

# Female Stereotype of Male Dominancy: A Study based on Cabinets Headed by Female as Chief Executive of the Country

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## Abstract

Over the past few decades huge amount of research on gender has been conducted with dozens of findings from which female stereotypes about male dominancy is the main subject of this study and the basic purpose of this study is to analyze this phenomenon from the perspective of female as prime minister of the country, a top most effective position to bring a change. The study is based on the data of those cabinets which were selected and headed by female as prime minister and CEO of the country. It has been found that regardless of the region, culture, religion or country economic development, the female stereotypes does exist even among the world best female rulers, which this research argues is a serious hurdle in the way of selection of based on gender equality. This research is significant from the perspective of future research in gender issues and authorities in public management point of view as this has analyzed a serious issue concerning to global gender empowerment a common agenda of the international comity. It is being suggested that UN should adopt an effective mechanism to address the gender equality based selection on the initial stage of cabinet formation for the government.

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**Index terms**— stereotypes, cabinet, gender equality, prime minister.

## 1 Introduction

ince the beginning of the human civilization on this planet the male and female are the two basic realities for their development based on the universal resources existing to make the life growing and prosperous. From the known history of the human welfare the controversy of the control of dominancy between male and female has remained a hot topic of discussion but yet still controversial. In this controversy it is the fact that the female has remained subdue to the male through the known history and had been treated as tool like any other tool of survival. This is also the fact that the female has been used as weapon in different ancient times as war strategy across the globe. The other reality is that a small fraction of the female had always enjoyed all the luxuries of the life without making any contribution for the overall female, these females were normally related to the top wealthy families of kings or its related officials along with few influential traders.

The interesting phenomena behind this whole episode of the gender exploitation in all times of the known history is that women had always maintained silence and male generally argued this as their willingness with male dominancy approach of exploitation them, though (Pinder and Harlos, 2001) have argued that actually silence is a purposeful and an intentional behavior which in the context of female have always been ignored while as Brinsfield et. al., (2014) has mentioned Silence can be a notion of displeasure and a way of protesting against the practices of the organization but no impact on the gender equality.

The present era of modern society concept for human development, this controversy of male dominancy issue remained on the top agenda in almost all the countries and major world forums. These are dozens of human rights watch agencies on the international level working closely to bring the gender equality and empower the

### 3 RELATED LITERATURE REVIEW

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women as like men in all sphere of the daily and public life, especially in the field of education, economic and social development. The notable aspect of this scenario is that besides of all these international human right watch associations and hundreds of other human related agencies, the gender balances are still a big question almost in all fields of modern civilization. Beijing declaration (1995) and UN follow up meeting in (2010) like activities are trying hard to empower the women and bring gender equality in the world but still a misery. Researches of this field have made brilliant researches and have identified transparency (Van Balen, 2001; Husu, 2000 and Ziegler 2001), male dominance in selection committee (Khurana, 2002; Brink et al., 2006), ambiguity in selection procedures (Ferris et al., 1996), organizational politics (Nabi et al., 2014) female stereotype (Cole et al., 2004; Teipreis et al., 1999), specific networks (Van Balen, 2001; Harris, 2002) involved in causing gender inequality in all sphere of life and among all these hurdles the most serious which we consider is female stereotype about male dominance.

The main objective of this study is to take up this issue of male dominance as female stereotype of being male dominant in terms of the knowledge, skills and abilities which (Cole et al., 2004) found in his study on the recruiter evaluation process of the candidates that during the selection process the male recruiter. Over the past few decades huge amount of research on gender has been conducted with dozens of findings from which female stereotypes about male dominance is the main subject of this study and the basic purpose of this study is to analyze this phenomenon from the perspective of female as prime minister of the country, a top most effective position to bring a change. The study is based on the data of those cabinets which were selected and headed by female as prime minister and CEO of the country. It has been found that regardless of the region, culture, religion or country economic development, the female stereotypes does exist even among the world best female rulers, which this research argues is a serious hurdle in the way of selection of based on gender equality. This research is significant from the perspective of future research in gender issues and authorities in public management point of view as this has analyzed a serious issue concerning to global gender empowerment a common agenda of the international community. It is being suggested that UN should adopt an effective mechanism to address the gender equality based selection on the initial stage of cabinet formation for the government.

