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THE ORGANIZATION OF GENDER: EXPLORING THE LEXICON OF THE PROFESSION

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Davlyatova Madina Shakirovna

Independent researcher of Termiz state university, Uzbekistan

ABSTRACT

The article examines issues such as gender identity, gender expression, gender roles, and gender stereotypes, emphasizing their importance in defining society norms and individual experiences. It covers the gender binary's limitations and critiques, as well as the different identities of genderqueer and non-binary people. The essay also discusses the connections of gender with other social identities through the lens of intersectionality.

KEYWORDS

Gender identity, gender expression, gender roles, and gender stereotypes.

INTRODUCTION

Gender research and organization is a complicated and ever-changing field in the social sciences. Scholars and researchers investigate how societies develop, comprehend, and organize gender, as well as the effects of gender on individuals and communities. The lexicon, or word, employed in this field reflects the intricate and multifaceted character of gender. In this

section, we'll look at several significant terms and concepts used in the study of gender organization:

METHODS

Numerous researchers have contributed significantly to the topic of gender studies. It is vital to remember that gender research is interdisciplinary, encompassing

a variety of academic fields such as sociology, anthropology, psychology, feminist theory, queer theory, and more. The following scholars have made significant contributions to the study of gender:

RESULTS

Judith Butler: Judith Butler is a philosopher and gender theorist best recognized for her revolutionary research on gender performativity. Her book "Gender Trouble" (1990) has had a significant impact in challenging traditional concepts of gender and studying how gender is manufactured and performed. Another notable scholar is Simone de Beauvoir: Simone de Beauvoir was a French author, philosopher, and feminist thinker. Her book "The Second Sex" (1949) is regarded as a fundamental work in feminist theory, delving into the cultural and social construction of gender, as well as the ramifications of women's subordination in society.

A critical racial theorist and legal professor who introduced the term "intersectionality." Kimberlé Crenshaw's work focuses on the linked nature of social identities such as race, gender, and class, and how these overlap to shape experiences of privilege and oppression.

Gayle Rubin is an anthropologist and feminist thinker who specializes in the anthropology of sex and gender. Her work "The Traffic in Women: Notes on the 'Political

Economy' of Sex" (1975) influenced feminist theory and sexuality research.

Raewyn Connell is a sociologist whose work focuses on masculinity and gender power dynamics. Her book "Masculinities" (1995) investigates the social construction of masculinity and the manner in which masculinity is enacted and maintained within various social situations. Judith Lorber is a sociologist who has written extensively about the social construction of gender. Her research questions the notion of gender as a fixed binary and investigates how gender is learnt, enforced, and perpetuated through social processes.

DISCUSSION

It is clear that these are only a handful of the numerous researchers who have made significant contributions to the area of gender studies. The study of gender is a dynamic and growing topic, and various other researchers, including Uzbek experts, have made vital contributions to our knowledge of gender and its organization.

Gender describes the social and cultural roles, behaviors, identities, and expectations that come with being male or female. It is critical to distinguish between gender and biological sex since gender is a social construct that varies throughout cultures and historical times.

Sex refers to the biological and physical traits that distinguish someone as male, female, or intersex. Biological sex is typically defined by reproductive organs, chromosomes, and secondary sexual traits.

Gender Identity: A person's deeply held sense of being male, female, or a gender other than the one assigned at birth. Gender identity may or may not correspond to an individual's biological sex. Gender expression is the external manifestation of one's gender identification, which can take the shape of behavior, appearance, dress, hairstyles, and other types of self-presentation. Gender expression is variable and varies depending on the context.

Gender Roles are socially constructed expectations and conventions about the behaviors, activities, and roles that are deemed proper for males and females in a given community. Gender stereotypes are widely held views or assumptions about the traits, characteristics, and behaviors associated with men and women. These prejudices can perpetuate inequity, limiting individual freedom and expression.

Gender binary is the division of gender into two separate and opposing categories, often male and female, with the assumption that everyone falls into one of these two categories. The gender binary fails to account for the breadth and complexity of gender identities and expressions. Genderqueer/Non-binary: These terms refer to those who do not identify solely

as male or female. Genderqueer/non-binary people can identify as a combination of genders, as having no gender, or as a gender other than the usual binary categories.

Transgender: People whose gender identity differs from the sex assigned to them at birth. Transgender people may go through social, medical, or legal changes to match their gender identification with their gender expression.

Cisgender: Refers to those whose gender identity matches the sex assigned to them at birth. Cisgender people, for example, are those who are born male and identify such. Intersectionality is a framework that recognizes and investigates how many social identities (e.g., gender, race, class, sexuality) intersect and interact to shape an individual's experiences of privilege and oppression. Intersectionality believes that various identities are interrelated and cannot be addressed separately.

Patriarchy is a social structure in which men wield main power and control positions of political leadership, social privilege, and authority. Patriarchy is frequently criticized for fostering gender inequity and restricting opportunities for women and gender minorities. Feminism is a movement that advocates for gender equality in society, politics, and the economy. Feminism aims to fight and eliminate gender-based prejudice and oppression.

Queer Theory is an interdisciplinary framework that questions standard ideas of gender and sexuality. Queer theory challenges the norms and assumptions that underpin heterosexuality and binary gender categories in order to foster more inclusive and diverse understandings of human identities and relationships.

These are only a few of the numerous terminology and concepts used in the topic of gender organization. It is crucial to remember that language and knowledge of gender are always evolving, and different cultures and researchers may use terminology in different ways.

Gendered Language in Professions: Many professions have historically been gendered, with certain vocations strongly identified with one gender over another. This phenomena is replicated in language, where nouns for professions frequently have gender connotations. For example, the terms "nurse" and "secretary" have traditionally been associated with women, whereas "engineer" and "CEO" have been linked with men.

Gendered language in professions can reinforce assumptions and biases. When certain professions are regularly linked with a specific gender, it can limit prospects for people who do not fit such gender standards. Furthermore, such linguistic arrangement might contribute to the marginalization of certain genders within specific professions, exacerbating gender inequality.

Efforts to counter gendered language in professions are now happening. Many businesses are using gender-neutral job titles and descriptions to encourage inclusivity and diversity. For example, using "flight attendant" instead of "stewardess" and "police officer" instead of "policeman" recognizes the presence of all genders within these professions.

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1. Nurse vs. Doctor: Nursing has traditionally been associated with women, but the profession of doctor has been primarily portrayed as masculine.
2. Secretary vs. Executive Assistant: The term "secretary" has historically been linked with women, whereas "executive assistant" is frequently regarded as a more gender-neutral phrase.
3. Stewardess vs. Flight Attendant: The term "stewardess" has traditionally been associated with women, but "flight attendant" is a gender-neutral term that recognizes the participation of both men and women in the industry.

4. Policeman vs. Police Officer: The term "policeman" refers to a masculine gender, whereas "police officer" is a gender-neutral option that includes people of all genders who serve in law enforcement.

5. Fireman vs. Firefighter: Like "policeman," the term "fireman" suggests a masculine gender, whereas "firefighter" is a gender-neutral phrase that refers to people of all genders who work in firefighting professions.

CONCLUSION

Gender classification in professions reflects cultural beliefs and biases. By questioning sexist language and fostering inclusivity in professional speech, we may help to create a more equitable and diverse workforce. Individuals, organizations, and society as a whole must acknowledge the power of language in shaping perceptions and work to promote linguistic practices that affirm and respect all genders.

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