

POLITICAL AND ECONOMIC APPROACH OF WOMEN WORKING IN EXECUTIVE LEVELS IN THE SERVICE SECTOR: ANKARA STATE OPERA AND BALLET (ASOB) CASE

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ABSTRACT

Political economy is related to how capitalist system works by means of distribution of economical and cultural sources which has also a connection between the circumstances of women's working life. Because hegemony, which is reflected to hegemony's ideology, constitutes its force by the mediation of the concepts: 'discrimination' and 'segregation'. This force sometimes can effect women as both earning much less in some labor-force market, facing to harassment etc. and being obstructed to get top-level managerial positions in which institutes their work by means of political economy point of view.

In this study, we will examine the art sector which is one of the sub-branches of service sector in the labor-force market. Our case is Ankara State Opera and Ballet (ASOB). In this case, we aim to display how the institution is founded, and accepted as a part of modernization with the beginning of Republic of Turkey and changed especially by means of political approaches in the last years.

While doing this, we will elaborate the concepts of 'discrimination' and 'segregation' which issues women face in the labor-force market. Then, we will relate these three concepts with Antonio Gramsci's 'hegemony' and Louis Althusser's 'ideology', Michel Foucault's 'power' and we will examine how women are assigned to the executive positions in the case of institution which we have chosen.

We will study the circumstances which may be narrowed as; whether women are permitted to work in the top-level management or not, how many women have been worked in the top-level management in the history of the institution, if quantity has a meaning or not etc., by means of political economy.

By the mediation of aforementioned subjects, we will analyse the reasons of women being prevented to work in the top-level management in the working life by economical, political and social aspects. Consequently, we will elaborate how political economy, in which implemented whole society's structure, creates hindrances for women in the working life.

JEL CLASSIFICATION & KEYWORDS

■ J16 ■ J71 ■ Political economy ■ Management ■ Women working
■ Hegemony ■ Ideology ■ Power

INTRODUCTION

Either in developed countries or in patriarchal social structure countries many information, which are learnt afterwards, about being a woman - a man by biological way have an important role in the social life or working life. These info not coming from natural born or not relating with sexual identity make some obstacles in working life especially for women by the mediation of the concepts of 'discrimination' and 'segregation'. Gender concept is used for making an emphasis to femininity - masculinity apart from sexual identity.

Primarily, we must examine 'gender' concept affecting not only economics field but also all social living. We can say that contemporary view accepted that human sexuality have two types; heterosexuality, namely, 'female' and 'male' genders; and homosexuality. Those three human sexuality refer to the biological presence of humans. However, gender is the roles which are ascribed by the biological sex differentiations from the biological sex. It is ascribed to home-domestic roles to women, home-external roles to men by society.

We mean that while cleaning the house, taking care of children etc. are recognised by society to women, earning living is recognised to men. Namely, making duty distribution according to the biological sex is 'gender' (Serदारoğlu, 2010, p. 9).

Today, the problems faced by women in the working life have been continuing. The theories in the labor-force market are based upon their analysis debating on education, age, marital status etc.

Basically, there are two obstacles to prevent participation of woman labor-force: 1) Discrimination: It is raised by 'gender' concept and constituted by men hindering women professionally. 2) Segregation: Works are segregated as 'manly works' and 'womanly works'. The type of discrimination, which is our main concern, is 'gender' originated. Gender discrimination is to treat two equal people basically for their sexualities (Anker& Hein, 1985, p. 74).

Discrimination "can be seen as either different payment for the same job or the individuals who have same productivity will be having different jobs which would be paid different." (Lordoğlu& Özkaplan, 2003, p. 224).

Man-dominant ideology is a barrier in front of women because of many reasons. Either being hired for a job or continuing a career, men are treated preferential. For example, it can be identified as discrimination in an occupation where people who have in the same education-level between woman and men on just they have different sex. The main opinion is home-domesticated works and taking care of child roles for women whereas earning money for men (Ecevit, 2001, p.157).

The second is segregation which occupations are divided as a man job and a woman job. It is called occupational stratification developed by Bergmann (Lordoğlu& Özkaplan, 2003, p. 224). It is divided two sections per se:

- Horizontal Segregation: Segregation in one occupation group or segregation in one obvious sector. It means jobs are divided as a men work and as a women work.
- Vertical Segregation: Hierarchical segregation in an institution (Ecevit, 200, p. 158).

