

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
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QUALIFICATION PAPER

on the topic "GENDER DIFFERENTIATION ON THE INTERNATIONAL
LABOUR MARKET "
Specialty 292 "International Economic Relations"

Student IVCourse Bondarenko Sofiia Ivanivna

group ME-82a.аН

It is submitted for the Bachelor's degree requirements fulfilment.

Qualifying Bachelor's paper contains the results of own research. The use of the ideas, results and texts of other authors has a link to the corresponding source

Research advisor: senior lecturer, PhD

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ABSTRACT

on bachelor's degree qualification paper on the topic
«GENDER DIFFERENTIATION ON THE INTERNATIONAL LABOUR
MARKET»

student Bondarenko Sofiia Ivanivna

The main content of the bachelor's degree qualification paper is presented on 35 pages, including references consisted of 41 used sources, which is placed on 7 pages. The paper contains 4 tables, 5 figures, as well as 2 apps that are presented on 6 pages.

Keywords: GENDER IMBALANCE, EQUALITY, SEGREGATION, GENDER DIFFERENTIATION, LABOUR MARKET.

The purpose of the bachelor's degree qualification paper is to study the gender differentiation in the international labour market, investigate the rate of gender inequality in the Ukrainian labour market, as well as find out the ways to improve the situation and assist women's economic empowerment.

To achieve this goal it is important to solve the following tasks:

- find out the reasons for gender discrimination in the labour market and outline the main theses on the evaluation of women's labour in the patriarchal era;
- summarize and systematize statistics on the gender gap in the labour market;
- identify the impact of the global economic crisis on women's employment;
- summarize and outline the work of the UN and government agencies to address gender discrimination in the labour market in developed and developing countries;
- identify and justify trends to increase the economic opportunities of women in the world and in Ukraine in particular.

The object of research is a gender imbalance in the international labour market, discrimination on the grounds of sex in employment, wages and social protection.

The subject of the study is the level of the gender gap in the labour market according to various criteria, level of education, controlled and uncontrolled discrimination, position, etc. When writing the course work, the following methods and methods of scientific research were used in general: analysis and synthesis, deduction, analogy and modelling to investigate the causes and experience of overcoming gender discrimination in economic relations of society. concretization in the study of the impact of gender imbalance on the aggravation of the economic crisis. Observations for hypothetical methods to provide recommendations for the introduction of gender-based reforms.

The information base of the study is monographic works and articles of domestic and foreign economists in professional economic publications, and official sites: State Statistics Service of Ukraine, United Nations, and European Commission.

According to the results of the study, the following conclusions are formulated:

1. Gender inequality and imbalance, and segregation in the labour market have a significant negative impact on the household economic state and the country's economical development. In order to increase women's participation in the economic and political life of the country, the government should implement complex transparent regulations for raising awareness, neutral-gender education, funding initiatives, training for women, a transparent salary policy etc.

Basic results of qualification paper were approbated at III International scientific and practical conference "International economic relations and sustainable development" (Sumy, Ukraine) and II International scientific and practical seminar "The modern paradigm of international economic relations in the context of global transformations" (Lutsk, Ukraine).

The year of qualifying paper fulfilment is 2022.

The year of paper defence is 2022.

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TASKS FOR BACHELOR'S DEGREE QUALIFICATION PAPER

(speciality 292 " International Economic Relations ")
student IV course, group ME-82a.аН

Bondarenko Sofiia Ivanivna

1. The theme of the paper is “Gender differentiation on the international labour market” approved by the order of the university from «5» May 2022 № 0317-VI.
2. The term of completed paper submission by the student is «27» May 2022.
3. The purpose of the qualification paper is to study gender differentiation in the international labour market, investigate the rate of gender inequality in the Ukrainian labour market, as well as find out the ways to improve the situation and assist women's economic empowerment.
4. The object of research is a gender imbalance in the international labour market, discrimination on the grounds of sex in employment, wages and social protection.
5. The subject of the study is the level of the gender gap in the labour market according to various criteria, level of education, controlled and uncontrolled.
6. The qualification paper is carried out on monographic works and articles of domestic and foreign economists in professional economic publications, official sites: State Statistics Service of Ukraine, United Nations, and European Commission.
7. Approximate qualifying bachelor's paper plan, terms for submitting chapters to the research advisor and the content of tasks for the accomplished purpose is as follows:

Chapter 1 Theoretical principle of gender imbalance on the international labour market – 11.04.2022

Chapter 1 deals with tasks: investigate the outlook of gender imbalance and its historical and psychological reasons, discover the impact of gender imbalance on the aggravation of the global economic crisis.

Chapter 2 Analysis of the effectiveness of gender differentiation on the international labour market– 27.04.2022

Chapter 2 deals with tasks: to study the UN and EU cases in women empowerment and gender differentiation policies.

