GENDER RATIO IN LABOUR MARKET OF UKRAINE

Nataliia Mezentseva, Olga Kryvets
Taras Shevchenko National University of Kyiv, Kyiv, Ukraine
provotarnat@ukr.net, like_mila@ukr.net

Abstract. Gender ratios at the labor market of Ukraine are characterized by disparities in wages, unemployment rates, representation in high-paid employment spheres and non-prestigious sectors, competitiveness and opportunities for career advancement. They have sectoral and territorial aspects and are changed under the influence of socio-economic factors. Results of the correlation analysis confirmed the close relationship of 20 socio-economic indicators with indicators of gender ratios at the labor market of Ukrainian regions. Using cluster analysis we identified 5 groups of Ukrainian regions by indicators of gender ratios at the labor market and offered their generalized regional characteristics. The analysis made it possible to determine that territorial differences of gender ratios at the labor market of Ukraine emerge as a result of: regional center status, place of residence, specialization of region and sectoral structure of employment, peculiarities of gender and age structure of the population, level of education and professional training of the employees, level of socio-economic development of regions, and incomes.

Analysis of foreign publications on gender geography, international documents on gender equality confirms the necessity of social and geographical research aimed at defining regional characteristics of gender disparities in the labor market, in public administrations, socio-demographic field and the analysis of the reasons that cause them. The main disparities of gender ratio in the labor market of Ukraine, with sectoral and regional implications, are the following:

1. The determining factors of economic activity of men in the labor market of Ukraine are economic and demographic, and women – social and demographic. Women’s economic activity level is affected by number of children and a level of education. Men’s economic activity level is affected by income level. The economic activity rate of men is higher than women’s in all regions.

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The proportion of women out of total number of employed population of Ukraine is rather high. Women form almost half of the total employed population. Such trends are typical for Central and Eastern Europe. In particular, the proportion of women out of total number of employed population is 48% in Bulgaria, 46% in Slovenia, 45% in Slovakia and Poland and 44% in the Czech Republic, Hungary and Romania.

Ukrainian women have lower employment and higher unemployment rates. During the 2000s, the employment rate of Ukrainian men in Ukraine was 60%, women – 51-53%. The employment levels for Ukrainian women and men reach its maximum value at the age of 25-49 years. For women, the highest level of employment is at the age range of 40-49 years. The employment rate of women in Ukraine is higher than in the whole European Union, where it is 46-47%. Higher levels of female employment than in Ukraine are only in Denmark, Sweden and the Netherlands.

The highest unemployment rates are characteristic of the youngest age groups of men and women (15-24 years). The average duration of unemployment among women is higher than among men. This leads to an increased risk of "stagnant" unemployment of women. The presence of such discrimination in the labor market is due to the fact that the hiring preference is often given to men. However, women do not work only at the workplace but also do housework, spending on it 3-5 hours a day on average. This kind of job is not paid and not included in the pension system.

Using the method of ranking the rates of employment, unemployment, economic activity and economic inactivity we have made the next conclusion that there are three groups of Ukraine's regions with different levels of women activity in the labor market over the period from 2000 to 2011: high, medium and low activity levels. Territorial distribution of the rate is caused by a regional center status, specialization of the region, demographic characteristics and population income level.

2. In Ukraine the average women salary rate is 72.5% of average salary rate for men. Dynamics of the ratio of wages of men and women shows a steady wage gap decline. According to ILO data average wages of women in the world is 60-70% of the wages of men. The lowest difference in men and women salaries is typical for Scandinavian countries, where wages of women is 85% of the wages of men.

The difference between men and women wages in Ukraine is caused by inequality in the distribution of men and women in certain professions and industries (horizontal segregation) and inequality in wages within occupations and activities (vertical segregation).

A lot of jobs for women in Ukraine do not guarantee them sufficient financial support. Over time, it deepens the problem of female poverty. In particular, women occupy 80% of jobs in industries with low salaries rate (education, medicine, hospitality, catering, etc.) and men are much more prevalent in well paid sectors (government, business).

Men and women wages in the same industry in Ukraine are rather different. The most significant such a difference is in the information field (salaries of women is 60% of men salary), cultural services, industries, financial fields. The smallest
gender differences in wages are in agricultural, medical and educational sectors. Wage size depends on many factors: education and qualification, experience and seniority, position. However, despite their high professional standards, women occupy less prestigious and less well-paid positions in Ukraine's labor market.

Figure 1 – Regional variation in ratios of salary of men and women in Ukraine

Gender differences in wages in Ukraine are geographically differentiated. Thus, for the western regions are characterized by small gender differences in wage rates. It is explained by population engagement in industries with low wages rate (agricultural and tertiary activity) which also causes less gender differences. In most industrialized regions of eastern Ukraine women's average wage is less than 70% of the average men’s wage. Gender differences in the wages rate is also caused by the place of residence: as the size of the settlement decreases the size of the average salary also does.

