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## THE SOCIAL IMPACT OF CHANGING THE ROLE OF WOMEN: THE MANAGERIAL WOMAN VERSUS THE FAMILY WOMAN

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**Abstract:** *UNTIL RECENTLY, ROMANIA WAS A COUNTRY WHERE MOST INFLUENTIAL LEADERSHIP POSITIONS WERE OCCUPIED EXCLUSIVELY BY MEN. THE FUNCTION OF THE WOMEN WAS TO SUPPORT THE FAMILY, TO RAISE THE CHILDREN AND TO TAKE CARE STRICTLY OF THE HOUSEHOLD. IN THIS PAPER WE HAVE TRIED TO IDENTIFY THE CHANGES IN THE MENTALITY OF WOMEN, THE SIGNIFICANT DIFFERENCES BETWEEN WOMEN - MANAGERS AND WOMEN - HOUSEWIVES, BUT ALSO THE DECISIVE ROLE THAT WOMEN HAVE BEGUN TO PLAY IN COMPANIES. WE ARE SEEING MORE AND MORE QUALIFIED WOMEN, BUT WHO UNFORTUNATELY NO LONGER PAY THE SAME ATTENTION TO PERSONAL PLANNING, FAMILY CREATION AND CHILDCARE.*

*THE GENERAL RESEARCH QUESTION, TO WHICH I TRIED TO ANSWER BY ELABORATING THIS ARTICLE, IS: "HOW HAS THE STATUS AND ROLE OF WOMEN IN ROMANIAN SOCIETY EVOLVED?"*

*MOST OF THE TIME, IT WAS OBSERVED THAT MEN AND WOMEN DIFFER SIGNIFICANTLY IN TERMS OF THEIR ATTITUDES, BEHAVIORS AND INTERESTS. THESE DIFFERENT ATTITUDES AND BEHAVIORS ARE INFLUENCED AND DEVELOPED BY CERTAIN SOCIAL AND CULTURAL NORMS OF THE SOCIETY IN WHICH WOMEN AND MEN LIVE.*

*WOMEN'S EMANCIPATION HAS BEEN A HOTLY DEBATED TOPIC, ESPECIALLY IN SOCIETIES WHERE WOMEN DO NOT HAVE ACCESS TO THE LABOR MARKET OR TO CERTAIN RIGHTS AND FREEDOMS. WE WILL NOT DWELL ON THESE DELICATE ISSUES, BUT WE WILL TRY TO PROVIDE AN OVERVIEW OF THE CHANGING STATUS AND ROLE OF WOMEN IN ROMANIA IN THE LAST 30 YEARS. THE PROFESSIONAL EVOLUTION OF WOMEN TODAY MAKES US APPRECIATE THAT WOMEN AND MEN DO NOT DIFFER TOO MUCH WHEN IT COMES TO PROFESSIONAL LIFE. THE RESPONSIBILITY OF A FEMALE LEADER IS MORE DEMANDING THAN THE RESPONSIBILITY OF A MAN, BECAUSE A WOMAN HAS A DOUBLE ROLE OF BEING A MOTHER AND MAINTAINING A HOUSEHOLD. EQUALITY BETWEEN MEN AND WOMEN IS ALREADY A REGULATED ISSUE AT NATIONAL, COMMUNITY AND INTERNATIONAL LEVEL.*

**Keywords:** *FEMALE MANAGER. EQUALITY. THE HOUSEWIFE. CHILDREN. STATUS. ROLE.*

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## INTRODUCTION

*„Women who want to have a career are caught between hammer and anvil. On the one hand, they are told: if you want to be successful, it would be better not to get married and have children, and on the other hand, there is still in many women the stereotypical idea of the old lady: you can only be happy if you get married and have children.” (Prof. Ethel Roskies, in a November 1992 article in The Times)*

Acting as a leader has always been one of the most desired target functions. Today everyone wants to be a manager. Aren't we looking for a model in such a way or do we have to be born with managerial skills? Specialiștii tind to believe that both.

