



IMPORTANT ASPECTS OF INCLUDING FEMALE EDUCATORS IN
THE EDUCATIONAL PROCESS.

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Abstract: *The inclusion of female educators in the educational system is a crucial step toward achieving gender equality, improving student learning experiences, and promoting holistic development. Female teachers bring diverse perspectives, foster inclusive teaching methods, and serve as role models for both boys and girls. Their presence contributes to a well-rounded education system that emphasizes emotional intelligence, social skills, and gender sensitivity. However, despite their importance, female educators often face challenges such as discrimination, limited leadership opportunities, and work-life balance struggles. This article explores the significance of female educators, their impact on students and society, the challenges they encounter, and recommendations to enhance their participation in education.*

Key Words: *Female educators, gender equality, inclusive education, student development, role models, teaching profession*

Аннотация: *Включение женщин-педагогов в образовательную систему является важным шагом на пути к достижению гендерного равенства, улучшению опыта обучения учащихся и содействию целостному развитию. Женщины-педагоги привносят разнообразные точки зрения, способствуют инклюзивным методам обучения и служат образцами для подражания как для мальчиков, так и для девочек. Их присутствие способствует всесторонней системе образования, которая подчеркивает эмоциональный интеллект, социальные навыки и гендерную чувствительность. Однако, несмотря на свою важность, женщины-педагоги часто сталкиваются с такими проблемами, как дискриминация, ограниченные возможности лидерства и трудности с балансом между работой и личной жизнью. В этой статье рассматривается значение женщин-педагогов, их влияние на учащихся и общество, проблемы, с*





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которыми они сталкиваются, и рекомендации по расширению их участия в образовании.

Ключевые слова: *Женщины-педагоги, гендерное равенство, инклюзивное образование, развитие учащихся, образцы для подражания, профессия учителя*

Annotatsiya: *Ta'lim tizimiga ayol o'qituvchilarning kiritilishi gender tengligiga erishish, o'quvchilarning bilim olish tajribasini yaxshilash va har tomonlama rivojlanishga ko'maklashish yo'lidagi hal qiluvchi qadamdir. Ayol o'qituvchilar turli nuqtai nazarlarni ochib beradi, inklyuziv o'qitish usullarini qo'llab-quvvatlaydi va o'g'il va qizlar uchun namuna bo'lib xizmat qiladi. Ularning mavjudligi hissiy aql, ijtimoiy ko'nikmalar va gender sezgirligini ta'kidlaydigan har tomonlama ta'lim tizimiga hissa qo'shadi. Biroq, ularning ahamiyatiga qaramay, ayol o'qituvchilar ko'pincha kamsitish, cheklangan etakchilik imkoniyatlari va ish va hayot muvozanati kabi muammolarga duch kelishadi. Ushbu maqolada ayol o'qituvchilarning ahamiyati, ularning talabalar va jamiyatga ta'siri, ular duch keladigan muammolar va ularning ta'limdagi ishtirokini kuchaytirish bo'yicha tavsiyalar o'rganiladi.*

Kalit so'zlar: *Ayol pedagoglar, gender tengligi, inklyuziv ta'lim, o'quvchilar rivojlanishi, namunalar, o'qituvchilik kasbi*

Integrating female educators into the education system plays a vital role in creating an inclusive and well-rounded learning environment. They serve as inspiring figures, particularly for young girls, motivating them to pursue academic and career ambitions. Their presence helps challenge traditional gender roles and fosters greater gender equality in education. Research indicates that female teachers positively impact student achievement, especially in subjects where girls have historically been underrepresented. Additionally, they bring diverse teaching strategies, effective classroom management, and strong mentorship skills. Their leadership in education also contributes to policies that promote inclusivity, diversity, and empowerment for both students and fellow educators.

Education is a powerful tool for social and economic development, and teachers are at the core of this process. A diverse and inclusive teaching workforce ensures that students receive a balanced education that meets their academic, social, and emotional needs. While both male and female educators contribute to education, female teachers play a unique and essential role in fostering gender equality, promoting diversity, and offering mentorship to students.

Historically, female educators have been underrepresented in leadership positions within the education system, even though they make up a significant portion of the teaching workforce. Many societies have yet to fully recognize the value of their





contributions and address the challenges that hinder their full participation. This article examines the various aspects of female educators' inclusion in the educational process and provides recommendations for strengthening their role.

The Role of Female Educators in Education.

Female educators contribute to the educational system in various ways, from serving as role models to creating a more gender-sensitive curriculum. Their impact can be observed in several key areas:

Female Educators as Role Models

Having female teachers in schools provides students with positive role models, particularly for young girls who may face societal barriers to education and career advancement. Female educators demonstrate that women can pursue careers in academics, leadership, and STEM fields, inspiring students to aim higher in their aspirations.

Additionally, male students benefit from exposure to female authority figures, which helps foster respect and appreciation for women in professional and leadership roles. This exposure can contribute to breaking traditional gender biases and promoting gender equality from an early age.

Promoting Gender-Sensitive Teaching and Learning

Female educators are more likely to be aware of gender biases in teaching materials and classroom interactions. Their presence ensures that educational content is inclusive and addresses the specific needs of both boys and girls. They also play a crucial role in encouraging girls to pursue subjects where they are traditionally underrepresented, such as science, technology, engineering, and mathematics (STEM).

Enhancing Emotional and Social Development

Studies suggest that female educators often bring strong emotional intelligence and empathy into their teaching, which helps create a more supportive learning environment. They tend to be more attentive to students' emotional and psychological well-being, promoting social skills, teamwork, and conflict resolution. This nurturing approach contributes to students' overall personal development, making them more confident and emotionally stable individuals.