Chapter 3 Prospects and ways to increase gender differentiation in the labour market– 18.05.2022

Chapter 3 deals with tasks: summarise the Gender Strategy 2020-2025, investigate the gender imbalance rate in Ukraine and provide recommendations to improve the situation.

8. Supervision on work:

Chapter	Full name and position of the advisor	Date	
		task issued by	task accepted by
1	I. S. Marekha, senior lecturer	5.04.2022	5.04.2022
2	I. S. Marekha, senior lecturer	10.04.22	10.04.22
3	I. S. Marekha, senior lecturer	10.05.22	10.05.22

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INTRODUCTION

The relevance of the study was due to the prevalence of gender imbalances in the labour market in relation to wages, social protection and finding women in the workplace. The imbalance in the labour market has significant production losses and deepens the global economic crisis. The crux of the problem is that gender discrimination is a violation of human rights and must be addressed at a high level. The challenge of providing long-term potent and sustainable economic development that benefits all can only be met if the best use is made of all available resources.

Mainstreaming the gender perspective at all levels of policy is one aspect of efficiently enhancing gender equality. Public gender agencies that are visible with a sufficiently strong mandate, appropriate analytical tools, reliable evidence and resources are needed to combat discrimination and enhance gender equality. Such gender equality policies are most likely to be effective for both men and women.

A number of international organizations, such as the United Nations and the International Monetary Fund, are working to address and shed light on the problems. Foreign and Ukrainian scholars are making considerable efforts to study the origins of the problem and the current state of the gender abyss. Unfortunately, not many real cases of introducing gender-based initiatives and laws are covered. This practical aspect needs a more detailed look.

The object of research is a gender imbalance in the international labour market, discrimination on the grounds of sex in employment, wages and social protection.

The subject of the study is the level of the gender gap in the labour market according to various criteria, level of education, controlled and uncontrolled discrimination, position, etc.

The aim of the study. Formulation of a program to overcome gender imbalance and establish gender differentiation in the Ukrainian labour market by borrowing and analyzing existing reforms and trends in the world.

The objectives of the study:

- find out the reasons for gender discrimination in the labour market and outline the main theses on the evaluation of women's labour in the patriarchal era;
- summarize and systematize statistics on the gender gap in the labour market;
- identify the impact of the global economic crisis on women's employment;
- summarize and outline the work of the UN and government agencies to address gender discrimination in the labour market in developed and developing countries;
- identify and justify trends to increase the economic opportunities of women in the world and in Ukraine in particular.

Research methods: analysis and synthesis, deduction, analogy and modelling to investigate the causes and experience of overcoming gender discrimination in economic relations of society, concretization in the study of the impact of gender imbalance on the aggravation of the economic crisis. Observations for hypothetical methods to provide recommendations for the introduction of gender-based reforms.

The information base was legislative and regulatory documents, reporting data of the UN Women and the IMF, materials of the press of the BBC PGP Jornal Kiev and others.

The practical significance of the obtained results can be used by government agencies and individual corporations in order to increase the involvement of women in work processes, improve employment, and diversify the management.

1 THEORETICAL PRINCIPLE OF GENDER IMBALANCE ON THE INTERNATIONAL LABOUR MARKET

1.1 The economic outlook based on gender imbalance

To identify and address the issue of economic gender imbalance in the labour market, it is necessary to first delve into the root of the problem and observe what would cause such socio-monetary and property inequality in society. It is obvious that economic stratification dates back to ancient times when there was no money circulation, and property and power rights played an important role in identifying hierarchical relations in society. It is difficult to say when exactly the unambiguous stratification of society according to gender began, but one can refer to the work of ancient Greek philosophers and scientists, such as Plato or Aristotle, who created patriarchal theories based on patriarchal theory [1].

The authors of the theories analyze the relations and social order of that time, concluding that the patriarchy of state power is based on property orders. Namely, the fact that the property passes from the originator to the son of the desire of the head of the family of mana descendants, means the male children, the transfer of the surname as a name in the male line.

"Parental law" according to J. Bachofen says that primitive society began to create a prominent matriarchal-patriarchal relationship, where there is a division of labour on the criteria of strength and gender, which subsequently affect the attitude to a particular profession. In other words, male labour had a better utility for society than female labour, and male work yielded greater profits than female labour. By this logic, in society, the head is the one who with less exertion had greater achievements [2].

So the work of J. Harlan clarifies the concept of masculinity, which implies an inherent nature because to create something, cultivate the land, breed and care for livestock is much more labour-intensive and time-consuming than to seize narrow property. This is how the concept of muscularity and contempt for the

female sex is cultivated. Such historical and social trends of the old world impose several clichés and harassment on women and their presence in the labour market. Such foundations of the patriarchal community to the opposite sex led to the next sexual and age organization, which was established on the reproductive function of women. Namely, contempt for female children, early marriage for quick offspring, which in many cases ended in early death, and unequal treatment of male and female offspring. All this did not allow women to study, work or freely dispose of their lives[3].

