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## GENDER FEATURES OF OCCUPATIONAL AND JOB TITLES IN THE KAZAKH LANGUAGE

The article examines the relationship between gender and professional activity, as well as manifestations of androcentrism in Kazakh occupational and job titles. The traditional association of fields such as heavy industry, the military, and agriculture with men's work also influences the linguistic use of occupational terms. The study aims to identify signs of androcentrism in Kazakh occupational and job titles, classify them from a lexical-semantic perspective, and describe their gender-related features in comparison with other languages.

The research material consists of occupational and job titles selected from the "Dictionary of the Kazakh Literary Language". Quantitative, qualitative, comparative and semantic methods of analysis were employed. The findings indicate that although certain Kazakh terms display signs of androcentrism, gender differentiation is less pronounced than in other languages. In English and Russian, some feminine occupational terms are derived from masculine forms by means of specific suffixes, whereas occupational and job titles in Kazakh are predominantly gender-neutral. For example, although the word "aga" refers to "an older man or an elder brother", the job title "aga oqytushy" ("senior lecturer") is used for both women and men.

The findings demonstrate that most occupational terms in Kazakh are gender-neutral, although traces of an androcentric worldview remain in some lexical components. The results can be applied in research on gender linguistics, lexicology, sociolinguistics, and comparative linguistics.

**Keywords:** gender linguistics, androcentrism, occupational titles, job titles, masculinity, Kazakh language.

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### Қазақ тіліндегі мамандықтар мен лауазым атауларының гендерлік ерекшеліктері

Мақалада қазақ тіліндегі кәсіп пен лауазым атаулары негізінде гендер мен кәсіби қызметтің өзара байланысы және аталған лексикалық бірліктердегі андроцентризм белгілері қарастырылады. Ауыр өнеркәсіп, әскери іс және ауыл шаруашылығы сияқты салалардың дәстүрлі түрде ер адамдардың қызметімен байланыстырылуы кәсіп атауларының тілдік қолданысына да әсер етеді. Зерттеудің мақсаты – қазақ тіліндегі кәсіп пен лауазым атауларынан андроцентризм белгілерін анықтау, оларды лексика-семантикалық тұрғыдан жіктеу және гендерлік ерекшеліктерін басқа тілдермен салыстыра сипаттау.

Зерттеу материалы ретінде «Қазақ әдеби тілінің сөздігіндегі» кәсіп пен лауазым атаулары алынып, сандық, сапалық, салыстырмалы және семантикалық талдау әдістері қолданылды. Нәтижесінде қазақ тіліндегі кейбір атаулардан андроцентризм белгілері байқалғанымен, олардың гендерлік жіктелуі басқа тілдермен салыстырғанда әлсіз екені анықталды. Ағылшын және орыс тілдерінде кейбір кәсіп атауларынан арнайы жұрнақтар арқылы әйелдерге қатысты атаулар жасалса, қазақ тілінде кәсіп пен лауазым атаулары негізінен гендерлік бейтарап сипатқа ие. Мәселен, «аға» сөзі ер адамды білдіргенімен, «аға оқытушы» атауы әйелдер мен ерлерге ортақ қолданылады.

Зерттеу нәтижелері қазақ тіліндегі кәсіп атауларының басым бөлігі гендерлік бейтарап болғанымен, олардың кейбір лексикалық компоненттерінде андроцентрилік дүниетаным іздері сақталғанын көрсетеді. Алынған тұжырымдарды гендерлік лингвистика, лексикология, социолингвистика және салыстырмалы тіл білімі салаларында пайдалануға болады.