views gender qualification & experiences same, while as female recruiter showed tilt towards male applicants. This is very serious aspect because in such circumstances the female may not even struggle for their rights in their jobs and other rights in their daily life. This we also see may have been working in past as well. If this holds true then whatever the strategies you may devise, it will remain a challenge for ever selection organization. Therefore, this research will focus on the gender composition in the top legislative forum in those countries that has been ruled at least once by a female as chief executive of the country (e.g., Prime minister or President Capacity). After a thoroughly analysis of the previous studies regarding gender inequality and its issues related to women empowerment, this study will particularly focus on the women mind set towards male competencies which (Cole et al., 2004; Teipreis et al., 1999) have defined as female stereotypes and this research argues it is the most significant to study gender from this perspective. This research is the first such study that is looking the issue of gender in equality from this perspective of focusing on the women leaders' attitude towards the male dominance in their cabinet by noting the number of female cabinet ministers selected by them.

## 2 II.

### 3 Related Literature Review

This literature section has a particular focus to see the gender capability and different hurdles in making effective gender equality based selection. Women politicians have capability to perform better as mentioned by (Ferreira, 2014) who suggested that from the political skill wise the female victors have superiority over their similar male colleagues who won the election. It has been in a study that women are showing a reluctant behavior in pursuing their advancement of career and they prefer a work that maintains work life balance. Doherty (2006). Kusterer (2014) has made a study on a women empowerment project to unfold the discourse which is concerned about women on top positions of corporate sector and he argued that there was not much progress on bringing equality on top positions which may be due to the change in government. Gender inequality had remained all time issue especially for the top management positions for women even among the developed countries as well and in Scandinavian countries the gender equality policy has remained central policy but still there is male dominance in the public sector institutions which (Tigen, 2002) has described as paradoxical phenomena.

Brink (2006) has found in his study that there is a vivid gap between the male and female mobility towards the upward in employment hierarchy. Generally according to the official census of the governments the women population is more or equal to the male population which has been ignored to give them value by treating them equally in public sector employment. Lewis, (2003) has argued that it is the male dominance that influence the selection of females in organization. Dory (2010) has mentioned that many issues that are causing due to ambiguities are causing due to lack of clarity in the standardized procedures which makes those who are in the power strong to make involvement that may affect the process. European Commission (2008) has reported that in many decades in the European universities and governments the equality of the gender remained on their agenda to bring gender equality but when we note the cabinet of the governments especially by a female executive the situation seems entirely different.

Brink et al., (2010) has argued in his research that the lack of transparency in the selection can cause more

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favour to a specific candidate because in flexible criteria's in the selection evaluation, the panel members may change their opinion that can be due to power game as well. Brink et al., (2010) has argued in his research that the lack of transparency in the selection can cause more favour to a specific candidate because in flexible criteria's in the selection evaluation, the panel members may change their opinion that can be due to power game as well. Actually there are multiple reasons of not allowing the women in appointments and according to the (Van Balen, 2001) has found that one of the issue is lack of the transparency in making the female selection and another reason according to the (Lews, 2003) is the male dominancy in the selection committees which influence the female selection.

