



INFLUENCE OF GENDER STEREOTYPES ON LABOR MOBILITY AND WAGES

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ABSTRACT

Objective: This study investigates the influence of gender stereotypes on labor mobility and wages, analyzing how these stereotypes affect men and women in the labor market. The main objective is to determine the extent to which gender thinking and stereotypes influence labor mobility and wage disparities.

Methods: The research was conducted in two stages at the Bishkek International Medical Institute in 2023. In the first stage, a questionnaire survey with 122 respondents was used to collect initial sociological data. The second stage involved in-depth interviews with 10 selected individuals, allowing for a more detailed qualitative analysis.

Results: The results show that gender stereotypes are present in the workplace, but not frequently enough to demand significant attention. However, the research confirmed that these stereotypes negatively affect labor mobility and wages, with prevailing perceptions that men are more suited for leadership positions.

Conclusions: The hypothesis that gender stereotypes negatively affect mobility and wages was confirmed. The study recommends adopting policies to minimize the negative effects of gender stereotypes, promoting greater equality of opportunities in the labor market.

Keywords: Gender inequality. Employment. Gender imbalance. Career growth.



INFLUÊNCIA DOS ESTEREÓTIPOS DE GÊNERO NA MOBILIDADE DA MÃO DE OBRA E NOS SALÁRIOS

RESUMO

Objetivo: Este estudo investiga a influência dos estereótipos de gênero na mobilidade da mão de obra e nos salários, analisando como esses estereótipos afetam homens e mulheres no mercado de trabalho. O objetivo principal é determinar até que ponto o pensamento e os estereótipos de gênero influenciam a mobilidade no trabalho e as diferenças salariais.

Métodos: A pesquisa foi realizada em duas etapas no Instituto Médico Internacional de Bishkek em 2023. Na primeira etapa, uma pesquisa por questionário com 122 entrevistados foi utilizada para coletar dados sociológicos iniciais. A segunda etapa envolveu entrevistas em profundidade com 10 pessoas selecionadas, permitindo uma análise qualitativa mais detalhada.

Resultados: Os resultados mostram que os estereótipos de gênero estão presentes no local de trabalho, mas não com tanta frequência a ponto de exigir atenção significativa. No entanto, a pesquisa confirmou que esses estereótipos afetam negativamente a mobilidade laboral e os salários, com percepções predominantes de que homens são mais adequados para posições de liderança.

Conclusões: A hipótese de que os estereótipos de gênero afetam negativamente a mobilidade e os salários foi confirmada. A pesquisa recomenda a adoção de políticas que minimizem os efeitos negativos dos estereótipos de gênero, promovendo maior igualdade de oportunidades no mercado de trabalho.

Palavras-chave: Desigualdade de gênero. Emprego. Desequilíbrio de gênero. Crescimento na carreira.

1 INTRODUCTION

The transformation of society, which proceeded over many decades, has fundamentally changed the habitual system of social relations and intensified the differentiation of the working population by gender (Babaeva, 2020; Goncharova, 2021).

Gender stereotypes in employment, as practice shows, limit the employee's opportunities, affecting their motivation, career development, and, consequently, their financial situation (Bobyleva, 2016).

Currently, a topical line of research is examining the relationship between gender equality and socio-economic development, as it can have a significant impact on its efficiency (Voronina, 2022; Zaliubovskaia, 2019). One of the most discussed topics concerns differences in wages and mobility in the labor market related to gender factors



(Zdravomyslova, 2021).

The perceptions and behaviors of men and women in the workplace have gone through changes. In contrast to the time when women were primarily responsible for domestic duties while men provided for their families, today women have alternative roles beyond the household (Sillaste, 2021). Women strive for education and prestigious jobs and careers (Zdravomyslova & Kagai, 2021). Regrettably, however, gender stereotypes persist even today. Moreover, gender stereotypes influence men's and women's wages and labor mobility (Isakova, 2007).

Many problems in the socio-economic and psychological sphere arise due to people's prejudice towards each other, which is grounded in stereotypes. In this connection, the results of our research are of practical importance for the development of socio-economic policy measures.

The purpose of the present study is to examine gender stereotypes in relation to the level of wages and labor mobility. The research goal is to determine the degree of influence of gender thinking and gender stereotypes on labor mobility and wages in men and women.

2 METHODS

The study was conducted through 2023 at Bishkek International Medical Institute (Kyrgyz Republic).

The research was divided into two stages. At the first stage, as part of obtaining primary sociological data, a questionnaire survey was conducted. The sample size amounted to 122 respondents. Sampling was performed by the snowball method, which consists in distributing the survey questionnaire among relatives, acquaintances, and friends.

The sociological research included the development of a program, which covered questions related to the influence of gender stereotypes and the characteristics of the respondent.

The second stage involved in-depth interviews. The interviewees for the qualitative study were selected using the filtering survey method. The sample size in the in-depth interviews was 10 people.

A guide developed for the in-depth interviews consisted of four blocks of questions regarding gender problems faced by men and women in the sphere of labor.

The theoretical foundation for the study consisted of statistical data, scientific sources in the form of monographs, articles, and scientific reports, as well as the results of previous



sociological studies and legislative acts (Ilin et al. 2019; Kargin & Laamarti, 2018; Zelenkov et al. 2021).

3 RESULTS AND DISCUSSION

The sociological portrait of an employee is closely connected with such factors as the level of education, social status, and individual characteristics of socialization.

In studying the sociological portrait of respondents, the female gender was found to be predominant (Figure 1).

