

Bei mir besteht es aber kein Zweifel, dass in einigen Jahren, wenn die Mediation in Belarus festen Fuß fasst, werden auch andere Bereiche populär. Jetzt also ein paar Worte über den Nutzen der Mediationsentwicklung in Belarus. Mediation hilft bei Konflikt- oder Streitigkeitslösungen nicht nur Zeit und Geld zu sparen, sondern auch Nerven zu schonen. Heutzutage, in der Zeit der Informationsgesellschaft, ist es notwendig, sowohl berufliche Netzwerke als auch private Kontakte aufzubewahren und zu pflegen. Hier kann das Verfahren der Mediation zur Verfügung stehen. Und was ich besonders betonen möchte, kann dieser Nutzen von jedem Menschen wahrgenommen werden.

Bevor ich zum Schluss komme, möchte ich meine Darlegungen kurz zusammenfassen. Erstens: Die internationale Zusammenarbeit beinhaltet gemeinsame Aktionen zwischen den Staaten in verschiedenen Fragen, die aber sowohl auf den Wohlstand des Staates, als auch auf den Wohlstand der Bevölkerung gerichtet werden. Zweitens: Die Deutsche Stiftung für internationale rechtliche Zusammenarbeit ist eine Stiftung, die rechtliche Unterstützung und Beratung mittels zahlreichen Projekte und Seminaren, darunter Maßnahmen zum Thema „Mediation« ermöglicht. Drittens: Mediation ist ein Verfahren zur konstruktiven Beilegung eines Konfliktes mithilfe eines Mediators. Als den wichtigsten Mediationsbereich in Belarus kann man die Wirtschaftsmediation mit Aussichten auf die Entwicklung anderer Mediationsarten nennen.

Abschließend lässt sich sagen, dass Mediation in Belarus mit großer Unterstützung der Deutschen Stiftung für die internationale rechtliche Zusammenarbeit zum Vorschein kam, aber ihre Zukunft liegt unseren Händen.

## **FEMINISM IN BUSINESS CULTURE**

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In general feminism can be defined as a collection of movements aimed at establishing and defending equal political, economic, and social rights for women. In addition, feminism seeks to establish equal opportunities for women in education and employment. A feminist is a person whose beliefs and behavior are based on feminism.

Feminist theory, which emerged from these feminist movements, aims to understand the nature of gender inequality by examining women's social roles and lived experience; it has developed theories in a variety of disciplines in order to respond to issues such as the social construction of sex and gender.

The aim of the work was to understand how feminism movement works in business culture. In the era of globalization women's and men's rights tend to be equal but still there exist some constraints for women when speaking about employment. That is why the famous case of Allison Schieffelin was looked into. This woman worked for Morgan Stanley in New York. Twelve years later she

was earning over a million dollars a year. In 2000 she was fired and escorted from the office days after what her employer described as «an abusive confrontation» with her boss. She filed suit and four years later settled for \$12 million.

Labor shortages during the world wars stimulated women's entrance into the workplace. During the Second World War, over 6 million women took up work outside the home, many of them married and over 35. Women became more educated, and a booming economy provided greater employment opportunities. The spread of the women's movement in the 1960s led to a shift in attitude against the «feminine mystique» of women being fulfilled as mothers and homemakers. Women tended to get married later and had fewer children. The inflation of the 1970s prompted many families to have both parents work to maintain their standard of living. Currently, half the households in America rely on both parents working.

In the United States and Europe, women now represent a fraction under half of the workforce. Businesses that ignore concerns of women lose out not only by missing the potential of valuable human resources such as Allison Schieffelin, but also because they develop a reputation for intolerance and injustice.

There exist two strands of feminist thinking: essentialism and equality. Essentialist feminists argue that women by virtue of their biological and psychological qualities are equal to or superior to men. Although originally rejecting any implication of biological differences as a tool for conservatives who wished to keep women in the home, they have now rethought their position with a recognition that biologically based differences between the sexes might imply superiority and power for women in some areas.

Equality feminists believe that both men and women, while biologically and anatomically different, enter the world with the genetic inheritance of a mother and a father and from that respect human nature is androgynous, neutral, and equal.

Still there exists discrimination and sexual harassment (e.g. unwelcome sexual advances, requests for sexual favors, etc). It has been prohibited by legislation. However, even if harassment is made illegal, many women may justifiably feel reluctant to follow up on an accusation and believe that they will be branded as a complainer or not a team player if they object to workplace behavior.

In conclusion it is important to mention that Allison Schieffelin was undoubtedly treated badly by Morgan Stanley. However, the effects of gender bias extend far beyond isolated cases of harassment and may have global implications. Feminist philosophers offer us insights that challenge both the way women are treated in business and perhaps the very way business is structured, and they prompt us to reexamine some of our foundational philosophical assumptions about fairness and impartiality. A continuing challenge to be solved is to work out how to treat men and women equally despite their unique life experiences.