There is no doubt about the women capability even in the politics speaks but they are not doing enough for the other women politicians as highlighted by (Ferreira 2014) that female once become elected have more ability to be re-elected as compare to their counterpart male candidate and this has not any positive impact over the other females to win in the election. Husu (2000) has found in his study that in the open competition the women were selected twice as compare to the males. Researchers have identified that there are specific networks in the organizations that play a crucial role in career opportunities and it is difficult for the women to make an access with these networks (Van Balen, 2001; Harris, 2002). Khurana (2002) has mentioned in his study that it is difficult for a women to be selected if the panel or committee is being male dominated. Brink et al. (2006) has elaborated that the gender discrimination can be avoided if organizations would adopt open selection (advertising the post in the journals or newspapers) as compare to the closed or semi open selection procedures. Liu (2013) has elaborated in his study regarding the women in top, that women managers have full capacity to handle the issue or concerns of stakeholders arising due to the changing environment acceptable to all, however he stressed the need that they need institutional or systematic support to advance in their career. Syed et al. (2009) had suggested that the important factor of gender equality is their historic culture, socio political and economic setup that may have the gender impact on their employment pattern, especially when it is concerned to the top most in public offices. Brink et al., (2006) has found that women can have more probability to be appointed if the selection committee consists of a significant number of women members. Kusterer (2014) if you want to maintain gender equality on the top then the traditional phenomena must be checked to realize the gender equality objectively. Various studies have mentioned that people use discourse to identify themselves without prejudices and believer of equality while as they show the gender prejudice (Kusterer, 2014). Górecki & Kukołowicz (2014) have found that the mandatory quotas for bringing more women have shown a considerable increase of the women but at the same time this has shown a fast down fall in their performance regardless of their past background of experiences. Gneezy et al. (2008) has observed in Indian context that females are not participating in risky and competitive behaviors as like male which according to (Górecki & Kukołowicz, 2014) is untrue and he found that women do take part equally in all sorts of risky and competitive behaviors and it has nothing to do with the inherent genetics. Syed (2009) has found in a study based on Turkey and Pakistan that shariah and secularism are causing major hurdle in promotion gender equality agendas in these countries and may be this has an impact on the female stereotypes that has caused gender bias of male dominancy because it has been argued in a selection of employee study that females have more stereotypical perception towards male applicants which (Cole et al., 2004) found in his study on the recruiter evaluation process of the candidates that during the selection process the male recruiter views gender qualification & experiences same, while as female recruiter showed tilt towards male applicants. Researchers have argued that it has been found during the analysis that, every step of recruitment and selection process is being gendered which starts from writing the profile for a job according to the male applicant in mind and this is also influenced by the similarity to male selection philosophy which is normally male dominated (Ben chop and Broun's, 2003; Fogelberg et al., 1999). Ben chop and Broun's, (2003) has noted that the selection board has not selected women because of the similar to male reason in spite of all this that they had same qualification and were on merit too. Steipreis et al., (1999) has reported that women and men both selected the male candidate by ignoring the fact that both had equal and same level of qualification, which implies females have gender bias towards male as well.

It is an admitted fact now after having highlighting above past literature based evidences that women is capable of doing best in all fields but due some various barriers that become hurdle to get into the main employment structure of the government III.

## 4 Methodology

This is an empirical study based on the data derived from the different sources through the world electronic data houses and official websites of the governments. The phase of data collection was difficult because of identification of the male and female among the list of past government cabinet members because these lists were mentioning the ministers name, portfolio and duration but the gender were not mentioned in this list. So to solve this problem we have used some internet based searches to find the relevant gender of a particular member one by one to make the data valid and error free as much as possible it could have been.

This study deals with the data of those governments in a country which have been ruled by a female at least once with full powers as prime minister or president. In other words only those cabinets of the female prime ministers and presidents have been involved in this study which has not been appointed by any top officials or body, rather they have been elected to rule the country under their wished policies for a definite period of time that may have been repeated after the country general election.

Furthermore, only those governments of those countries have been considered for the analysis in this study which was complete by all aspects, therefore few governments which were ruled by the female as head but due to insufficient evidence of their data have not been considered in this study and mostly these are related to few decades ago. This data has been classified in various categories to make analysis more meaningful and comprehensive. This classification was made on the bases of number of terms a female leader has made his turn in ruling her country and other classification on the represents the world most prominent female leaders' cabinets. Keeping in view the nature study ad type of data we have applied the descriptive statistics to understand and analyze the phenomena of female stereotypes of male dominancy. Various statistical tools were used through MS office Excel 2007 to derive the percentage results and some other needed calculations. In the end these results have been discussed thoroughly in the light of present results and previous findings and on that basis a model has been proposed to bring the speedy gender based justice in the world.

## IV.

## 6 Empirical Results

In all the tables and figures the digits represent the percentages about the respective countries female leader in her turn of power. The table No.1 consists of the results in percentages about the gender composition of those countries that have been ruled thrice or more by any female leader in different times from the 1960s and onward. This table consists of four countries that have been ruled by top and well known female politicians of the world among which the Britain is on the top that has been ruled four consecutive times by a female leader. Remaining three countries have been ruled thrice by their female leader under the capacity of prime minister. The numerical digits represent male female cabinet members that were selected by these prime ministers as head of the different Now the table no. 2 indicate the results in accumulative format or in other words it summarizes the overall information of each country by combining their all individual turn percentage in total and further few other countries that has been ruled by a female prime minister twice were also included in this table. Overall this table summarizes the gender composition of seven countries that has been ruled multiple times by a female as prime minister.

