


EUROPEAN RESEARCHER
Series A

Has been issued since 2010. ISSN 2219-8229, E-ISSN 2224-0136.
2015. Vol.(99). Is. 10. Issued 12 times a year
Impact factor of Russian Science Citation Index 2013 – 0,463
Information Matrix for the Analysis of Journals ICDS 2015 – 5,699

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Journal is indexed by: **Academic Index** (USA), **CCG-IBT BIBLIOTECA** (Mexico), **DOAJ** (Sweden), **Galter Search Beta** (USA), **EBSCOhost Electronic Journals Service** (USA), **Electronic Journals Index** (USA), **Electronic scientific library** (Russia), **ExLibris The bridge to knowledge** (USA), **Google scholar** (USA), **Index Copernicus** (Poland), **math-jobs.com** (Switzerland), **One Search** (United Kingdom), **Open J-Gate** (India), **Poudre River Public Library District** (USA), **ResearchBib** (Japan), **Research Gate** (USA), **The Medical Library of the Chinese People's Liberation Army** (China).

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Postal Address: 26/2 Konstitucii, Office 6
354000 Sochi, Russian Federation

Website: <http://erjournal.ru/en/index.html>

E-mail: evr2010@rambler.ru

Founder and Editor: Academic Publishing House *Researcher*

Passed for printing 25.10.15.

Format 21 × 29,7/4.

Enamel-paper. Print screen.

Headset Georgia.

Ych. Izd. l. 5,1. Ysl. pech. l. 5,8.

Order № 99.

EUROPEAN RESEARCHER

2015

Is. 10

Издается с 2010 г. ISSN 2219-8229, E-ISSN 2224-0136.
 2015. № 10 (99). Выходит 12 раз в год.
 Импакт-фактор РИНЦ 2013 – 0,463
 Information Matrix for the Analysis of Journals ICDS 2015 – 5,699

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Журнал зарегистрирован Федеральной службой по надзору в сфере массовых коммуникаций, связи и охраны культурного наследия (Российская Федерация). Свидетельство о регистрации средства массовой информации ПИ № ФС77-50466 от 4 июля 2012 г.

Журнал индексируется в: **Academic Index** (США), **CCG-IBT BIBLIOTECA** (Мексика), **DOAJ** (Швеция), **GalterSearch Beta** (США), **EBSCOhost Electronic Journals Service** (США), **Electronic Journals Index** (США), **ExLibris The bridge to knowledge** (США), **Google scholar** (США), **Index Copernicus** (Польша), **math-jobs.com** (Швейцария), **Научная электронная библиотека** (Россия), **Open J-Gate** (Индия), **ResearchBib** (Япония), **ResearchGate** (США), **The Medical Library of the Chinese People's Liberation Army** (Китай) и др.

Статьи, поступившие в редакцию, рецензируются. За достоверность сведений, изложенных в статье, ответственность несут авторы публикаций.

Мнение редакции может не совпадать с мнением авторов материалов.

Адрес редакции: 354000, Россия, г. Сочи,
 ул. Конституции, д. 26/2, оф. 6
 Сайт журнала: <http://erjournal.ru/>
 E-mail: evr2010@rambler.ru

Учредитель и издатель: ООО «Научный
 издательский дом "Исследователь"» - Academic
 Publishing House *Researcher*

Подписано в печать 25.10.15.
 Формат 21 × 29,7/4.
 Бумага офсетная.
 Печать трафаретная.
 Гарнитура Georgia.
 Уч.-изд. л. 5,1. Усл. печ. л. 5,8.
 Заказ № 99.

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Published in the Russian Federation
European Researcher
Has been issued since 2010.
ISSN 2219-8229
E-ISSN 2224-0136
Vol. 98, Is. 9, pp. 650-657, 2015

DOI: 10.13187/er.2015.99.650
www.erjournal.ru



Historical sciences

Исторические науки

UDC 78

Heavy and Special Weapons across the Territory of Black Sea Coastline during the Caucasian War

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Abstract

The article discusses the heavy and special weapons of the Russian army during the Caucasian war across the territory of Black Sea coastline. By heavy equipment is meant all kinds of artillery systems which were used in the fortresses at that time. The particular importance is given to the special weapons, which include the minefields (mines and fougasses). It is proved that the mines on the galvanic elements were used not only in the navy but also for the needs of the ground forces. The authors came to the conclusion that the technical superiority of the Russian army became one of the main reasons for defeat of the highlanders in the war.

Keywords: heavy and special weapons, the Caucasian war, the Black Sea coastline, artillery, fougasses and mines.

Введение

В любой войне важное значение имеет технический перевес. Кто лучше вооружен, кто использует эффективные новации – за тем и остается поле боя. В условиях Кавказской войны русская администрация использовала и то, и другое для обеспечения успокоения Кавказа.

От разведчиков, эмиссаров и путешественников было известно, что черкесское Причерноморье – регион весьма не стабильный. Населяющие его племена, в значительной степени, склонны к разбою, чем серьезно осложняют жизнь соседям. Путешественник-натуралист Фредерик Дюбуа де Монперэ писал, что горцы «постоянно бьются с татарами, которые окружают их со всех сторон. Иногда они переходят Босфор по люду, чтобы грабить

татар Херсонеса Таврического; небольшая их горсть может прогнать целое полчище татар, так как они лучше вооружены, более ловки и смелы» [1].

Именно технический перевес свел к минимуму результативность горских нападений в период Кавказской войны. Горцы уже не были теми львами, которые малым числом справлялись с крымскими татарами. Их доспехи и кольчуги не выдерживали шрапнельного огня русской артиллерии.

Материалы и методы

Материалами для написания статьи послужили специальные исследования по данной теме, а также документы Архивного отдела администрации города Сочи и государственного архива Краснодарского края.

В работе использован историко-ситуационный метод, который предполагает изучение исторических фактов в контексте изучаемой эпохи в совокупности с «соседствующими» событиями и фактами. Этот метод был применен при изучении эволюции артиллерийского и минного дела.

Обсуждение

В разное время проблемам изучения тяжелого и специального оружия периода Кавказской войны уделили внимание: В.А. Нодин, И.А. Скорик [2], Ю.Г. Веремеев [3], А.А. Черкасов [4] и др.

Результаты

Тяжелые вооружения

Тяжелые вооружения периода Кавказской войны представлены различными артиллерийскими системами.

Главным средством обороны русских крепостей служила разнообразная артиллерия. К концу XVIII в. на вооружение русской артиллерии поступили единороги, которые обладали прекрасными боевыми качествами и являлись самыми совершенными орудиями гладкоствольной артиллерии. Они были в 2–3 раза легче пушек, позволяли вести настильную и навесную стрельбу боеприпасами различных видов, сочетая в себе свойства пушек и гаубиц.

Одновременно с принятием на вооружение единорогов совершенствовались прицельные приспособления, разрабатывались подъемные механизмы орудий, улучшались свойства порохов, повышалась мощность боеприпасов. Артиллерия делилась на полевую, полковую, крепостную и осадную. Так, например, полевая артиллерия была вооружена орудиями 4 калибров (12-фунтовые пушки средней и малой пропорции, 6-фунтовые пушки и 1/4-пудовые единороги). Осадная артиллерия была вооружена 24-, 18-фунтовыми и 1-пудовыми единорогами [5].

Что же представляли собой орудия? Рассмотрим их подробнее.

1. **Пушка** – самое длинное из всех орудий, она не имеет каморы и предназначена для стрельбы преимущественно ядрами, а также картечью, брандскутелями и светящимися ядрами (боеприпасы мы рассмотрим далее).

Цилиндрический канал пушек оканчивается сферическим дном. В 1808 г. в полевой артиллерии произошли некоторые изменения. Так, сферическое дно было заменено плоским, соединяющимся с боковыми стенами канала небольшими закруглениями. Наружная поверхность пушек состоит из трех частей в виде усеченных конусов, которые меньшим основанием обращены к дулу.

У медных орудий диаметр запала – 2 линии, у чугунных – 21/2.

Диаметр цапф у осадных и крепостных пушек равен 1 калибру, у полевых – менее 1. Запечники – круглые у чугунных и четырехугольные у медных пушек.

Дельфины – 2 скобы на поверхности средней части орудия, предназначенные для продевания каната при поднятии орудия. Они располагаются как можно ближе к центру тяжести орудия, а точнее, середина дельфинов лежит на касательной, проведенной к окружности цапфы со стороны казенной части. Получили свое название оттого, что раньше делались в виде различных животных, как мифических, так и реально существующих, в том числе и в виде дельфинов.

У чугунных орудий, из-за хрупкости чугуна дельфинов не делают.

Мушка – небольшое возвышение на дульном утолщении, используемое для прицеливания. В русской артиллерии она не отливалась вместе с орудием, а делалась отдельно в виде пирамидки, ввинченной в глухое нарезное отверстие. Причем верх мушки находится на таком же расстоянии от оси орудия, что и торельный пояс, так что при прямом выстреле линия прицеливания была параллельна оси орудия.

Относительная длина пушек полевой артиллерии – от 16,5 до 17, осадной – 21, а крепостной – 20–22 калибров. Она считалась от дула до конца казенной части или до торели, т.е. не включая торель и винград.

II. Единорог – короче пушки (от 10 до 11 калибров), имеет коническую камору и служит для стрельбы в основном гранатами и бомбами, а также картечью, брандскугелями, каркасами и светящимися ядрами. Эти орудия, специфические для русской артиллерии, были разработаны М.В. Мартыновым и М.Г. Даниловым и введены в 1757 г., в бытность генерал-фельдцейхмейстера графа Шувалова, как универсальное орудие, предназначавшееся для замены как гаубиц, так и пушек. Позднее от стрельбы ядрами из единорогов отказались, и они превратились в род длинных гаубиц. Единороги получили свое название от мифического животного, изображенного на гербе Шувалова, в виде которого на ранних образцах отливались дельфины и винград.

Толщина стен в конце казенной части у медных единорогов – 1/2, в начале дульной – 1/4 калибра.

Цапфы находятся в начале средней части, причем у всех единорогов, кроме 1/4-пудового конной артиллерии, без заплечиков.

Дельфины, винград, мушка и запал у медных единорогов такие же, как и у пушек.

III. Мортира – самое короткое орудие, имеет цилиндрическую или коническую камору. Предназначалась для навесной стрельбы преимущественно бомбами или гранатами, а также брандскугелями, каркасами, светящимися ядрами, а иногда и картечью. В русской артиллерии применялись 5-пудовые, 2-пудовые и 6-фунтовые куторновы мортиры.

IV. Карронада – немного короче единорогов, имеет цилиндрическую камору и служит большей частью для прицельной стрельбы ядрами, в редких случаях навесными выстрелами бомбами или гранатами. Были спроектированы в 1779 г. в Англии инженером Гаскойном для установки на кораблях, позднее применялись и для вооружения крепостей. Их отличительной особенностью был раструб в начале дула и отсутствие цапф, вместо которых использовался валик, вставляемый в проушину на нижней стороне карронады.

V. Гаубица, как и единорог, занимает промежуточное положение между пушкой и мортирой и стреляет такими же снарядами, что и единорог. В России с введением единорогов гаубицы практически перестали отливать, и они оставались в малом количестве только на вооружении крепостей. Из-за цилиндрической каморы их приходилось заряжать вручную, поэтому длина единорогов была ограничена длиной руки.

Все эти виды боевой артиллерии с успехом использовались в фортах Черноморской береговой линии. Чем же стреляли фортовые орудия?

Боеприпасы

1. Ядро – самый простой и в то же время самый распространенный снаряд. Представляет собой сплошной чугунный шар, наносящий вред ударом. Ядрами преимущественно стреляли из пушек, а также из 3-фунтовых единорогов при малых углах возвышения и большими зарядами.

Размеры русских снарядов были установлены еще при Петре I. Генерал-фельдцейхмейстер граф Брюс ввел артиллерийскую шкалу, единицей измерения которой были приняты английские дюймы. За основу было взято чугунное ядро диаметром в 2", получившее название фунтового. Этот условный вес, названный артиллерийским, применялся только для определения диаметров ядер. Для взвешивания других предметов в русской артиллерии применялся обыкновенный торговый вес. Поэтому численное выражение артиллерийского фунта большого значения не имело, и многие артиллеристы путали его с нюрнбергским фунтом. Маркевич на основании своих опытов по определению плотности чугуна выяснил, что артиллерийский фунт почти в 1,19 раза больше, чем торговый.

При приготовлении готового заряда с ядром сначала его присмаливали к деревянному поддону, называемому шпигелем. Одна его сторона, обращенная к пороху, – плоская, а другая имеет сферическое углубление в 1/3 диаметра ядра, куда оно и вставляется. Около плоского дна шпигеля протачивается желоб для привязывания к картузу. Ядро со шпигелем вставляют в картуз, положив предварительно на порох паклю, чтобы он не проникал между картузом и сторонами шпигеля. Затем стеклядью (тонкой веревкой) картуз обвязывается вокруг желоба на шпигеле и связывается над ядром.

2. Граната – чугунный шар весом менее пуда, имеющий внутри пустоту, в которую насыпан порох (разрывной заряд). Подобный снаряд, но весом в пуд и более называется **бомбой**. В сквозное отверстие, сделанное в стене гранаты, называемое очком, вставляется гранатная трубка (современное название – дистанционная трубка) – деревянный усеченный конус с отверстием, набитым горючим составом. Чтобы трубка лучше держалась, наружный диаметр очка делается несколько больше внутреннего. При воспламенении заряда в орудии состав в трубке загорается. Когда весь состав в трубке сгорает, огонь сообщается разрывному заряду, от действия которого снаряд разрывается на куски – черепья или осколки. Поэтому, в отличие от ядра, эти снаряды обладали и осколочно-фугасным действием, т.е. поражали не только ударом, но и осколками и взрывной волной.

Граната или бомба с разрывным зарядом называется заряженной, а полностью готовая, с трубкой – снаряженной. Для того чтобы снаряд не падал трубкой вперед и не затухал, противоположную от очка часть делали более тяжелой.

Для определения диаметров русских гранат и бомб был взят диаметр 10-фунтового ядра (по артиллерийскому весу). Граната такого диаметра была названа 8-фунтовой, причем ее вес почти равнялся 8 торговым фунтам. Как видим, в России был еще один условный вес, но из-за близости к торговому его особо не выделяли. Отсюда легко находится диаметр фунтовой гранаты, который равен половине диаметра 10-фунтового ядра. Зазор для гранат и бомб был больше зазора для ядер – калибры орудий относились к диаметрам гранат и бомб как 48:46. Так как из-за пропорциональности диаметру снаряда зазоры у крупнокалиберных орудий получались слишком большими, в 1808 г. для них были приняты одинаковые зазоры в 1,75 линии, при этом калибры остались старыми, а увеличились диаметры снарядов. Это касается и пушек калибром от 18 фунтов и выше.

3. Картечь применялась исключительно для поражения живой силы противника. Особенно эффективна она была, если войска противника располагались развернутым фронтом или широкой колонной. На вооружении русской армии находилась картечь двух видов – вязаная и жестяная; последняя подразделялась на дальнюю и ближнюю.

Жестяная картечь – снаряд, состоящий из чугунных пуль, уложенных в определенном порядке в жестяном цилиндре. Нижним основанием цилиндра служит железный поддон, верхний же ряд пуль покрыт кружком из листового железа, на который загнуты зубчатые края цилиндра. Картечь помещается в орудие поддоном к заряду. При выстреле поддон передает пулям давление пороховых газов, отчего одни пули втискиваются в промежутки между другими, передавая давление во все стороны, разрывают цилиндр и вылетают из орудия, разлетаясь в стороны от оси канала.

Дальняя картечь состояла из малого числа пуль большого калибра и, как видно из названия, применялась для стрельбы на большие расстояния. Ближняя, соответственно, имела больше пуль, но меньшего калибра. Вообще вес целой картечи (пуль, жестяного цилиндра и поддона) для всех орудий был в 1,5–2 раза больше веса того снаряда, от которого орудие получает свое название. Несмотря на это, скорострельность картечью была выше, чем ядрами за счет менее тщательного прицеливания.