The question pe care and pun much persoane este eee e be connected e cine este ir ir potrivit ar post de ofee. Who is the right manager? Is she female, is he a man? Poate fi a femeie and managere in gipodina familiei?

Over the course of time, women's rights have been reverberated in different ways, denying and ruining their success and innovation in their management. Even if we live in the twentieth century, female managers are still seen with a sense of reticence. In general, it has been observed that there is a tendency for women to be more critical of men in the way they dress, dress, talk, etc.

In the case of the female manager, the questions that they may or may not have, in the face of the problems with which the company is confronted, which is their humor or their sense of humor. Partea interesantă, according to studies realizate de by specialiști, este that a femeie este judged more i des depending on how to dress, than dru ceea ce are de spus.

As time goes on, the women's point of view, from which women deserved to keep only the house and stay at home all the time, while men had to work outside the current development when emancipation occurs, makes women gain equal rights to men.

The fight for equal rights for women and men was initiated by Kartini, a feminist from Indonesia, and her fight aimed to give women a modern way of thinking and acting. Therefore, emancipation has led to the idea that women and men have their own position in society and their own status and role. The two are on an equal footing, as this new approach will lead to equal self-esteem between men and women. (Auletta, 2011).

The idea of women's emancipation is based on some opinions that there are not many differences between men and women, the intelligence or intellectuality of women is not less than that of men (Bass, Avolio, 1994), but women will have to deal with inequalities. from a social point of view.

Equality between women and men will be achieved if women mobilize their skills to achieve it. When women's skills are the same as men's, they will be in competition with men, without losing their status as housewives and mothers. (Suitor, Mecom, Feld, 2001) Having the same rights as men does not mean that women have to give up the responsibilities of housewives and mothers.

## SOCIAL STATUS

In the social sciences, the concept of status refers to the position of a person or group in the system of relationships with others in the group or with other social groups. Status defines “the social identity, rights and duties of individuals, representing the position that an individual occupies in one of the dimensions of the existing social system” (Boudon, Bourricaud, 1982, p. 432).

The status is doubly conditioned: by a hierarchical vertical relationship and at the same time by a horizontal relationship (by the interactions between the equals). The status as a set of atribuții allows individului to play a definite social role at the same time and the respective attribuire processes.

Every human being has a multitude of status studies that he realizes and selects permanently. The choice of the individual may differ from the expectations of the people with whom we interact.

In such cases, so-called conflict of status may arise problems of communication and tension. The status conflict most often occurs in situations where many statuses overlap, and the choice of the central one is not obvious.

The assigned statuses are received by an individ outside of a voluntary effort to obtain them. They are usually attributed by birth, by the society / community in which we live. Citizen status, racial or sexual status, age status are examples of assigned status, imposed in whole or in part. We must not consider that the assigned statuses do not involve any effort for their acquisition. The idea is that for them a level of society or community predefines the mechanism of acquisition, regardless of the capabilities, performance or desire of the subjects who will acquire them.

The acquired statuses are those obtained after an effort, they require a certain expenditure of resources (of any kind) on the part of the one who owns them, and access to them is not automatically assumed based on membership in a given social structure (professional status, status marital and others). They do not have the quality of being legal status, and the acquisition mechanism focuses primarily on certain capacities, on the preparation for the occupation of that position (Boudon & Bourricaud, 1982)

The quality of status, to be atribuit or acquired depends on how he is definit in a particular society. The voluntary analysis of status by a volunteer can tell us many things about the hierarchy of statuses and the implicit values of those people in different given social contexts (Boudon, 1982).

Modern society is a society in which the share of acquired status is overwhelming. From this reason we can say that premodern societies are rather gerontocratic, while modern ones are rather merocratic.

### **SOCIAL ROLE AND CONFLICT ROLE**

Social roles represent the set of behaviors that a person forms based on a certain status that he has (Bulai, 2012). The social role includes atitudini, values, behaviors.