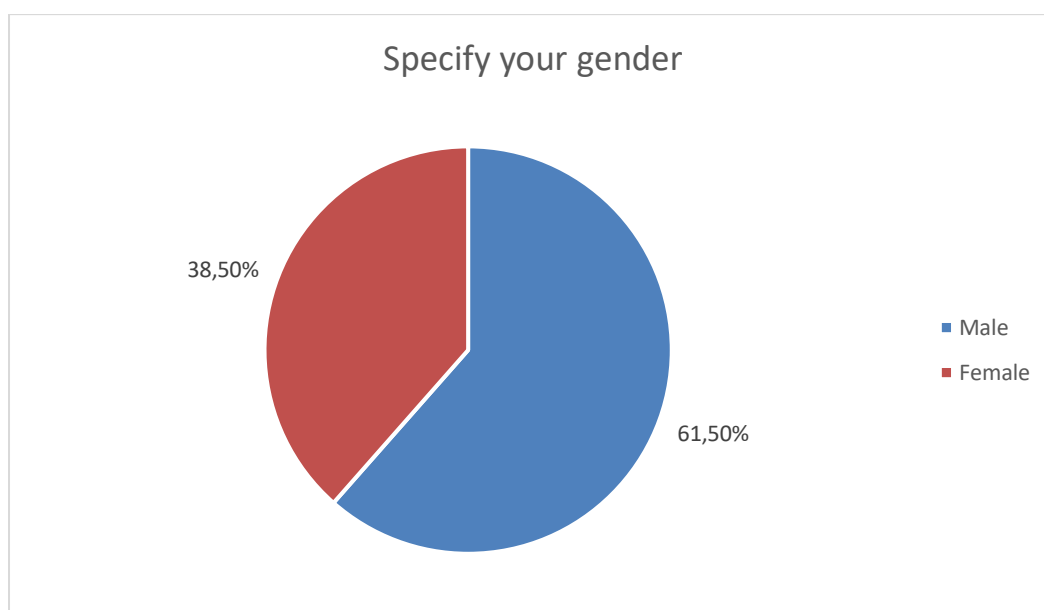


Figure 1. Distribution of respondents by gender

The foundation of the social portrait is the respondent's age. Respondents were asked to specify their age. Analyzing the obtained data, we find that most of the respondents were young people aged between 18 and 21 (34.4%) and 22 and 25 (39.3%) (Figure 2).

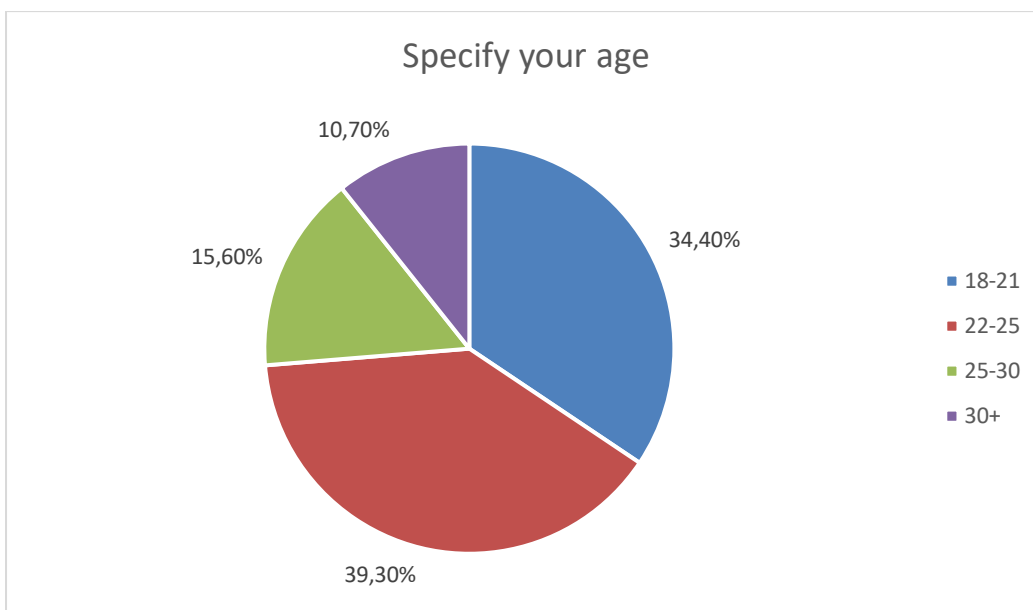


Figure 2. Distribution of respondents by age

An important characteristic in studying the social profile of respondents is the level of education obtained. Figure 3 summarizes the respondents' answers about their level of education.

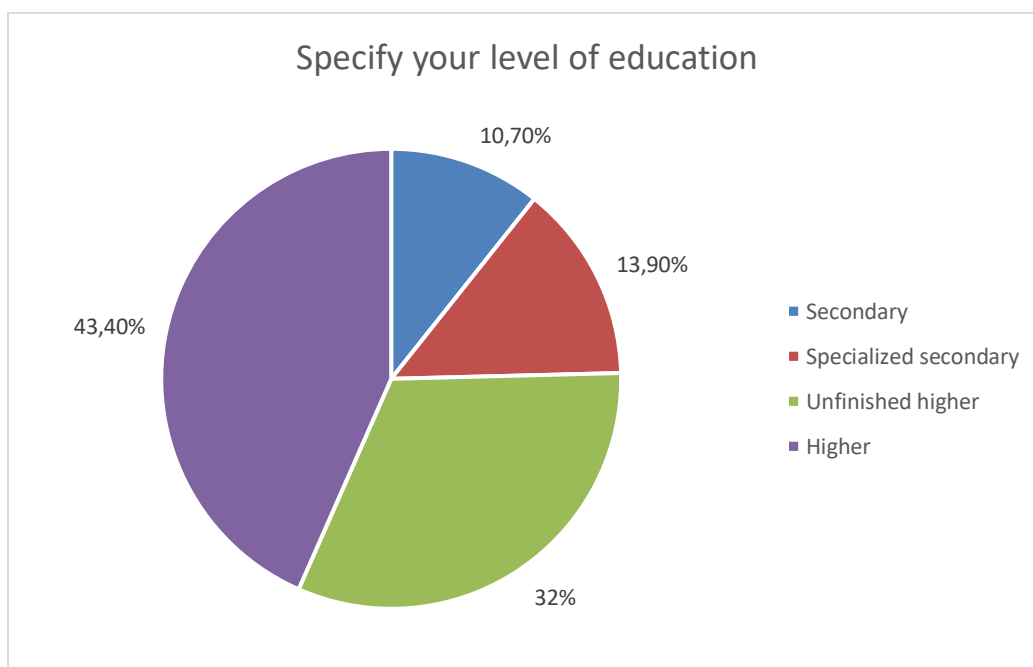


Figure 3. Distribution of respondents by the level of education

Of interest is also information on the field of study in which the respondents received or continue to receive their education (Figure 4).

