



administrative positions had difficulties making decision; physical hardship caused bodily harm to women; etc.

Tasks normally classified as belonging to the male sex comprised those requiring physical strength, field work, site surveys, administrative work, personnel supervision, handling machines and engines, driving, military-related jobs, mastering of ceremonies, serving monks and working with religious and holy matters, sport refereeing, training villagers with emphasis on government matters and physical strength activities, and those tasks to be carried out off official hours.

Tasks classified as belonging to the female sex, on the other hand, were servicing, financial handling matters, dexterity – related handling, beautification activities, food and beverage, cleaning, typing and computering, and those requiring tenderness and gentleness typical of female etiquette.

Underlying conceptions behind gender-based work division behaviors found in studied agencies were as follows: "male superiority" both in terms of physical strength and general "superior" gender qualifications, traditionally held beliefs and social practices according higher status to the male sex leading to the "femaleness" ideology-base division of work.