



## Feminism and The Role of Women Leadership

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**Abstract.** Today, under the influence of the wave of industrial revolution 4 times, the woman gradually asserted its position, role as the leader, senior managers, consultants, senior experts. Within the scope of this paper, I would like to analyze the following: (i) Overview of feminist ideas; (ii) The development of feminism in the new context; (iii) Some of the typical leaders of countries in the world; (iv) Lessons learned for leadership women in Vietnam.

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### 1. Introduction:

Facing the backdrop of the 4.0 technology revolution, gender equality in general and women's empowerment are issues that are of great interest to many scholars in the world. Feminism or feminism is a social movement whose fundamental purpose is equality between women and men. In the past, it has been argued that women and men have similar abilities and have tried to improve the social status of all women, as well as the status of men. However, as an organized movement, feminist power emerged in the 19th century in Europe and America to address the enormous inequalities between the legal status of female and male citizens in those countries. Western business. In the present period, the role and position of women gradually confirmed, the women have participated in many important positions and positions in the administrative and non-business units. Within the scope of this paper, the author analyzes some of the main contents of the feminism, the development of feminism, some of the typical female leaders in the world and lessons learned for female leaders in Vietnam.

### 2. Main Content:

#### 2.1. General Outline of Women's Feminism:

##### 2.1.1. Some Basic Concepts

Over a long period of history, rooted in the struggles of women in Western countries, spread to European countries and Asian nations, claiming gender equality. Basic characteristics: (i) Against inequalities, discrimination between men and women; (ii) expressing the voice of feminists, oppressing struggles; (iii) talented woman, showing her position and role in society; (iv) hold important positions in society; (v) Formation of organizations, organizations to protect the interests of women (Baumgardner & Richards, 2010).

Gender is a social status, a legal title and a personal identity. Through the social process of sex determination, gender divisions, regulations and expectations of embedded roles in socio-political institutions, the economy, the family, the state, literature Religion, religion and law - social order by sex. Terms such as woman, man and are used when referring to sex.

Sex is a multifaceted complex of words, environments, and behaviors that show the effect of the body and society. Terms such as male (male), female (female), and neutral (intersex) are used when referring to sexuality (Beth, 1999).

Sexuality is attachment, emotion and fantasy, as happened in a variety of long-term and close-knit relationships. Homosexuality, heterosexuality, and bisexuality are used when referring to sex.

Feminist theory has analyzed the complexity of sexuality, sexuality, and gender. Opposing couples like women and men, women and men, homosexuals and heterosexuals have become multilateral. Because recent studies have shown that, physiology boys and girls have been produced and maintained by both endocrine women and men, the new theory argues that the sexual parts are continuous over a separation sharp.

Transgendering complicates the sexual intercourse. Transsexuality includes transvestism, living in a sex other than the designated sex at birth but not transforming the body by surgery and transsexuality, surgery and hormonal changes to sex. The goal of many transgender people is through a "normal" sex, a necessary purpose for solving problems of daily living but not disrupting social order by sex (Bem, 1993).

Many feminist sociopaths refer to gender, as the social positions of men and women, personal identities and

life chances are tied to racial and ethnic groups, religion, and social class, family background and their place of residence. Nonetheless, these far-fetched groups must fit into the two sexes recognized in Western society - "men" and "women". Members of these two major positions are assumed to be different, and members of the same category are assumed to have essential similarities. Work and family roles, as well as almost every other aspect of social life, are built on two major divisions of the human person (Butler & Trouble, 1990).

### 2.1.2. Gender Equality Issue

The purpose of feminism as a political movement make women and men more equal in law, society and culture. Gender inequality varies in different forms, depending on the economic structure and social organization of a particular society and according to the culture of any particular group within that society.

Women often receive lower wages for the same or similar jobs, and they are often prevented from advancement opportunities, especially to the highest positions. There is often an imbalance in the amount of housework and childcare that a wife makes compared to her husband, even when both use equal amounts of time in paid work outside the home (Butler, 1990).

Gender inequality may also take the form of girls who are less educated than men from the same social class. Nearly two-thirds of the world's illiterate are women, but in Western societies the gender gap in education is close at all levels. In many countries, men are given priority over women in the delivery of health care services (Butler, 2011).