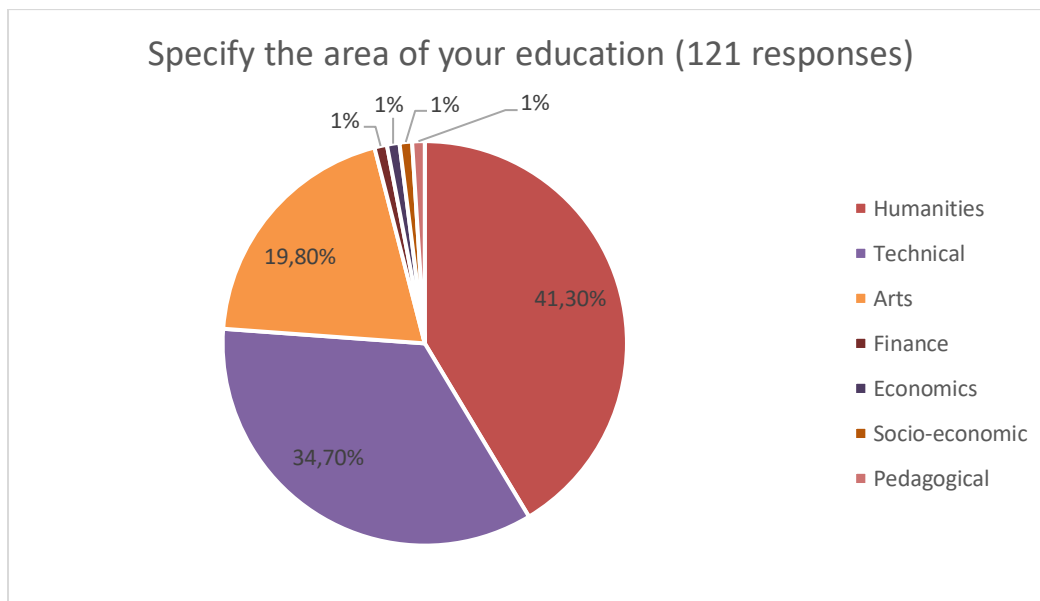


Figure 4. Distribution of respondents by the area of training.

To investigate the problem of the impact of gender stereotypes, a sociological survey was conducted with respondents with working experience. This method provided for more precise research findings. The survey contained a special block of questions addressed specifically to working respondents. Despite random sampling, most participants in the study were currently employed (48.4%). In addition, some respondents were working and obtaining education simultaneously (29.5%). The described distribution is illustrated in Figure 5.

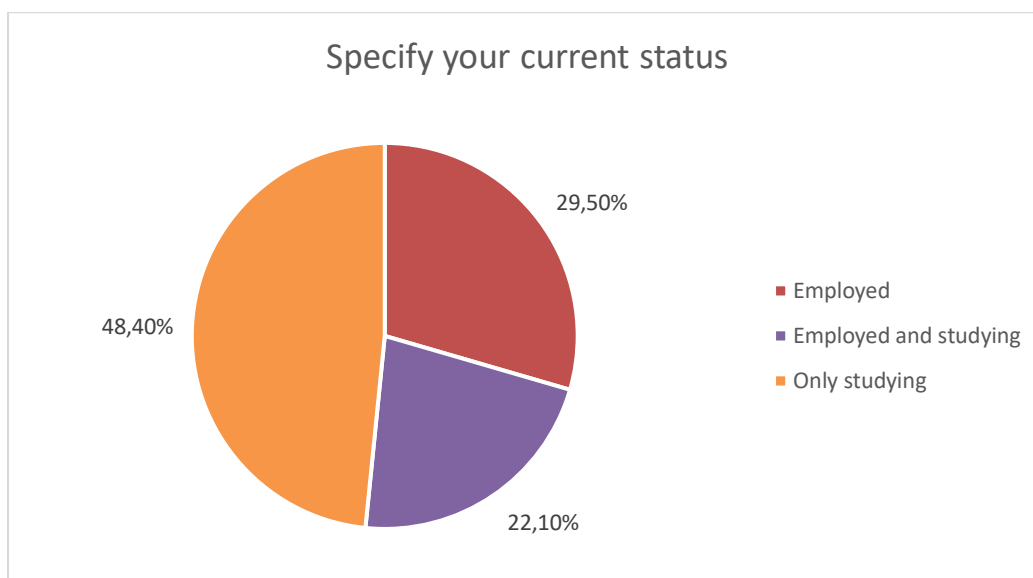


Figure 5. Distribution of respondents by status

The purpose of the next question was to identify how informed our potential respondents

were about gender and gender stereotypes (Figure 6).