Pointing as feminist economics, in horizontal segregation works are divided as women work and men work; in vertical segregation for example, women work as chief on the contrary of men work as executive director, manager like etc.

General viewing for women working in executive / management levels

In this study we are setting 'discrimination' concept out, we will analyse why woman employees wouldn't be brought to the top-level management in public institutes. In here, especially, 'vertical segregation' concept will enlighten us. Our case is Ankara State Opera and Ballet (ASOB). In our opinion, although, this institute is called as 'art sector' appears as a marginal one, it is not different than any other institutes because of being a public institution.

Historically founded as a part of modernization ASOB for an interpretational institution of opera, ballet and theatre has the status of 'General Directorate' in the middle of 2000's. In mentioned years, it was removed by 'General Directorate' to the 'Directorate.'

As it has been known as history of the institution, women has been worked as 'general choreograph' which is a medium level managerial position. It is the first time a woman had been appointed to the 'General Directorate' which is the top-level management status of the institution in the mid 2000's years.

At this point, it is not said definitely looking only one position but, the institution has been partly collapsed the prescience by the way of horizontal and vertical segregation. The discrimination in woman-job and man-job has been partly demolished by appointing a woman. As it is mostly seen a job which can be done by men, 'General Directorate' job.

Likewise the regulation of vertical segregation has been destroyed by appointing a woman in a top-level management. However, it is not recalled that an appointment, which was applied once in the institution, doesn't sign that there are no discrimination and segregation in the institution.

Ballet art may be defined as music and dance steps display in harmonically. The choreograph is the one who makes it real. It is observed that women choreograph are much more than men choreographs quantitatively. Especially, the new performances which were created in the last years have a woman signature. For example, Harem (which is about Ottoman life on the part of the house occupied by women), Calikusu (which is based upon a well-known and popular novel written by Reşat Nuri Güntekin. Its' history is about a love story between a young and a very beautiful Ottoman, fatherless and motherless teacher and her cousin and the last days of Ottoman Empire) and the performances by Modern Dance Company.

However, in these performances we can see traces of Ottoman Era effect commonly. Because, all those performances basically against to classical ballet spirit. In our opinion, the politics of the institution cannot be differentiated by the political eras. All of these are related with Antonio Gramsci's 'hegemony' concept.

According to Gramsci's hegemony, "a society does not only be administrated by force but also be administrated by convincing. Thus, a society learns how their administrators look the circumstances and they will look the circumstances from their administrators. The advantage of a group will obviously see by 'domination' and 'intellectual leadership.' Hereby, dominant group can control the against-group which is probably a volunteer for destroy their selves." (Gramsci, 1971; Arrighi, 2000, p. 54, 55).

"In generally meaning politics economics is the science which is interested in the tools' production and altering which are necessary to retain of material presence. Politics economics is essentially historical. It is historical because

production and altering relations are differed by country to country and historical terms. It is classified because historically production and dividing is based upon productions and power relations." (Yaylagül, 2006, p. 123).

In ASOB, women are in status are obvious. Excepting, administration missions, women works as opera artist or dancer. If we narrow down our field and determine us only with dance (ballet) part, a woman whose active dance life ends will be working as a choreographer or repetitor. Those are the head managers of a play for instance called 'A'. Besides, there is another administrative level in ASOB called as 'general choreographer' which is the top-management of ballet department.

Namely, the administrators in patriarchal society believe due to the fact that the necessity of patriarchal society structure women are worked even home-external works, women would not be worked at the top-level management positions in any institution. In the same way, and at the same reasons, women are pushed themselves back because of that idea: 'I couldn't work in a top-level management somehow.'

With respect to our topic, which is not exactly related in this study, those kinds of performances are being affected by the right-hand side politics. The primary problem here is whether political area supports the institution or not. Or if politics area support the institution what the degree of it so how this supporting is affected the woman entrepreneurship are the question of make an interest of our mind. Because being an entrepreneurship in the institution means being a middle-level manager at the same time.

If we want to understand why a government supply or not supply an art institution we can understand firstly Louis Althusser's ideology. According to Althusser's theory practice of society and ideology are nested within each other. "If one can remember that ideology dispatches the thoughts which are related about irregular facts on the contrary, the real thoughts related about real facts." (Kazancı, 2006, p. 10).