Sex exploitation and violence are also part of gender inequality in a variety of ways. During wartime and national uprisings, women of a racial-ethnic group are often raped by men of the racial-ethnic group as a deliberate weapon of shame and humiliation.

Gender inequality can also be detrimental to men. In many countries, only men are serving in the military and in most countries, the men sent into direct combat. Most men do more dangerous jobs, such as fire and police (Chafetz, Dworkin, & Swanson, 1986).

Most women in industrial and post-industrial countries do not spend their lives giving birth and taking care of their children, and most women around the world do pay and unpaid work. Provide food, clothing, and shelter for their families, even if they are caring for their children. The modern forms of gender inequality are not a complementary exchange of responsibilities but a sophisticated system in which the United Nations report in the 1980s estimated that women make two-thirds of the work of the world, receive 10% of the world's income, and own 1% of the world's wealth (Chafetz, Dworkin, & Swanson, 1986). The gender gap in paid work is narrowing down, but women still do most of the work in the home and child care, and at the same time farm workers, small

business executives, and digital workers. Large, home-based paid jobs, all of which are low-paid jobs (Clough, 1994).

Major social and cultural institutions support this system of gender inequality. Religions that legitimize social arrangements produce inequalities, justifying that they are right and right. Laws are averted by the current state of affairs and often cannot correct the consequences - prosecuting husbands for beating their wives, or boyfriends for raping their girlfriends.

Except for Nordic countries, which have the largest participation of women in government, the most gender equality laws and policies, most governments are dominated by men. Their actions and policies reflect their own interests. In every stage of change, including the periods of revolutionary change, the rights of men, not of women, prevailed, and many men, but few women, benefited from progressive social policies.

The main point of feminism emphasizes that gender inequality is not an issue of the individual, but is ingrained in the structure of societies. Gender inequality is built into the organization of marriage, family, work, economy, politics, religion, art, other cultural products and language. Thus, making women and men equal requires social, not individual, solutions. Solutions have been framed for feminist politics. They are derived from feminist theories about the production of gender inequality (Collins, 2002).

### 2.1.3. Feminist Politics

#### *Politic*

Feminist politics not only refers to the politics of the government or the law; It may be protests, encounters called Take Back the Night, or work through organizations with such a broad foundation as the National Organization for Women. The National Organization for Women Against Sexism (NOMAS), and the National Organization for Men Against Sexism (NOMAS). It may be service centers, such as the shelters of beaten women and service activities, such as sex and gender-sensitive conversations for female students (Connell, 1987).

Feminist social activities in tertiary-focused settings, with regard to local issues, while non-governmental organizations (NGOs) and National and international regulatory structures and institutions are places for political activity based on diversity. Some feminists were desperate as women's movements disintegrated because of political identity based on race, ethnicity, religion and nationality. The "frontiers" view offers the possibility of new, new political ideas based on unions, alliances, races and borders (Connell, 1987).

Change the ways of introducing language and communication to remove the stigma of stigma as regards men as well as women as feminist politics. Other remedies for correcting gender inequalities, such as cultural and intellectual creations from a woman's point of view, do not seem to be political, but for feminists, they Deeply

political, their purpose is to change the way people look at the world (Connell, 1987).

### Social Order

The main theoretical achievement of the second wave feminism has shown the structure, practice and gender inequality of the social order. It puts gender beyond personal attributes and points out that gender, like social class and racial categories, is imposed rather than developed from individuals. Sexual division divides society into two complementary groups, but inequality is "women" and "men." This dichotomy gives a legal, social and personal place, in turn, individual differences and intertwining with other major social statuses, racial segregation, economic class, age, religion and sexual orientation (De Beauvoir & Parshley, 1953).

However, social order by sex is very resistant to individual challenges. Its power is so strong that people act in gendered ways based on their position within the sex structure without thinking or questioning. We "make sex" and engage in its construction once we have learned to remain as members of a social order by sex. Our gender behaviors build and maintain social order by sex. Our actions also change it. As social order changes, and as we participate in lifelong institutions and social organizations, our gendered behavior also changes (De Lauretis, 1987).