4. Брандскугель (зажигательное ядро, брандскугель, от нем. brand – огонь и kugel – ядро) – чугунный шар со сферической пустотой, имеющий 3–5 (в полевой артиллерии – 3) отверстий и наполненный зажигательным составом. Служил для поджигания различных предметов. При выстреле огонь передавался через отверстия составу внутри ядра, и из них начинало вырываться пламя, от которого загоралось вокруг все, что может гореть. Наносило вред также ударом.

Как и гранаты, брандскутели осмаливали, затем забивали отверстия деревянными гвоздями, кроме одного, через которое просовывали брандскугельный состав, состоящий из:

пороха – 12 частей; мякоти – 12; смолы – 71/2; селитры – 21/2; сала свечного – 1; воска – 1/2; канифоли – 1/2; льна или тряпиц, мелко изрубленных – 1/16.

После остывания заряда гвозди вынимали. Отверстия приготавливали таким же способом, как и гранатные трубки, но с использованием свечного состава, т.е. вставляли крест-накрест куски стопина, прибаваются составом, пока не останется 1/4", куда кругом укладывали концы стопина и присыпали мякотью. Затем отверстие прикрывали лоскутом писчей бумаги, на который накладывали пропитанный смолой четырехугольный пластырь из холста. К шпигелю брандсгугели присматывались так, чтобы все отверстия отстояли от краев на равном расстоянии и были вне чашки шпигеля. Картуз, как у гранат, обшивался так, чтобы отверстия остались незакрытыми.

Каждое орудие было снабжено банником*, приборником †, а также имелись: фитильный пальник‡, фитильный ночник§, свечник, или свечной футляр, зарядная сума, трубчатая лядунка, или трубочник, протравник, пыжевик, трещотка, прицел и другие предметы.

В 1803 г. вместо зарядных фургонов введены двухколесные зарядные ящики. С этого времени каждое орудие имело 2–3 снарядных ящика с 40–90 снарядами в каждом. В 1811 г. артиллерийский прицел системы Маркевича был заменен прицелом Кабанова. В 1845 г., в период Кавказской войны, были приняты на вооружение новые, более легкие артиллерийские лафеты. В целом гладкоствольная артиллерия к середине XIX в. достигла вершины своего развития.

Специальное оружие. Минное оружие.

Черноморская береговая линия, как известно, представляла собой цепь крепостных сооружений. В центре линии, находились укрепления Навагинское и Головинское. Именно вокруг этих укреплений с момента своего существования фиксировалась повышенная горская активность, в том числе с применением артиллерии [6]. Оба укрепления находились на территории одного из самых воинствующих племен горцев Черноморья – убыхов.

Как вариант было предложено защищать крепость при помощи минных полей и фугасов.

К этому времени русское военное дело уже дошло до более надежного электрического способа подрыва мин и фугасов. Как известно в 1822 году этот способ был изобретен русским военным инженером П.Л. Шиллингом, а применен спустя 12 лет начальником инженеров Гвардейского корпуса генерал-майором К.А. Шильдером. Нужно отметить, что европейцы даже в Крымскую кампанию (1854–1856 гг.) приводили мины в действие при помощи менее надежного огневого способа. Исторически сложилось полагать, что мины на электрическом способе подрыва использовались только во флоте [7], на самом же деле мы хотим продемонстрировать конкретный случай долговременного использования мин для защиты одной из крепостей Черноморской береговой линии.

В апреле 1847 г. в штабе Черноморской береговой линии начал обсуждаться вопрос об установке мин вокруг русских укреплений. Для обучения минному делу в Керчь были командированы чины лейб-гвардии саперного батальона Черноморской береговой линии, куда они были направлены в обстановке повышенной секретности [8]. Закладка мин производилась только в двух укреплениях Черноморской береговой линии (форты Навагинский и Головинский) и в Чечне.

* Щетинная щетка, насаженная на древко, имеющая форму и размеры задней части канала или каморы того орудия, к которому принадлежит, т.е. цилиндр для пушек и усеченный конус для единогого.

† Деревянный цилиндр (стакан) или усеченный конус, насаженный на древко. Применялся для досылания заряда до дна канала или каморы.

‡ Деревянное древко, имеющее на одном конце железные щипцы с винтом, в которые вставлялся тлеющий конец фитиля, остальная часть которого обматывалась вокруг древка.

§ Служил для сохранения зажженного фитиля в дождливое время.

С 1848 г. начинается закладка мин и фугасов вокруг форта Навагинского [9]. Так, 25 и 26 мая были установлены в две линии 13 мин на расстоянии друг от друга в 5–6 сажень*. Кроме того, 2 фугаса по 1,5 пуда пороху были установлены на горе Батарейка, управление которыми осуществлялось по проводам из укрепления. На рис. 1. видна траншея, которая ведет от крепости к горе. Подступы к юго-восточному бастиону были заминированы 3 камнеметными проводными фугасами. 25 мая 1848 г. они были впервые введены в действие. Произошло это следующим образом: во время отступления отряда, установившего мины, на горе Батарейке, как раз на месте фугасов, показались горцы. Первый фугас был приведен в действие и разметал горцев. Ничего не понявшие горцы вечером опять появились на горе – в действие был приведен второй фугас. В июле того же года после сильных дождей с разрешения командующего Черноморской береговой линией в целях проверки был удачно приведен в действие третий фугас [10]. Необходимо отметить, что после приведения в действие фугаса на его месте спешно, при первой возможности, устанавливался новый фугас. Таким образом, линия обеспечения перед фортом не страдала и находилась в постоянной боевой готовности.



Рис. 1. План форта Навагинского и схема расположения минных полей и фугасов.
Публикуется впервые

В ночь с 9 на 10 апреля 1849 г. в форте произошел крупный пожар, в ходе которого сгорели все солдатские казармы [11]. Горцы наблюдали зарево пожара в форте Навагинском, однако наличие фугасов заставило их не предпринимать нападения в целях окончательного разгрома форта [12]. Именно перспектива бесславной кончины на минном поле удерживала горскую вольницу от штурма.

* Сажень – 2,1 метра.

Позднее закладка мин осуществлялась и в июне 1850 г., занимался их установкой поручик Кавказского саперного батальона Кузнецов. В это время было заложено 28 мин на подступах к форту, а также 3 мины на горе Батарейка [13].

Фугасы были по 1,5 пуда пороху, а мины – по 20 фунтов [14]. Фугасы хранились в металлических непроницаемых для влаги ящиках.

Необходимо отметить, что горцы препятствовали работам в так называемой нейтральной зоне. Так, во время минирования, которое осуществлялось 20 июня, произошли перестрелки с горцами. В ходе этих столкновений гарнизон потерял убитыми 6 человек (2 унтер-офицера и 4 рядовых), а также 1 рядовой был ранен [15]. На протяжении всего 1850 г. время от времени, при обнаружении горцев, мины приводились в действие. Так, были подорваны три камнеметных фугаса: 20 июня на горе Батарейка, 19 августа перед северо-восточным бастионом и 15 сентября на левом фланге юго-восточных мин [16].

Минные заграждения несли свою службу в течение длительного периода – с 1848 г. по весну 1851 г. За это время, по свидетельству иеромонаха Ксенофонта (гарнизонный священник – Авт.), вокруг крепости прекратились даже «мелкие шалости и воровство горцев» [17]. Однако в 1851 году было обнаружено, что две мины похищены горцами. Дело о краже мин находилось на контроле у императора Николая I. В ходе следствия было выяснено, что секрет мин раскрыл бежавший к горцам дезертир. В результате этого оставшиеся мины пришлось в спешном порядке снять.

Тем не менее, опыт применения минных заграждений на суше, в охране крепости был успешным, так как смог сохранить жизни многих солдат и офицеров Кавказской армии.

Заключение

Завершая хочется отметить, что техническое превосходство Русской армии стало одной из основных причин поражения горцев в войне. За десятилетия ведения боевых действий были апробированы новые виды боеприпасов для артиллерии, тактические приемы, минные заграждения, а самое главное был накоплен боевой опыт. Именно поэтому русская армия периода Николая I отличалась своей повышенной боеспособностью.

Благодарности

Статья подготовлена в рамках фундаментальной темы НИР «Кавказ в диалоге цивилизаций: механизмы глобальных изменений (опыт XVIII–XIX вв.)». Сочи, 2014–2015.

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УДК 78

Тяжелые и специальные вооружения на территории Черноморской береговой линии в период Кавказской войны

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Аннотация. В статье рассматриваются тяжелые и специальные вооружения Русской армии в период Кавказской войны на территории Черноморской береговой линии. Под тяжелыми вооружениями понимаются все виды артиллерийских систем, которые использовались в крепостях в это время. Особое значение придается специальным вооружениям, к которым отнесены минные заграждения (мины и фугасы). В статье доказывается, что мины на гальванических элементах использовались не только во флоте, но и для нужд сухопутной армии. В заключении авторы приходят к выводу, что именно техническое превосходство Русской армии стало одной из основных причин поражения горцев в войне.

Ключевые слова: тяжелые и специальные вооружения, Кавказская война, Черноморская береговая линия, артиллерия, фугасы и мины.

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Published in the Russian Federation
European Researcher
Has been issued since 2010.
ISSN 2219-8229
E-ISSN 2224-0136
Vol. 98, Is. 9, pp. 658-666, 2015

DOI: 10.13187/er.2015.99.658
www.erjournal.ru



Economic sciences

Экономические науки

UDC 33

Impact of Mobile Remittances on the Performance of Banks in Pakistan: A Panel Data Analysis

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Abstract

The research aimed to explore the effect of a new technological development, Mobile Remittance, on the profitability of Pakistani banks. For this purpose five bank's data have been chosen over the period of 5 years, i.e., from 2009-2013. Return on Assets is used as the proxy for measuring bank profitability. The empirical result of this study show that mobile remittances, off-balance sheet activities and capital adequacy ratio have a positive coefficient which indicates that these variables play an important role to increase banks profitability. The credit risk has a negative coefficient that shows that increase in the ratio of credit risk decreases the bank's performance.

Keywords: banks performance, branchless banking, mobile remittances, capital adequacy, credit risk.

Introduction

According to Pakistan Telecommunication Authority (PTA), in Pakistan total 136,630,891 people are using mobile connections (PTA, Feb 2005). For identifying the gap and to exploit the potential market, financial institutions have developed different schemes to bring these people in

banking channels, with the collaboration of telecommunication companies under different names such as Time-Pay, Easy-Paisa, mobi cash, UBL Omni, Upaisa.

Mobile banking is an emerging user-friendly service by the banking industry. Such a fusion took place in early 2001 between telecommunication industry and the banking industry, with the introduction of mobile banking via SMA and browser (Vats and Mohan, 2008). Mobile banking is the further extension of branchless banking. The introduction of mobile banking makes it convenient for people to control operations of their personal accounts, make payments for utilities, transfer funds anywhere, know about banking products through mobile anytime and from anywhere (Mas, 2009).

The telecommunication sector plays a significant role in the development of mobile banking, Collaboration between banking and telecommunication industry will have a direct impact on their sale volume, profitability and customer base (Kiganane et al, 2012). Some researchers and policy makers are of the view that the system will channelize the transactions previously made out of the banking channel and help in documenting the economy.

Keeping in view the competitive advantage, branchless banking was introduced in recent years by implementing the technological advancements in the banking sector. The core of these initiatives was to provide customers a convenient banking service without having to visit the bank (Tobin, 2012). Technological advancements in the telecom sector and strategic collaboration with the banking sector opened a new horizon for the researchers to analyze the impact of mobile banking on telecom and banking sectors from different aspects.

The financial health is very critical for banks and telecom operators, which are involved in this mobile remittance services. The impact of mobile remittances on the financial performance of the banks and how much additional revenue these institutes are generating through earning from mobile banking transactions or remittances was studied in this research.

This study helps to find out whether mobile remittances effects the performance of those banks, i.e Tameer microfinance bank, United bank of Pakistan, Askari bank of Pakistan, Waseela Microfinance bank and U microfinance bank which are involved in the mobile banking in Pakistan. The primary reason of this investigation in banking sector is that it is the backbone of Pakistan's economy; since the growth in this sector have a direct impact on the growth of the economy. Moreover, the usage of mobile banking is increasing day by day in Pakistan, and this study provides a direction for those banks/telecom operators who have not yet adopted the services of mobile remittances.

Literature Review

The trend of banking is now shifting from the basic brick & mortar banking towards branchless banking. Most of the banks now offer the service through their different point of sales, retail agents or partnership with other sources. Facilities of ATMs, Credit Cards and Debit Cards provided by the banks to customers, increase convenience for the customers (Sana et al., 2011). Okiro & Ndungu (2013) had defined the mobile banking as

“Mobile banking (M-banking) refers to provision and an ailment of banking and financial services through the help of mobile telecommunication devices”

The aim of these services was to take the banking transaction system out of the basic branches with the help of agents; it may be grocery stores, tuck shop or similar type of business (Mas, 2009). This mode of financial inclusion made banking system faster and reliable, now the customer get service at any time more quickly (Njenga, 2011). With this innovation the local and international transactions were becoming faster and take less time as taken before for these transactions. It gives services to the customer through 24/7 (24 hours & 7 days a week) at any place through their retail agents (Caruso, 2013).

The mobile remittance first started in the Kenya in 2004 with the name of M-Pesa. The basic aim of this service was to provide convenience to bottom of pyramids consumers (BOP) who did not have a bank account or were hesitant of the banking services. Banks now partnered with telecom sector provide financial services where they did not want to open the bank branches or branches were more costly, hence they offered mobile banking services to these areas to capture the unbanked customers. They provided services like bill payment, loans provision, cash withdrawals

or deposits which were very helpful for BOP consumers to attain the benefit of these services easily (Reeves & Neha, 2013).

There were many mobile banking services operating in different countries with different names & logos. The first service started with the name of M-Pesa with the collaboration of Saficom and Vodacom in 2004 in Kenya. After Kenya, South Africa had also started their branchless or mobile banking service for unbanked customers in 2004 with a name of WIZZIT. In Philippine they launch G-Cash for the unbanked customers in the same year.

In Pakistan the era of mobile banking started in 2008 when Telenor, a telecom operator, joined hands with Tameer Microfinance bank for the provision of services. After this the State Bank of Pakistan (SBP) issued the policy paper regarding branchless banking rules and regulations in Pakistan, 2008. Some guidelines printed by SBP that were necessarily followed for the starting up mobile banking in Pakistan. Following were the some guidelines:

Only bank-led model was applicable, Branchless banking can be started with the collaboration / understanding with the bank and telecom service providers. In the (SBP, Branchless Banking Guidelines, 2008) divided Branchless banking into three proposed models: which were as follows;

A. One to One Model (1-1)

In this model, only one bank can be collaborated with only one telecom service providers (those who were registered with PTA).

B. One-to-many (1-∞) Model

In this model, the only one bank can be collaborating with many telecom service providers. Through this model, there will be an opportunity to access to any other customer who had different mobile phone connection.

C. Many-to-many (∞-∞) Model

In this model, many banks can be collaborated with many telecom service providers, to join hands for the provision of the financial services to the any mobile phone connection customer.

The mobile banking operators (agents) can provide services, i.e. Remittances, Loan Disbursement/Repayment, Bill payments, Cash-in and Cash-out, Person-to-Person Fund Transfers, Account-to-Account Fund Transfer, Opening and maintaining of the BB account (SBP Guidelines, 2008).

State bank of Pakistan in his policy paper concluded that branchless banking was a cheaper alternative then the brick and mortar branch banking. That helps financial institutions to offer financial services without the basic banking network through different sources like retail agents, mobile phone etc. this could help the banks to reach those customers who were in the remote areas of the country and unbanked (SBP, Report on Branchless Banking, 2008).

Following mobile banking services were working in Pakistan:

Easy Paisa

In October, 2009 the Telenor (Telecom Company) joint hands with Tameer bank one of the microfinance banks operated their services in Pakistan, for the first branchless banking service through telecom sector which referred as mobile banking in some of the research papers. Telenor had 51% of the shares, while the remaining shares had a Tameer Microfinance Bank. The name given to this service was Easy Paisa. The service providers were paying different types of bills, sending/receiving money within the country; load for their cell phones and for the use of denotations.