The fact is how the ideology of the politicians affects the entrepreneurship of woman. This debate actually has a simple answer: Art would have been founded by a part of modernization. In the early years of the Turkish Republic it could achieve its mission partly. However, after 1950's against - modernization thought would be surrounded by largely everywhere. So, we are not able to say that the art sector wouldn't be affected by this fact. Besides, maybe the art sector the most affected one.

With the point of view of politics economics to examine the hierarchal structure of the institution three important philosophers' ideas will be enlighten us. Referring Gramsci's 'hegemony', Althusser's 'ideology' in the topic, we should mention about Michel Foucault's viewpoint of 'power'. Because, actually power has far beyond meanings of 'political power', during long years the 'power' concept considered equal with 'political power' (Rigel & Batuş & Yücedoğan & Çoban, 2005, p. 98).

There is a power relationship where human being relations exist. Either in private sector or in government institutions power relations operates in every place of labour-force market. A broadly statement, there is absolutely a power relationship in every relation of human-beings. Because of our concern, being public institution ASOB power relations are felt more dense. This circumstance is related not only Gramsci's 'hegemony' concept but also Althusser's 'ideology' concept as well. Whereby there is no 'administration' circumstance in gender roles in patriarchal society, then why women are not assigned top-level

management can be explain by as well as the concepts 'hegemony' and 'ideology'.

A constant power condition arises because of power relations are dynamic and unequal. "Power is in everywhere." Therefore, it can be produced in every relationship. "Owing to power does not surround everywhere, cause it appears in everywhere; power does neither a constitution nor a certain endowed difficulty, power is called by a complex strategic situation in societies. [...] In Foucault's opinion power does not a thing which is extorted or hold or shared. Power is occurred in the relations which are unequal and dynamic and is operated." According to Foucault, power relations can change and reverse (Rigel, et. al., 2005, p. 99, 100).

If power is in everywhere why women are appointed or not appointed may determined by power. In here it is emphasised that there is patriarchal thought. Pre-admission of differentiating of women-men working even women are hired in a paid-job because of their gender roles (in home-domesticated) of women should work appropriated works positions determining by patriarchal system spontaneously makes an unfair stage and continuous itself like that. This situation will be continuous in time until hegemonic relations including patriarchal structure. According to our opinion, breaking available power in ASOB will be changed by altering available power thoughts. Of course, it won't be achieved by not utopical way like destroying patriarchal system in the institution. This will be accomplished by women who want to be a top-level manager in the institution to break getting rigid structure and it will be achieved in by reversing the available power.

Conclusion

Patriarchal system works in everywhere and in everything of our lives. It is seen especially in working life of women. Every sector has a special problem of its own. However, women are affected by these problems largely. One of these problems is 'discrimination' which is equal educated, equal profession only sex-based women and men are treated different. The other is 'segregation' which jobs are divided as man job and as a woman job. Both of these sources originated from the patriarchal ideology.

Of course our sample as if it looks a marginal sector, ASOB can't divide the general aspect. The main reason of this approximately in sixty years its history, women would not have been appointed to the top-level management as a 'General Directorate.' It shows that patriarchal ideology came into surface and people minds women couldn't manage the top-level management for long years.

The reason is that women are much more capable to create attractive performances. But, it is seen that a problem in creating those kind of attractive performances. In the last years there has been creating much more of an appealing of Imperial Ottoman Era projects. We think it is caused by the hegemony's ideology. So, we can say hegemony is everywhere and inside of every work. The art sector can't be segregating itself from him.

We can say that because of ASOB couldn't segregate itself from hegemony, although it is better than the other institutions, women working in the institution are affected by both 'discrimination' and 'segregation.' Both problems show themselves especially in the top-level management.

In terms of the mid-level managerial positions which choreographer appointed with respect of women are quite good. There are no discrimination or segregation problems in here. Actually, appointed as a top-manager to the

institution are affected three philosophers' ideas. According to Gramsci's 'hegemony', to Althusser's 'ideology', to Foucault's 'power', there is a patriarchal system covers in institution like everywhere else.

Consequently, generally ASOB has a better conditions in terms of being a mid-level manager but in private women faces some 'discrimination' and 'segregation' problems being a top manager position.

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