**Түйін сөздер:** гендерлік лингвистика, андроцентризм, мамандық атаулары, лауазым атаулары, маскулинділік, қазақ тілі.

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### Гендерные характеристики профессий и названий должностей на казахском языке

В статье рассматривается взаимосвязь гендера и профессиональной деятельности, а также проявления андроцентризма в наименованиях профессий и должностей казахского языка. Традиционное представление таких сфер, как тяжёлая промышленность, военное дело и сельское хозяйство, в качестве преимущественно мужских видов деятельности оказывает влияние и на языковое употребление профессиональных наименований. Цель исследования – выявить признаки андроцентризма в казахских наименованиях профессий и должностей, классифицировать их с лексико-семантической точки зрения и охарактеризовать их гендерные особенности в сопоставлении с другими языками.

Материалом исследования послужили наименования профессий и должностей, представленные в «Словаре казахского литературного языка». В работе применялись количественный, качественный, сопоставительный и семантический методы анализа. Результаты показали, что, хотя в некоторых казахских наименованиях присутствуют признаки андроцентризма, их гендерная дифференциация выражена слабее, чем в других языках. Если в английском и русском языках от некоторых наименований профессий, относящихся к мужчинам, с помощью специальных суффиксов образуются феминитивы, то в казахском языке названия профессий и должностей преимущественно имеют гендерно-нейтральный характер. Например, несмотря на то, что слово «аға» обозначает мужчину, наименование должности «аға оқытушы» употребляется по отношению как к женщинам, так и к мужчинам.

Результаты исследования свидетельствуют о том, что большинство наименований профессий в казахском языке являются гендерно-нейтральными, однако в отдельных лексических компонентах сохраняются следы андроцентрического мировоззрения. Полученные выводы могут быть использованы в исследованиях по гендерной лингвистике, лексикологии, социолингвистике и сопоставительному языкознанию.

**Ключевые слова:** гендерная лингвистика, андроцентризм, наименования профессий, названия должностей, маскулинность, казахский язык.

## Introduction

Throughout history, every society has developed its own system of professional activities shaped by economic, social and cultural conditions. In early communities, human labour was mainly connected with hunting, agriculture and animal husbandry.

With the development of education, schools and universities, professional activity became more differentiated and specialized. The development of heavy and light industries contributed to the emergence of new occupations and strengthened the social division of labour between women and men. This trend is reflected not only in Kazakhstan, but also in all developed and developing countries. The

types of professions, depending on their properties and characteristics, began to be distinguished into professions practiced by men or women.

Historically, the term “profession” was initially associated with a limited group of socially prestigious occupations, especially in the fields of medicine, law and religion, where male predominance was clearly observed. Professions arise and change under the influence of gender ideology as a result of social context, gender segregation, and everyday communication.

Although women were widely represented in fields such as nursing and teaching, these occupations were often regarded as having fewer characteristics of fully established professions and were

therefore described as “semi-professions” (Carr-Saunders & Wilson, 1933) or “aspiring professions” (Bolton & Muzio, 2008).

Over time, starting in the 1970s, feminist sociologists and scientists in the field of sociology began to conduct research on the relationship between gender and profession. Similar gender studies originated in the United States.

The first research in the field of gender appeared under the influence of statistics on the job market. In these studies were investigated issues such as differences in the wages of women and men, gender segregation, and women’s high performance in doing high-profile work.

Different theoretical approaches have been used to explain the relationship between gender and profession. We are going to discuss functionalist, Marxist, and Neo-Weberian approaches.

Within the functionalist paradigm, empirical and theoretical studies on gender and profession have mainly focused on occupational gender segregation and human capital theory. The first approach is associated with “occupational gender segregation” and “dual labour market theory”, while the second is related to “status attainment” and “human capital theory” (Loos, 2016).

Previous quantitative studies have touched upon the issue of the division of labor but have not fully explained this phenomenon. Only Simpson and Simpson (Simpson & Simpson, 1969) tried to study the relationship between gender and professions by conducting research on the types of professions and semi-professions in society. They were criticized by other scientists because the scientists’ research was based on gender stereotypes. However, this work became a prerequisite for research on gender and the relationship of the profession and contributed to the development of further gender studies.