Social roles can be classified in many ways. First of all, we should make a distinction between two types of reporting on social roles. On the one hand, there are the roles prescribed for a certain status and which are expected by others to be performed, for this reason we will tell them the expected roles. On the other hand, there are real roles performed by a person and for this reason we will call them simply performed roles (Linton, 1968).

Role conflict and tense role can generate major discrepancies between expected and performed roles.

Role conflict is "a concept of social psychology and refers to the discrepancy between the expectations of the role transmitter and the actual behavior of the receiver." For example, in an organization the role transmitter is the boss, and the receiver is the secretary (Les Dictionnaires Marabout Université, 1972, p. 532).

The causes of role conflict can be: inadequate training of executors; communication on the part of the transmitter of incompatible expectations, that is, contradictory; discordant messages come from different sources (usually occurring in people who are at the intersection of departments or who communicate with the external environment of the organization);

The tense role is in fact a variant of role conflict that occurs at the level of the same status, ie when there are different requirements between two roles assumed by the respective status.

Tense roles, compared to the role conflict, are not as common, however, they exist and always produce poor performance of the roles.

## GENDER STEREOTYPE

The favorite topic of gender and organizational studies about the presence of women in managerial positions is a varied issue. They are psychological, sociological and ethical in nature, their opinions are contradictory, and their studies are in full swing. The increased interest for this type of subject is due to the growing number of women in managerial positions, as well as the transition to another type of organization, less bureaucratic and more flexible, adaptable. In the Romanian context, where the largest industrial segment is occupied by micro-enterprises and family associations, there are few women who have started a business on their own.

As for the big private companies, they are not governed by women. And in terms of areas of activity, it seems that some sectors are more dedicated to women, such as finance, banking, education, health, but not necessarily high management positions. Is it about the lack of female entrepreneurial spirit? Most women seem more concerned with family than careers. Or is it about a lack of cultivate of this spirit and the lipsa of some favorable favorable conditions of these inițiative mani? The economic situation and the underdevelopment of some social services (catering, baby sitting, etc.) and the lack of trust in them make women feel in domestic activities. On the other hand, we can talk about stereotypes.

Many believe that a woman in a leadership position deviates from the traditional, tender, submissive and emotional female model; The women themselves have this fear of school and avoid competition, preferring discreet roles. Women who opt for high-ranking positions are sometimes diagnosed with abnormal diagnoses or, accepted, are viewed with distrust or encounter with cults. However, there are also cases in which women managers are appreciated for the professional quality of their performance and cases in which women are preferred in a leadership position.

Things change slowly but surely. From a theoretical perspective, there are two theories related to the presence of women in leadership positions. One theory is that of exposure, which explains that the differences in behavior between men and women are based on fundamental gender differences or acquired through socialization. Thus, genetically speaking, women are more concerned with interpersonal relationships, express themselves and recognize their emotions better than men. The level of aggression is higher in men than in women, which can guarantee their success in managerial positions.

The cerebral laterality explains why women are more able to verbalize, and men are more able to solve spatial and mathematical problems. Concurrent with the differences of a genetic nature, the process of socialization also arises, which in turn gives rise to differences in the imposition of sex-role models and stereotypes. Thus, some domains are seen as more masculine (technical, research), and men are more able to be authoritarian and to impose their views.

All these can be obstacles in the hierarchical ascent of a woman. In contrast, theoretical and situational perspectives argue that gender differences in relationships arise as a result of the interactions of different situations generated by situations. The predominance of men in leadership positions is a type of dominant behavior that negatively influences the performance of the subordinate group, excludes it from informal discussions or promotes stereotypes. This happens, however, as some studies show, in the case of the subordinate group formed by women and less so in the case of the group formed by men. These negative behaviors intensify when women occupy managerial positions, considered typically masculine. On the other hand, gender-based stereotypes are responsible to some extent for discouraging women from pursuing business-related careers or from climbing the hierarchical ladder. This is because the stereotypes related to women do not match those related to business people or managers.