UBL Omni

In April, 2010 the United Bank of Pakistan launches its branchless banking in the name “*UBL Omni Dukaan*” becomes the 2nd largest branchless network in Pakistan. Omni Dukaans were in almost more than 650 cities in Pakistan, included towns and villages that help in accessing the poor people who had not a traditional bank account. The people who had a UBL Omni account were using their lot of services like cash withdraw or deposit, make utility bills, postpaid mobile payment, pay zakat or other donations through SMS, Mobile Applications, their Net banking and ATM through their nearly located shops, without waiting the bank branches (UBL Omni, Web).

Mobi Cash

In November, 2012 Mobi Cash was introduced by the Mobilink, one of the top company of telecom service provider, and in his honor as the first cellular company of the Pakistan as telecom operator. They introduced their branchless banking services in the name of Mobi Cash with the partnership of Waseela Microfinance Bank a microfinance institution operating in the country. Like the others branchless or mobile banking operated in Pakistan, the Mobi Cash was providing services like that paying different types of bills cash in or cash out services and providing airtime to their customers. Mobi Cash offers “Mobi cash Beema” to their customer one of the unique life insurance service to their customers who had an account (Mobi Cash, Web).

Time Pay

The Askari Bank and China Mobile Company Zong introduce the branchless or mobile banking in the Pakistan in the name of “Timepey” in November, 2012. Through this service the Askari bank extends their network by providing services like bill payments, sending or receiving money, etc. with the help of this new technology. This can help with those customers who don't have a bank account or to remote areas of the people. From this technology, it was helpful for the employees to get salary at the exact date. The account holder of the time pay receives their salary through this account and also used for the Army salary disbursement purposes. (Time pey, Web).

U-Paisa

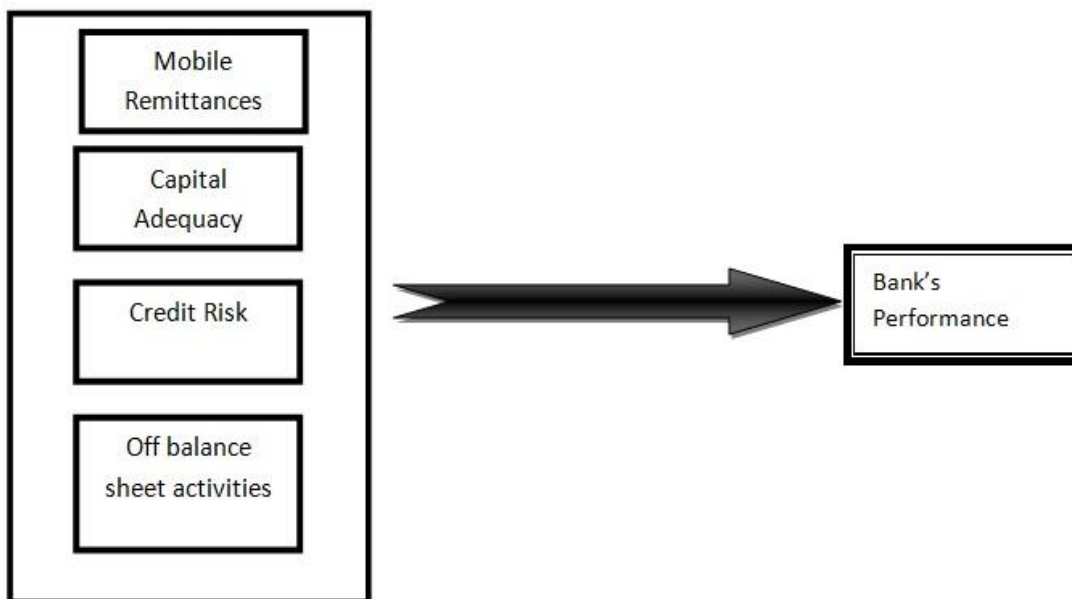
In August, 2013 the U-fone a telecom company introduced “U-Paisa” with the collaboration of U bank formally Rozgar microfinance bank. This service also used for sending and receiving of the money, bill payments, etc. for the people who were in the remote areas of the country or had no bank account. (UPaisa, Web). U Bank and EFU life insurance Company provided insurance facilities to their customers in collaboration. U Microfinance banks also provided facility to Sui Northern Gas Company employees for the online payments to their customers. There are so many operators now working in Pakistan like UBL Omni, Upaisa, TimePay etc.

Based on extensive utilization of Mobile remittances and involvement of multiple banks and telecom operators, we expect a positive significant impact on Bank's performance.

Methodology

The focus of this study is to determine the impact of mobile remittances on the performance of banks involved in mobile banking in Pakistan while using credit risk, off balance sheet activities and Capital Adequacy as control variables. For this purpose, return on assets (ROA) is taken as the measure of a bank's performance. ROA is one of the variables which are used for the measurement of a firm's performance (Akrofi, 2012).

The research model as derived from the literature review is as under:



In order to conduct an analysis, it is necessary that measurements of each variable are defined along with the source of collected data.

Bank Profitability

Bank profitability is used as dependent variable in this study. Return on assets is used to measure the profitability of the bank. The data for the bank profitability taken from annual reports of respective banks used in the study. The formula used by (oney at all, 2012) to measure ROA is

$$ROA = [Net\ Income/Total\ Assets] \times 100$$

Mobile Remittances

Mobile remittances are a transfer of money from national workers to an individual within the country. In this study it is used in the percentage change form. The Mobile remittances data taken from the state bank of Pakistan annual reports regarding branchless banking.

Credit Risk

Elsiefy (2013) said that credit risk arises when a borrower fails to meet the requirements of the contract. In banks it arises from the lending activities and some other sources such as counter party default or from some debt based securities. The data for the credit risk taken from annual reports of banks used in the study. The formula used by (Omer & Mutairi, 2012) to measure the Credit Risk is

$$Credit\ Risk = [Loan/Total\ Assets] \times 100$$

Capital Adequacy

Capital adequacy ratio is the ratio that is used to show internal strength of the bank in the crises period (Ongore and Kusa, 2013). The data for the capital adequacy is taken from annual reports of banks. (Ongore & Kusa, 2012) used ratio to measure the capital ratio that is

$$Capital\ Ratio = [Total\ Capital/Total\ Assets] \times 100$$

Off Balance Sheet Activities

The Off balance sheet activities of the banks are those activities which are non interest based and are not on regular basis. The data for the Off balance sheet activities is taken from annual reports of banks used in the study The measurement used for estimating off balance sheet activities by (Casu and Girardone, 2012) is

$$Off\ balance\ sheet\ activities = [Non\ Interest\ Income/Total\ Assets] \times 100$$

The data for this study was gathered from annual financial reports of United Bank of Pakistan Ltd, Askari bank Ltd, Tameer Microfinance bank Ltd, U Microfinance Bank Ltd and Waseela Microfinance Ltd. All these banks perform the services of mobile or branchless banking in Pakistan. The State bank of Pakistan is also used as a secondary source for collection of data for branchless banking. Various banks involved in branchless banking were personally surveyed for data collection purpose. The study considered only five banks (i.e. Askari bank, United Bank, Tameer Microfinance Bank, Waseela Microfinance Bank, Rozgar Micro Finance Bank) because only these five banks are involved in mobile banking. The sample for this study constituted panel data of above-mentioned banks for last 5 years i.e. 2009-2013 because mobile banking was started in 2009.

Results and Discussion

Summary statistics were used to find out the mean, standard deviation, maximum and minimum value of each and every variable in our dataset. The skeweness and kurtious test of normality were used to check the normality of data. In this study the ADF Augmented Ducky Fuller test was used to test whether our panel contains unit root or not. To check the linear relationship between two continuous variables, correlation method was used. Fixed and Random Effects regressions were used to find the effect of independent variables on the dependent variable. After the regression analysis then Hausman test was used to identify either fixed or random effect model will use in estimation.

Summary Statistics of the collected data are placed in Table 1 below.

Table 1: Summary Statistic

Variables	Observations	Mean	Standard Deviation
ROA	20	2.683333	2.630876
MR	20	7.64175	13.8251
CR	20	5.380479	5.402373
Cap Adq	20	31.00052	34.46067
OBS	20	2.548072	2.605694

In the above table the mean value for the dependent variable Return on Assets is 2.683333 and its standard deviation is 2.630876. While in main variable of interest that is mobile remittances have the mean value is 7.64175, its Standard Deviation is 13.8251.

After summary statistics normality test used to identify that either the data used in study is normal or not. The normality table 2 shown below that all the variables used in this study have a p-value of less than 0.05 which means the variables are normal.

Table 2: Normality Test

Variable Name	Pr(skewness)	Pr(Kurtious)	P-value
Return on Assets	0.000	0.002	0.000
Mobile Remittances	0.000	0.0004	0.000
Credit Risk	0.000	0.001	0.000
Capital Adequacy Ratio	0.049	0.041	0.009
Off balance sheet activities	0.0084	0.01137	0.0081

Correlation matrix is used to check the relationship between the dependent and independent variables. The correlation table 3 indicates the correlation between dependent, independent and other control variables.

Table 3: Correlation Matrix

Variable Name	ROA	MR	OBS	CR	Cap Adq
ROA	1	-	-	-	-
MR	0.0225	1	-	-	-
OBS	0.7013	0.4744	1	-	-
CR	-0.3166	0.2311	0.2321	1	-
Cap Adq	0.5388	-0.2871	0.0206	0.0206	1

In this correlation matrix, some variables have a negative relationship with the main independent variable Mobile Remittances like Capital adequacy ratio. While In Correlation matrix table Return of Assets has a negative correlation with the Credit Risk. While Return on Assets have a positive correlation with the independent variable and other control variable in the study.

Regression results:

The methodology included use of OLS, Random Effects and Fixed Effects for the analysis of Data. The results of Hausman Test showed preference for Random Effects hence depicting that there is no unobserved heterogeneity in the data. The results of OLS and Random Effects are displayed in the table 4 below:

Table 4: Regression Model Results

Dependent Variable: Return on Assets (ROA)		n=20	
Variable		OLS	Random Effects
Mobile Remittances	MR	0.0587966 (3.47)	0.0587966 (3.26)
Credit Risk	CR	-0.1369031 (-4.12)	-0.1369031 (-5.6)
Capital Adequacy	Cap Adq	0.0233465 (2.46)	0.0233465 (2.99)
Off balance sheet activities	OBS	0.09283223 (13.09)	0.09283223 (9.95)
Constant		0.7800604	0.7800604
R-Sq		0.9065	0.9065

In above table the t-values are given in parenthesis under each variable. The table shows R^2 has a value of 90.65% which describe that the proportion of the variation in the dependent variable which is explained by the variation in the independent variables. While the adjusted R^2 describes the overall goodness level of the model, and also have an explanatory power. Based on the results of the multiple linear regression effect of each variable is discussed below.

In above table Mobile remittances show a significant positive impact on the bank performance. Because it can generates new source of income for the bank's profitability. So it has a positive relationship with the dependent variable. The coefficient of mobile remittances is .0587966. It means that 1 percent increase in the mobile remittances causes slightly more than half a percentage increase in Return on Assets. It means that if the ratio of mobile remittances increases the banks have a chance to increase their profit ratio. This effect is statistically as well economically significant. Along with this all the control variables appeared with expected signs and are statistically significant. Capital adequacy ratio has a significant and a positive relationship with the dependent variable return on assets. Its coefficient value is .0233465 means that an increase in 1% increase in capital adequacy ratio affects 0.0233 percentage increase in the return on assets, which is a significant and positive relationship with the dependent variable. As in the previous literature this study shows that credit risk has a significant negative effect on bank's performance. The coefficient of Credit Risk is -0.1369031, which means that 1% increase in Credit Risk affects 0.1369 percentage decrease in Return on Assets.

Both the models show that off balance sheet activities have a significant and a positive impact on the performance of banks. Its coefficient value is .09283223 mean that as off balance sheet activities increase by 1% the return on assets increases by 0.0928 percent.

Conclusion and Recommendation

This research observes the factors affecting the profitability of Pakistani banks. For this study those banks were taken which are involved in the branchless banking service in Pakistan. These banks are United bank Ltd, Askari bank Ltd, Tameer Microfinance bank, Waseela microfinance bank and U microfinance bank Ltd.

In this study independent variable mobile remittance shows a significant and positive impact on bank's performance. It shows that the inclusion of new ways of a business by the banks provided them a platform for generating a new stream of revenues. It showed that with the inclusion of

branchless banking services in banks; their profitability can be increased. It reduces the operational cost of the bank which might be incurred by opening new branches in backward areas of the country. Now banks only provide branchless banking services where it is economical. People are more convenient by using this service because it eliminates the wastage of time while waiting in long queues within banks. Various different services that are provided by the banks to their customers are paying different types of bills; send/receive money within the country, pays charges for their cell phones and for the use of donations. The customers can avail these services 24/7 throughout Pakistan using just their National Identity Card.

On the basis of the results of this study following are some recommendations for the banks;

1. Banks should focus more on those undeveloped areas of the country where there are no operational branches of banks. As revealed from the results, branchless banking increases the profitability of the banks.

2. Credit risk is one of the hindrances in the progress of the banks because it decreases the bank profitability. So banks should focus to minimize this risk through proper investigation of the borrowers. Through decrease in the credit risk, banks can also increase the capitalization. This capitalization will be helpful for the banks to invest more in risky projects where other low capital banks fear to invest.

3. The Government of Pakistan and companies involved in this ever growing field should make legislation in order to expand these services within the country and later outside the country.

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УДК 33

**Влияние мобильных денежных переводов на производительность банков
в Пакистане: анализ панельных данных**

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Аннотация. Целью исследования было изучить влияние нового технологического развития, мобильных денежных переводов, на рентабельность пакистанских банков. Для этой цели были выбраны данные пяти банков за период 5 лет, то есть, за 2009-2013 гг. Рентабельность активов используется в качестве прокси-сервера для измерения прибыльности банка. Эмпирические результаты этого исследования показывают, что мобильные денежные переводы, забалансовая деятельность и коэффициент достаточности капитала имеют положительный коэффициент, который указывает, что эти переменные играют важную роль в повышении рентабельности банков. Кредитный риск имеет отрицательный коэффициент, который показывает, что увеличение соотношения кредитного риска снижает производительность банка.

Ключевые слова: показатели банка, дистанционный банкинг, мобильные переводы, достаточность капитала, кредитный риск.

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Published in the Russian Federation
European Researcher
Has been issued since 2010.
ISSN 2219-8229
E-ISSN 2224-0136
Vol. 98, Is. 9, pp. 667-683, 2015

DOI: 10.13187/er.2015.99.667
www.erjournal.ru



UDC 33

An Analyses and Solution Proposals Toward Social Gender Equality Problems in Business Life at Work Place in Turkey

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Abstract

Gender inequality is a problem in the World as well as in Turkey. What is referred by this problem here is the gender discrimination and thus inequality and injustice in opportunities that women face in a society. It appears in different forms in business life or at work place (inequalities in employment, wages, social benefits and education as well as obstacles in career rise, easy dismissal or layoff, sexual harassment / persecution / mobbing, etc.). In this study, this problem is investigated and evaluated in terms of gender equality issues that women face in Turkey especially in business life. For this purpose, current situation analysis and findings in Turkey from past to present have been made, statistical comparisons have been given against global averages, in which areas of business life it appears the most and from what reasons it originates, reason for its persistence and improvement over time has been researched, and based on our findings, recommendations for possible solutions have been presented.

Keywords: gender equality, gender inequality, gender discrimination, Turkey.

Introduction

In the world, there is a general understanding (acknowledgement) for gender equality that men and women should receive equal treatment in society, and should not be discriminated based on gender, unless there is a sound biological reason behind. This is also the objective of the United Nations Universal Declaration of Human Rights, which seeks to create equality in law and in social situations, such as in democratic activities and at work.

Gender inequality seems to be bad for economic growth, so it may cause and perpetuate poverty and vulnerability in a society as a whole.

Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources.

According to the current data, although Turkey has made some significant structural reforms, democratic expansions, improvements in education and economic development over recent years and has shown some significant efforts and progress toward reducing the gender gap in its economic, political and social life, Turkey has still fallen short of realizing the goal of gender

equality by most standards, meaning that the current progress in this problem in Turkey is still not at the desired level.