Figure ?? The information of table no. 2 is also being denoted through a bar chart in figure ?? with an addition of overall results in last tab of this chart as total number of times, which is 93 percent that represent male members in a cabinet and seven percent female cabinet members. Further we needed information to make a tenure wise comparison for which we tabulated some results in table 3 that shows the percentages of the prime ministers cabinet members by turn wise. This table which is also helped by a bar graph in figure ?? consists of the information about Pakistan, Srilanka and Philippines which are Asian countries, while as the table

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Volume XIV Issue XI Version I Year ( ) A 2 highlights the information about the cabinet members of those prime ministers who took office just once and these are total 10 countries, the total information is condensed in the category of total which indicates that in these countries the female minister has selected 83 percent cabinet members to run the public affairs of the government.

V.

## 8 Discussion

Equal employment opportunities act and affirmative action plans have been under great discussion since the human relation movement in 1930s especially from the context of gender equality. Still employers and government advertisements mention the term of equal employment opportunity but still the outcome seems far away. The real issue is that actually researchers have almost been ignoring the issue of gender from looking how the supreme leaders of the countries are behaving to address the gender issue which is their own being a female. There is a huge amount of research available on recruitment and selection with reference to the gender perspective and few have touched the reality of male dominancy and female stereotypes about the male dominancy. The world top class country of Europe that are also well developed in almost all fields of modern life, particularly from the human rights issue with a specific focus on gender equality and these countries are United Kingdom and Germany in which the astonishing factor of both the countries are showing almost opposite picture of the gender representation or empowerment in their cabinets, that actually formulate the policies and execute them through various miniseries to the downstream. The worst aspect is that England that has been ruled by a world top reputed female prime minister Margaret Hilda Thatcher, who was also known "Iron Lady" many times consecutively but in her cabinet in her first turn only 4 percent were selected to participate actively in the process of policy formulation and implementation at country level while as rest of her four consecutively tenures she was the only female heading her cabinet without any female participation of her ministers which is astounding for us. Overall we can say that almost 100 percent male dominancy over the large affairs of the government and females were nowhere in her cabinet. However the Germany shows different but better picture as compare to their union partner which is governed by "Angela Markel" where the female participation has remained around 25 percent by average which almost remained same in her entire turns till her present turn as prime minister that needed to

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be increased both ethically and as well as being the member of Beijing declaration of 1995 under United Nations to bring the gender equality.

Regarding the India and Bangladesh where female rulers have been governed the country multiple times in which the most notable is the Mrs. Indira Gandhi a well known female leader and politician who made government consecutively three times in which India faced some difficult times and she proved a strong by her ability and courage to govern the country. The scenario here is almost same as like the England but the trend seems negative for the female legislative members of the parliament as in the beginning two tenures she could make 4 percent of female politicians in her cabinet and rest was governed and dominated by the male. Bangladesh a country calming a good gender representation of females in legislation has only by average made 4 percent female representation in their cabinet and again the same as like the India that is too a point of further analysis. Keeping in view the above discussion we categorize this on the basis of European union and SAARC countries the trend is almost same, either the female is reluctant to advance in their career as mentioned by (Doherty, 2006) to come forward and play their rule or this generates the strength of the idea of females having male dominancy stereotypes of that males are strong as compare to them, which (Cole et al., 2004; ??teipreis et al., 1999) have defined as female stereotypes.

Second aspect of the phenomena is that when we observe the greater picture regarding the gender empower attitude from the female perspective, the scenario really seems worse which we argue has never been realized by the international policy makers because the overall gender equality under the prime minister of being female has just remained 7 percent, which we imply that the rest of 93 percent is being dominated by male, this is the point of alarming as this denotes that female top most executive are showing least interest to empower the female in the national affairs because this could have been done as least above 30 to 40 percent if not 50 percent. The worse condition of this scenario is that all this is about those governments which have been headed by the individual female leaders who have been the head of the government at least twice or more, that included few developed countries as well of those European Union. However the SAARC is having weakest picture because it is showing negative trend which we elaborate that in the initial tenure the female prime minister had included few female ministers in their cabinet but still was not more than 4 percent in average which has further deteriorated s this percentage remained around zero or just around 2 percent in average. This generates a different point of view about the reality that constitutionally prime minister is the executive authority of the country and overall chief of the government who decides about the legislative members to head the ministries and become the members of their cabinet a powerful forum in the country but literally she is not or being female herself in the form of prime minister is becoming a hurdle in the way of gender empowerment

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Volume XIV Issue XI Version I Year ( ) A through gender equality by number, otherwise they could have bring more women in their government by including more women in her cabinet or through bring more women in parliament through general election by giving women more tickets to contest because this will empower the other women politicians which they can do effectively keeping in view the (Ferreira 2014) who has suggested that from the political skill wise the female victors have superiority over their similar male colleagues who won the election.