In the 1970s, proponents of the “difference theory” came to the conclusion that women are more well-mannered, caring, and more sympathetic to everyone than men. And in the XVIII century, myths about the maternal instinct of women emphasized their “natural qualities”. These qualities were used as a cultural and scientific strategy in determining their profession and tasks.

Many sociologists and feminist scholars disagreed with this method because this approach was based on the choice of professions, arguing that women and men have a single feminine masculinity, and women have a secondary status from the professional side.

According to the second method, the gender division of professions is built on the basis of Marxist

and socialist feminist theory, and from this point of view it is concluded that the divisions in professions were due to capitalism and patriarchy (Hartmann, 1976). A large research work on gender occupations has been carried out and it has been established that there is inequality between the sexes. But some feminist scholars explain the gender division of the labor market in the context of the Marxist approach from the side of the patriarchal and capitalist way of production.

The third method is similar to the neo-Weberian method. According to this method, gender issues in the context of professions can be explained from the side of the social closure theory.

The author of the theory of social closure is Frank Parkin. Social closure refers to the process by which social groups exclude the same groups from among themselves on the basis of some criteria in order to preserve their resources. Such situations can occur among any group. For example: education in private schools depends on the financial situation of a person; to study at a university, you need to have a certificate or diploma; economic or social capital is taken as a basis when joining one prestigious club.

According to Larson, men have more opportunities to get information than women. That is why they later achieve more success in the implementation of their professional projects (Larson, 1977). In accordance with Davies, one of the forms of showing their professional skills is manifested in the fact that men take women as their assistants for emotional work that does not require qualifications in (Davies, 1996).

Historically, we can see that the types of professions that were initially created only by women have changed to the types of professions that men do. For example: if the profession of an obstetrician was originally a female profession, now we can see men among gynecologists, or if 50-60 years ago only women worked on computing machines, this profession has now replaced the profession in the field of Information Technology, and usually a large number of men work in this area. However, the transition from a masculine profession to a female one is usually marked by the descent of status.

Indeed, in relation to the professions of women and men, each person has his/her own characteristics. In terms of gender, as well as for the Kazakh people, the division of work between a man and a woman is not clearly expressed, but it has its own responsibilities.

Among the works performed by men for our ancestors, who initially led a nomadic lifestyle, we can mention such professions as shepherds, birders

and horsemen. At that time, women were usually engaged in housekeeping.

The feminine and masculine division of works is based on the definition of gender roles. Usually feminine jobs were associated with unpaid household chores, while masculine jobs consisted of well-paid or highly paid workgroups.

Such factors and stereotypes have been preserved until the beginning of the XXI century, but in many countries this situation still exists. Even in the United States, where the issue of gender equality is increasingly raised, women still earn less than men, even if they have the same jobs. It happens because the heads of large companies and organizations are men.

The main purpose of this study is to identify gender-related features of occupational and job titles in the Kazakh language, to determine the degree of androcentrism in these lexical units, and to describe the lexical-semantic status of masculine, feminine and gender-neutral occupational names. To achieve this aim, the following tasks were set:

- to classify occupational and job titles into masculine, feminine and gender-neutral groups;
- to determine their quantitative distribution;
- to identify lexical units with signs of androcentrism;
- to describe the semantic and social status of gender-marked occupational names.

### Materials and methods

As an object of research, we took the "Kazakh literary language dictionary". In the dictionary, units are given in alphabetical order, their meanings are explained compactly, grammatical, stylistic meanings are differentiated, the scope of some words and etymology are indicated thoroughly. The dictionary of the Kazakh literary language consists of 15 volumes. We collected the names of professions and job titles from the dictionary. Their number amounted to 1118. We divided them into 3 large groups: feminine, masculine and a group of common professions.

In the course of the study, we used quantitative and qualitative analysis methods. Using the quantitative method, we tried to determine the general number of professions, job titles and then the number of masculine, feminine and common professions. We also used the qualitative method, including the control method, when dividing and analyzing professions and job titles.