Politically, the dominant types of feminism confront the social order by gender in a different way.

Gender reform feminisms (liberalism, Marxism, socialism, postcolonialism) want to purify the social order by gender to initiate anti-discrimination.

Gender resistance feminisms want the voices and visions of women to redefine social order by sex.

Gender rebellion feminisms (feminist, multicultural feminist studies, social constructivism, postmodern theory, third wave) want to disassociate social order by gender by multiplying the gender or by eliminating them altogether (Epstein, 1988).

## 2.2. The Development of Feminism

### *"Pioneering and feminist primitive":*

Corresponding to the feminist movement I after World War II, with evidence of the right of women of Mary Wollstonecraft "mother" feminism. She objected to the feminist authority of male authors. She considered the female writer as a rational, virtuous, antithetical antithesis of false pretenses. Wollstonecraft's point is that the nature of sex is construed as an advantage: writing and thinking can not transcend the body and exclude women from the social position (Evans, 1995).

*The next phase corresponds to the feminist movement II (1960s and 1970s of the 20th century):*

The French are the authors of the human rights manifesto on women. She was the first in the world to claim the rights of black women and was convicted of feminist activity (Dickerson, 1982).

From the explanations above, Beauvoir deliberately breaks down the essence of the argument that women are born weak and not the process of social mobilization. She mentions the educational process that women receive from a young age until they begin experiencing sexual life and at each stage, she demonstrates that women by accepting passive roles first. The subjective and subjective needs of men have been forced away from the demand for transcendence and authentic subjectivity (Fausto-Sterling, 2000).

### *The third phase is the Third Crisis (1980 - 1990):*

This is an important stage in shaping and developing the core issues of feminism. The author is Doris Lessing, born in a British family in 1919. The greatest work of his literary career is *The Golden Notebook* published in 1962. The work is considered a manifesto of feminism even though the author himself has no intention of making the book bear the political message. "Feminists can see the Golden Hand as the pioneer of the 20<sup>th</sup> century view of male-female relations", the Nobel jury said at the awards ceremony (Firestone, 1970).

## 2.3. Some Top Management Leaders in Countries Around The World

### 2.3.1. Cléopetre (69 BC - 30 BC):

As a beautiful woman fascinated by Egypt more than 2,000 years ago Cléopetre became queen when she was 18 years old but she successfully ruled the country of Egypt. Not only does Cléopetre have a great intelligence, great insight and convincing abilities.

With a love triangle with two ancient Roman heroes: Hulus Caesar (100-44 BCE) and Antony - one of the three Roman abbots of 82-30 BC Cléopetre not only protected the interests of Egypt but also prevented the Romans from appropriating the Mediterranean, and Blaise Pascal, a French mathematician and physicist, said: "If Cléopetre's nose gets a little longer, the world will change". (Gordon, 1990).

### 2.3.2. Isabella I (1452 - 1540)

Became Queen when 23-year-old Isabella I is a beautiful and brave woman. She was instrumental in uniting Spain after 700 years of land dispersal (1492). In particular, she played a very important role in the discovery of the American maritime explorer Columbus.

She supported Columbus's plan and provided money for him to undertake the expedition westward. When he returned to Queen Isabella I with her husband welcomed him and continued to support him to conduct three more trips to the Americas. Her far-sightedness and support, coupled with Columbus's bold idea, helped to uncover a new continent that made much of America later colonized in Spain and Europe (Harrison, & Hood-Williams, 2002).

### 2.3.3. Empress Wu Zetian (625 - 705)

Her real name is Vo Chao daughter of a prosperous district admiral of the Tang Dynasty. As a beautiful daughter, she was both Emperor Taizong and Empress Dowager and became Empress of the Tang King. Even in Chinese history and legend, Wu Zetian is a brilliant woman of great cunning and cruelty.

Even when King Gaoxing her husband ruled the country, Wong Zi Tian repeatedly slaughtered to occupy and maintain the throne. After 20 years of accepting the 9th of September 690, Emperor Wu Zetian renamed the emperor Zhou (Gordon, 1990).

Since becoming China's first female emperor, she has made a series of progressive policies to use intellectuals to organize examinations to encourage the development of agricultural irrigation and military development. Treating for 50 years she has transformed China with a stable social and demographic growth.