Moreover, if the self-image of a woman embodies different aspects of the stereotypical role of a female, she is less interested to pursue a career as a manager due to inconsistencies between her

perceptions of her position. On their way to leadership positions, women have to comply with requirements that are often contradictory because the expectations of others towards them are many. Thus, following a study, there were four contradictory sets of expectations that women have to fulfill in order to play a managerial role: taking risks, correlated with the always remarkable presence, the requirement to not be strong, requirement to be ambitious, without waiting for equal treatment, taking responsibility, without following the advice of others.

As a manager, it seems that women managers are more intuitive, less oriented towards hierarchies and more cooperative than men. In adopting decisions, women, more oriented towards interpersonal and more empathetic relationships, adopt a more partisan and democratic style. Obviously, all these are just the results of studies in which he intervenes, with a considerable effect, on cultural diversity. The direction we are heading towards seems to be a favorable one for women who want to occupy leadership positions. Contemporary research reveals that the most effective leadership style is imbued with female qualities and that this style fits best in our purest body of organizations, the least bureaucratic.

### **MANAGER WOMAN AND THE HOUSEWIFE ROLE**

This topic can be approached starting from an overview of human society in the first place, going through some absolutely decisive stages for the trajectory that the vision and social justice have traveled to our days.

At the global level, discussing the role of women in a society - whatever it may be - is redundant because in the earliest times it has shared responsibilities with male members in their families, sometimes playing a good role in the shadows. domestic.

#### *General notions*

Contemporary society has faced and continues to face a number of crises whose impact on female-to-female or family relationships suffers from major crises. Indeed, the role of a woman in a family is indisputable, but we are faced with a fundamental problem: what came first, the woman or the family?

Although in the civilized society, referring to the macro, world level, the woman occupies both places in an institute, as well as in a family we face certain stereotypes: the housewife, the woman of the house, the woman, the housewife, family member and manager. As we have already become accustomed to, things cannot be traced by most or in two directions because there will always be a third one that will unbalance the two irremediabil positions.

In order to delineate the above categories, we can say that most of them are proven by the employment relationships of women in management positions in corporations or successful companies, we can say that the woman manager is a rather representative image for her. We state this by virtue of the fact that things are evolving in the West with a different rate from the lesser-known states. If we refer as a whole to the notion of civilizație we turn to de facto privirea towards education. It plays a particularly important role in the way in which a people sees itself, sees others belonging to other peoples and especially in the way in which members of society relate to each other. If, for example, the United States or the United Kingdom has not made it a problem to give each member of its nation its rights or clear places in a hierarchy occupied by both men and women, most of the Eastern European states will not be able to do so. show rather revolt on this vision.

In Romania, for example, the role of women has not changed much in the last 100 years. This remark alone answers us directly or metaphorically to all the questions that might arise on the edge of this subject. Indifferent from the political changes that took place in the previous 100 years, the reality reflected crudely, at the level of families as a cell or at the level of a cell member - mother,

grandmother, aunt, sister - did not change. We are unfamiliar with, for example, the textbooks of crocheting in the time of our grandparents and mothers, or the towels representing mothers or wives ready to set the table for the loving husband who gets tired from work, all displaying a submissive message that women is responsible for the whole family.

Classical literature offers countless examples of women endowed with character traits rather combative than submissive and yet Romania has taken over only their covering, their polish. Regardless of the reason for this rather segmented adoption, its effects are obvious: the vision is rather old-fashioned and inconsistent, the many social prejudices and the return frequently heard in popular culture to women as men are unique. In order to emphasize this, it is necessary to take into account the fact that most of Romania is in rural areas or keeps rural values transmuted from the village to the city, these being preserved and offered further away from the children. Education has a defining role, but this requires both time and sustained effort.