The dictionary provides definitions of lexical units and examples from literary texts. These examples were examined through contextual analysis, after which occupational and job titles were classified

as masculine, feminine or gender-neutral according to their lexical meaning, contextual use and social function.

In addition, we applied the historical method. The historical method is the main method for studying the political history of civilization in space and time, where all the actions of the subjects of political relations took place in the past and political ideas were realized.

### Literature review

The transmission of the division of labor in relation to sex is a phenomenon that has been preserved in the history of mankind for a long time. In many societies, the division of labour has historically been hierarchical, with men occupying socially dominant positions and women being associated with subordinate or less prestigious forms of work. According to the American feminist scientist Heidi Hartmann, the status of women in modern society arose from the division of labor into this gender. In her opinion, it is necessary to exclude not only the differences in the division of labor by gender, but also the division by gender in general. Only in this case, both women and men will be able to fully reveal their human potential (Hartmann, 1976).

First of all, in the patriarchal system before capitalism, men learnt the techniques of hierarchical organization, controlling the labor of women and children in families. With the advent of the state Private Division, that is, the emergence of an economic system with a state apparatus based on large and professional units, there are occurred problems of controlling the female labor force.

At the beginning of the eighteenth century, the emergence of capitalism began to destroy patriarchal control based on old institutions and form a new "independent market" in labor. It would also turn all children and women into a single labor force, leading to the rule of men over women and the destruction of the family.

If the main task of capitalism is to eliminate all differences in status between workers, why is the situation of women in the labor market still at a low level? There are several answers to this question: it is based on the neoclassical views that this trend is not yet completed, on the fact that production needs a hierarchy due to the imperfection of the market.

The radical view supports the importance of creating a hierarchy in the production system of men as capitalists. They create the labor market by dividing workers according to their racial, sexual, and ethnic qualities.

The division of work by gender is the main mechanism by which men show superiority over women in capitalist society. Because it, in turn, affects the low wages of women in the labor market. Hence, the fact that the combined work of capitalism and patriarchy directly affects the role of women in the labor market.

Men generally occupied higher-status positions, whereas women were more often associated with so-called semi-professions.

Over time, women began to engage in those types of work that only men were engaged in. The emergence of such changes can be seen in the studies of Celia Davies and Anne Witz.

Feminization in western professions, despite the social policy of gender equality, the issue of gender still plays a major role in the issue of employment (Britton, 2017).

However, the gender approach remains incomplete if it does not take into account other forms of social inequality, including race, ethnicity, sexual orientation and citizenship (Adams, 2003).

Historically, male-dominated professions were created and institutionalized by men, while women often faced barriers related to education, promotion and access to professional experience. For example, studies show that the differences between men and women are particularly noticeable during major life transitions, such as initial admission to professional work (Seron, Silbey, Cech & Rubineau 2016) or childbearing.

In the issue of work, there are many differences in the employment of such women and men in Kazakhstan. Since women go on maternity leave, there are many issues of hiring men, taking into account this factor when hiring.

In the field of linguistics, the term “feminitives” (Badanina, 2017), which describes women, refers to the category of the female gender of a noun formed from the root of the category of the male gender. Usually feminitives mean profession, social affiliation and place of residence (Prorokova, 2016). The word-formation structure of feminitives is studied within derivational morphology, while their scope of use is examined in gender linguistics.

In English, there is no grammatical category of gender, although words that describe women, in particular, are formed using the suffixes-ess and-ette: stewardess, dudess, actress, usherette etc. (Lopatin, 1973, p. 73).

For example, in Czech language, the name of women’s professions comes from the name of men’s professions. For instance, for men “doktor” (doctor), and women have “doktorka” (doctor), “ko-

lega” (kolega) – “kolegyně” (kolegine), “ministr” – (Minister) – “ministryně” (ministrine).