In business life, especially in the private sector (automotive, construction, etc.) and in some certain professional fields (such as engineering), and again especially at senior management and/or decision-making positions, employment rates of women in terms of qualification and quantity are still found to be low. Women are engaged more in labor-intensive, low-wage and unskilled jobs and works that do not require expertise such as in agriculture as well as in certain sectors like service and in the secondary labor markets. On a broader basis, women are more in positions where they are directed by a superior rather than being manager or director and are unable to find adequate opportunities in the primary labor markets.

The gender equality issue is generally and mainly based on sociological, cultural, educational, economical, structural-constitutional, political, ideological, organizational-institutional, personal, physiological / biological, psychological and sexual reasons. Some of these reasons are associated with societal features of the society (social structure, family structure, culture, religion, customs-traditions, common practice/usage, genetic, race, etc.). To these, some other factors like world market situation and political conjuncture within certain time period, global competition, geographical location, climate, working conditions, unionization - organization and extensivity of social solidarity networks (e.g. old boys) may also be added. As a result, women are exposed to adverse effects and thus injustices in business life, such as formation of glass ceiling.

These causes have effect on the problem at varying degrees. Therefore, eliminating some of the causes in a place may alleviate the problem partially. However, as the other factors continue to exist, the problem also continues to persist to an extent based on the effect of the continuing factors on the problem. Therefore, improvements in alleviation of the problem vary depending on the society and the degree at which that particular cause affect the problem in that society.

It is evident that the problem is multi-dimensional and arises from many factors that are interrelated/interactive or independent from each other. In this regard, the solution must also be dealt comprehensively and from many aspects or needs to include achievements or progress in many areas.

Some of these solutions may require social reconstructionism or deep and big scaled structural and legal changes that may call for conciliation or general consensus in a society. Some economical applications or solutions possess a financial dimension and call for creating additional financial resources or budget allocation. And solutions of some causes (social, sociological, cultural, etc.) cannot be expected to show dramatic improvement in the short term and may have to be spread over time.

Despite all of these, some short-and medium-term measures can be taken that do not require huge financial liabilities to achieve development in some areas using available resources and facilities and in accordance with strategic targets. Such measures may be listed as training and raising awareness and consciousness at all levels, positive discrimination in favor of women, facilitating and creating more flexible and easier working conditions for women by using modern communication and technological tools, emphasizing the importance of emotional intelligence that may be more prominent in woman and is also important in managing business today, encouraging woman organizations, promoting the dissemination of women social networking, etc.). These solutions have been proposed and have been examined in more detail in the rest of the article.

Moreover, long-term plans and policies should also be developed for controlled and continuous improvement of the problem and for striving to reach universal values. Proposals to these issues have also been discussed in the conclusion section of the article.

Literature review for Turkey

Social gender is different from biological gender. Social gender varies from one society to another and from one culture to another; nevertheless it is based on the structure of a society and culture. In this regard, social gender, not only specifies the gender differences but also includes the issue of gender discrimination and unequal power interrelations between the two genders (TÜBAKCO, 2012: 53).

It is possible to examine the gender related problems faced by women in business life in five major groups (www.tisk.org.tr):

I. inequality in education and vocational training

- II. inequality in recruitment and raising career
- III. inequality in payment
- IV. inequality in benefiting from social rights
- V. sexual harassment

Labor market participation of women across the globe and working conditions are different than men. The universal features that reflect secondary position of women in the labor market and adverse working conditions are as follows (Özçatal, 2009:45):

- They encounter discriminatory practices during recruitment, promotion, layoff and payment in the labor market,
- They are concentrated in the lower ranks of the hierarchy in the workplace, take up less space in the decision-making and management-related upper positions
- They work in jobs that are monotonous and repetitive and require lower qualification in the production of goods and services
- They lack social protection, are easily abandoned and their labor union organization is weak
- They are concentrated in certain sectors, industries and occupations. In the industrial sector they concentrate in labor-intensive jobs with low paid wages, in fields that require unskilled workers and affected by the economic crisis faster and adversely

Despite some positive developments in recent years pertaining to women education and their employment, this development is not at desired level. The number of women working at certain professions (especially management) is still low and women prefer to work in traditional occupations that offer low income, have limited career rise or promotion opportunity and can interface with homemaking. (Kuzgun ve Sevim, 2004:15).

1. Obstacles and Reasons for Gender Discrimination Faced by Women In Business Life in Turkey

Obstacles faced by working women in business life may be associated with causes such as social, organizational and individual (woman's self). It can be said that there are similar reasons on the basis of the obstacles faced by unskilled, semi-skilled and skilled female employees. In this study, these obstacles and reasons are presented and supported by various research findings from the literature.

1.1. Social Reasons

One of the important factors that women's participation in Turkish society in working life has not reached the desired level is that the society is still not able to overcome the traditional pressures despite all reforms. Traditional view of the manner towards women in the workforce still persists in large segments of the society. The primary role that the society and the woman gives herself is "wife and mother" and naturally "housewife. As long as this continues, defining the female labor force as "cheap labor", "helping family worker" and in similar forms is unavoidable (Kuzgun ve Sevim, 2004:15).

For women to be successful in business life depend on social values and culture to a great extent. Women are expected to meet the needs of their husbands, children and parents. When women participate to working life, they are not only expected to fulfill the work requirements, but also the duties imposed by society (family and child care, house maintenance etc.).

An individual's identity is shaped under the influence of his family first, then his educational institutions and occupational and socializing place. During this process, social gender identity of the individual is acquired, during which boys and girls identify themselves with character and individuality related to their own gender. There are norms in the society for "masculine and feminine" identity. Males are expected to acquire the masculine and females are expected to acquire the feminine identity in a society. (Güldal, 2006:64).

Whereas feminine characteristics comprise of "democratic, addiction, sensuality, risk aversion, empathy, abstention, collaborative, passivity, refusing to pursue, soft, adapt, acceptance, helplessness, passive, protective and home bound"; masculine characteristics comprise of "autocratic, independence, rationality, risk taking, being dominant, assertive, individualistic,

active, pursue success, competitive, tough, possessive, judgmental, pro-active, not protective, street biased" qualities (Güldal, 2006:64-65).

What boys and girls are learning in the process of socialization, what the culture imposes on their gender for 'proper' feelings, attitudes, behaviors and differences between the roles can be considered as social gender differences. Women are perceived as more sensitive, relevant and care-giver, etc. They are expected to be homemaker, teacher, nurse, etc. On the other hand, men are perceived as independent, aggressive, strong, etc. and expected to be soldiers, engineers, traders and so on. These are the social gender differences. They are not real differences that happen as a result of society's impose its own patterns on the individual (Balkır, 2012:1).

1.2. Organizational Reasons

Elements that create glass ceiling effect in organizations may be collected around individual, organizational and social factors as follows (glass ceiling obstacles):

Barriers arising from Individual Factors

- Multi-Role Playing
- Women's personal preferences and perceptions

Barriers arising from Organizational Factors

- Organizational Culture
- Organization Policies
- Lack of Mentor
- Inability to participate in Informal Networks

Barriers arising from Social Factors

- Career Distinction
- Stereotypes (Rigid Prejudices associated to gender)

All leaders are comprised of almost men, and this means that men are decisive in the formation of organizational culture. Therefore, the organization culture is reported to be attributed to having such characteristics as aggressiveness, competitiveness, success orientation and independence that refer to men (Güldal, 2006:68).

Business life is founded and is governed largely by men. Because business life is shaped by the traditional gender roles of man, women's participation in work and social life requires a more difficult process to take place (Dolmacı ve Türeli, 2012:2).

In male-dominated organizational culture, women are excluded from men's informal channels of communication, so women are singled in the organization. For women it is very difficult to enter into the network of the "old boys". This is a major barrier for woman to progress in her career (Mercanlioğlu, 2009:41).

Many studies examining the relationship between gender and mobbing show that female employees are more exposed to mobbing than male employees. There are research concluding that women are often managed and male are managers in business life triggers mobbing behavior and therefore create gender discrimination (Aksakal, 2009:116).

1.3. Individual Reasons (arising from woman herself)

Among the most significant barriers for women to become senior managers is "lack of confidence, lack of ambition formed by the prejudice that she will fail somehow, not preferring promotion as not to be ready to pay the price, internalizing without questioning the roles the society expects from them". These are the individual barriers created by woman herself. According to researches done with married women, we see that when they left the job to bear a child, they are unable to continue where they left upon return, they are stumbling at their career ladder and are willing to work for less salary (Mercanlioğlu, 2009:42-43).

Some of the problems women face is sourced by intense pace of work and stress that the feeling create about 'neglecting' their homes and children. Married women with career are expected to be "super women" who can both handle housework and accomplish working full time (Demiriz ve Yaşar, 2009:86).

1.4. Combined Reasons

Cinar (1994) gives below sociological reasons as to why unskilled women are not working in the primary jobs:

- i. The importance of flexible working hours for mothers with small children,
- ii. The problems encountered regarding permission by husband,
- iii. Not to lose credibility in the eyes of neighbors and relatives,
- iv. Difficulties encountered in job promotion and salary increases as compared with male workers,
- v. Potential harassment incidents that they may face in the workplace (Dedeoğlu, 2000: 164).

2. Turkey's Current Situation Compared to World

United Nations Development Program has developed an index called Global Gender Gap Index (GDI) regarding the elimination of gender inequality and also Gender Empowerment Measure (GEM) measuring the participation and distribution of women in economic and political life. On the other hand, there is a Global Gender Inequality Report prepared by World Economy Forum which is another important data source using 14 various parameters (Dolmacı ve Türeli, 2012:5).

Turkey is in the 68. rank (2012) in terms of United Nations Social Gender Inequality Index (GII), in 120. rank among 136 countries in Global Gender Gap Report (2013) of World Economy Forum (TEPAV, 2014).

The following tables give an idea about Turkey's situation as compared to other countries by years.

United Nations Development Program (UNDP) Table 4: Gender Inequality Index (2012):

2012 Gender Inequality Index Rank	2012 Gender Inequality Index Value	2012 Seats in National Parliament (% female)	2006-2010 Population with at least secondary education (Female)	2006-2010 Population with at least secondary education (Male)	2011 Labour force participation rate (Female)	2011 Labour force participation rate (Male)
68	0,366	14,2	26,7	42,4	28,1	71,4

The Global Gender Gap Index 2013 rankings:

Country	2013 rank	2013 score	2013 rank among 2012 countries	2012 rank	2012 score	2011 rank	2011 score	2010 rank	2010 score
Turkey	120	0.6081	117	124	0.6015	122	0.5954	126	0.5876

The table below shows how Turkey is ranked in the 2013 gender gap index overall and by subindex.

Country	Overall rank:	Economic Participation and Opportunity rank	Educational Attainment rank	Health and Survival rank	Political empowerment rank
Turkey	120	127	104	59	103

Labour force participation:

Country	Female (%)	Female-to-male ratio	Rank
Turkey	30	0.40	123

Wage equality survey:

Country	Survey data	Female-to-male ratio	Rank
Turkey	4.46	0.64	79

Estimated earned income:

Country	Female	Male	Female (with 40,000 cut-off)	Male (with 40,000 cut-off)	Female-to-male ratio	Rank
Turkey	8,053	27,597	8,053	27,597	0.29	121

Country		Female	Male	Female-to-male ratio	Rank
Turkey	Legislators, senior officials and managers	10	90	0.11	104
“	Professional and technical workers	36	64	0.57	93
“	Literacy rate	90	98	0.92	96
“	Enrolment in tertiary education	50	61	0.82	103

Maternity, paternity and additional shared leaves:

Turkey	8 weeks before birth (if multiple, 2 weeks will be added) and 8 weeks after birth. If it is proved with a medical report that she can work until 3 weeks before the birth, the remaining pre-birth leave period can be shifted to the leave period after the birth.	If worker or self-employed mother stays in the hospital, 50% of the daily wage; if there is outpatient care, 2/3 of daily wage. 100 for public servants.	10 days after birth for public servants only and upon their request
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Female adult unemployment rate (% of female labour force)	11
Male adult unemployment rate (% of male labour force)	9
Female part-time employment (% of total female employment)	24
Male part-time employment (% of total male employment)	7
Share of women employed in the non-agricultural sector (% of total non-agricultural employment)	23
Female workers in informal employment (% of non-agricultural employment)	33
Male workers in informal employment (% of non-agricultural employment)	30
Women who have an account in a formal financial institution (%)	33
Men who have an account in a formal financial institution (%)	82
Ability of women to rise to positions of enterprise leadership ¹	4
Firms with female top managers (% of firms)	12
Share of women on boards of listed companies (%)	8
Firms with female participation in ownership (% of firms)	41

3. Facts and Figures Regarding Woman Employment in Turkey

As a result of their research, Demirel, et al. (1999) grouped the underlying causes of female unemployment as factual and judgmental causes. Factual reasons include the country's high unemployment rate, low wages that women receive, lack of education and skills, insufficient childcare and crèche facilities for working mothers. Judgmental reasons include values that constitute the building blocks of this system such as women's defining themselves with motherhood and men with fatherhood in the family. Woman defines her space at home whereas sees men's role and space outside the home (Kuzgun and Sevim, 2004:18).

This is an accepted fact that there are a number of prejudices in the society both in Turkey as well as globally regarding women entering the business life and rise in their career: "women leaving job due to marriage or childbirth is leading to loss of time and investment, concern of women not being able to work extra hours, male executives feel more constrained while working with women, attractive appearance of women is challenging male colleagues in the workplace, the men's role is maintaining his household and therefore have a priority in the employment process" stand out as the major problems in this context (Güldal, 2006:50)

Due to young men labor supply that are ready to work under all conditions, the demand for female labor force remains low. Employers are not willing to accept extra costs pertaining to

women in situations as, pregnancy, maternity leave, child care etc. In addition, employers feel that long working hours and shifts may pose incompatibility with women's reproductive and motherly responsibilities and therefore avoid female employment (Toksöz, 2013:9-10).

Cınar (1994) listed sociological reasons as to why unskilled women don't work in formal jobs: (1) importance of flexible working hours for mothers with small children, (2) problems encountered related to the husband permission, (3) loss of reputation in the eyes of neighbors and relatives, (4) difficulties in promotion and raise in salary compared to male colleagues, (5) potential abuse incidents that may be encountered in the workplace (Dedeoğlu, 2000: 164).

Pınar, et. al (2010) study investigates the gender effect of a male versus a female manager in terms of business students' preferences in working for, being trained by, being motivated by, and being rewarded by one or the other. Based on 328 questionnaires, the results for the entire sample, as well as male and female subsamples, demonstrate the existence of a gender effect for all but one aspect of managing salespeople. Also, comparisons of male students to female students reveal significant differences between perceptions of the two genders in terms of the training and motivating functions. The study found that the subjects as a whole, as well as the male and female subsamples, have a preference for male managers over female managers.

3.1. Employment and Recruitment Rates and Approach Toward Women

The female employment rate in urban areas is 18.6% and in the public sector it is 36%. Considering that public employment concentrated in cities, public sector holds an important place in the registered employment of women (TEPAV, 2014:42).

In spite of equalitarian structure in the laws, women's labor force participation rates are decreasing since 1960. It was 34.1% in 1990, 26.9% in 2002, 24.8% in 2004 and 22.2% in 2007 (Mercanlıoğlu 2009: 38).

As of the end of 2010, labor force participation rate of female in Turkey was 27.6% while it was average 66.1% in the EU-27 and 60.8% in OECD countries respectively. According to this, Turkey is located on the bottom row of OECD countries in terms of women's labor force participation (Karabıyık, 2012:234).

The differences between the labor force participation rates (LFP) are decreasing as the education level of women is increasing. These minimum differences belong to the higher education graduates. Therefore, a woman to receive more training is critically important to change their LFP rates positively. There are no obvious differences in LFP rates of men in Turkey between the regions (between 64.4% and 74.7%) whereas there are significant regional differences in female LFP rates (between 10% and 44%) (Yüceşahin, 2005:74).

Discrimination for women in business life shows itself in areas such as education and vocational education inequality, job placement and recruitment, wages, working conditions, workplace attitudes, promotion, layoff, access to production resources and insufficient sharing of family responsibilities. Employers (at individual trial) refuse to work with women because women may stay outside to raise children so that investments for women are lagging behind. But it is not taken into account that many women have no children. This shows that women are statistically discriminated. It is the fact that discrimination is more complex and does not occur simply from prejudice (Dolmacı and Türeli, 2012:9-10).