The 1990s provided a shadow of social freedom whose reflexes affected in a positive and family sense. Thus, with the contribution of novelty offered by the opening to the west, the family woman managed to some extent to move away from her family and her convents, adopting a hierarchical position - only on the vertical scale - in this way. activitatea. Again, education played an essential role, the convictions brought by the flow of uncontained information as well. However, it seems that these directions are not sufficient. Indeed, women who currently hold leadership positions in very large organizations are too few, their presence being rather symbolic, a mark of an attempt to unify the formation of masculine traditions. It remains to be seen, however, whether things will remain the same or whether they will change with the changes taken over from outside the Romanian society.

#### *Barriers to the position of manager*

From the beginning it is necessary to emphasize a concept that has been studied for a long time: "glass ceiling". (Wirth, 2000, p.23)

It refers to the barriers and impenetrable barriers that prevent women from gaining senior management positions. This theory tries to find the reasons why, although qualified to obtain a higher position, women remained in the positions they held, they were often far below the potential of the dates. Barriers are characterized as envy and exist at different levels, according to the figure below:

**Figure 1. „Glass ceiling” in organizational pyramid**



Source: Davidson, Cooper, 2000, p. 48

The first level - the basis of the presented figure - presents the primary level, the entry level of organizations in which individuals - regardless of gender - are placed in different functional, executive points, without management responsibilities. Functional positions may differ from one individual to another, but within them the relationship between women and men is not so relevant. Fundamental levels, those of entry do not require a series of skills that are really important for organizations as do higher levels.

Wirth (2000) also describes how in an organization the preferences for management positions are directed towards men, populating rather than management levels with male managers and leaving women in inferior positions. This is in fact the reason why the formation of stereotypes is a normal aspect, almost trivialized in an organization. Precisely for this reason it is more difficult for a woman to reach a management position in a company whose management is dominated by men. The phenomenon of "glass ceiling" gives rise to cults and barriers for those who want to access higher levels, with more responsibilities and pay better.

Following the same reasoning, Davidson and Cooper (p. 48) note that "there is a need for greater competition on the part of women who want to hold management positions because of the magic they have, of what they have about others. as well as from the perspective they adopt on what they have around them ". Compared to women, it is assumed that men find greater benefits in supervising a team than in satisfying their orders. However the world armies are populated in an overwhelming proportion of men. However, it seems that women, in turn, are less inclined to lead a team or to hold certain responsibilities.

#### *The female management model*

The style of transformational leaders has been defined by some authors as an absolutely revolutionary style. Leaders who use this form are practically responsible for the changes that occur throughout the organization as well as for the development of the commitment of human resources to it. Leaders also focus on providing assistance wherever it is needed, directing and coordinating the goals of the organization in increasing the efforts of those involved.

This style of leaders can be schematically concretized as follows:

1. The vision of the organization: the creation of a new vision, the disintegration of the old vision, the demonstration of the personal path in this vision.
2. Vision communication: vision communication and dramatization, focused attention on people, finding the exact moment of action.
3. Implementing the vision: building an efficient team, reorganizing, building a new organizational culture.

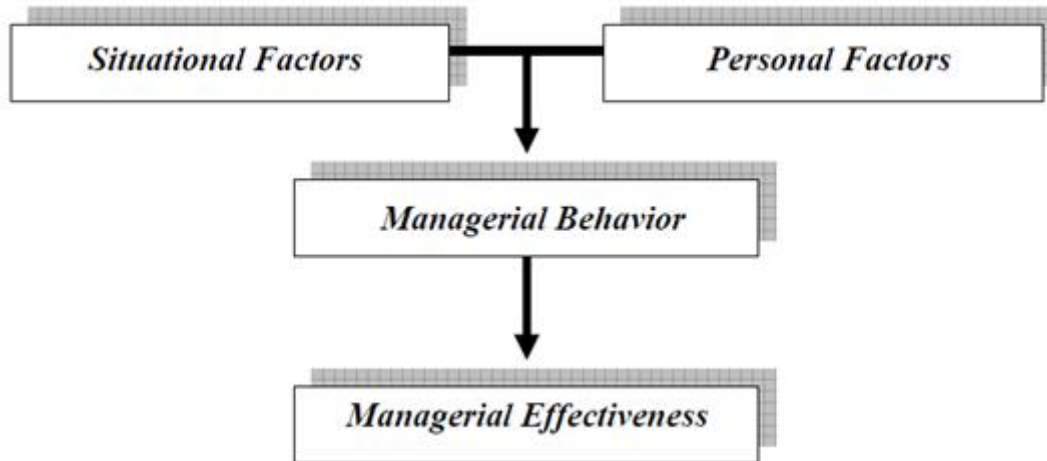
This scheme provides a framework for the development of a certain style of leaders, practiced and developed most often by women (Linstead, Fulop, Liiley, 2004). One of the women in key positions in an organization is Virginia Rometty, chairwoman IBM. Rosener (pp. 119 - 125) states that this type of leadership increases "the motivation of employees as well as their commitment to organizations and to the achievement of their goals. The way in which this type of leaders works is a rather feminine one, namely, it brings to light rather the personal abilities and the qualities of each one to the detriment of the place or the positions occupied by the employee ". Evidently this aspect creates pluses for women because the style of leaders is used by innate or educated characters from infancy of women, relying on care rather than control.