As for the Russian language, there were more words denoting male names, which, in turn, we think is due to the fact that there were restrictions in the field of work for those women. The emergence of new feminitives coincides with the XIX-XX centuries, because in Russia at that time, only the types of professions practiced by men became available to women (“pianist”, “aviatrissa”, “pedagogichka”). However, such phrases caused great controversy in society. Therefore, since the 1930s, feminitives have been very common in official documents (Piperskiy, 2019).

In the Kazakh language, there are few gender differences in the names of professions. Since there is no gender category in our language, the names of professions are common to all of us. However, when we hear some profession names, only the image of a man comes to our mind however, it does not stand out in the language only as a masculine profession.

## Results and discussion

As a result, we found a total of 1118 names of the professions and job titles. Of these, 772 are masculine professions, 54 are feminine professions, and the remaining 292 belong to the group of common professions.

In the course of the analysis, we found the names of several job titles that begin with the word “аға” which is translated as head or senior. They are: *аға офицер* (senior officer), *аға лейтенант* (senior lieutenant), *аға редактор* (senior editor). If we look at the etymology of the word “Аға”, it is used in the meaning of “older related men in terms of age”, “a common word for an older man”, “wise man, leader”. That is, even in the very first sense of this word, one can understand that it is pronounced in relation to men. We also note that this word is pronounced in relation to those who have a high status, that is, bosses and superiors.

In this regard, some occupational and job titles in the Kazakh language reveal traces of an androcentric worldview, although their actual use may be gender-neutral in modern language practice.

This is quite reasonable, because in the Kazakh people, who led a nomadic lifestyle, women were engaged in household chores, and men in animal husbandry and business. Over time, the opening of factories in the first half of the XX century, followed by the development of technology, gave rise to new professions. At the same time, women began to get jobs in factories that were empty during the Great

Patriotic War. After the war, both men and women could work in the same place and position.

The question arose of what category it is necessary to look at when dividing general specialties into feminine and masculine ones, since there are no suffixes and prefixes in the Kazakh language. As a result, we came to the conclusion that it is necessary to divide according to the ultimate meaning of the word when considering masculine and feminine professions. That is, we need to look at the etymology of the word.

First of all, we would like to perform one example of profession division by gender in the Kazakh language:

**Table 1**

*Classification of occupational titles by gender in the Kazakh language*

| Masculine professions         | Feminine professions                 | Common professions                                  |
|-------------------------------|--------------------------------------|-----------------------------------------------------|
| Артиллерист<br>(Artilleryman) | Буфетши (barmaid<br>/ buffet worker) | Ақын (Poet)<br>(Kazakh literary<br>dictionary 2011) |

*Note. Compiled by the authors*

From this table, we understand that the profession of an artilleryman by its specific features and properties is a characteristic male profession. It is known that the profession of a buffet woman in the second column is usually engaged in women. And in the third column we put the profession of a poet. Because both women and men can engage in poetic activities.

The dictionary of the Kazakh literary language contains 19 meanings of the word *бас* (bas) which firstly translated as a head, and only then begins to meet secondary meanings. But at least we are faced with associations as well leader, the boss, the main one. This means that since ancient times, the Kazakh people have always thought of the image of a man. The word “бас” means a chief.

The table shows the names of job titles that begin with the word “бас” in Kazakh language which means chief or head. When we hear the names of these professions, we also think about men. In fact, most of the people of this profession are men.

The analysis showed that a considerable number of occupational names in the Kazakh language are historically and semantically associated with male social roles. The categories of masculine professions can be considered as technical specialties, specialties related to religious activities, specialties

related to military service.

1) owners of technical specialties are mostly men. For example: engineer, mechanical engineer, engineering technician, engineering technologist, electrician, combine harvester, coal miner, surveyor, machinist, plumber, locksmith, etc.