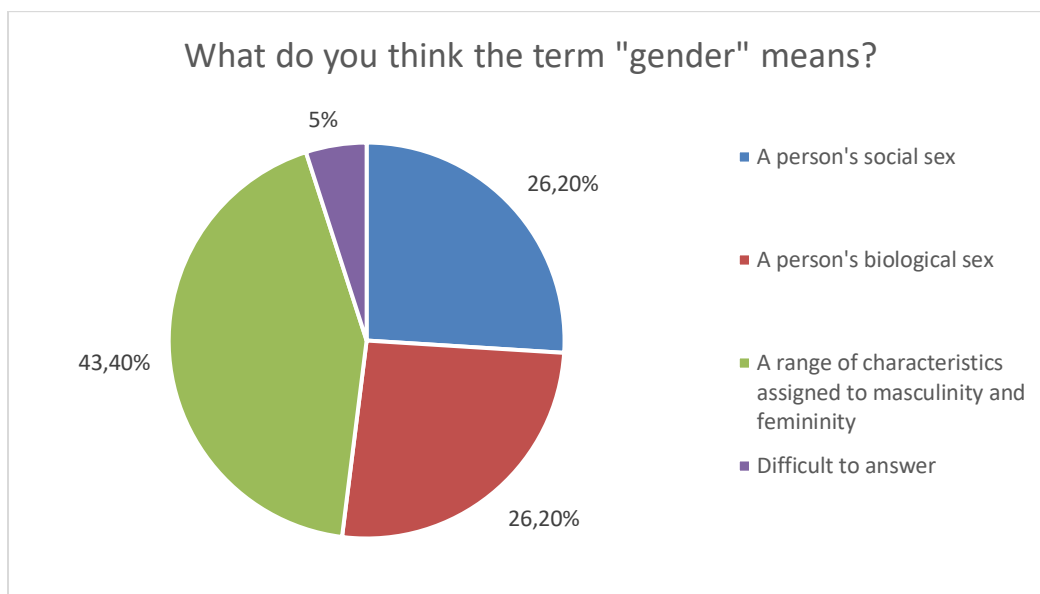


Figure 6. Distribution of answers on the concept of gender

The results of the further survey indicate that the interviewed respondents are familiar with the terminology and understand the essence of the question, which contributes to the accuracy and specificity of responses, affecting the efficiency of further sociological study. Nevertheless, a small part of the respondents understood gender as the person's biological sex, which is a gross mistake.

The next question posed to the respondents was whether they knew what gender stereotypes were (Figure 7).

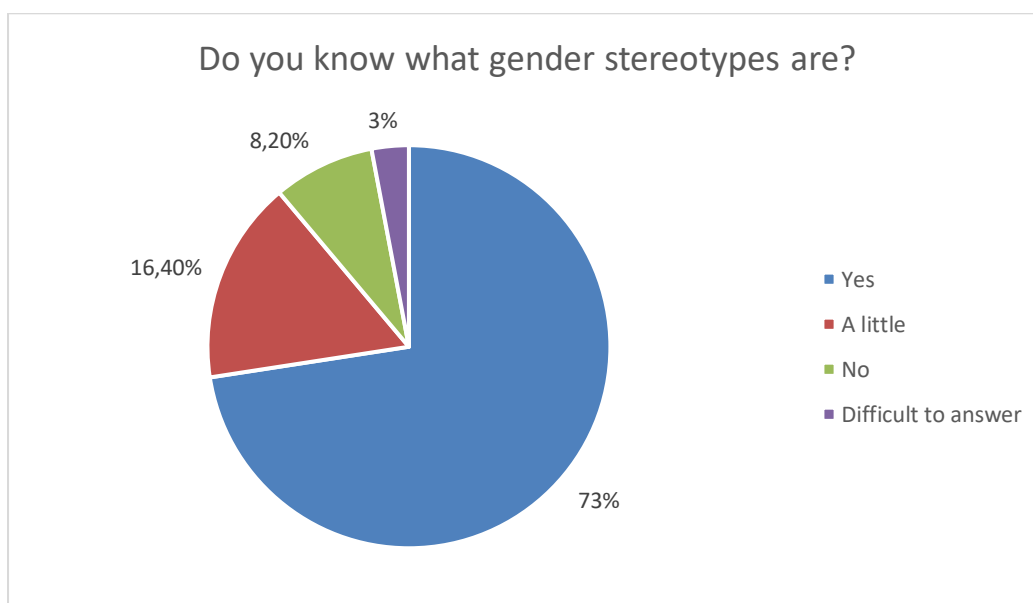


Figure 7. Question "Do you know what gender stereotypes are?"

To determine the relevance of the problem of gender stereotypes affecting the sphere of labor and to analyze the attitude of people to this problem, the respondents were asked the question "Have you ever noticed gender stereotypes in the sphere of labor?" The distribution of answers is shown in Figure 8.

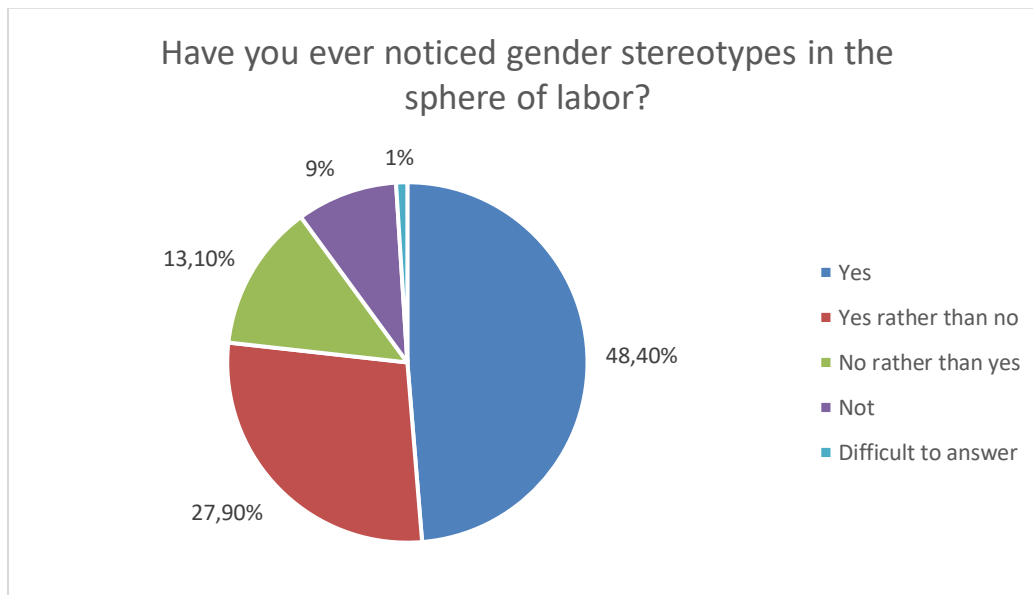


Figure 8. Question "Have you ever noticed gender stereotypes in the sphere of labor?"