Regional differences of gender disparities in wages rate in Ukraine are caused by: sectoral structure of employment, the level of socio-economic development of the region and population income, level of education and professional training of the employees and the age structure of the population.

3. Professional opportunities for women in Ukraine are limited by employment and career growth. Among all employees with higher education within all fields of economy of Ukraine women constitute up to 55%, but their career and professional growth are more limited than men’s.

There are not a lot of women among the top managers in Ukraine. It depends on the industry and changes from the minimum 6% in constructions to maximum 50% in the restaurant business. Meanwhile in industry women head near 20% of the
establishments, due to light and food industries. In trade and tertiary activity this index grows up to 25%. Overall gender disparities in top management in Ukrainian industry are the following: 78% of enterprises are headed by men and 22% by women. Enterprises run by women are small in size, have little income, and usually are in the tertiary sector of activity (restaurants, hotels, shopping and other services). The more staff is in the company the less is the possibility that it will be headed by a woman. According to this women control 75% of enterprises employing up to 10 people, and only 6% of enterprises with more than 250 people.

4. Gender disparities are also present in business. 45% of entrepreneurs are women. Women entrepreneurs are mostly involved in small businesses. Men and women entrepreneurs ratio is different in different business fields. The highest number of women entrepreneurs is involved in restaurant service and trade (over 67%), the lowest one is in construction (10%), transport, agriculture, and industry. Share of women is less than 2% in large business.

5. The level of competitiveness of women in the labour market is lower compared to men, especially with regard to age and presence of children. Women face discrimination during job interviews when they are asked questions about family status, children, pregnancy planning, etc.. It is not customary to ask such personal questions when interviewing men. It is common in Ukraine to refuse hiring women based on their age the presence of children. In particular, discrimination in employment affect women with preschool children and women older than 40 years. Moreover, their level of education, experience and professional skills are not taken into account in the first place.

Correlation analysis was made to determine the degree of influence of socio-economic indicators on the gender ratio in the labor market in the regions of Ukraine. Twenty socio-economic indicators were used as factors. Indicators of gender relations that reflect the processes in the labor market have a close relationship with economic performance of regions, especially the volume of fixed capital expenditures and direct foreign investments per capita, gross regional product per person (all correlation coefficients to 0.96), the volume of sold services per person (0.9), people's expenditure and income per capita (0.98 and 0.9), the average monthly wage (0.96).

Women unemployment rate much depends on indicators of share of rural (0.9) and urban (-0.9, inverse relationship) residents, and average wages (-0.8, inverse relationship). The rate is closely connected to people's expenditure and income per capita, fixed capital expenditures per capita (at -0.7, inverse relationship) and the volume of sold services per capita (-0.6, inverse relationship). It is confirmed by the inverse relationship of women unemployment rate and the level of regions socio-economic development.

Clustering of Ukraine's regions with the consideration of indicators of gender relations in the labor market (unemployment rates and wages) identifies the following clusters (Figure 2): 1 – regions with the lowest negative value of indicators ratio (city of Kyiv), 2 – regions with the lowest negative value of unemployment indicators ratio and the highest negative value of wage indicators ratio (Odessa, Kyiv, Kharkiv, Zaporizhzhya, Dnipropetrovsk, Donetsk and Luhansk...
regions), 3 – regions with very low negative value of wage indicators ratio and the highest negative value of unemployment indicators ratio (Chernihiv, Cherkasy and Ternopil regions) 4 – regions with little negative value of wage indicators ratio and a significant negative value of unemployment indicators ratio (Kherson, Khmelnytsky, Zhytomyr, Poltava, Mykolayiv, Ivano-Frankivsk, Zakarpattia and Vinnytsia regions), 5 – regions with low negative value of wage indicators ratio and middle-negative value of unemployment indicators ratio (Rivne, Sumy, Lviv, Chernivtsi, Dnipropetrovsk, Kirovohrad regions and Crimea).

![Complete linkage Euclidean distance](image)

Figure 2 – Results of clusterization of Ukrainian regions by indicators of gender ratios at labor market

Defined clusters of Ukraine's regions with the consideration of indicators of gender relations in the labor market have the following generalized regional characteristics. There is less difference in the wages of men and women in regions with unfavorable age structure of the population, in underdeveloped and agrarian-industrial regions with lower professional qualifications of the population. Influence of the sectoral structure of employment and higher levels of income increases gender disparities in regions dominated by heavy industry. In the capital, a high level of education and the workforce, the concentration of advanced economies, international organizations positively affect the gender ratio of wages and unemployment.

Gender equality at work in accordance with the concept of Decent Work Agenda provides equal employment opportunities, equal remuneration for work of equal value, equal opportunities for professional and career development, fair balance of work and family life for men and women. Gender ratio in Ukraine's labor market is characterized by the following disparities: lower remuneration for women work, higher level of women unemployment, excessive representation of women in fields with low prestige and low remuneration, insufficient representation of women in certain promising and highly paid fields, lower competitiveness and career opportunities for women compared with men.