The owners of technical professions are also men. Even when we hear an electrician, an engineer, the first thing that comes to our eyes is a man. This is primarily due to the fact that a large number of men are educated in technical professions, and secondly, a large number of men are engaged in technical professions.

2) the names of professions related to religious activities are divided into two groups. In ancient times, most of the people who practiced magic were women. They are: *балгерлер* (clairvoyant), *домалақшы* (fortune-teller). Domalaqshy refers to a person who predicts the future by using stones, while balger denotes a fortune-teller or healer in traditional belief systems. Also, most of the healers are women.

But now most of the people who work in the field of modern religion are men. These include the professions of clergyman, priest and only men are hired for this position.

3) most people of military terms and related professions are men. Of course, the reason for this is that a large number of men participate in the war, and when we hear the words commander, sergeant, lieutenant from another language, the first thing that comes to our mind is the image of a man. For example, the names of the professions that appear in the dictionary-unit commander, foreman, builder, squad, we have included among the male professions. Another type of profession used in relation to war and the military is peacemaker.

We can conclude that almost all professions that begin with the word “*бірім*” are masculine professions. Several factors influence our analysis. To begin with, it should be noted that the word “*бірім*” is used primarily in situations of war, enmity, or the conclusion of an agreement. And the most important decisions of the Kazakh people have always been made by men. Whether they were judges, priests, eunuchs, or commanders who decided disputes, it was a matter of masculinity. The root of this word is “*бір*”.

“*бірім*” or a truce means the thing that reconciles two conflicting parties. For example: neither Prince Gorchakov, the Governor – General of Western Siberia, nor count Talzin, the head of the Omsk region, have no kind of friendship with you (Dictionary of the Kazakh Literary Language, 2011, p. 195).

**Table 2***Occupational and job titles with the component “bas” in the Kazakh language*

|                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Бас бухгалтер</b><br>(chief accountant)               | <i>Chief accountant.</i><br>An example from literary usage illustrates the use of this title in an administrative context (T. Berdiyarov, Farida).<br>– What I can do with that report?– said the chief accountant (S. Berdikulov, Yegeuli Naza) (Dictionary of the Kazakh Literary Language, 2011, p. 15).                                                                                                                                                                  |
| <b>Бас дәрігер</b> (Chief Medical Officer)               | <i>the main, leading doctor of a particular medical institution.</i><br>The therapeutic building of the Central Hospital was overhauled for 40.0 million tenge allocated from the regional budget, – said chief medical officer Rashit Esmagambetov with satisfaction (Dictionary of the Kazakh Literary Language, 2011, p. 15).                                                                                                                                             |
| <b>Бас директор</b> (Chief director)                     | The chief director is an official of the executive body of a multidisciplinary firm.<br>The authors of the report are the deputy of the British parliament, deputy chairman of the All-Party group of the British Parliament for Kazakhstan David Raffley, chief director of CAO Gerald Forst, professor of the London School of Economics Kenneth Minog and Professor of the University of Buckingham Denis Keef (Dictionary of the Kazakh Literary Language, 2011, p. 15). |
| <b>Бас менеджер</b><br>(Chief manager)                   | A chief manager is responsible for setting tasks, planning, organizing, managing and controlling company activities ≈ Be the chief manager.                                                                                                                                                                                                                                                                                                                                  |
| <b>Бас редактор</b><br>(Editor-in-chief)                 | an official who manages literary and creative, production organizational work in print, newspaper and magazine editorial offices, radio and television channels, in a team that produces multi-volume publications. The editor-in-chief directly directs creative and editorial work, directs the work of the editorial board (KNE) (Dictionary of the Kazakh Literary Language, 2011, p. 20).                                                                               |
| <b>Бас санитарлық дәрігер</b><br>(Chief sanitary doctor) | the highest, official sanitary doctor.<br>Yesterday, Deputy Minister of Health, Chief State Sanitary doctor, head of the Department of epidemic control, deputy director of the Department of Veterinary Control held a press conference for journalists on the sanitary and epidemiological situation in the country (Dictionary of the Kazakh Literary Language, 2011, p. 20).                                                                                             |
| <b>Бас терапевт</b><br>(Chief therapist)                 | the leading or senior therapist in a particular medical institution. For many years, in Sochi, under the guidance of N. A. Schulz and the chief therapist of the resort N. V. Romanovsky, preventive work has been carried out to avoid heart attacks, strokes, hypertensive crises and other cardiovascular diseases (T. Omarov, Sun. phenomenon.) (Dictionary of the Kazakh Literary Language, 2011, p. 21).                                                               |
| <b>Бас хатшы</b><br>(Chief secretary)                    | the most basic official or elected person in charge of the secretariat.<br>Yesterday the UN deputy secretary general met with the high representative of the UN for low-developed countries, landlocked developing Countries and small island states Mr. A. Choudhuri at the Kazakhstan Institute for Strategic Studies under the president of the Republic of Kazakhstan (Dictionary of the Kazakh Literary Language, 2011, p. 21).                                         |
| <b>Басқарма бастығы</b><br>(Chief of the Department)     | The manager of an administrative body or administration in a particular institution. Kaluet was an agronomist and temporary head of the department at the state farm (G. Slanov, Shalkar) (Dictionary of the Kazakh Literary Language, 2011, p. 46).                                                                                                                                                                                                                         |
| <b>Басқарушы</b><br>(Chief Manager)                      | The manager is the one who directs, leads a business, an institution, an event. A young and strong man received permission from the meeting manager, and jumped up (Dictionary of the Kazakh Literary Language, 2011, p. 20).                                                                                                                                                                                                                                                |