To find out whether stereotypical thinking was inherent in the respondents personally, a question was asked to reveal their attitudes towards both male and female managers in their place of work.

The obtained results are given in Figure 9.

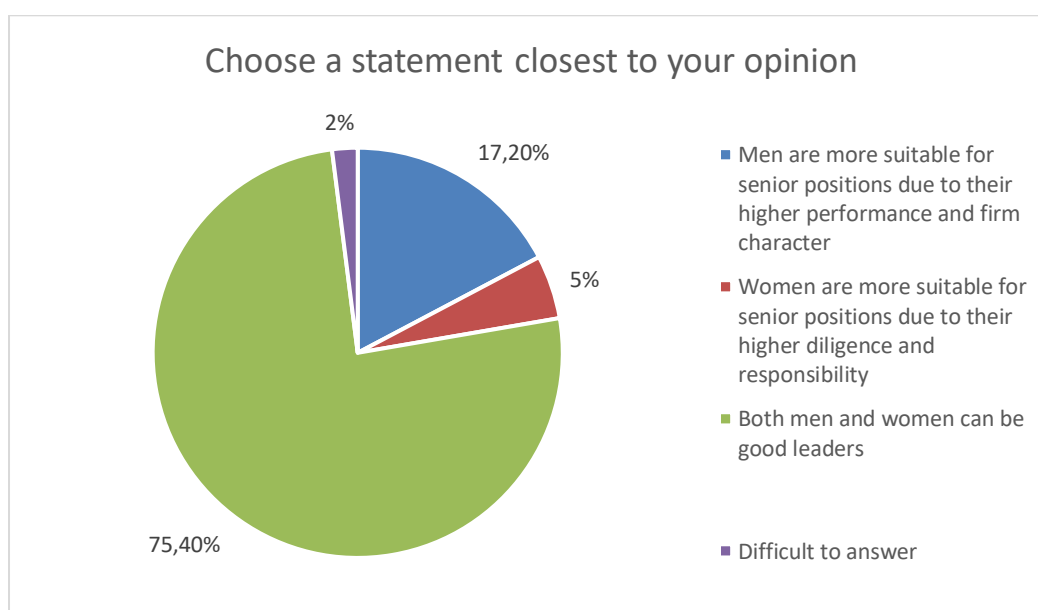


Figure 9. Question "Choose a statement closest to your opinion"

To determine the extent to which the respondents have developed stereotypical thinking and to analyze the answers received, we asked a provocative question that put the respondents in the role of a manager and let them decide to dismiss either a male or a female employee with the same specialty and qualifications. Most respondents, 74.6%, found the question difficult to answer. This is a very strong argument in favor of fair treatment of employees. Ready to fire the male worker are 12.3% of the respondents, while the female worker is chosen by 13.1%. The data on respondents' answers are presented in Figure 10.

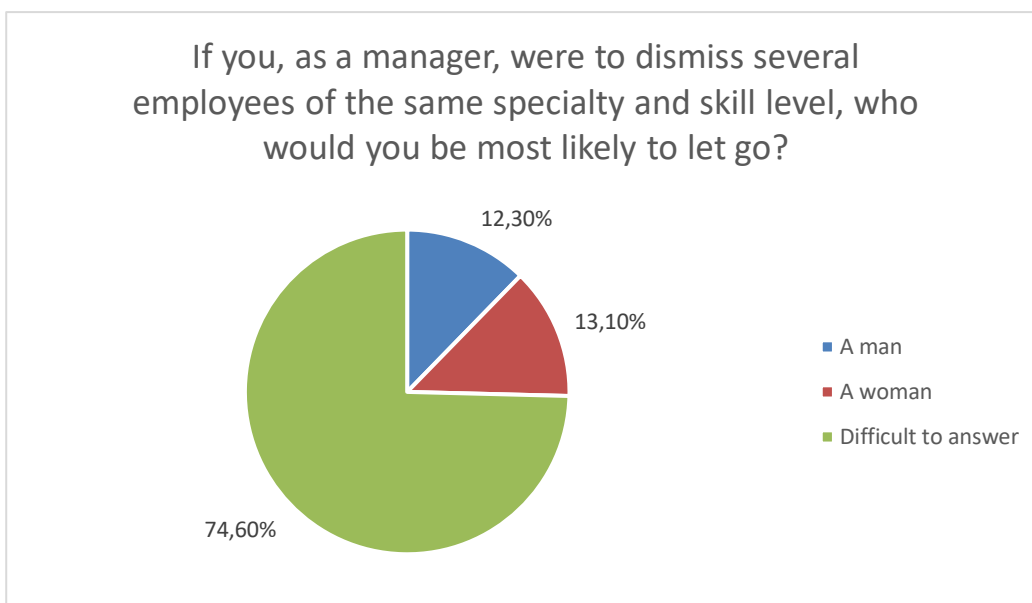


Figure 10. Question "If you, as a manager, were to dismiss several employees of the same specialty and skill level, who would you be most likely to let go?"

It is often believed that employers are reluctant to hire young unmarried women because there is a risk that they will get married, get pregnant, and go on maternity leave for a prolonged time. Therefore, the next question aims to identify to what extent our respondents are influenced by gender stereotypes. The question posed was "Would you hire a young woman in a relationship?". The obtained data are summarized in Figure 11.