From the other perspective if these females leaders would have been serious of empowering the historically discouraged and ignored of a equal part of human race, they could have bring or select women in their cabinet and empower them to head to a large ministers gradually but they didn't and still the scenario is not different among those who are ruling presently. How can we bring the workforce diversity in the bottom line when the attitude at the top level is totally disappointing by the female leaders in power which in other words negates the researcher (Brink at. al, 2006) who has argued that women can have more probability to be appointed if the selection committee consists of a significant number of women members. This further is also a real challenge to bring the workforce diversity which is considered very essential for the productivity of an organization which is highlighted by (Weidekamm and Willer, 2012) that diversity due to gender on the top positions brings various advantages in the way of making decisions in a specific situation because both male and female way of assessment to handle a specific situation is different that leads in the benefit of organization.. However the situation is bit different about those female executive leaders who have ruled single time as the participation in gender depicts good picture as compare of those prime ministers who have ruled multiple times because the female prime ministers of 10 countries the women participation in their cabinet has remained 17 percent which is almost 10 percent more of those who have taken multiple turns. Having a thorough look on the various graphical representation of the above discussed details about the gender empowerment in the female as top leader both constitutionally and practically, the reality seems that female either is not feeling competent herself or they represent a very minute group of people, while as the reality is that they are almost half of that human population and need to empower by all means otherwise we do injustice with ourselves at a mega scale.

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## 12 Conclusion

It is highly recommended that in order to bring a speedy change in bringing real change in the gender equality at all levels of the decision making in an organization of an government, the United Nations should form such a mechanism that will be responsible to address at the top management levels of the government of every country. Especially such a mechanism if address the initial stage of the formation of the cabinet ministers will make a huge difference as these ministers are actually running the general affairs of the government across the country.

Before concluding this paper it gives us immense inner satisfaction of working on such an historically and presently most important as well as sensitive topic concerning the gender balance from the perspective of top women attitude in their selection by their own gender as an executive authority. From the above discussion based on the refined information related with our study, we have found the response of our first assumption that weather top women leaders have the stereotypes regarding the male dominance that they are more competent than them. It has been found in this study based on the world top country female executives ruling the governmental affairs have male dominance stereotypes and this is the reason of being so reluctant to make their powerful cabinet more capable by increasing workforce diversity through gender balance, which in other sense we call it true women empowerment.

This research supports the early findings that transparency and male dominance are major causes for the selection authorities at all levels about gender equality and doesn't support the findings of (Syed, 2009) who has found in a study based on Turkey and Pakistan that shariah and secularism are causing major hurdle in promotion gender equality agendas in these countries, because in our earlier study on gender issue in SAARC countries and in this as well, we found almost similar pattern across the globe.

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## No1

Country	Tenure	Male	Female
Britain	1979	100	0
	1981 shuffle	96	4
	1983	100	0
	1987	100	0
	1989 shuffle	100	0
Germany	2005	77	23
	2009	78	22
	2013	73	27
	1966	96	4
	1977 shuffle	96	4
India	1980	100	0
	2006	100	0
	2009	94	6
Bangladesh	2014	95	5

Note: all the figures in table denote percentages

Figure 1: Table No . 1

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No

. 2

Accumulative gender position as per their tenure

Country	Tenure	Male	Female
Britain	5 with shuffle 99		1
Germany	3 times	76	24
India	3 with shuffle 97		3
Bangladesh	3 times	96	4
Pakistan	2 times	96	4
SriLanka	2 times	100	0
Philippines	2 times	98	2
Total number of times		93	7

Figure 2: Table No

3

Country	Tenure	Male	Female
Pakistan	Its 2nd	89 100	11 0
SriLanka	Its 2nd	100 100	0 0
	Its	100	0
Philippines	2nd	100	5

Figure 3: Table 3

4

composition of women leader ruled 1 times

Country	Tenure	Male	Female
Argentina	1st	85	15
Trinidad & Tobago	1st	100	0
Denmark	1st	79	21
Jamaica	1st	86	14
South Korea	1st	90	10
Brazil	1st	85	15
Norway	1st	71	29
Latvia	1st	81	19
Chile	1st	72	28
Poland	1st	78	22
Total		83	17

Figure 4: Table 4 Gender





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