We cannot talk about a female management model without taking into account a fundamental component of it: behavior. The deciding factor in evaluating these components is the position itself, whether it is one oriented towards people or towards the functions. Another factor is the personal exclusivity and is based on obvious gender differences. These are assessed with the help of the key

features of an employee who wants to be a manager: the characteristics of his staff, motivation, commitment, efficiency, self-control (Davidson, Cooper, 2000).

To summarize we can refer to the diagram below which shows what are the conditions for a manager to be effectively using the style of transformational leaders presented above:

**Figure 2. Behavioral management model, style of transformational leaders**



Source: Rosener, 2000, pp. 119-125

We can also see that women are rather interested in building and maintaining relationships which makes them more oriented towards men while men are rather oriented towards fulfilling their goals. Intuition and feelings are certainly much more appreciated by a female manager because these things create certain comfortable connections for both parties.

"The female manager tends to use the notions of justice and equality to the same extent, but on the other hand she assumes much less obscurity than a male manager would." In the same key, women managers are less dominant than men, leaving room for conflicts whose resolution proves to be more difficult (Korabik, Baril, Watson, pp. 405-420).

#### *Female manager*

There are many theories whose contribution can help us enormously in identifying the barriers that a woman will have to overcome in order to acquire and later assume the role of manager. The theory presented above, the "glass ceiling" is only one of them, perhaps the most revealing for this paper. However, it is necessary to consider other theories that deal rather with niche aspects of their function.

Stereotyping is one of these barriers and generally unites the vision of the woman manager of the family woman. They are interspersed throughout the stereotype, in some cases even become confusing. For example: "the role of mother (comforting and gracious), the role of seductress (dangerous but attractive), the role of an animal (cute but incompetent), the girl of sex (asexual and toothy)" (Simpson, p. 141).

The barriers of life - different from a man to a woman - show us how women move from one position to another in search of family or professional life. This scheme is absolutely relevant for the present paper as it manages to combine both the managerial woman and the family woman (Wirth, 2000).





### *The housewife*

As we have shown before, emotion and empathy are two essential elements for an efficient management, for keeping a productive and relaxed climate at work. Probably the soft features of the woman manager make her a good manager or leader of the team, as the most important traits of this one determine her to make important decisions in her family.

However, it is easy to see that together they cannot converge because both office space, office space and family space are just as vast and costly in terms of time. One of the adjacent theories states that it is not the "glass ceiling" that prevents women from climbing the hierarchical ladder in an organization that is just a break from maternity leave.

According to a study by Hoobler, Wayne and Lemmon (2009) women managers face more family issues than those employed in their lower positions. It seems, however, that not only women are affected by such post-family crises. Men in turn suffer from these problems but to a lesser extent. Women are rather emotional and the competition between work and family will often be lost in favor of family law for which they are less likely to lead for leadership positions.

