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Society and woman-leader

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ABSTRACT: The article highlights the features of the modern period, their impact on the world of women, in particular, trends in women's views on economic employment, family and career, as well as obstacles on the way of women to economic independence. The authors compare the desire for career growth with a change in the appearance of a woman, analyze, on the basis of Western studies, such stereotypes as the loss of “femininity” and the acquisition of “masculinity” that take place in women's career aspirations, the relationship between gender-specific behavior of an individual and the appearance of the effect of sympathy, and also, the authors provide data that show how the desire of women to achieve a career affects the statistics on the number of marriages and divorces.

KEYWORDS: gender, women, economic employment, career, family, divorce, marriages.

I. INTRODUCTION

Interest in gender issues, in particular research in the field of achieving equal participation of women in the economy, business management, political and public life, preserving the institution of the family while implementing ambitious career advancements, has long remained an essential direction of Western science.

Gender studies acquired relevance in the regions of Central Asia with the beginning of the implementation of economic and democratic transformations here.

The importance of preserving the institution of the family, despite, or perhaps in spite of, the shaking of its foundations by economic transformations in society, is recognized in Uzbekistan at the highest level. So, as one of the urgent tasks of the modern period, requiring specific proposals for a practical solution, the President of the Republic of Uzbekistan Sh.M.Mirziyoyev, speaking at an expanded meeting of the Cabinet of Ministers, defined that “strengthening the foundations of the family sacred for all of us, creating a calm, a friendly and favorable atmosphere, filling the spiritual and educational work with concrete content”. In solving the set task, the President assigns a significant role to the Women’s Committee [1].

The position of the modern woman, her views on economic employment, career and family have become the subject of special research carried out both within the framework of individual disciplines and at the intersection of different sciences. The attention of scientists to this topic is explained by the scale of the significance of the events taking place in society in recent decades, during which global changes in the economy and public consciousness are taking place. In modern society, the following trends are observed.

On the one hand, the activation of women in economic employment, as well as in the processes of democratization, is indicated, which influenced the exit of these processes beyond the framework of social and political institutions and their spread to the sphere of personal, family relations, often generates an imbalance within the family, destroying it.

It is no secret that under the current conditions the majority of women are forced to activate their positions in the sectors of the economy in order to make a significant contribution to the family budget. Often, it is they, women, who provide the necessary wealth to the family, taking on previously unaccustomed responsibilities. In such a situation, a natural rearrangement of role functions occurs in the family. A woman, refusing to play the glorified role of “homemaker”, is forced to shoulder the duties of the family’s breadwinner, which were once considered masculine. As a result, the family “climate” deteriorates, sometimes leading to the destruction of the family.

On the other hand, along with the pronounced dynamics in society, there is also a reverse process, that is a kind of nostalgia for “traditional”, “national” values, accompanying attempts to form family foundations in accordance with eastern priorities. Despite any material problems, the man wants to retain the dominant role of the father of the family, giving the woman the opportunity to take care of the house, children and elderly family members, thereby putting her



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in a financially subordinate position. As a result, economic dependence leads to her exclusion from an equal position in the family, and as a consequence in society, giving rise to dissatisfaction with the situation itself and her position.

The visible and invisible struggle between secularism and traditionalism presents women with a choice.

There are other options, as it was, the golden mean. For example, a man's violent desire to restrict a woman to a range of family responsibilities by allowing her to have partial economic employment with appropriate wages. Part-time work as a compromise solution between modern trends - secularism and traditionalism, for obvious reasons, will undoubtedly force a woman to gradually move away from the constant desire to work on her qualifications, from participating in a tough competition for a full-fledged job and, as a consequence, from career claims.

The already saturated labor market will only benefit from such a situation. At the same time, as a positive consequence, the preservation of the institution of the family will be achieved. This could be seen as a positive moment, because the woman will devote the freed time to the fulfillment of her primordial duties that is take care children and doing household chores, if not for statistics.

Of course, this is an option, in the event of a divorce or the death of her husband, as payment for compliance; it will not allow a woman to provide herself and her children without a breadwinner with a decent standard of living. In addition, statistics can be interpreted as unwillingness, including of a certain category of the female population, not indicated above, to enter into marriage.

II. REVIEW OF THE LITERATURE

According to published data, in the past 10 years in Uzbekistan, the growth rate of the number of divorces significantly exceeds the growth rate of the number of registered marriages. So, if from 2010 to 2019 the number of marriages increased by 6.4%, then the number of divorces increased by 76.4% [2]. This means that the likelihood of such a turn of events in the life of the average woman is quite real.

In connection with this, the country's leadership is especially concerned about the increasing number of cases of family breakdown. Family divorces were noted by the President of the country as one of the bitter and painful issues that are not typical of our people, along with an increase in the number of crimes among women and their falling under the influence of various religious extremist movements and terrorist organizations [1].