These are typical examples of women in society. Women have the rights and the ability to do things that men can do to make society today gender equality.

#### 2.3.4. Hillary Clinton - Woman Power

Hillary Clinton is the only true hawk character left in the 2016 race. It is not surprising that she was born shortly after World War II and was a naval officer. One of the motives involved in politics is that his father complained: "America is being smitten by the Russians". She has been a "nationalist", although her domestic policy has "moderate" to where.

In 2002, when she was elected one of the two Senate Committees: the Concerned Affairs Committee and the Military Commission. She chose the Military Commission, ending a long tradition of New York senators who had always chosen the "male" Foreign Minister in the Senate. Her belief in the military based on the viewpoint of military power plays an important role in safeguarding national interests and American interventionism is more profitable than harming the United States. corner of the world. Vali Nasr - Foreign Strategist - "Hillary Clinton is a true foreign policy group" (Judith, 2004).

"It is not clear how Clinton's hawkish nature will fit in the mood of voters who are tired of war and suspect global involvement", he said. "But, on the other hand, polls show voters are unhappy with the image of their country as an aging powerhouse, trying to control the decline of a number of emerging powers like the Chinese Communist Party, The empire is resurrected like Russia by Vladimir Putin or deadly new forces like IS" (Judith, 2004).

One day after the defeat in Wisconsin state, Hillary on April 6/2016 gave a warning statement to the Chinese Communist Party on trade issues. Clinton warned TC to "abide by the rules of the game" if she wins the presidency. "TC has put cheap products in our markets, stolen trade secrets, carried out US dollar laissez-passers, and unfairly prioritized state-owned enterprises. Imposes strict

regulations aimed at US companies. We will punish those actions of the TC", Hillary said (King, 2003).

Clinton's remarks are considered one of the most outspoken remarks made by former US Secretary of State to Beijing. With the experience gained in holding the position of Secretary of State, she has the ability to steer the United States to influence Beijing. "I will face directly to Beijing's leaders on thorny issues. I know how they work and they know if I become president, they will have to be careful because we just give them the chance. Fair one-off treatment or otherwise, they will not have access to our market" (King, 2003).

Speaking to voters in Pennsylvania, Hillary threatened hard, if successful in the election she would force Beijing to obey the United States. Beijing leaders are reluctant to confront Hillary Clinton and hope that Donald Trump will become President of the United States because they know Trump is only successful in the "real estate" trade but is one dreaming of political tricks on the political scene, Trump like a golden deer to bewildered by rivals such as Xi Jinping or Putin thick form of political experience. The only person they were afraid of was Hillary Clinton, a genuine American "hawk".

#### 2.3.5. Angela Merkel - the "steel woman" of Europe

Angela Merkel converges on two essential criteria: She heads a country with economic strength and she appears on the frontline of the fight against financial crises. She was the first to replace the half-century leadership of male politicians in the Christian Democratic Union (CDU) and became the youngest prime minister in Germany.

After nearly a decade, Angela Merkel took the helm of a German ship as prime minister, probably the public knows all or almost everything about her. However, behind the familiar stereotype of being open-minded outside of society, the female politician still has a mysterious face: her private life is well protected. Merkel is an unusually secret politician - unobtrusive and superior. Even for the Germans, she was a difficult woman. And this makes people, especially journalists, more curious and interested in portraying her portrait (King, 2003).

In 1989, Merkel assumed the role of deputy government spokesman during the German phase of unification. Physicist turned to politics and later became Minister of Women and Youth in the cabinet of former Prime Minister Helmut Kohl. In 1994, Merkel assumed the role of Minister for Environment and Nuclear Safety. This is an important turning point that gives her a broader political perspective and is also a foundation for the future political career.

In 2005, more than a decade after the turning point, Merkel took over the chair of Gerhard Schroeder to become German chancellor. This is a special event in Europe's number one economic powerhouse. Merkel was not only the first female prime minister but also Germany's

youngest prime minister when he came to power at the age of 51.