According to a survey that carried out in manufacturing industry (the textile, apparel and food businesses with 298 women workers) in Tokat province (Turkey), all women have pointed out gender discrimination in their workplaces. One of the women gave a quite interesting example of this discrimination: "Four months ago, 18 women and men who did ironing wanted minimum wage and insurance from the employer. Our employer has laid off nine women, gave these nine men minimum wage and also made their insurance (Özçatal, 2009:49-50).

3.2. Sectoral or Occupational Distribution

The number of women with higher education is less compared to males in Turkey. This fact causes women to stay away from the administrative/managerial positions. When we examine the rates of female labor force for some occupational groups in Turkey, we see 28% are lawyers, 39% are architects, 14% are engineers, 39% are dentists, and 33% are academicians. These figures are high compared to developed countries is gratifying. However, the proportion of women situated at

entrepreneur director and senior management positions is only 0.19% (Kocacık ve Gökkaya, 2005:204).

In Turkey, according to a survey conducted in 2007, on the basis of occupational groups in the total workforce, only 147.000 women were legislators, senior managers and directors while 490.000 women were located in professionals occupational groups. Therefore, working women in Turkey are concentrated in occupations not requiring expertise (Mercanlıoğlu, 2009: 38).

In Turkey, according to 2010 data, women are employed 42.8 % in the agricultural sector, 15% in industry, 0.8% in the construction sector, and 41.7% in the services sector. According to this, agricultural sector owns the highest share of employment, and women's employment is concentrated in the agricultural sector. As such, construction and industrial sector, especially the manufacturing industry still remains a sector rather limited for female labor force (Karabıyık, 2012:242).

Due to existing market structures and characteristics created by the industrial enterprises, labor markets have been divided into primary and secondary sectors. Generally the primary markets are accepted as formal sector and encompass the jobs that pay good wages and social security rights while the secondary market is comprised of informal jobs. While jobs in the primary market are seized by men, secondary market jobs are mostly performed by women (Dedeoğlu, 2000:139).

The largest increase in female employment in Turkey is seen in the services sector. The service sector and public administration are especially noteworthy in terms of female labor force employment in Turkey. The span of women in civil service consists of educational activities, health services, and telephone telegraph operators. The fields where they are mostly employed in the private sector are architect - engineering services, financial advisors, accounting clerks, cashiers, textile and food industry (Yaşar, 2007:18-19).

Patriarchal cultural values and women's roles in this gender-based division of labor define women's choice of labor, deciding which workplaces they can work at and what professions they can choose. Women's first priority is child care and domestic jobs (cooking, cleaning). These values further direct them to work in specific industrial sectors particularly the low-paid unskilled jobs considered lower in hierarchy and authority in the labor market (Özçatal, 2009:46).

Concentration of women in certain jobs and sectors has emerged as a natural application in business life according to gender separation. Gender separation configuration assumes that women are cheaper and less productive than men and fully productive during only certain phases of their lives (when they are young and unmarried), talented for only certain types of jobs (unskilled, temporary and service jobs) - verified by women's employment patterns (Dolmacı and Türeli, 2012:5).

Trained women often work in the jobs which require specialization - in the service sector - in Turkey. Untrained women are working in skill-based jobs which do not require specialization. Among them are small-scale knitwear works, knitting, buttonhole etc. Other jobs outside service sector that women do are factory worker, salesmanship, cashier, hairdressing and tailoring (Kocacık and Gökkaya, 2005:197).

There is a belief that employing women in upper management levels (control positions) in the industrial sector is a risk. Thus, women are working in only specialist positions such as human resources, corporate communications, public relations and marketing areas which are traditionally called "female functional area" and not in the career pathway of top management positions and take unauthorized responsibilities in the private sector. In addition, female employees and managers are concentrated in less earned, uniform occupations or receive lower wages than men in the same category but in areas where they can get more assignments (Göktepe, 2011: 4).

3.3. Income Levels

Even though women have the same human hardware as men, they work in different markets (due to their concentration in certain low status, unskilled jobs) and do not compete in the same market, women earn less. According to Human Capital Theory, literally male and female employees can be no substitute to each other. Because when women marry and have children, they tend to leave the workforce and also they are less experienced in business (Dolmacı and Türeli, 2012:9).

Due to liabilities of women for care, their intermittent or part-time participation into the labor market are the reasons for giving low-skilled jobs to women and for low paid wages. Lower

wages to women, fewer rights and less advancement opportunities maintain the material basis of patriarchal (male dominated) system (Toksöz, 2013:6).

Proposed solutions pertaining to gender equality issues in business life in Turkey

Problem of gender equality in the business life is an area that requires the participation and supports of various stakeholders primarily the government and private sector for the determination of the problem and development of solutions. In this context, various proposals for solution to the problem have been presented (from literature and our own), extending from development of state policies to applications in the private enterprises.

- Women's position in society is the basic indicator for social development and modernization of a society and the fact that absolute termination of all kinds of sexual discrimination of women is among the anticipated targets of Atatürk for Turkish society stresses on increasing awareness and taking concrete and radical steps to overcome this issue. Experiences show that only legal regulations are not adequate. Therefore, it must be our basic aims to eliminate all factors that may prevent equality of women with men and to functionalize the state authorities as a tool ensuring positive discrimination towards women for some time. However, to achieve these, we must divert our focus from a "market"- oriented thinking, policy and economy understanding to a "human" - oriented understanding (Kaymaz, 2010:362).

- It may be suggested that in Turkey, the issue of gender equality faced by women at work place is due to mistaken beliefs and ideas arising from social values. As long as these false beliefs and ideas persist, women will continue to face similar problems. In a struggle to cope up against this situation, positively strengthen the women at work place and change the views or perceptions and attitude of other employees toward women, awareness and training programs must be organized.

- From a "constructivist" viewpoint, in social structures that currently carry and continue to produce patriarchal values, any action or thought against patriarchy is difficult to possess or practice, almost impossible. However, there are no structures that cannot be changed; for this, other than possessing individual and collective will, adequate struggle forms must be suitably developed (Tanrıöver, 2000:173-174). In this regard, to implement social gender equality values in private sector in Turkey that possesses patriarchal values, it can only be succeeded by individual and collective efforts.

- For overcoming the socio-cultural and economic factors causing women to stay in the background in family life, professional life and political life and for development of life long training programs, adequate funds must be allocated (Yaşar, 2007: 32-33). State budgets that are the most reflection for political decisions must be sensitized for social gender and protect gender equality. Then, this will be one of the most significant tools in decreasing the social gender inequality (Doğan, 2013:76).

- Women participating in business life must be benefited from social security services within the framework of "law of equality between men and women" protecting them against risks of illness, sudden failure to work, old age, work accidents, occupational diseases, maternity and unemployment. In addition, women who have been subjected to such risks must benefit from all social assistance services without being victims of gender discrimination (Kocacık and Gökkaya, 212). In this sense, legal measures must be exercised to prevent the working of women without formal records and registration.

- The "family" factor must not be overlooked in existence of women at employment market, in various sectors and in high managerial levels in enterprises as well as increasing the number of working women. In this context, Ministry of Family and Social Policies, Ministry of Labour and Social Security and the Ministry of Education should jointly conduct and support various projects. By this way, "empowerment of women in terms of gender equality, increasing woman education, supporting women entrepreneurs, strengthening social gender equality at work in Turkey under the leadership of institutionalized enterprises, opening woman leadership schools" can be provided.

- In order to bring up successful female executives/managers in Turkey, management departments must offer special management, leadership and entrepreneurship courses for women

in particular. Such courses and successful woman role models fulfilling such active patriarchal positions in business life would be encouraging for new female generations to follow in their footsteps.

- Transport and security issues need to be resolved for upper level female management staff working long hours and returning home at late night hours. Fear of sexual harassment is one of the fears/factors that stop women from seeking employment and rising in their career. (Güneydoğum Derneği, 2005: 33).

- Media is one of the most effective channels of influencing the society. How “woman” is portrayed in radio, television and printed media and how working women are reflected must be re-evaluated and restructured and the image of working woman must be improved. Women should not only be portrayed as an individual who simply involves in cooking, cleaning or bringing up children but also portrayed in advertisements or serials as successful working and managing women.

- Women must be liberated from discriminatory and prejudices in education. They should be trained with a mentality to do not only the traditional roles and occupations but also every kind of profession (Yıldırım, 2009:445).

- Necessary improvements are needed to enable women to participate in the primary rather than secondary job sectors. In other words, in order to increase the number of women employees not engaged in a "cheap, flexible and passive female labor for temporary and unskilled jobs” but in professional jobs in the primary sector requiring certain knowledge and skills, suitable measures facilitating women to reach the socio-economic opportunities they need in Turkey should be taken. The work life for socio-economically weak women is not able to go beyond secondary sectors. To save women from this vicious cycle, they must be supported to reach socio-economic opportunities primarily in education and training.

- Mainstreaming gender doesn't end by simply increasing the number of women within a specific institution. So, we should create and change social consciousness.

- Enabling women to engage more in management positions can be obtained by creating career paths allowing them to gain qualifications and experience they need and giving them educational opportunities without being subjected to discrimination by male colleagues. Besides, there is a need for facilitators that allow women managers to balance their time and energy between work and home (financial support for housework and child care, popularizing institutions like nursery and crèche services for woman employees and managers with small children).

- House work and child care being among the responsibilities of woman further increases the work load of a full time working woman. At this point, it is significantly important if work places could provide possibility of having nursery, crèche and kindergarten for mothers with small children. Creation of such places / facilitators aimed for proper and safe child care would support working mothers with infants and small children and thus would increase their employment rate.

- In order to resolve the elderly and child care problem that is one of the most important obstacles in women's joining the labor force; allocation of new institutions is required. While institutionalizing social care services will facilitate the participation of women in labor force, twofold improvement may be obtained by creating employment for other women in relevant public institutions that will give such services. More authority must be delegated to local governments on this issue and nursing homes, nurseries and full day working private education institutions must be established and popularized especially for part-time school students. These measures will also play important role for the dissemination of women participation in the labor force (Doğan, 2013:87-88).

- Women should be given equal representation opportunity in management, politics and in seemingly male-dominated professions and should be treated in a participatory manner. To correct this situation, positive discrimination in favor of women should be put in practice for a certain period of time (Yıldırım, 2009:445).

- There is a need for gender-sensitive drastic changes in Turkey's industrialization policies. Policies favoring durable consumer goods or such sectors as automotive, that in its current form supports male dominated employment structure, will lead to more increase in male employment. Special measures are required for women to be employed in sectors outside the traditional female work places. For example, areas under incentive program like electronic industry, manufacturing of

medical instruments, precision and optical instruments, pharmaceutical manufacturing, biotechnology providing (medium-high technology sectors) must possess recruitment policies that would provide and prioritize the hiring of young female employees to receive vocational trainings and get recruited as qualified or skilled labor force. (Toksöz, 2013:10).

- As a country, being engaged in strategic and priority and/or new high-tech business sectors and developing these sectors will increase social income and education level – in some of these sectors there are less obstacles for women - and thus consequently would result in more involvement of women in business life with effective roles and enjoying equal gender rights.

- Women entrepreneurs should be privileged from incentives and funding programs and prioritized by angel investors.

- Addressing gender inequality in the workplace is important for companies to build strong alliances with women so that the entire team contributes to organizational success.

- In companies, data regarding gender inequality is essential as it enables employers to take effective action. Equality of opportunity is not just about up skilling women, it is about having a dedicated gender strategy that aims for long-term organizational and cultural change.

- Equal pay audits, flexible working and tackling unconscious bias all have a clear impact on women's progression, particularly at senior management levels. But, we know that change will not happen overnight. These actions, though, will equip female professionals to push for the most effective change in their organization and become gender champions and role models.

- Rising of a woman in an organization is related to practices in organizational culture focused on human, based on performance based assessment, driven by low superior-subordinate distance and gender equality (Kahraman, 2010:31). As a result, it is evident that in order to preserve the social gender equality, organization culture must be developed in accordance with above-said characteristics. In this context, the private sector enterprises in Turkey needs to be questioned as to what extent they are human focused, performance based, depict low superior-subordinate distance, have gender equitable practices.

- Gender equality begins at the highest level of corporate governance to set an example for executives, managers and employees. Employers also need a dedicated, long-term gender strategy that aims for long-term organizational and cultural change. Therefore, "Gender equality" trainings must be given to all levels of management and staff and to all male employees, primarily to managers and directors in private sector institutions on topics such as maintaining gender equity, creating a collegial and collaborative work environment.

- Composition of board of directors, executive leadership team and staff should be analyzed. Areas, groups or occupations where there's an under-representation of women should be listed. How workforce imbalances affect the company should be determined. For example, if women are underrepresented in management positions, it deprives the organization of leadership's diverse talent.

- The availability and types of training that offer professional development for all employees, and in particular, experienced and qualified female workers who have been overlooked for promotion to higher level positions should be examined. Flexible training options should be implemented for employees whose schedules prevent them from participating in professional development activities due to scheduling conflicts. One solution is to offer remote access to online training.

- The company's fair employment practices and policies should be reviewed and updated pertaining to sexual harassment and discrimination based on sex. Organizational policies should be ensured that they are congruent with employment laws and regulations. The level of skills and training of human resources employee and labor relations staff should be determined. Research should be conducted on the needs of a diverse, gender-equal work force.

- Recruitment represents a major barrier to women's progression, and is often affected by unconscious bias. So, effective actions should be taken by organizations aiming to avoid bias in their recruitment process. One way to do is giving unconscious-bias training in recruitment. Another way is to set targets for recruitment of women at every level, particularly addressing those departments or levels that are under-represented. This of course requires thorough monitoring and measuring of the workforce.

- Companies should carry out employee opinion surveys and exit interview questions that elicit information about working conditions, employee views about equality, training opportunities and professional development activities. And they should develop an action plan to help implement changes in response to survey results and also analyze and report the effectiveness of strategies.

- Companies should monitor and measure promotion rates, address areas of underperformance and question why women are less likely to be promoted into particular roles or departments.

- Working women are primarily responsible for coordinating family obligations, child-care arrangements and their job demands. Measures must be taken by managers to prevent unfavorable events arising as a result of work - family conflicts; adversely affecting the family due to work or affecting the work due to family issues of women employees. Such measures will increase the efficiency of employees, decrease the stress level created by these conflicts, and minimize the reflectance of problems in between family and work. Employers should be sensitive toward women employees' problems and be flexible about the issues like child care, maternity leave and thus reduce their stress level at work caused by house and family related issues (Çınar Oğuz ve İplik, 2009: 171, 179).

- To enable women employees to be as effective and functional as males, "improvement of work place environment by removing obstacles present only for females and not for males" is required (Dolmacı ve Türeli, 2012:9).

- Women participation in managerial positions can largely be materialized by taking away the burden of house work, care of child and sick or elderly and breakdown of the perception that "women cannot be managers". Relief of the victimhood of women forced to take a long break from the job due to child birth and similar reasons must be taken by government. Flexible working hours, part-time work opportunities and such facilitators should be created for women in business life (Güneydoğum Derneği, 2005: 33).

- Allowing flexible working is directly correlated with having more women in management positions. It is often rigid working patterns that prevent women from moving into senior management positions. Flexible working is an effective means of retaining more women at work.

- Family-friendly initiatives, child-care options for working parents, educational subsidies and comprehensive benefits packages that meet the needs of traditional and nontraditional family structures should be developed and implemented.

- Women in Turkish business life are still not noticed in spite of all the efforts exerted by them. Can they be considered as lost work force? How successful are women in being able to return to the same job after giving a break in services due to maternity leave or other special situations? Or even if they did get back to their job, were they able to get the same benefits and rights as they were entitled to before their break in services? Such questions need to be addressed after thorough research in terms of practices in private sector in Turkey, and control measures must be taken to eliminate such issues.

- Big institutionalized enterprises in Turkey must serve as a "role model" in extensification of good social gender equality practices in private sector; reflect these to the rest of the private sector and to society by means of social responsibility projects.