Mentoring is another dimension that makes women more family-oriented. The masculine tradition at the management level means that younger women cannot be dented with an older female model, which they can take as an example. This pushes women into the positions they already hold and cloister them there, alternatively, of course, ensuring a family environment that effectively holds the place of a so-called "leadership position".

The conflict between work and family is perhaps the most negative experience a woman can go through. At the same time, it is the factor that affects your performance both in your job and at home, keeping this level on a mediocre line. Most of the time, this conflicting situation causes the satisfaction at work to decrease significantly and the desire to leave it for an inferior position to increase. In order for this conflict to be reduced or eliminated, a perfect balance of all the forces involved is needed. Unfortunately, this is difficult to achieve and in most cases the woman will have to choose between being a manager and being a mother. It would be helpful for organizations dealing with such cases to help establish the balance because professional failures lead to the loss of talented women in leadership positions, which directly affects the running of the company.

According to Maclaran's work, Stevens and Catterall developed in 1997 the values of an organization that should become more feminine to generate a truly efficient and cooperative job (Maclaran, Stevens, & Catterall, 1997).

On the other hand, the option of each woman separately is the one that should matter in the last resort. Just speaking, just as not all women are modeled to be managers, we can't talk about them as being modeled to be family-oriented. A good manager needs a very varied range of solutions, approaches, intelligent adaptation tools and working methodologies. These dimensions are wide enough not to give the woman manager the time necessary to establish a family. The majority of women managers, as we can see in the chapter of this paper are those who have studied in this regard, have a lot of experience at work. Unfortunately, although there is a seemingly easy-to-access middle ground - manager and mother - this can be done by many people with great effort. The balance of the two is not necessarily an accessible stage as neither performance on both fronts is guaranteed.

### *The status of women manager in Romania*

In most predominantly democratic countries, the basic laws of society enshrine the rights / place of women alongside men. Given only the lines inscribed in the legal documents of the countries, as well as those of the international bodies, it would seem that the description of women belongs to the past (Linton, 1968).



The new condition of women and men requires the establishment of a new life and roles, it is crucial that the position of the individual in society be defined by work and not by ownership. This cannot be done by decree and it cannot automatically follow the improvement of living conditions and the reduction of income per inhabitant.

The condition of a woman can be substantially changed only if conscious efforts are made to prevent the division of labor and roles by sex, if joint efforts are made to ensure new forms of social protection of children, and if the process is to be completed. of individual households in the branches of socio-economic activity and in public social services.

What is certain is that "firms need talented women for their basic functions, not only in terms of social correctness, even if this fact matters, but also because women have those skills and abilities that modern firms need. Linton, 1968, pp. 81).

In order to increase the number of women in management, it is necessary to study the radical changes provided in one's own work: redesigning production processes, based on self-management, decreasing the number of leadership levels, using computers to use road work, as well as the realization of some selection / evaluation criteria correlated with the field and the flexibility in the work.

The problem of women in management is not new, but it becomes a necessary necessity, following the studies carried out. Thus, the expansion of the number of women and the occupation of senior positions in the management activity is found in the context created by the diversity of employees in management.

Among EU Member States, women hold about a third of the leading roles in the largest listed companies in Romania (34%), Estonia (33%), Lithuania (30%) and Latvia (29%) and directors from Bulgaria and Slovenia (both 27%) and Sweden (24%). (Eurostat, 2020)

## CONCLUSION

The achievements and skills acquired by women in the contemporary period have proven that women have managerial qualities similar to those of men. In this sense, women have a double role that can sometimes be in conflict, the role of being a successful manager woman (career woman) and the role of the woman as a housewife in which the family and maintaining harmony in the home and family is her responsibility.

The skills, ambition, success of women in leadership positions can be much greater than those of men, because they have the ability to be rigid, tough and accurate in making a precise decision, these characteristics being essential for leadership.

The burden and tasks of a career woman are great, because the woman will not only have a career, but also the responsibility of being a housewife at home, and such a responsibility, indeed, does not belong to the man.

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