She was also the first person of the generation born after World War II to become the German Chancellor and the first to assume this position came from natural science. Merkel continued to lead Germany for a second term in 2009, with the establishment of a coalition government between her Christian Democratic Alliance (CDU) and the Liberal Democrats. And from December 17, 2013, she received the trust to continue the third term, with great socio-political - social challenges in the context of many fluctuations and crises in Europe (Trzcinski, 2011).

Angela Merkel is now the fourth-largest economy in the world and has never been so popular. Germany under Merkel maintained its position as the European economic hub. In the midst of the debt crisis in the euro area, Germany is still standing and achieving steady growth that all envy.

All stemmed from the correct policies of Angela Merkel. She took control of Europe's financial crisis with debt reduction and more stringent economic controls. Boasting credit for the record low unemployment rate, Merkel has rejected calls from both sides: one side is demanding the exclusion of Greece from the eurozone, the other side offering support conditions. She smashed the tide of the eurozone in her alliance, claiming that the current solution was "more, not less for Europe" (Trzcinski, 2011).

By maintaining a neutral policy against multilateral pressures, she bets that European policymakers will continue to avoid the euro falling, which has helped re-elect her term. Throughout the terms of government leadership, Angela Merkel has imposed her style - a gentle, step-by-step approach - and never imitates the style of politicians. male. Merkel says the main goal her government aims to reduce unemployment is to ensure social stability (Trzcinski, 2011).

On foreign policy, the German chancellor insisted on maintaining relations with the great powers. She regularly travels to the United States, Russia or China, and regularly appears in multilateral forums at regional and world level. Most recently, when German public opinion was worried about its nuclear policy after the incident at the Fukushima I plant in Japan, the German prime minister decided to gradually reduce and stop the operation of the nuclear power plant from now until 2022. This decision has reassured German public opinion and helped elevate the image of the ruling coalition led by Merkel (Trzcinski, 2011).

#### 2.4. Lessons Learned for Female Leaders in Vietnam

In the history of building and defending the country, Vietnamese women have always played an important role and contributed significantly to the development of the country. Ba Trieu's resounding struggle against the French and American resistance, the history continues to recognize

the tens of thousands of mirrors women do not hesitate hardship, bloodless bones, available We dedicate ourselves not only to our lives but also to our children's dedication to the independence and freedom of our country.

Today, following the heroic traditions of Vietnamese women, women's classes have increasingly played an important role in the socio-economic development and construction of the country. Women are increasingly involved in all areas of social life, especially in the field of politics.

The involvement of women in the leadership, management is considered a fundamental measure of the role of women in modern politics. Although there are different opinions on this issue, the views are consistent in that the role of women in politics is proportional to the percentage of women in leadership and management. physical. This explains why the Strategy and Action Plan for the Advancement of Women in Vietnam aim to increase the proportion of female leaders, managers at all levels and sectors.

Up to now, the percentage of women participating in party committees from central to local levels have not reached 15% (except for the grassroots level of 15.08%). At the central level, the percentage of the members of the Party Central Committee's tenure was 8.13% (0.53% reduction compared to the IXth Congress), the reserve members attained 14.28% (Rowbotham, 2015); Up to now, 2 out of 10 Communist Party Central Secretaries are women (20%) - the highest rate so far; the heads of the Party committees and the Central Commission for Inspection are women 1/6 (16.7%); deputy's head is 3/23 (13.04%) (Rowbotham, 2014); 4/6 units such as Organization, Propaganda, Office, Foreign Affairs without female leaders. In general, the number of women holding key posts at the central level tends to decrease, with high age, alarming about the shortage of women leaders and managers. At the local levels, the percentage of members of the Party Executive Committee for the term 2005-2010: 11.75% 7.93%), female vice secretary is 7.04% (Lorber, 2005); The heads of committees of the provincial People's Committee and the provincial committees are women, accounting for 18%, the chairmen of the committees are 22%, the propagators are 6.55%, the organizers are 8% The At the district level, the proportion of women enrolled in the executive board was 14.74% (up 1.85% against the previous term) and at the commune level was 15.08% (3.2% higher than the previous term) (Millet, 2016). The overall assessment of the percentage of women attending the Party committees was: the national level decreased, the local levels increased slightly. Especially in disadvantaged areas such as mountainous areas, the proportion of female cadres is higher than that of the plain.