- Women executives are unable to find examples of their role models within their organization and therefore at first, they are forced to break the prejudices in the organization towards women. Women executives may face challenges like acceptance by superiors and subordinates and may also experience problems such as lack of professional friendship among peers. Presence of role models in the institutions for female employees is important for overcoming the transparent obstacles encountered by them at the work place (Güldal, 2006:67-68). For this reason, national and international role models for women managers and employees should be identified and presented by means of gender equality trainings.

- Institutions / companies with scorecards exhibiting positive discrimination toward women and employing female work force must be supported by the government and such women-friendly institutions must be rewarded with tax reductions or incentives and provided with other resources. (Güneydoğum Derneği, 2005: 16).

- Some of the problems women face in the work place due to time constraints can be solved by using such modern technologies as information technology, smart phones, computers, internet

(for example, participation to various meetings or trainings remotely). Connections with businesses abroad can be materialized and/or continued by means of teleconference systems. Women employees may also be given the opportunity or flexibility to take their families to business trips and meetings. Information and communication technologies can provide access to employment, education, income, health services, participation, protection and safety, etc. If women are provided with such modern technologies, these digital tools would present to them an opportunity to fight longstanding inequalities in the workplace and at home.

- “Glass ceiling breakers” must be developed for women employees and potential female candidates for managerial positions. In this respect, various practices and trainings must be developed to change the perspective of men and women managers toward woman employees as well as perspective of women toward themselves.

- Women should be recovered from the tradition of motherhood-home responsibility that imprisons them at home. Instead, these responsibilities should be shared, undertaken jointly by men and women (Yıldırım, 2009:445).

- In developed countries, the women are engaged in part-time work up to 90 %. The fact that this percentage is very low in Turkey and not mentioned in official statistics is another issue that also needs to be evaluated (Akalp et. al., 2009:554).

- Among OECD countries, Turkey has the lowest rate of woman participation in labor force. In general, employment rate of women in the manufacturing industry in Turkey, having the highest number of urban women work force is lower than South Korea, Mexico, Malaysia and Indonesia. The fact that female employees in industrial production in Turkey are mainly unrecorded and invisible may also have a role in this result. (Akalp et. al., 2009:554).

- Legal measures must be taken to solve the issue of unrecorded female work force and to reach the actual statistical data.

- There must be training programs encouraging and supporting women’s perceptions and desires to be managers and leaders. Counseling (mentoring) programs should be developed at national and international levels to convey the essence of successful women role models employed at higher managerial levels (Güneydoğum Derneği, 2005: 33).

- Women networks ("our girls' networks") have been created for the female employees in multinational companies like American Express, GE, Goldman Sachs, Johnson & Johnson, Lehman Brothers and Time Warner to support their business and personal skills, self-esteem and relationships. Such networks can also be created in Turkish private sectors and businesses (HBR, 2006:30).

- Civil society organizations (NGOs), cooperatives and social networks should be developed for working and professional women that would increase their relationship based on mutual interest.

- There are project funds and budgets available from various sources at national and international levels (e.g. EU projects, social protection programs). Social scientists, researchers or such civil organizations, institutions should generate more projects toward this issue using all appropriate funds.

- Network with professionals of agencies and professional organizations that promote gender equality should be widened. Women should subscribe to trade journals or newsletters for innovative ways to dismantle workplace inequities.

- A database should be created (taking into account the sectoral and occupational segregation) for different female groups like employees, employers, job seekers, female professionals and female students (Güneydoğum Derneği, 2005:34).

- In today’s business life and management, diverse talents, skills and capabilities are appreciated. For example, the emotional intelligence is recognized as an important ability to have by managers apart from the sixth sense. Considering the fact that these features may be more prominent in woman compared to men, it may be important to emphasize these facts especially among business enterprises so that women can take more roles in managing today’s business. Individual participation as well as experiential learning through team building exercises and work groups should be encouraged within companies.

Conclusion

Gender equality problem is not a situation encountered only in our country. It exists all over the World but manifests itself in various forms and levels in different countries and societies. The causes and effects and acknowledgement (understanding) of gender inequality vary by country as should do solutions for combating it.

This problem is defined and conceptualized by certain definitions / concepts accepted on a global basis (Gender Equality, Gender Inequality, Gender Apartheid, Gender Discrimination, Glass Ceiling, Gender Pay Gap, Male-Female Income Disparity, Inequal Strength, Equal Empowerment, Patriarchal Values, Gender-based Violation/Persecution, Sexual Violence/Assault, Mobbing, Gender Mainstreaming, Sexual and Gender Identity Rights, Reproductive Rights, Universal Declaration of Human Rights, Equal Pay for Equal Work, etc.), is measurable by means of certain indicators and parameters although there are some debates as to their interpretation and accuracy thus representation for a specific country (Global Gender Gap Index, Gender Inequality Index-GII, Gender-related Development Index-GDI, Gender Empowerment Measure-GEM, Human Development Index-HDI, etc.) and is compared between countries or societies.

One point may be noteworthy to make here is that almost all of these definitions, concepts and indexes may imply somewhat universalism. Universalism argues that each person, by merit of simply being a citizen, should be entitled to social benefits. This may mean approximating or similarizing all the citizens, societies or countries. Do all the citizens (including women), or societies (if not countries) have to bring themselves up to the same universal levels? While comparing the countries, some of these indexes may be ruling out the religious, cultural or individual preferences. For example, the whole World is facing globalization today which is causing degeneration or loss in some values, and in some societies or countries these are not appreciated fully but somewhat acknowledged due to global economic and political conjuncture. Similar situation may be prevalent in gender equality. Meaning of life for some individuals (including some women) in some societies or countries deviate depending on religion, culture and personal preferences. Do we all have to be universalistic? What do the citizens / individuals, societies or countries expect from life? What is more preferred by an individual in a society or country, happiness with less wealth or unhappiness with more wealth? Women may be facing gender inequality in a particular area but they may be happy as they are (due to beliefs etc.). In that case, shall we consider them as victims of gender inequality? Thus, the indexes may be showing negative results for gender equality, but if these are re-evaluated and implemented in terms of happiness and personal preference (for individual, family, community), the results may be different. So, we believe that these indexes should also take these preferences into consideration and be adjusted accordingly. And some societies or countries should develop targeted solutions rather than just following universal indexes as such. Because just following universal indexes and applying similar solutions may not be effective in some countries and may result in spending unnecessary financial resources. Targeting would be a better solution in a certain population.

It may not be possible to eliminate gender equality problem completely in a country. However, what is important is, to eliminate it in our country at a level of generally accepted local and universal values, we must develop new countervailing preferential strategies, policies and plans or targeted solutions specific to our country and implement these as per our ability and capacity and maintaining its sustainability.

Some of our proposals toward solution of the problems were given above. In order to do this, our recommendation is to follow the processes given below step by step or coordinately as a joint effort by all stakeholders:

- Eliminate all unrecorded employment and develop measures to record everything related to employment.
- Implement effective methods toward collecting real/actual statistical data to understand the nature, extent and causes of gender-based inequalities in Turkey in terms of their structural dimensions and diverse patterns.
- Generate a good data base and measure accurate/correct data from field.
- Analyze the data by effective assessment methods.
- Consider and identify the interconnections between different causes like sociologic, cultural, economic, political, pedagogic factors and practices that create gender inequality.

- Identify our country's strengths, neutrals and weaknesses, threats and opportunities to eliminate this problem.

- Identify and prioritize the possible preventions and solutions in the direction of eliminating gender inequality or for propagation of gender equality and put them into practice as per our capability and capacity.

- One danger in gender mainstreaming is that large compromises can be made for small gains. So, assess and evaluate the scope and impact of the achievements of these measures and solutions applied in our country till today. Assessing the implications of any planned action (including legislation, policies or programs) in all areas and at all levels should be our strategy for making both women and men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres.

- Revise/re-evaluate the solutions and re-define the preferential measures for sustainable solution

It is our belief that such a methodology will enable to alternative conceptualizations of persisting problems and the contextualization of gender equality issues in different theoretical and comparative frameworks and thus lead to developing proposals for new countervailing strategies.

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УДК 33

Анализ и предложения решений по проблемам социального равенства в бизнес среде в Турции

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Аннотация. С проблемой гендерного неравенства сталкиваются во всем мире, в том числе в Турции. Наряду с этим возникает другая проблема – половая дискриминация и, следовательно, неравенство и несправедливость в предоставлении возможностей, с которыми сталкиваются женщины в обществе. Это проявляется в различных формах в деловой жизни или на рабочем месте (неравенство в сфере занятости, заработной платы, социальных пособий и образования, а также препятствия в карьерном росте, увольнении, сексуальных домогательствах/преследованиях/ притеснений и др.). Авторы проводят исследование по данной проблеме и дают оценку с точки зрения гендерного равенства, с которыми сталкиваются женщины в Турции, особенно в деловой жизни. Для этой цели был проведен анализ текущей ситуации и сделаны выводы согласно историческим данным, представлены статистические сравнения против среднемировых, обсуждается в каких областях деловой жизни проблема наиболее очевидна, в связи с чем, это происходит, анализируется причина устойчивости и сдвиги к улучшению. На основании наших выводов, представлены рекомендации для возможных решений по этому вопросу.

Ключевые слова: гендерное равенство, гендерное неравенство, половая дискриминация, Турция.

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Published in the Russian Federation
European Researcher
Has been issued since 2010.
ISSN 2219-8229
E-ISSN 2224-0136
Vol. 98, Is. 9, pp. 684-690, 2015

DOI: 10.13187/er.2015.99.684
www.erjournal.ru



Pedagogical sciences

Педагогические науки

UDC 37

Ethical Analysis of the Functioning of Media in Society and Media Texts in the Classroom

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Abstract

Ethical analysis of the functioning of media in society and media texts based on the ethical theory of media. It is assumed that the media are able to form certain audience's moral principles. From this follows the main goal of media literacy ethics education: to involve the audience in a particular ethical behaviors (corresponding, for example, a particular religion, level of civilization, democracy, etc.). Teaching strategy is based on the study of ethical aspects of media and ethical analysis of media texts.

This article presented the main directions for Ethical Analysis on media literacy education classes for student audience, including the examples of creative problems and issues associated with this type of the analysis in the context of media literacy education problems, ie based on six key concepts of media literacy education: agency, category, language, technology, audience, representation. The author supposes that the Ethical Analysis of media texts on media literacy education classes can significantly develop media competence of students, including critical thinking and perception.

Keywords: ethical analysis, media, media texts, media education, media literacy, media competence, students.

Introduction

Ethical analysis of the functioning of media in society and media texts based on the ethical theory of media. It is assumed that the media are able to form certain audience's moral principles. From this follows the main goal of media literacy ethics education: to involve the audience in a particular ethical behaviors (corresponding, for example, a particular religion, level of civilization, democracy, etc.). Teaching strategy is based on the study of ethical aspects of media and ethical analysis of media texts [Penzin, 1987, p.47; Malobitskaya, 1979, p.16]. It is clear that the moral

values in this case essentially depend on the socio-cultural and political context. For example, during the totalitarian regime in Russia, it was believed that students “with proper preparation for watching movies and as a result will blame lies, evil deeds and, conversely, students will have a positive attitude towards everything that meets the requirements of high communist morality” [Uritzky, 1954, p.42]. Their claims to the ethical theory of media education, no doubt, are presented, for example, Muslim or Buddhist countries, which proves the close relationship of ethical and religious theories of media education.

Materials and methods

The main material for this article was the area of the books and articles about the ethical analysis of the functioning of media in society and media texts. Ethical analysis of media and media texts implies a number of students of creative tasks [BFI, 1990, 2003; Buckingham, 2003; Semali, 2000, pp.229-231; Potter, 2001, p.34; 2014; Berger, 2005; Nechay, 1989, pp. 267-268; Fedorov, 2004, pp.43-51; Silberblatt, 2001; 2014]: literary simulation, role game, fine-simulation. Each of these tasks include analysis of the key concepts of media literacy education (*media agencies, media categories, media language, media technologies, media representations, media audiences, etc.*).

Discussion

For the advent of the postmodern era - with its characteristic as an ironic attitude to life in general and to any works of culture / art - a phrase that “modern teacher - the defender of moral and aesthetic values” [Odintsova, 1993, p.113], began to be perceived as annoying archaic. It seemed that the theory of media education as “media consumption” needs of the audience spontaneously formed looks the most “advanced” and up to date. Meanwhile, at the beginning of the XXI century for many educators and researchers became apparent that “at the juvenile environment continues to grow pragmatism, alienation from cultural ideals of morality, beauty and creativity. Dehumanization of consciousness, the devaluation of moral and aesthetic values, lack of spirituality became characteristic features of youth” [Khilko 2001, p.5].

Media cynics and “nihilists” can (with a sarcastic grin) show any filth of life, justifying it needed unlimited freedom of expression. It is well known also that in case of technically “media literacy” villains use of media as an aid to terrorist acts, taking of hostages and harried face victims of violence, real torture, murder, etc.

That is why the ethical theory of media education, based on democratic values, humanism, ethnic, national, racial and religious tolerance seems very relevant today. For example, M. Beron and L. Rother point out that the current political, social and ideological climate in some countries leads to a return to this kind of ethical and protectionist pedagogy, as students should be protected from evil, immoral, unethical influence of the media, “vaccinated” against the “virus” artificially created commercially interested media structure image of the consumer [Baron, Rother, 2003].

Results

Literary creative tasks that promote ethical reflection about the functioning of the media in society and media texts:

Media agencies:

- creation of the stories on behalf of different ethical positions of media agency regarding the various ethical problems.

Media / media text categories:

- writing of monologues for typical characters of comedy, tragedy, melodrama, detective, western, etc., that address ethical issues.

Media languages:

- writing of dialogue between the two artists (directors, cameramen, lighting technicians, sound engineers, and others.), arguing that as a means of composition, color, light, sound, installation can increase tensions moral conflict characters skills.

Media representations:

- writing the story on behalf of the protagonist or secondary character of a media text: preserving the features of its “moral code” (“identification”, “compassion”, “co-creation”);

- rearranged of media text's character in changed ethical situation (with a change of genre, time, place, action media text, its composition: strings, climax, denouement, epilogue, etc.; age, gender, nationality, etc.).

Media audiences:

- writing the monologues on the topic of ethics in the field of media and media texts ("letters" in the editorial offices of newspapers and magazines, on television, in the Ministry of Culture, etc.) with various representatives of the audience age, ethical, social and other data; Here again, we can find support in the V.S. Bibler's "School of dialogue between cultures" [Bibler, 1993, p.27].

Cycle of role game creative tasks that contribute to the ethical analysis of the functioning of media in society and media texts:

Media agencies:

- role game on the topic of ethical relationship of different positions' media agency staff regarding the various ethical problems arising in the course of work on the new numbers of newspapers and magazines, TV / radio programs, films, etc.

Media / media text categories:

- role game on the theme of dialogue of typical characters of comedy, tragedy, melodrama, detective, western, etc., that address ethical issues.

Media languages:

- role game: a dialogue between two artists (directors, cameramen, and others.), arguing that as a means of composition, color, light, sound, installation can increase tensions moral conflict characters skills;

Media representations:

- role game on "press conference with media texts' authors' ("writer", "director", "actors", "producer" and others.); "Journalists" ask the questions concerning the ethical aspects of a media text;

- role game on "international meeting of media critics" is that discuss the ethical aspects of the media in society, analyze the ethical problems of individual media texts, etc.;

- "legal" role game, including the process of "investigation" ethic of media characters.

Media audiences:

- role game on the topic of monologues and dialogues on issues of morality in media texts from audiences with different age, ethical, social and other data;

Graphic-cycle simulation creative tasks that contribute to the ethical analysis skills:

Media agencies:

- creation of draw comics on the topic of ethical relationship of different positions of media agency staff regarding the various ethical problems arising in the course of work on the new numbers of newspapers and magazines, TV / radio programs, films, etc .

Media / media text categories:

- create a series of drawings on the theme of ethical relationships for typical characters of comedy, tragedy, melodrama, detective, western, etc.

Media technologies:

- creation of the images / posters on media topics, which use different technologies (computer, collage, etc.) to ethical conflicts portrayed characters.

Media languages:

- creation of the posters on the theme of the same ethical conflict of media personalities, where the means of composition, color, light, perspective can be strengthened / weakened its strength.