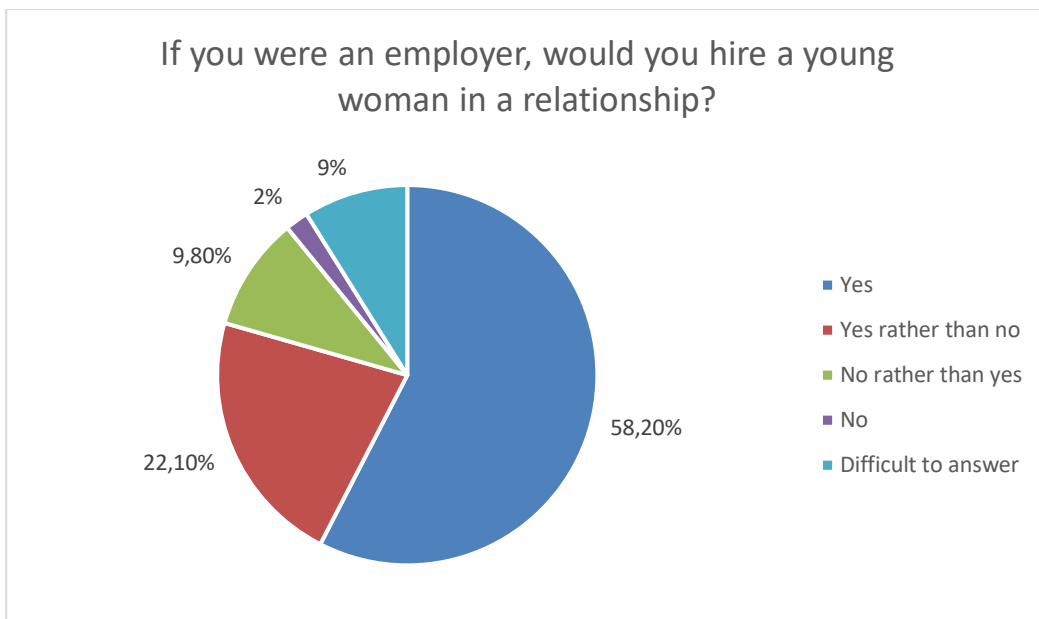


Figure 11. Question "If you were an employer, would you hire a young woman in a relationship?"

Analysis of respondents' answers confirms the view that gender stereotypes, despite existing in our society as a phenomenon, do not have a strong influence on interviewees' mindsets.

Furthermore, the respondents were asked a question concerning gender segregation in the workplace to determine which gender prevails in numbers (Figure 12).

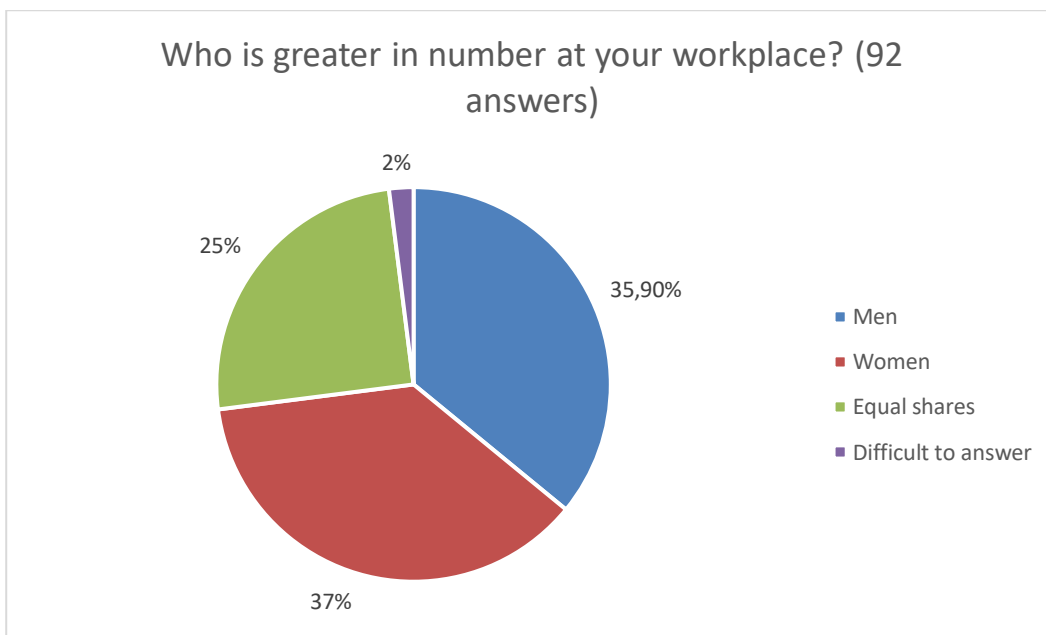


Figure 12. Question "Who is greater in number at your workplace?"

The results obtained from the sociological survey lead us to conclude that there is no

gender segregation. Our society has a stereotypical notion that a man is the better manager; therefore, men dominate in managerial positions. Respondents' answers to the relevant question are provided in Figure 13.

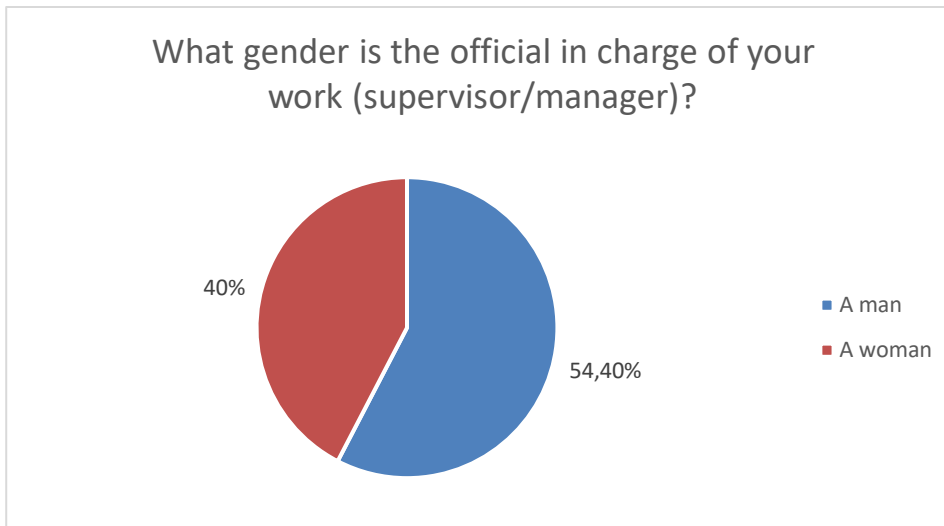


Figure 13. Question "What gender is the official in charge of your work (supervisor/manager)?"

