

Moterys, darbas, šeima. Lyčių vaidmenys užimtumo sferoje: sociokultūrinis aspektas (Women, work, family. Gender roles in the occupational field: sociocultural aspect).- Vilnius university Gender studies center, V. - 2008, 231 p..ISBN 978-9955-33-262-6 - 231 p.

The purpose of this study is to examine and to describe opportunities to harmonize family and work obligations in Lithuanian society. Authors and originators of the collection paid a lot of attention not only to sociological analysis of the problem in question but also to its historical retrospective. This methodological attitude has determined the interdisciplinary character of the work and the grouping of authors. Thanks to these authors, a reader will have an opportunity to get exhaustive information on positions of men and women in the area of employment and to look at the established situations from perspective of art critic, cultural scientist, historian and communication specialist. In turn it provides an opportunity for an academic debate on such popularly interesting issues as women employment and adjustment of family and work obligations in countries of Northern and Western Europe, the soviet model of gender equality/inequality and its influence on the present gender culture in Lithuania, the normative models of manliness and womanliness and their historical development, negative stereotypes on female role in employment area and their prevention.

In the collection, a significant place is dedicated to the following question:

what type of gender equality model was instilled/created in the soviet state and, consequently, in Lithuania? Answers to this question are intriguing and still posing new academic challenges. The soviet idea of gender equality was formulated during the first years of soviet regime and substantially did not change during entire period of its existence. According to theoreticians of the Bolshevik party, oppression of women had roots in family life, and women could only be liberated by elimination of omnipotent power of man/father and by financial independence of women. Therefore right after the socialist revolution of 1917, the soviet regime named men and women as equal on all levels of life and adopted laws declaring rights of both genders. First of all, on 19 December 1917, divorce procedure was legitimized, a bit later women were granted with certain guarantees concerning health care and maternity leave. With adoption of such legislation it was hoped to accelerate inclusion of women into paid labour market, by granting women with economic independence and publicly declared emancipation. It must be emphasized that the gender equality policy as implemented in Russia was openly and radically antifeminist, since Marxist-Bolshevik ideology explained oppression of women not by patriarchal behaviour of men but by economic principles of capitalist society. In 1940 the soviet gender-equality policy was blindly transferred to Lithuania and implemented while instilling other soviet laws and regulations. On the other hand, some authors of this study believe that during entire period of the soviet rule, Lithuania to a large extent preserved its pre-war system of gender relations, which provided a significant counterweight to the soviet model of gender equality.

Articles of the study revealed the groups reflecting discrimination of women in the area of employment: these include the women themselves, young people up to 29 years old, and people with university education. These groups more often claim they have encountered gender discrimination at work, they also believe that women are discriminated in business. At the same time these groups are less favourable to various stereotyped images of role of women in family and at work. A few prevailing stereotypes can be distinguished: stereotypes related to features attributed to a social gender; stereotypes related to professions attributed to gender; stereotypes related to gender role in family. Stereotypes related to womanlike features (thoroughness, civility, obedience), unlike those related to manly features (rationality, pro-activeness, leader's competence), are supported by majority of inhabitants, which reveals a larger level of stereotyping of female characteristics. Greatest support is received by stereotypes related to gender roles in family life: most respondents agree that for a family it is better when money is earned by a man, and a woman takes care of home and children; that mothers should give priority to children and family and not to job. Though men are more likely to support these stereotypes, women are not much behind, thus themselves contributing to support of stereotypes that encumber their situation.