*Note. Compiled by the authors*

The second meaning is also the process of public reconciliation and compromise of conflicting parties through the judiciary in traditional legal culture. The truce was one of the main principles of the judicial process in Kazakh society.

We can say that all phrases in which the root is “қорға” like “қорғанышы, қорғанушы, қорғаушы” which means a defender refer to men. This must

have been influenced by the historical factor, because if we hear the word “қорға” we imagine a warrior, a heroic man.

English social scientists have already expressed the opinion that such professions as assistant, secretary are characteristic of women. They were called semi-professions that is, additional specialties.

**Table 3***Occupational titles with the component “bitim” in the Kazakh language*

| № | Name                               | Definition                                                                                                                                                                                                                                                     |
|---|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | <i>Бітуажашы</i><br>(Conciliator)  | a conciliator, a peacemaker. You will not be only our peacemaker between the white king but the person who makes decision and takes responsibility- I thought. (Dictionary of the Kazakh Literary Language, 2011, p. 195).                                     |
| 2 | <i>Бітімгерші</i><br>(Peacekeeper) | The peacekeeping party, its representative or armed forces. The reader knows that 1.3 thousand Spanish peacekeepers left Iraq (Dictionary of the Kazakh Literary Language, 2011, p. 195).                                                                      |
| 3 | <i>Бітімші</i><br>(Peacekeeper)    | a person who reconciles between the two conflicting parties, a bargaining chip. Sometimes it suppresses, sometimes it excites. It is impossible to understand that these are peacemakers, spoilers (Dictionary of the Kazakh Literary Language, 2011, p. 195). |

*Note. Compiled by the authors*

Indeed, when we see the word “*қолғабысы*” which is translated as assistant, we also imagine a woman. And even from the definition of this word, we found out that this is a phrase spoken in relation to a woman. Given the fact that women usually work in stores, we understand that this word refers to a woman. For example: With her assistant, Marua, they laid six thousand bricks on the same day (Dictionary of the Kazakh Literary Language, 2011, p. 195). Marua is a girl’s name.