The outlined changes in society confirm the threat hanging over the "holy of holies" of our society - the family. And this problem, most often, is solved at the expense of women. Divorced women, like single women, that is, unmarried or single mothers, have long caused disapproval in society, dropping a woman's self-esteem in the opinion of relatives, colleagues and friends, excluding a woman from the circle of successful people.

In this regard, we would like to refer to the term "marginality" (German: Marginalität), which first appeared in the research of scientists from industrialized countries. In a general sense, the term describes the creation of a situation of exclusion of a certain group of the population from economic, political and social life, that is, the forced existence of this group within a certain social class or stratum of society.¹ [3]. This group of women sees a way out of this situation in professional self-realization. The activation of a life position is sometimes a desire to withstand the current situation by creating a career, to prove to oneself and other people the individual importance of oneself, to educate children, to achieve that to live no worse than others..

Of course, there are a lot of ambitious women who, regardless of their marital status, strive for career growth, the realization of their abilities, and professional achievements.

How thorny are the careers of these two groups of women? Will they also face "marginality"? If so, where and how? Historical-cultural, political-economic and socio-psychological aspects are widely discussed in Western science as the reasons for the marginality of women in professional careers. [4].

Stereotypes play an important role in the formation of women's marginality when trying to compete with men in career growth. It just so happened that "the typical idea of a successful leader is more associated with a male than with a female gender stereotype" [5]. The popular science literature describes the differences between female and male leadership styles. For example, M.Loden [6] characterizes the male leadership style based on interviews with male leaders as competitive, hierarchically organized, and impatient of objections, devoid of emotions, aimed at analyzing the problem.

The female leadership style is characterized, on the contrary, by a less hierarchical organization of management, softness, an orientation towards collegiality in solving problems [7].

However, regardless of the gender of the leader, according to M.Loden's research, the male model of leadership still dominates in the professional world [7].

¹<http://www.spektrum.de/lexikon/geographie/marginalitaet/4927>



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Exploring the problem deeper, M.Loden establishes that, despite the fixed dominants, gender-stereotypical external signs of the individual cause greater approval from others than gender-opposite ones. That is, with a purely visual perception of a candidate for a leading position, when meeting “face to face”, preference is subconsciously given to handsome men and pretty women than vice versa [7]. Explaining our subconscious preferences of men or women for the position of a leader, M.Loden notes that the image of a leader is considered in conjunction with the usual gender-stereotypical external features of the individual [7]. Thus, the overall positive stereotype of the individual's perception is associated with the attractiveness of the figure and face. The direct impact of gender-stereotyped appearance, that is, male and female physical (bodily) characteristics on the social perception of a candidate for a leading position was confirmed in the work of S.Spreemann [4].

Research by, A.H.Eagly and others [7] also showed that the external gender stereotypical attractiveness of an individual increases the rating of the candidate for the role of a leader, on the contrary, his or her less attractiveness or lack of it at all lowers his or her career chances [9].

Thus, scientists have found that masculine men and feminine women are more approved by society when nominating a leadership position than masculine women and feminine men [8]. Moreover, it was found that women with pronounced male external features are recognized as leaders more than men with a typically female appearance [8]. This allows us to conclude that the perception of the leader by the society occurs depending on the biological sex, and this perception is based on the “subtle”, not “subservient” to the individual (society) when evaluating the candidate matter [8].

Delving deeper into the problem of gender stereotypical preferences, L.A.Jackson and T.F.Cash [8] established the relationship between the gender-specific behavior of an individual and the appearance of the effect of sympathy.

Their research has shown that men and women who behave inappropriately to the typical role behavior of their gender are less accepted than individuals with gender stereotyped or mixed behavior.

On the basis of these studies, the popular scientific literature presents recommendations to women that in their career aspirations they should not exaggerate their femininity, however, and “not hide it”.

III. PROPOSED METHODOLOGY

The authors used such methods of empirical research as observation and comparison, as well as methods of theoretical research: analysis and synthesis, induction and deduction.

IV. CONCLUSIONS

Thus, we considered that the marginality that accompanies women in their life path can be circumvented, and this is confirmed by the studies of foreign scientists. To achieve professional and career growth, regardless of whether this desire is caused by the manifestation of an active life position, the presence of ambitious inclinations or is a forced measure of participation in the labor market, in the event of a loss of a breadwinner or divorce from him, it is necessary to have a number of masculine qualities, namely firmness spirit, purposefulness, ability to make decisions, and at the same time preserve the natural external femininity, gentleness, courtesy that characterize her gender.

Without a doubt, the external environment, like the type of employment, makes adjustments to the appearance, behavior and way of thinking of a woman. How can a woman preserve her gender characteristics in the tense conditions of increasing competition, unemployment and instability characteristic of a market economy? The only way is to create and maintain a happy family in which a woman loves and is loved!

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