Based on these data, it is difficult to assert that men perform better in managerial positions. To elaborate on this information, the survey of respondents about their attitudes towards their superiors continued.

Overall, the survey results demonstrate that gender stereotypes persist in society, yet they do not necessarily reflect reality. Gender is not a determining factor in assessing the qualities of supervisors. Further research and investigation of this problem are needed to obtain more precise results (Figure 14).

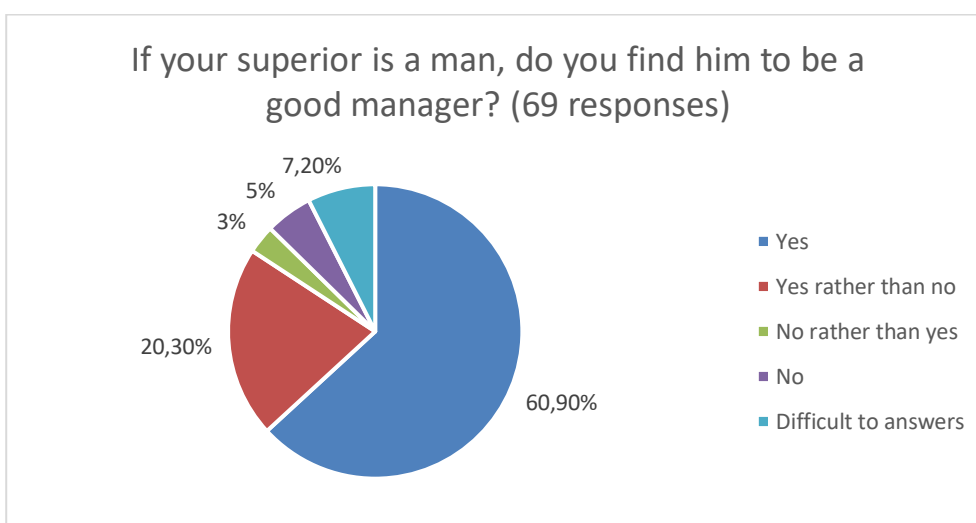


Figure 14. Question "If your superior is a man, do you find him to be a good manager?"

To obtain a characterization of a female manager and the attitude of the work team towards her, we proceeded to question those respondents who had a female manager. The results show that less than half of the respondents (40.9%) consider their female boss to be a good manager. The obtained results are reported in Figure 15.

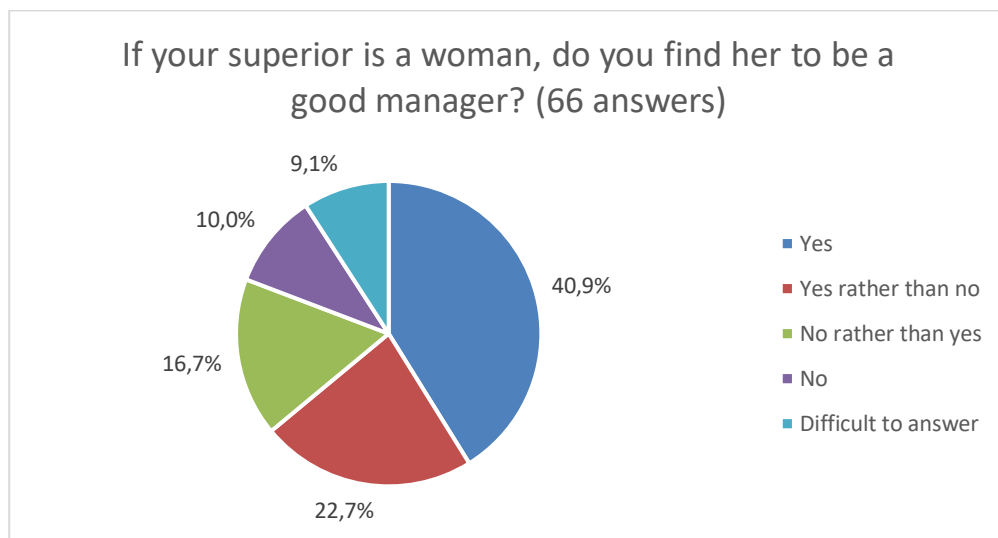


Figure 15. Question "If your superior is a woman, do you find her to be a good manager?"

Analyzing the obtained results of respondents' answers, we conclude that the gender stereotype relating to the statement "a man is a better manager" receives confirmation. This fact can be seen in the diagram, where the number of responses in favor of male managers prevails.

Proceeding from this reasoning and to find out whether and to what extent the respondents have such problems at work and how widespread they are, a question was asked about the manifestation of gender stereotypes in the workplace (Figure 16).

