

GENDER INEQUALITIES IN CAREERS

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Last century became the turning point of gender stereotypes issues. However, gender stereotypes have not changed much since those days because of the unbalanced development in different aspects of society. Gender discords rise up some serious problems that still have no answers. Only a small percentage of women take the lead. In some places there is still unequal treatment of women and men. Women still face a greater risk of poverty than men, especially lone parents. Women are still under-represented in leadership and decision-making positions in government, legislative bodies and managerial positions. The higher the position the more they are underrepresented.

Crisis of the traditional gender relations appeared when the integration of women in social activities faced the resistance of the mass in mitigating gender stereotypes. The major changes in the society show that there is no need in restriction to private sphere of women. Gender stereotypes became the tradition and part of the culture and it will be a tough task for society to change that tradition. Modern man cannot explain his essence of gender role. In spite of the fact that a person can make his or her own choice, the society is not always ready to see a business lady or a house husband.

Entering into an executive position women has to encounter with many difficulties adapting to the “male” environment. At the same time nowadays the economy is unthinkable without women’s potential. International and Russian management need to create a gender-balanced structures. The involvement in management should be based on equality, professional qualifications and abilities but not gender rights.

The model of US higher education often works against the inclusion of women. “A female model of science, balancing work and family life, has been invented but it is a subsidiary and undervalued format that need to be brought to the forefront and institutionalized” .[1]

The model of Russian higher education has also many issues connected with inequalities. At the beginning of XXI century Russian women have free access to higher education. People graduate from Universities when they are 21-23 years old. If a woman decides to start the academic career, she can stay working in her University or chose a different one. Two or three years later women start PhD research. If the same time they get married and have the first child, that PhD research usually stays behind and rarely received. While if the PhD research is started when a woman is at the age of 30-32, the academic career continues successfully. Some women have achieved the top of the profession as heads of the departments or deans of the faculties. The baby care time is longer in Russia than in the US. Women usually prefer to stay with the baby for a year and half. Although sometimes, because of the lack of kindergartens, women have to stay with the child until he (she) is three years old. Three years is a long time for a professor to stay out of work. Therefore, it's harder for women to find a job when they are 25 years old and with married status and have no children. Most employers think that those women are planning to have the first baby the following couple of years and they will definitely leave their position in order to take care of a baby. “Discrimination against women in science has many faces, it can manifest itself in different stages of scientific career woman: when applying for a job at the Institute, a graduate student at evaluation of their creative contributions to science, the formation of the collective scientific collaborators publications etc.” [2]

Some employers are convinced the burden of family duties reduces the value of women and prefer to hire men who are ready for overtime work. Sometimes women have their own stereotype complexes like self-discrimination. Those women refrain from applying for high-paid positions or professions. Half of women believe that they don not have enough qualities valued in the economic situation.

There is one more thing that should be said. Many young scientists-men have the tendency to immigrate to Europe or the USA. The women remain their position. The level of professional and territorial mobility of women is very low.

Significant results in gender inequality can be achieved under the condition of public awareness as a whole and each individual, that the intellectual and professional development of the individual and the state is independent of sex, age or color.

References

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