Media representations:

- creation of posters / pictures / cartoons reflecting the ethical issues of media texts;

Media audiences:

- creation of a series of drawings that reflect the reaction of the audience of different age, social, national and religious groups about moral issues in the media sphere.

Cycle of literary and analytical creative tasks, contributing ethical reflection about the functioning of the media in society and media texts:

Media agencies:

- to identify the ethical intentions of the authors and producers of media text.

Media / media text categories:

- analyze of the ethics of stereotypical characters (in media genres: comedy, romance, detective, western, etc.).

Media technologies:

- analyze of the way in which you can increase tensions ethical conflict focused media text characters using a variety of media technologies.

Media languages:

- analyze of stereotypical image model with the characters or other ethical deviations in terms of plastic, facial expressions, gestures, light-color, sound, solutions.

Media representations:

- analyze of the basic moral qualities of character skills;
- to read/see a number of media texts, which clearly shows the anti-social behavior (crime, violence, false); Note how the characters perform these actions, and to try to classify these characters on the level of moral development.

Media audiences:

- analyze of the main features of the best (worst) installation on the perception of a particular media text from an ethical point of view;

- analyze the best (worst) objective (environment while watching, etc.) and subjective (mood, individual physiological data, etc.) media reception conditions with an emphasis on the ethical aspects;

Arguing about the conditions of media insight, students can apply to their own spectator experience, noting how much disturbed perception of unethical behavior of the audience in the cinema, Internet cafe (loud noises, noise, rowdy antics, etc.), etc.

Game session on writing "on behalf of the character of the story" is on a competitive basis. At first, the audience meets a specific media texts, and then - writes stories on behalf of his principal or secondary characters (taking into account their moral qualities), and then brainstorm results, determined the most successful, close to the original stories.

An important role in shaping the skills of perception and subsequent analysis of media texts play a creative tasks aimed at changing the various components of the works. Students discuss the various options ethical concepts of media texts, making sure at the same time as significantly transformed the perception of the same story if the characters change their moral principles.

Performance indicators creative tasks "on behalf of the character", "character in an altered situation" is the ability of students to identify with a character, its ethics, understand and verbally recreate his psychology, language, to justify his motives and actions (including imaginary missing real product).

Practical mastering typology media insight promote creative tasks, offering the audience to simulate various types of letters in court, written on behalf of the representatives of the audiences of various ages, moral attitudes, etc. An indicator of mastering the material can serve as the ability to identify with an imaginary "recipient" having one or another ethical level.

The next series of classes is problematic group discussions and in reviewing media texts.

Of course, here again the educator can use creative, game, heuristic and problem tasks, significantly increasing the activity and interest of the audience. For example, a heuristic form of the class, in which the audience is invited to a few wrong and right judgment, much easier for the audience analytical tasks.

During the implementation of heuristic approaches methodology of training audiences include:

- true and false interpretation of the logic of ethical position on the material authors of a particular episode of a media text;

- true and incorrect options of ethical concept, unfolding in a particular media text;

- comparative analysis of articles and books of professional media criticism & journalists, based on the ethical component;

- preparing essays devoted to ethical issues of media culture;

- students' reviews about the specific media texts of different types and genres with an emphasis on ethical issues.

The logic sequence of creative tasks comes from the fact that the critical analysis of media texts begins with an introduction to the works of critics' community professionals (reviews,

theoretical articles, monographs devoted to ethical issues of media culture and media texts specific), which the audience can judge the different approaches and forms of this type of work.

The audience is looking for answers to the following problem questions: "What is the reviewers' opinion about ethical advantages and disadvantages of the media text?", "How deep reviewers get into an ethical intent of the author?", "Do you agree or not with this or that ethical evaluation of the reviewers? Why? ", etc.

Then – the work on the essay on ethical issues in the media. And only then - brainstorm about ethical subjects media text:

- identification and review content of the scenes of media texts, with maximum brightness embody ethical issues work as a whole;

- analysis of the authors' logic of thinking about media texts: in the development of conflicts, characters, ideas, and ethical concepts, etc .

However, as experience shows, it is necessary, first, to go from simple to more complex media texts. We can to discuss, analyze about the plot, the author's thoughts, the style of media texts. And secondly – discussion about the media text's aim (in the frame of the genre, thematic preferences of the audience).

Classes for the formation of skills of analysis and synthesis of media texts aim to stimulate students' critical thinking, the ability to apply this knowledge in new situations, the psychological, moral work, thinking about moral values, etc.

Questions promote ethical reflection about the functioning of the media in society and media texts [Berger, 2005, p.42, 47; Fedorov, 2004, pp.43-51; Fedorov, 2005; Fedorov, 2006, pp. 175-228]:

Media agencies:

Can the media texts contribute to the promotion of militarism and / or violence?

Can you identify the moral values that are held by the authors of specific media texts?

Media / media text categories:

Can you name the genre, which are the most common characters with aggressive behavior, immoral acts?

Media technologies:

Whether the author is associated ethics media text with technology of its creation?

Media languages:

Can you think of the stereotypical image model with the characters or other ethical deviations?

Media representations:

What ethical issues are displayed in the media text? Are there visible signs of deviant behavior, sexism, conformity, conflict of generations, etc.?

Media audiences:

What is the meaning of ethics in media culture? Does the media texts have the moral evaluation? If so, how to define the criteria of morality?

Do I need to take into account the moral intentions of the authors of media texts in the evaluation of the result of their work?

Is it possible that any media texts can lead to immoral looks at some of the audience?

Are there media texts aimed at the moral manipulation of the audience? If yes, in what media texts is specifically manifested?

Can the media texts (eg, advertising of cigarettes, alcohol) harm the audience to perceive them?

Can the media texts promote racial, class, ethnic, national or religious enmity and hatred?

Can you name the media texts that you do not want to show children aged 7-10 years? Why Are?

What moral values do you personally think it is important to make the basis for the concept of a media text?

Which moral level of audience appeal, the present media text? If you created this media text, and would like to focus on the audience with a higher ethical level, that you would change in the story?

Conclusions

This article presented the main directions for Ethical Analysis on media literacy education classes for student audience, including the examples of creative problems and issues associated with this type of the analysis in the context of media literacy education problems, ie based on six key concepts of media literacy education: agency, category, language, technology, audience, representation. The author supposes that the Ethical Analysis of media texts on media literacy education classes can significantly develop media competence of students, including critical thinking.

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УДК 37

Этический анализ функционирования медиа в обществе и медиатекстов на медиаобразовательных занятиях

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Аннотация. Этический анализ функционирования медиа в обществе и медиатекстов осуществляется на основе этической теории средств массовой коммуникации. Предполагается, что медиа способны влиять на определенные моральные принципы аудитории. Из этого следует, главная цель медиаобразования, согласно этической теории:

прививать аудитории моральные качества (соответствующие, например, конкретной религии, уровню цивилизации, демократии и т.д.). Стратегия обучения строится на основе изучения этических аспектов медиа и этического анализа медиатекстов. Эта статья анализирует основные направления этического анализа медиа и медиатекстов в процессе медиаобразования студенческой аудитории, в том числе на примерах творческих заданий, связанных с этим типом анализа в контексте проблем медиаобразования, т.е. на основе шести ключевых понятий медиаграмотности: агентство, категория, язык, технология, аудитория, репрезентация. Автор предполагает, что этический анализ медиатекстов на медиаобразовательных занятиях может значительно развить медиакомпетентность студентов.

Ключевые слова: этический анализ, медиа, медиатексты, медиаобразование, медиаграмотность, медиакомпетентность, студенты.

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Published in the Russian Federation
European Researcher
Has been issued since 2010.
ISSN 2219-8229
E-ISSN 2224-0136
Vol. 98, Is. 9, pp. 691-698, 2015

DOI: 10.13187/er.2015.99.691
www.erjournal.ru



Reviews

Рецензии

UDC 001.1

**Concepts of modern science: the textbook for undergraduate academic / under total.
ed. by S.A. Lebedev. 4th ed. M.: Publisher Yurayt, 2015. 374 pp.**

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Abstract

The article reviews the 4th edition of the well-proven in teaching in local high schools textbook concepts of modern education. The book is written by a group of philosophers and natural scientists of Moscow State University named after M.V. Lomonosov. Lead Author and editor of a textbook made by well-known Russian specialist in the history and philosophy of science Lebedev S.A. Textbook prepared in accordance with the relevant requirements of the Federal state educational standard of higher education. Revealed the following topics: the unity of science and the humanities, the physical picture of the world in its development, the concept of space, time and determinism, the main content of synergy, the concept of modern chemistry, biology, ecology, geography, geology, systematic approach. The content of the textbook is based on an analysis of the dynamics and the current state of natural science and its methodological and philosophical problems. The authors relied on the evaluation and interpretation of the concepts of modern science outstanding foreign and domestic scientists. In the presentation of all the above concepts in the textbook of modern science permeates thought complex, contradictory and historically volatile nature of natural science, the close relationship between the natural sciences to the needs, demands and potential of spiritual and material culture of his time.

Keywords: concepts of modern science, philosophy of science, the physical picture of the world, determinism, synergetic, system approach, global evolutionism.

Введение

Специалисты отмечают в развитии научного знания следующие две противоположные тенденции: 1) дифференциация научного знания и научных дисциплин, углубление специализации, постоянная генерация новых научно-научных методов; 2) усиление интеграционных связей между различными отраслями научного знания, взаимопроникновение научных методов и концепций из различных областей наук, рост числа междисциплинарных, проблемных и комплексных исследований. Этот диалектически противоречивый процесс развития научного знания находит своё отражение и в сфере образования в виде необходимости найти разумный баланс между преподаванием узкопрофильных дисциплин и общенаучного знания. Одной из общенаучных дисциплин при подготовке современных бакалавров являются «Концепции современного естествознания», целью которой является ознакомление студентов с основными теоретическими достижениями естественных наук, а также методологическими и философскими основаниями современного естествознания. Важность этой дисциплины в подготовке студентов гуманитарных факультетов обусловлена тем, что гуманитарий это всегда носитель мировоззрения, а существенный вклад в современное мировоззрение вносят именно естественные науки. Одним из несомненных достоинств данного учебника является то, что он представляет собой продукт совместного творчества философов и представителей естественных наук. При рассмотрении концепций современного естествознания в учебнике красной нитью проходит мысль о мировоззренческом значении естественных наук и их тесной связи с потребностями и запросами духовной и материальной культуры своего времени. Учебник содержит введение и 10 глав.

Во *введении* учебника раскрывается внутренняя взаимосвязь и единство гуманитарного и естественнонаучного познания. В нём приводятся убедительные аргументы против концепции неокантианства (Г. Риккерт, В. Виндельбанд, В. Дильтей), резко противопоставившего естественные и социально-гуманитарные науки. В *главе 1* рассматривается содержание и динамика физической картины мира от античной науки до современности, показывается сложный, диалектически противоречивый характер её развития. Убедительно показано, что для развития физического знания во все эпохи было характерно не только наличие конкурирующих физических теорий, но и частичная несовместимость исторически сменявших друг друга физических парадигм [2]. Конечно, всегда имела место и определённая преемственность в развитии физического знания, особенно результатов наблюдений и экспериментов. В главе доступно и вместе с тем глубоко изложены такие важные современные концепции как теория Большого Взрыва, теория инфляции Вселенной (А. Гут, А.Д. Линде), универсальный эволюционизм (И. Пригожин, Э. Янг, Н.Н. Моисеев). Проведен анализ такого нового принципа современной космологии как ее антропный принцип (АП) и его различные интерпретации: сильная трактовка (Б. Картер), финалистская версия (Ф. Типлер), принцип целесообразности (Н.Л. Розенталь), синергетическая интерпретация (С.П. Курдюмов, Е.Н. Князева). В ходе исследования нелинейной картины мира, созданной синергетикой, авторами сделан важный вывод о том, что « в этой сфере до сих пор ещё не преодолено наследие классической методологии, а принципы нелинейности мышления ещё не получили здесь своего адекватного применения» [С. 38].

Сущность и свойства пространства и времени всегда были в центре естествознания. Анализу различных концепций пространства и времени посвящена вторая глава учебника. Она начинается с описания того, каким образом время и пространство моделируются в классической физике и сопоставляются с множеством действительных чисел \mathbb{R} , которое и накладывает на них свойства, присущие этому множеству \mathbb{R} . Эти свойства таковы. Для времени: одномерность, непрерывность, упорядоченность, безграничность, бесконечность. Для пространства: непрерывность, упорядоченность, трехмерность, бесконечность, безграничность. Авторы обращают внимание читателя на то, что вопрос о достаточности (а также необходимости) использования свойств, представляемых множеством действительных чисел для описания времени и пространства является дискуссионным. Например, с развитием квантовой физики, в которой принцип дискретности энергии является центральным, возникают сомнения в универсальности таких свойств и пространства и времени как их непрерывность. Добавим, что в философии идея о

дискретности пространства разрабатывалась задолго до того, как естествознание стало разрабатывать такую гипотезу. Кроме Демокрита подобные взгляды отстаивали средневековые арабские философы мутакаллимы. Они полагали, что пространство имеет атомистическую структуру, любая линия состоит из целого числа «атомов пространства», в мире нет иррациональных чисел и несоизмеримых отрезков. Движение атомов есть процесс их исчезновения в одной ячейке пространства и возникновения в другой. Сходные воззрения развивались Николаем из Отрекура, Лейбницем, Гассенди и некоторыми другими мыслителями [1]. В физике XX в. гипотеза дискретного пространства и времени выдвигались В.А. Амбарцумяном и Д.Д. Иваненко, Х. Снайдером, Я.И. Френкелем, Х. Коиша и И.С. Шапиро, Б. Абраменко и т.д. С точки зрения концепций дискретного пространства, в мире реализуются не любые длины, а только кратные элементарной длине L : $L, 2L, 3L, \dots, nL$. Комптоновская длина волны протона долгое время претендовала на роль такой элементарной длины. Если мы принимаем дискретность пространства и его делимость не до бесконечности, а только до какой-то элементарной длины L , то апории типа «Дихотомия» и «Ахиллес и черепаха» полностью теряют свой смысл. На наш взгляд, дискретность материи, квантованность физических величин и наличие квантовых скачков делают гипотезу дискретного пространства и времени вполне приемлемой и с философской точки зрения. Однако следует вслед за известным математиком и физиком Г. Вейлем все же признать, что все предлагавшиеся концепции дискретного пространства сталкиваются с главной трудностью: неясно, как на их основе ввести метрические отношения, понятия длины и расстояния [6]. В этой главе рассматриваются также представления о пространстве и времени в теории относительности, квантовой физике, на эмпирическом и теоретическом уровне познания, в космологии и термодинамике. Констатируется, что в общей теории относительности (ОТО) Эйнштейна пространство-время уже лишается статуса абсолютности и его свойства зависят от характера распределения гравитационных масс. Пространство-время является *неоднородным*, неодинаковым для различных гравитационных условий. Оно существует не само по себе, а только как структурное *свойство гравитационного поля*. Для сравнения приведены альтернативные ОТО исследовательские программы, предлагающие иные конструкции пространства и времени: *программа Е.А. Милна*, в которой времени придаётся первостепенное значение по сравнению с пространством; *причинная механика Козырева*, в которой предполагается субстанциальная природа времени; *программа геометродинамики*, включающая в себя построение из геометрии пространства-времени эквивалентов массы, заряда, электромагнитного поля. В главе затрагиваются также проблемы размерности пространства-времени и синтеза квантовой теории поля и ОТО. Разбираются здесь и такие новые объединительные фундаментальные теории как *суперструнная теория*, *твисторная программа Р. Пенроуза*, *программа квантовой гравитации С. Хокинга*. Глава заканчивается оценкой новых теоретических перспектив в исследовании проблем пространства и времени, связанных с обобщением синергетикой утверждений нелинейной термодинамики применительно к любым открытым диссипативным системам, независимо от их содержания (природные, социальные, когнитивные).