Education is a fundamental right and a key factor in societal development. Teachers are at the heart of this process, shaping young minds and influencing future generations. While both male and female educators play essential roles, the inclusion of female teachers is particularly significant in ensuring gender equality, diversity, and holistic student development. Their presence enriches learning environments and helps address gender-related issues in education.





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Female educators serve as powerful role models for both girls and boys. For female students, they provide inspiration and proof that women can achieve academic and professional success. For male students, they help foster respect and appreciation for women in leadership and intellectual roles.

Promoting Gender Equality

The presence of female teachers helps challenge traditional gender stereotypes and promotes equal opportunities in education. They encourage girls to pursue subjects in science, technology, engineering, and mathematics (STEM), where female participation has historically been low.

Enhancing Emotional and Social Development

Women often bring unique emotional intelligence and nurturing qualities to the classroom. They tend to create inclusive and supportive environments, which can be particularly beneficial for students facing social or personal challenges.

Challenges Faced by Female Educators

Despite their crucial role, female educators often encounter various challenges, including:

“I was aware that only one of my science teachers and none of my math teachers were women (compared to only about 8 male teachers in the math department and about 12 in the science department). For my female friends, this was particularly dispiriting, and we sometimes talked about their sense of not belonging, which my male friends and I did not feel... I am sure that the lack of female physics teachers discouraged girls from taking this subject.”

– Thomas Godfrey-Faussett, Education Researcher at UNICEF Innocenti

Female representation also varies within countries, with more women in urban schools for unsurprising reasons

Even in countries with balanced numbers of female and male teachers, female teacher presence in districts and regions often differs. We find that in Zambia, Madagascar, Côte d'Ivoire, Botswana, Lesotho, Niger, Senegal, Equatorial Guinea and Angola, female teachers are unevenly distributed. Zooming in on Madagascar (Figure 2, right panel), a quarter of districts have schools with fewer than 41 per cent female teachers, with some as low as 23 per cent. Conversely, a quarter have more than 58 per cent and up to 89 per cent female teachers.

“We need to provide more opportunities to grow and have professional development and support. I really crave an opportunity where I can gain the skills to help the students, where I can develop professionally so that I can help students with psychosocial support and their trauma, where I know if I see a student behave in a particular way, then I am able to be alert, to know that this person will need help. I





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am working extra hours, but I don't feel valued because my extra needs are not being met.”

Support structures should be put in place to enable a focus on teacher wellbeing with guidance and counselling available to help teachers be responsive to the challenges they face and the responsibilities they take on for children's safety and wellbeing in crisis settings.

Study Background The current era is marked by development in all the different areas, and the role of education is to develop the cognitive and skilled fields to ensure coping with knowledge expansion, scientific development, and technical employment through multiple methods of teaching that instill everyday technology in students. Teaching aids represent range of devices, tools, and materials used by the teacher to improve teaching and learning process, and the learning techniques are a systematic process based on organized human interaction with diverse learning sources of educational materials and devices to achieve specific objectives. Technology is a quantum leap in teaching; it provided multiple methods of teaching and acquisition of skills among students.

Female education is a catch-all term for a complex set of issues and debates surrounding education (primary education, secondary education, tertiary education, and health education in particular) for girls and women. It is frequently called girls' education or women's education. It includes areas of gender equality and access to education. The education of women and girls is important for the alleviation of poverty. Broader related topics include single-sex education and religious education for women, in which education is divided along gender lines.

School-related

The location of the school has a direct impact on the type of education that women receive, the quality of education, and the time of education. Many parents are unwilling to let young children go to school far away from home, and the distance between the school and the home is very common in rural Africa. Insufficient infrastructure such as school teaching, health, and dormitory can also prevent women from entering school. At the same time, the curriculum and related teachers, syllabus, textbooks and teaching methods lack gender awareness, or exist gender bias, which has far more adverse effects for girls than boys. In many African countries, it is still to strengthen the society's perception of women's family life, and to hide the prejudice that women's intelligence is not as good as men's. In such a learning environment, women's learning attitudes are often negative, and they cannot fully exert their abilities. In the secondary and higher education stages, women are usually assigned to learn courses that are more feminine, such as home economics, craft





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classes or biology (biological is considered to be related to women's traditional occupations, such as nursing).

In addition, various forms of sexual violence and sexual harassment in schools, or concerns about sexual violence and sexual harassment, are silent barriers to girls' enrollment. These behaviors not only affect the school's academic performance, but also cause pregnancy, early marriage and so on. At the same time, in many countries, teenage pregnancy almost interrupted girls' school education.

Challenge

In recent decades, female education in Africa has made great (though uneven) progress. On the one hand, the level of development of women's education between countries and countries in this region is still significantly different due to differences in geographical location, social class, language and ethnicity. On the other hand, compared with the rest of the world, Africa, especially in Sub-Saharan Africa, still lags behind in the field of women's education. Educational interventions in conflict-affected regions must adopt a more holistic and culturally sensitive approach to reshape gender norms and foster sustainable peace-building efforts.

Compared with men, women in most African countries have been disadvantaged in education, and the higher the level of education, the more unfavorable the situation. One of the most important reasons for this "vertical separation" is that girls' academic performance is worse than that of boys, and the percentage of students who can graduate and pass the exam is low. At the same time, in the diversion of secondary education and higher education, there is also a "level separation" of gender, which means that boys and girls are concentrated in certain classes and majors, so that these courses become male-dominated subjects or female-dominated subjects. For example, in the fields of education, humanities, and art, the proportion of girls generally far exceeds that of boys. Science, engineering, and architecture are dominated by boys.

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