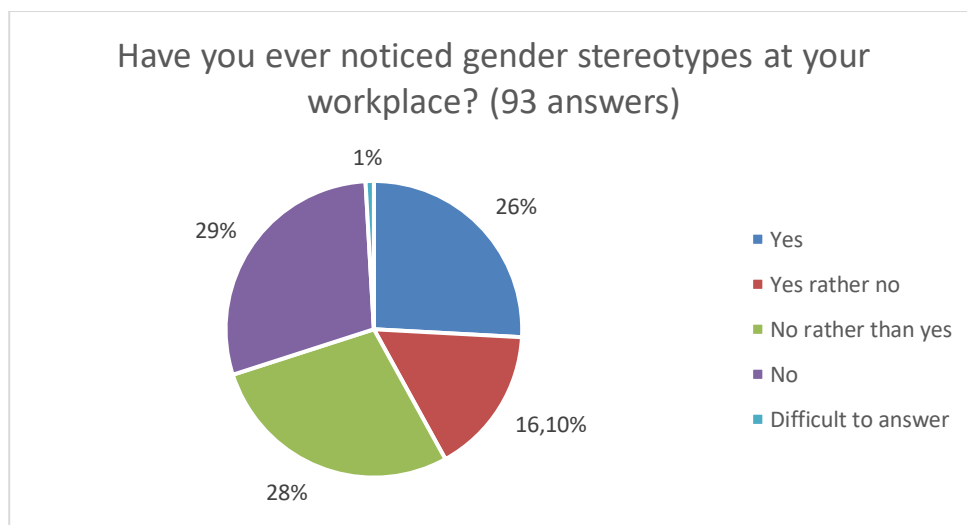


Figure 16. Question "Have you ever noticed gender stereotypes at your workplace?"

To obtain clearer information about the presence and negative impact of gender stereotypes in the sphere of interviewees' professional activity, the respondents were asked whether they had conflict situations at work.

The respondents' answers are shown in Figure 17.

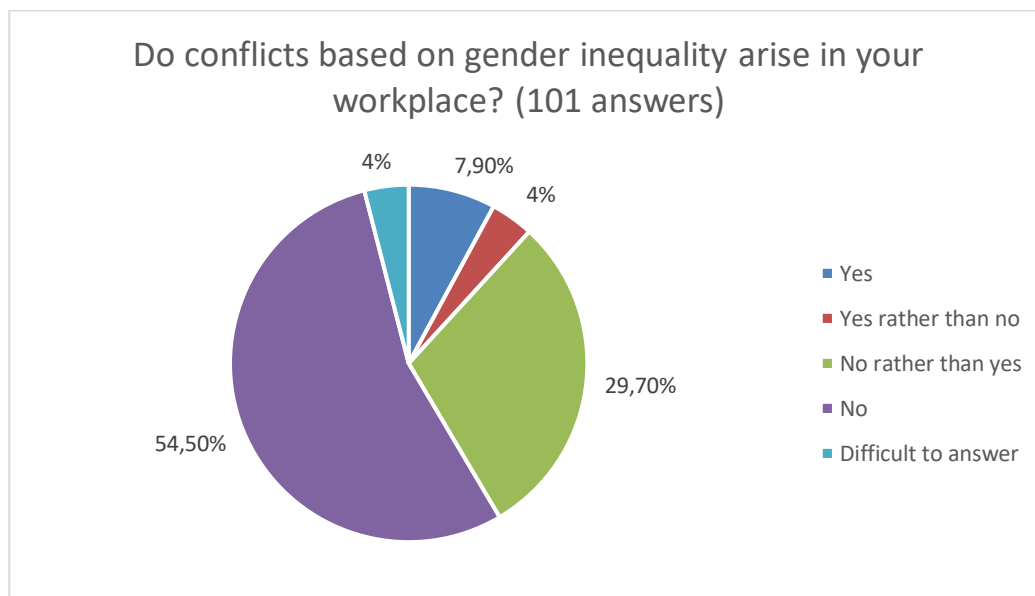


Figure 17. Question "Do conflicts based on gender inequality arise in your workplace?"

Thus, the analysis of the survey participants' answers showed that gender stereotypes are encountered in the labor sphere, but not often enough to draw much attention. Nevertheless, some people themselves fall under the influence of gender stereotypes and choose a certain model of behavior in this situation.

According to the questionnaire survey, respondents generally believe men to be the better supervisors. This implication hypothesis is partially supported by our study.

To fully understand the impact of gender stereotypes on the level of wages and labor mobility of women and men, we decided not to stop at a quantitative study alone. In the future, it is planned to investigate this issue in detail and conduct repeated studies to confirm or refute the hypotheses.

The displacement of labor resources constitutes a complex socio-economic process influenced by a variety of subjective and objective factors.

The first block of factors includes the person's financial situation and the level of socialization. The second group includes the job and position held and the possibility of career growth. The third group of factors characterizes the individual in the process of



changing jobs. The final group of factors concerns the extent to which the individual is informed about the situation in the labor market.

Other factors in labor mobility include:

- socio-economic motives,
- sociocultural models of behavior,
- the level of education and qualifications,
- age and working experience,
- marital status,
- competition and professional self-esteem.

Having listed the factors of employees' labor mobility, we should emphasize that the economic environment is the decisive one. This aspect has an impact on labor displacement.

Soviet psychologist B. Ananyev argues that gender differences define individual psychological development. In his view, gender is an inalienable part of the person (Piskoppel, 2021).

Labor mobility is profoundly affected by a plethora of both objective and subjective factors, the leading among which are the person's sex characteristics.

4 CONCLUSIONS

The relevance of studying the effects of gender stereotypes is determined by changes in the traditional understanding of men and women and their behavior in the labor sphere.

The study of theoretical materials on the research problem shows that the problem relating to gender stereotypes has been subjected to research. The inequality of working men and women persists to this day. This issue cannot be dismissed or ignored but must be addressed.

In this research, we examined the concepts of "labor mobility", "gender", and "gender stereotypes". The conducted sociological study enabled the formulation of recommendations for minimizing the detrimental consequences of gender stereotypes.

Analysis of secondary sources indicates that the leading gender stereotypes are the ideas of women being excessively emotional and having a harder time with technical work, in contrast to men being better executives, etc.

The sociological study shows that the problem of gender stereotypes is encountered often both at the workplace and in the process of employment.

Thus, as a result of the research, we identified the principles applied by modern employers when hiring workers.



The hypothesis about the negative impact of gender stereotypes on the labor mobility and wages of men and women was confirmed.

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