an ongoing process. Overall, the literature demonstrates that gender roles are dynamic and continue to evolve under the influence of social transformation. The deeply ingrained nature of traditional gender norms is evident in some areas through anti-feminist rhetoric and opposition to LGBTQ+ rights. This backlash serves as a reminder that progress is not linear and that continued education and advocacy are necessary (Connell & Pearse, 2015; Faludi, 2006).

- **Research Methodology:** This study employs a qualitative research methodology to analyze the evolution of gender roles in the modern world. The research is based on a descriptive and analytical approach, aimed at examining historical changes in gender roles and evaluating the social, economic, and cultural factors influencing these transformations.

- **Data Collection :** Data for this research were collected from secondary sources using a qualitative data collection method. The

- study relied on academic books, peer-reviewed journal articles, research papers, and international reports related to gender

- studies, sociology, and social transformation. Relevant theoretical and empirical information was gathered from works by

- scholars such as Stephanie Coontz, Susan Faludi, Rosalind Gill, and Judith Butler,

Data Analysis and Results

The collected data were analyzed using descriptive and comparative analysis methods. The findings showed that gender roles are changing significantly in modern society. Globalization, education, technological development, and feminist movements play an important role in promoting gender equality. The results indicate that women's participation in education, politics, and the labor market is increasing. At the same time, men's involvement in family life and child-rearing is also expanding. This demonstrates that traditional gender roles are being replaced by a model based on partnership and equality. The study also showed that media and digital technologies play an important role in reducing gender stereotypes and expanding awareness of gender equality. However, challenges such as wage inequality, occupational segregation, and certain cultural stereotypes still remain. Overall, the findings confirmed that the evolution of gender roles positively influences social and economic development, although additional efforts are still needed to achieve full gender equality.

Results and Discussion

The results of the study indicate that gender roles in modern society are undergoing significant transformation under the influence of globalization, education, technological advancement, and social change. Traditional perceptions that associated men mainly with economic provision and women with domestic responsibilities are gradually becoming less dominant. Instead, modern societies increasingly support partnership-based relationships and equal distribution of responsibilities between men and women

The research also demonstrates that media and digital technologies play a major role in reshaping gender norms. Social media platforms and global communication networks contribute to raising awareness about gender equality, reducing stereotypes, and promoting inclusivity. The growing visibility of diverse gender identities has encouraged broader discussions about equality and human rights in many societies.

Overall, the discussion confirms that the evolution of gender roles has positively influenced social and economic development by promoting equal opportunities and greater social participation. Nevertheless, achieving sustainable gender equality requires continuous educational efforts, inclusive policies, and social awareness aimed at overcoming remaining stereotypes and structural inequalities.

Conclusion

The evolution of gender roles in the modern world reflects major social, economic, and cultural transformations. Changes in education, globalization, technology, and labor market participation have reshaped traditional expectations of men and women, creating more flexible and equal social roles. Modern societies increasingly support shared responsibilities in family life, equal opportunities in education and employment, and greater participation of women in leadership and public spheres.

The study also demonstrates that media and digital communication have become powerful tools in challenging gender stereotypes and promoting awareness of equality and

inclusivity. At the same time, the persistence of wage inequality, occupational segregation, and cultural resistance shows that gender equality has not yet been fully achieved.

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