In the elective body, the ratio of female deputies to the National Assembly of Vietnam is considered quite high compared to the region and the world. For the 11th National Assembly term, Vietnam has a 27.3% share of the



National Assembly deputies, in the Asia-Pacific region, with Vietnam second only to New Zealand (29.2% %). Term XII, the ratio of female deputies to the National Assembly of Vietnam is 25.76%, although down 1.55% compared to the previous course, still ranked high in the Asian region. At present, 1/4 of the deputy chairmen of the National Assembly are women (25%), the proportion of women who chair the committees of the National Assembly (22.22%) and vice chairmen (6.45%). In the local elected bodies, the proportion of female cadres participating in the People's Councils at all levels has increased gradually but has no term of office at 25% (Millett, 2016). However, according to the Office of the National Assembly, the participation of legislators, politicians and politicians has been increasing.

At the state management agencies at all levels, at present, many courses have female vice-presidents, female ministers only 1/22 accounts for 4.55%; female vice minister is 4/99 accounting for 4.03%, down from the previous course; According to figures from 33 agencies and ministries, 9.87% of women and 20.74% of women are deputy directors (Millett, 2016). The Ministry of Planning and Investment, the Ministry of Finance, the Ministry of Industry and Trade, the Ministry of Agriculture and Rural Development, the Ministry of Foreign Affairs, the Ministry of Culture, Sports and Tourism, Ministry of Information and Communications, State Bank of Vietnam, Committee for Ethnic Minorities. There are no female leaders. For government agencies, 8 out of 8 chiefs are male and only 1/24 deputy are female (4.17%); The Supreme People's Court has no female leaders; Front and mass organizations, except for the Vietnam Women's Union, 5/5 heads of central agencies of the Fatherland Front and socio-political organizations are male and only 4/21 deputy and two secretaries of the Central Youth Union (Wing, 2000). At the provincial level, 1/63 of the provinces have women chairmen (accounting for 1.59%), 31 out of 36 provinces have female vice presidents (Ho Chi Chi City alone Minh has two female vice presidents. The leader of provincial level leaders only reached 10.54%. At the district level, women's chairpersons were 3.62% (down 1.65% over the previous term); Vice Chairman of the People's Committee is 14.48% (up 6.05% over the previous term); female leader of the branch reached 13.9%. At the commune level, the percentage of female chairpersons of the People's Committees was 3.42%, vice chairman of the People's Committee was 8.84% (Judith, 2004). With the proportion of women participating in state management agencies as mentioned above, the role of decision-making and the direction of implementation of women in law enforcement agencies at all levels is limited (Oakley, 2002).

The above statistics show that the rate of female cadres is unstable at the time of rising, decreasing and insignificant increase, mainly at deputy level, but generally decreases; There are a lot of positions in the branches and non-female levels, so the decision-making is lack of voice

of both sexes. That explains why the inclusion of gender in the areas is difficult (Millett, 2016).

The positive and concrete contributions of women to the cause of doi moi have gradually altered stereotypes about the role of women in society, which has led to the recognition of women's participation in society. The political field is no less than that of men and recognizes the role and position of women in the socio-political and social activities of the country (Lorber, 2005).

### 3. Conclusion:

Globalization and the changes in science and technology have left a special mark. Women connect with people, have direct dialogue, openly equality, self-affirmation, and create more opportunities for women leaders and relationships.

With global integration, open thinking, female leaders have access to new ideas and cultures. New policies that promote gender equality and promote the role of women have been passed by the National Assembly to help women become more confident in expressing themselves. The subtlety and ingenuity of management, tough but soft enough in governance make the role of female leaders more and more difficult to position in the process of integration of the country.

Socio-cultural stereotypes and traditional roles bind women, which is also the greatest challenge women must overcome. There are still many existing prejudices regarding the capacity and leadership capacity of women such as the lack of determination and determination in decision-making; or the concept of "male head, female vice" that makes women less supportive of leading positions of influence. In addition, the concept of traditional gender roles is that women play an important role in housework, cooking, caring for children, attaching themselves to the motherhood of the mother, the wife and making their political leadership often behind men.

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