As another example, we observe that the word secretary refers to women. The dictionary gives 2 meanings of the word secretary. The first meaning is the responsible head, who manages the day-to-day affairs of an institution or organization, and the second is an employee of an individual or a particular organization. The word secretary, used in the first sense, is typical for men, while the word secretary, used in the second sense, refers to women. If we look at these two examples, using the control method in the analysis, we know that during the Soviet era, men were usually chosen as secretaries. And as assistants, the chief’s assistants were usually women. Then women, as secretaries, would be the owners of the semi-profession.

For example: as Comrade D. A. Kunaev, a member of the Politburo of the Central Committee of the CPSU, the first secretary of the Central Committee of the Communist Party of Kazakhstan, said 20 years ago, “everything that was listened to was the first thing” (Dictionary of the Kazakh Literary Language, 2011, p. 133).

Among the highest paid professions in Kazakhstan are ministers, deputies, akims, heads of organizations and municipality. When we talk about the mayor, the first thing people imagine is a man. Because in Kazakhstan, almost all heads of cities, districts and villages are men. In the Senate and Majilis, too, there are far more men than women.

By *Akim*, we mean the ruler of the country, and the second meaning is the high – ranking head of administrative and territorial units. Usually men are put in such positions, but in modern Kazakh society, women are also placed in this position.

A deputy is a member, a representative of the highest and local representative body of power, which is elected with confidence of the people.

At the moment, women are elected among the deputies. There are few of them, but it should be noted that Kazakhstan is working in this regard in support of gender policy.

### Conclusion

During the study, we set several goals. The first thing we wanted to do was to find out if the name of the profession and job titles in our country was originally intended for men. The analysis showed that 69% of the occupational and job titles in the selected material were classified as masculine, 4.8% as feminine, and 26.2% as gender-neutral. It should also be noted that in Kazakhstan there are differences between men and women regarding the issue of wages.

However, compared to the previous centuries, we found that today women work in all sectors, and those professions that were previously exclusively masculine are now transferred to the category of common professions.

New professions that are currently emerging on the labor market do not require sexual division. Such a trend can be observed not only in our country, but also around the world. At the same time, the development of technology and internet marketing requires only qualifications and professional abilities from specialists.

Therefore, it can be assumed that many gender-marked occupational names may gradually shift into

the category of gender-neutral professional titles as social roles, technologies and labour market demands continue to change.

In the course of our research, we noticed that the types of professions that people practiced at different times have undergone several changes. For example, if at first the profession of an accountant, which was practiced by women, then turned into an IT profession into a kind of profession for men, or the profession of a driver is an exclusively masculine profession, today there are many women among bus drivers. That is, we came to the conclusion that due to the development of time and society, it is quite possible that new professions will still appear, and former professions disappear or undergo transformation. Many occupational names associated with men are historically connected with military activity, animal husbandry, governance and physically demanding forms of labour, while women's work was traditionally associated with domestic responsibilities and care. Another example is the title “аға оқытушы” (“senior lecturer”). Although the component “аға” historically refers to an older man or elder brother, the title is used in higher education institutions for both women and men. This demonstrates that a lexically masculine component may function as part of a gender-neutral occupational title in modern Kazakh.

At present, the boundaries between “male” and “female” professions are becoming less rigid, and women increasingly master professions that were previously associated with physical labour and male activity. In the Kazakh language, there are signs of androcentrism in the names of professions, but women also work in these professions. Therefore, we can say that in the future there is a possibility of rapid development of the names of common professions.

### Conflict of Interest

The authors declare that there is no conflict of interest.

### Author Contributions

R.A. Torekhanova developed the scientific concept of the article, collected the research materials and wrote the main text. A.A. Torekhan participated in the classification of occupational and job titles and the preparation of the empirical material. G. Sadyr contributed to the theoretical framework, verification of the analysis results and editing of the final version of the article. G.S. Gabdkarimova contributed to the literature review, comparative analysis and preparation of the manuscript for publication. All authors approved the final version of the article and are responsible for the accuracy of the research results.

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