

its authority, personified in an elderly woman leader with her control and supervision. Only widows with their small children were quit independent to travel in search for employment, whereas young married women usually went with their husbands. And parents took decision for their daughters and sent them as wage labourers to other households or landowners' enterprises.

Performed tasks in agricultural labour were also influenced by the ideas of masculinity and femininity. Strength and endurance were considered the man's work qualities. And women's work was associated with nervousness and excitement, speed, dexterity and agility in movements. Consequently employers, peasants and even researchers of the late 19th – early 20th centuries believed that woman workforce was more productive in the reaping and making sheaves, or it was appropriate to rake up hay, to weed and dig the beets.

The traditional ideas of the Ukrainians about social roles in domestic, communal and labour relations influenced the spheres of employment for women in domestic and agricultural labour, limited their opportunities to find appropriate and well paid job. These ideas in customary-law relations of hiring agricultural workers consolidated the unequal status of women and children as deficient labourers comparatively to men. Gender stereotypes also had a great impact on the terms of labour and the amount of wages, measures of rights and obligations for women employees.

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GENDER ASPECTS OF HUMAN BEHAVIOUR IN CONFLICT SITUATIONS

Conflict relations affect each personality. As a rule, he/she in conflict relations feels discomfort and a long conflict leads to the complications both in internal world and external relations. The most harmful are conflicts in professional sphere and in the family life. For the effective solution of conflict situation it is necessary to take into account gender aspect. It directly influences on the strategy of human behaviour in the conflict, and his/her choice of the ways for outgoing of the tension between the sides.

Conflict contradictions appear mostly because of the conflict between traditional and contemporary roles of the representatives of different sexes.

Gender stereotypes in the professional sphere dictate certain models of behaviour. They had been formed for centuries. The essence of them is demonstration of power and independence in male behaviour, and dependence, mildness, and weakness for the female one.

It would be interesting to investigate the influence of personal male and female qualities on the professional activity and the carrier.

In contemporary society there is a subdivision of professions on male and female ones. Women choose male professions unwillingly, and prefer the work mostly in non-industrial sphere. They get lower salary for that, and this

kind of jobs do not have high prestige in society. The majority of women feel their-self better in “female professions”, because the are more casual for them on the everyday level.

Lower level of female employment in “male professions” caused by discrimination of women in compare to men. Usually women do not want to work in male collectives, because of hostile attitude to them their male colleagues. Employees are sure that women like a workers are less valuable than men. We have to underline, that there is a definite level of discrimination of men, who had chosen so called “female professions”.

Their professional activity male and female accepted in different ways. They try to satisfy through the profession different needs. The majority of women work mostly for money, lesser part would like to be in the collective, and just the smallest part are really interested in profession. For men it is important the fulfill socially important work, its variety, creative character and results of their activity. At this basis we can make the conclusion that the work for males has higher importance than for females.

Women make their professional carrier later, and they mostly do it in “horizontal” variant, but men risk more often and change their sphere of activity, making “vertical” variant of the carrier.

As a rule men achieve the status of maturity by 30-years, but women can be freshers up to the middle age.

There is one interesting point in female behaviour. They sometimes afraid of success. They think that they will lose femininity in the case of successful carrier, and loose the important relations with their social surrounding. The second point is the feeling of guilty towards the family and husband, because of that in subconscious level women refused from the professional carrier. From their point of view the success in family life and in professional sphere is difficult to combine.

Men also can afraid of success. It could happen if they do not want to cause the envy of their colleagues, and to break friendly relations with them.

In spite of that men are striving to self-realization more often than women. There is one moment, which affects in negative way the professional growth of women. Pregnancy and taking care of sick children can interrupt this process. It is a fact that among women-leaders there is a big per cent of single and childless ladies, in opposition, among male-chefs there is higher per cent of married ones with children.

In conclusion, we have to underline that representatives of both sexes have their own approaches to the solution of professional conflicts and in realization of own carrier ambitions.