Людей издавна интересовал вопрос: обладают ли пространственными свойствами духовные явления? Р. Декарт, как известно, пространственные свойства признавал лишь за телесной субстанцией. Августин, Д. Беркли, И. Кант, напротив, полагали, что пространство есть способ существования субъективной реальности. О перцептуальном (психическом, субъективном) пространстве писали Б. Рассел и Г. Рейхенбах, А.М. Мостепаненко, В.С. Готт. В настоящее время нами предпринята попытка синтезировать идеи Декарта и Канта и обосновать концепцию единства субъективного (ментального) и объективного (физического) пространства и их соотношения в условиях адекватного и неадекватного восприятия [1]. Думается, что в учебнике для студентов-гуманитариев было бы полезно изложить эту концепцию.

Как известно, принцип детерминизма являлся одной из фундаментальных идей классического естествознания и особенно классической физики (Г. Галилей, И. Кеплер, И. Ньютон и др.). Высшим проявлением детерминизма в природе считалось наличие в ней необходимых, однозначных причинно-следственных связей. Однако уже к концу 19-го в. по мере все большего проникновения в науку статистических методов и вероятностного

описания объектов (статистическая физика, генетика, молекулярно-кинетическая теория газов, демография и др.) сомнения учёных в абсолютной истинности принципа детерминизма всё более усиливались [4]. Глава 3 знакомит читателя с концепциями детерминизма и индетерминизма. Отдельно рассмотрены эти концепции в классической физике, квантовой механике, синергетике. Дан подробный анализ ключевого для этих концепций понятия вероятности и её различных содержательных интерпретаций – классической, частотной, логической, диспозиционной, субъективной. Показано, что все эти интерпретации вероятности соответствуют аксиоматическому определению вероятности и правилам нахождения вероятностей сложных событий по вероятностям составляющих их простых событий. Поэтому с точки зрения исчисления вероятностей все они являются одинаково законными и дополняющими друг друга в различных ситуациях.

В Главе 4 раскрывается содержание такой фундаментальной концепции современного естествознания как синергетика. Глава начинается с введения и обсуждения основных базисных понятий синергетики: экстенсивные и интенсивные термодинамические переменные; функции состояния; изолированные, замкнутые и открытые системы; стационарные состояния; обратимые и необратимые процессы; внутренняя энергия; термодинамическая, статистическая и информационная энтропия; диссипативные и консервативные системы. Рассмотрены первое и второе начала термодинамики, на простом примере сосуда с частицами детально продемонстрировано приближение этой системы к термодинамическому равновесию и дана статистическая интерпретация энтропии. Выделен главный качественный смысл энтропии, заключающийся в том, что она указывает на возможность спонтанного достижения системой того или иного состояния. Отмечено, что второе начало термодинамики задаёт направление эволюции, т.е. нарушает симметрию между двумя направлениями времени, существующую в ньютоновской механике. Подчёркивается важность изучения процессов возникновения организованных состояний: «...Грандиозная революция в технике произошла именно после того, как человек сумел освоить преобразование теплоты в работу, т.е. выделить упорядоченное движение из неупорядоченного и осознать эту природную асимметрию» [С. 98].

Далее в главе рассматриваются вопросы возникновения структур и математического описания самоорганизующихся систем. На доступном примере показано, каким образом возможны самопроизвольные процессы, при которых происходит локальное уменьшение энтропии при суммарном общем её увеличении, т.е. в отдельных частях системы происходит образование структур при общем увеличении хаотизации системы. Следовательно, возникновение структур в диссипативных системах при условии их открытости никоим образом не противоречит второму началу термодинамики. Приведены примеры возникновения диссипативных структур в системах различного рода: ячейки Бенара, работа лазера (оптического квантового генератора), реакция Белоусова-Жаботинского, гликолитический цикл в клетках живых организмов. Приведены основные качественные идеи теории нелинейных дифференциальных уравнений, основы которой были заложены А. Пуанкаре и А.М. Ляпуновым. Следует отметить, что для понимания данного изложения не требуется какая-либо специальная математическая подготовка, избыточная по отношению к курсу высшей математики, читаемому в отечественных вузах для гуманитариев. Показан математический смысл базового понятия *аттрактор*, являющегося таким решением дифференциального уравнения, описывающего поведение системы, которое обладает асимптотической устойчивостью. Т.е., это решение, получаемое при стремлении времени к бесконечности. Область, в которой лежат начальные условия, соответствующие этому решению, называется *областью притяжения аттрактора*. Для лучшего понимания введённые определения иллюстрируются простыми примерами из механики: положение шарика с нулевой скоростью на дне ямы с бесконечно высокими стенками является аттрактором, а любые начальные положения шарика на склонах этой ямы и любые начальные скорости его движения служат областью притяжения аттрактора. Указано, что термодинамическое равновесие и фигурирующее в теореме Пригожина состояние с минимумом производства энтропии являются аттракторами.

Описанные математические соображения далее применяются при разработке различных вопросов, связанных с процессами самоорганизации. Подробно рассмотрены такие модели теории популяций, как первая модель Шлегля, классическая модель Лотка-

Вольтерра. Затронут вопрос множественных бифуркаций как описания эволюции системы; выделена *бифуркация Хопфа*, *неустойчивость Тьюринга*. Введены понятия: *активные среды*, *автоволны*, *бифуркационное дерево*. В контексте изложенных идей рассмотрены проблемы детерминизма, возникновения порядка из хаоса, режимов с обострением (режимов сверхбыстрого нарастания процессов в открытых нелинейных диссипативных системах, исследуемые школой С.П. Курдюмова), детерминированного хаоса (нерегулярного, апериодического изменения состояния динамической системы, определяемого т.н. *странным аттрактором*). Глава заканчивается очень полезными ссылками на специальную литературу; при этом указано, в каких именно источниках можно более подробно познакомиться с той или иной конкретной темой [3; 5].

В *главе 5* рассмотрены основные концепции современной химии. Здесь также убедительно показано, как современная химия удовлетворяет множество нужд человечества, и что важнейшие его потребности сегодня связаны с химией живого, которая помогает решать задачи, стоящие перед здравоохранением, сельским хозяйством, снабжением продовольствием и т.д. В главе анализируются следующие современные фундаментальные химические теории: коллоидная химия; использование свойств веществ в необычных состояниях (например, сверхкритическом состоянии жидкостей и газов, высокодиспергированном состоянии вещества); нанохимия; супрамолекулярная химия. Получили освещение такие новые фундаментальные открытия в области неорганической химии, как создание фуллеренов (новых модификаций углерода) и квазикристаллов (не кристаллических, но и не аморфных состояний твёрдых веществ). Проанализирована попытка использования принципов супрамолекулярной химии и применения фуллерена в качестве лекарства от СПИДа. Рассказано о применении квазикристаллов в процессе приготовления пищи и в качестве износостойких пар трения: осей, подшипников и т.д. Значительное место в главе занимает описание областей практического применения современных химических теорий: создание новых лекарств, искусственной пищи, генетическая инженерия, инженерная энзимология, создание новых материалов и др.

Вызывают большой интерес и озабоченность следующие опасности, отмеченные в книге. Первая связана с тем, что в России нет индустрии искусственной пищи. Подчёркивается, что США, напротив, проявили огромную настойчивость в разработке искусственной пищи и промышленном её производстве. Дело в том, что только триада – ядерное оружие, средства его доставки и промышленность искусственного питания – даёт стратегическую безопасность. Любые две компоненты этой триады без третьей безопасности не гарантируют. В СССР существовал институт искусственной пищи – один из самых секретных объектов, но он был уничтожен в 1990-е гг. Вторая опасность связана с разложением газогидратов, залегающих в коре Земли и на дне океана. В 1969 г. советские геологи открыли метановые гидраты в недрах земли. Оказалось, что их залежи в вечной мерзлоте и на дне Мирового океана содержат гигантское количество метана, превышающего запасы всех остальных видов топлива на Земле вместе взятых. В середине прошлого века вклад метана в парниковый эффект составлял 6%, в конце XX в. – 10%, а к середине XXI в. достигнет 14%. Изложена интересная гипотеза, раскрывающая тайну Бермудского треугольника, связанная с газовыми гидратами. Согласно ей, разложение находящихся на дне моря в этом районе газогидратов приводит к взрывоподобному выбросу огромных объёмов газа. Они превращают поверхность воды в пузырящуюся пену, которая мгновенно поглощает любой корабль и создает также восходящее в небо облако метана, приводящее к гибели самолетов из-за взрыва смеси метана и воздуха от пламени двигателей самолета.

Современная биология как наука о жизни представлена сегодня самыми разными дисциплинами и концепциями. Поэтому перед автором *главы 6*, посвящённой концепциям современной биологии стояла сложная задача – отбора материала. Им был принят следующий критерий – рассмотрение только тех концепций современной биологии, которые непосредственно выводят на осмысление главных философских проблем биологии. В соответствии с этим в начале главы дано разъяснение ключевых понятий этой науки – «современная биология», «жизнь», «общая теория жизни» (или «теоретическая биология»). Указаны достижения биологии середины XX в., сформировавшие тот корпус идей и концепций, которые отделяют современную биологию от классической. Показано, каким образом три потока идей, касающихся проблематики сущности жизни и идущие из

трёх разных областей исследования живого (биохимии, генетики и кибернетики) неожиданно были объединены в рамках молекулярной биологии. Здесь были рассмотрены также такие аспекты теории эволюции Дарвина, которые имеют важное философско-методологическое значение. Проанализированы основные трудности теории Дарвина и выявлены методологические причины временной стагнации в эволюционной биологии. В главе затронуты также такие важные вопросы, как телеологические объяснения в современной биологии, рассмотрены основные идеи выдающегося английского популяризатора дарвинизма Р. Докинза; оригинальная генетическая теория эволюции альтруизма У. Гамильтона; систематизация всего материала научных исследований социального поведения животных в рамках новой дисциплины – социобиологии.

В *Главе 7* рассмотрены современные экологические концепции и теории, дана их методологическая и мировоззренческая оценка. Убедительно показано как современные экологические знания усиливают гуманистическую ориентацию науки, содействуют гармонизации жизнедеятельности людей, их отношений с природой. Здесь же изложены основные идеи следующих экологических дисциплин: 1) классическая (биологическая) экология и её разделы – экология организмов, экология популяций, экология сообществ (*синэкология*, *биоценология*); 2) глобальная экология (экология биосферы); 3) экология человека; 4) социальная экология (экология общества).

В *Главе 8* исследуются эти узловые проблемы географической науки. Здесь подробно разобрана концепция единого физико-географического процесса А.А. Григорьева и произведён её критический анализ. Даны необходимые разъяснения по поводу соотношения географии с пограничными науками и представлена её внутренняя структура. Обосновывается положение о том, что в контакте физической географии с общественными науками формируются дисциплины социально-экономической географии, объектом изучения которых являются корреляционные системы типа территориально-производственных комплексов и экономических районов, в которых системообразующими являются климат, сток и рельеф. Достойное внимание уделяется проблеме пространства и времени в географии. Раскрыта сущность хорологической теории А. Геттнера и концепции географического пространства и времени К.К. Маркова. В главе изложены концепции биосферы, ноосферы и географической среды в современной географии; анализируются взгляды Э. Зюсса, Ле Руа, Тейяра де Шардена, В.И. Вернадского, Г.Н. Голубева, А. Тенсли, К.Ф. Рулье, Л.И. Мечникова, Э. Реклю и др.

Глава 9 учебника посвящена рассмотрению основных концепций современной геологии. Она начинается с исследования причин сложности построения геологической картины мира, учитывающей динамику её превращений в литосфере Земли. Констатируется, что теоретическая геология такой единой и общепринятой картины сегодня не имеет. Разбираются наиболее интересные в теоретическом отношении концепции: теория геосинклинального развития литосферы, концепция Большого геологического цикла, сравниваются фиксистская и мобилистская теории тектоники литосферы, изложена оригинальная концепция расширяющейся планеты, выдвинутая в конце 1950-х гг. Б. Хазеном, У. Керри, а в России Е.Е. Милановским. Отмечается, что сходная плюралистическая картина вырисовывается и при анализе законов геологии. Представлены результаты методологического исследования законов геологии, проведённого И.П. Шараповым, В.Е. Хаиным, А.Г. Рябухиным, В.Т. Фроловым. Весьма интересен и насыщен глубоким философским содержанием параграф, посвящённый проблемам телеологии и антропного принципа в современной науке. Здесь анализируются факты, связанные с поразительной гармонией фундаментальных констант всех четырёх известных типов взаимодействия, ядерным синтезом атомов углерода, удивительной пропорцией во Вселенной фотонов и протонов, необъяснимыми пока регулярными газовыми выбросами мантией, которые удерживают приповерхностную температуру Земли в границах жизнеобеспечения с момента возникновения жизни и до наших дней и т.д. Данное изложение стимулирует творческое воображение молодого исследователя, мотивирует к размышлениям относительно философских оснований не только геологии, но и всего естествознания.

В заключительной *Главе 10* учебника раскрываются системные концепции и представления современного естествознания. Авторы справедливо подчеркивают то

обстоятельство, что к середине XX в. системная методология превратилась в мощное интеллектуальное движение, реализовавшееся в системных исследованиях и проникшее в разные области человеческой деятельности, приняв самые разные формы. Глава логично начинается с экспликации понятия системы и различных его интерпретаций. Приведены трактовки системы В.Н. Садовского, А. Рапопорта, Л. Фон Бергаланфи, У.Р. Эшби, А.И. Умова, Ю.А. Урманцева. Перечисляются общие свойства систем любого типа. Выявлено устойчивое ядро, которое скрепляет различные определения системы между собой и позволяет всех их относить именно к определению систем. Это ядро образуют следующие свойства любых систем: эмерджентность, коммуникативность (связи), иерархичность. В учебнике предупреждается о недопустимости отождествления понятий системы и объекта. Современная наука исходит из того, что система является лишь теоретическим инструментом исследования объекта, но не самим объектом. Система есть конструкт, который создаёт системный аналитик для разрешения проблемной ситуации. До того, как мы её сконструируем (построим), она не существует в реальности. Рассматриваются основные модели системы: модель чёрного ящика (когда не ставится задача изучения состава и структуры объекта, а наблюдается поведение объекта в ответ на входные воздействия) и модель белого ящика (когда интерес направлен на структуру объекта и можно пренебречь его взаимодействием с внешней средой).

Выводы

В заключение хотелось бы пожелать авторам этого безусловно фундаментального учебника включить в него при очередном переиздании главу, посвящённую концепциям современной астрономии, в частности, таких её разделов как астрофизика, астрохимия, космология и др. Освещение вопросов, связанных с рождением и эволюцией Вселенной, образованием галактик, звёзд, Солнечной системы, описанием таких экзотических объектов, как чёрные дыры, радиогалактики, нейтронные звёзды, квазары, сверхновые, галактики с взрывающимися ядрами и т.д. было бы весьма полезным для формирования более полного представления об основных концепциях современного естествознания.

Примечания:

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УДК 001.1

Концепции современного естествознания: учебник для академического бакалавриата / под общ. ред. С.А. Лебедева. 4-е изд. М.: Издательство Юрайт, 2015. 374 с.

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Аннотация. В статье рецензируется 4-е издание хорошо зарекомендовавшего себя при преподавании в отечественных вузах учебника по концепциям современного образования. Книга написана коллективом естествовников и философов Московского государственного университета им. М.В. Ломоносова. Руководителем авторского коллектива и редактором учебника выступил известный российский специалист в области истории и философии науки Лебедев С.А. Учебник подготовлен в соответствии с актуальными требованиями Федерального государственного образовательного стандарта высшего образования. Раскрыты следующие темы: единство естественно-научного и гуманитарного знания, физическая картина мира в её развитии, концепции пространства, времени и детерминизма, основное содержание синергетики, концепции современной химии, биологии, экологии, географии, геологии, системного подхода. Содержание учебника основано на анализе динамики и современного состояния естествознания и его методологических и мировоззренческих проблем. Авторы опирались на оценку и интерпретацию концепций современного естествознания выдающимися зарубежными и отечественными учёными. При изложении всех рассмотренных в учебнике концепций современного естествознания красной нитью проходит мысль о сложном, противоречивом и исторически изменчивом характере развития естествознания, о тесной связи естественных наук с потребностями, запросами и потенциалом духовной и материальной культуры своего времени.

Ключевые слова: концепции современного естествознания, философия науки, физическая картина мира, детерминизм, синергетика, системный подход, глобальный эволюционизм.