The patron of economic dependence on her husband, son, and brother is written in religious books, such as the Koran, which testifies to the millennial gap of economic and social nature between different sexes. If we do not delve into the historical and cultural subtleties of religious books, we can turn to modern cases of dependence in the communities of Afghanistan with the advent of the extremist nationalist radical religious Taliban [4].

In the following parts of the work, it will be described why the equal presence of women in society plays an important role in ensuring the functioning of the world economy, and why it is important to reduce and address the gender gap.

While the gender division of labour existed mainly in households, and the foundations of marriage and family reproductive life, the exploitation of women in the family did not rise to public scrutiny. Work in the house is unregulated and has not been registered and is not in any documents, which indicates that the patriarchal society, and most importantly the government does not see the need. In other words, the work of women in pre-employment will not be paid and will not be assessed as work in general [5].

The attitude to women at a lower level and the idea of a low mentality of women in his works writes I. Kant, F. Nietzsche and others [6]. All this deepened the sexual attitude towards women, and her ability to work and receive a salary on a par with men. Exacerbation of gender imbalance began in the 1960s, known as the "silent women's revolution". Women's entry into the labour market has shaken

the traditional notion of gender economic issues and given impetus to the women's movement.

To study the development and implementation of gender mainstreaming and incentive policies around the world, there are Global gender gap reports based on which the vast majority of the analytical part of the work will be carried out.

There are 4 main frameworks of the Global Gender Gap Index, namely

1. Economic participation and opportunity;
2. Educational Attainment;
3. Health and Survival;
4. Political Empowerment.

Global Gender Gap Index

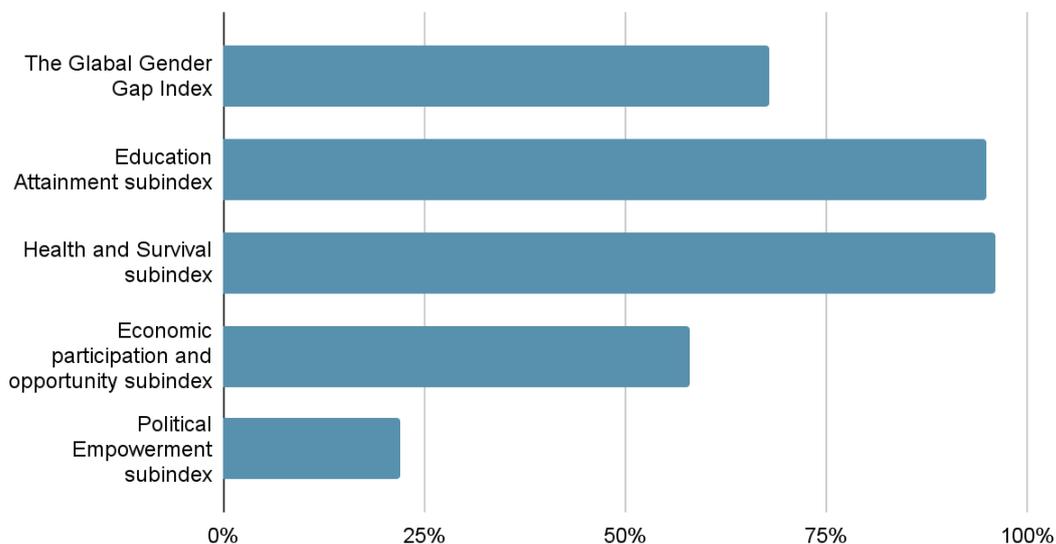


Figure 1.1. Global Gender Gap Index shows the state of gender gaps, by subindex

[11]

To better understand the current status of the presence of women in the labour market, the following analyzes were analyzed and found the following:

According to the 2021 report, the situation with Covid 19 has deteriorated by 0.6 percentage points, that is, the Parity is now 68%. Due to this development, the productivity of the countries is reduced. According to this trend, it will take the

world 135.6 years to overcome the gender imbalance in the international labour market.

In political empowerment, the gender gap remains most dramatic, with only 22% positive coverage and a 2.4% increase compared to 2020. According to statistics from 156 countries, which are tools that consider the index, women define only 26.1%. from around 35,500 seats in parliament and only 22.6% from more than 3,400 ministers worldwide. 81 governments have never had a female head of state as of January 15, 2021. It will take 145.5 years to achieve gender equality in politics.

The economic involvement of women is in second place in terms of backwardness, Only 58% of the imbalance is closed according to indexation. We see an improvement in the situation compared to 2020, but it will take another 267.6 years for the world community to meet its policy goals.

the Economic

Participation and Opportunity gap has rather mixed results, but still demonstrates the uneven presence of women in the sector. Due to access to education, the share of qualified female professionals is increasing, and salaries are gradually being equalized. There is still a difference, despite very slow progress. Meanwhile, it should be noted that the general disparity in access to finance remains, exacerbated by the shortage of women in management positions. Due to the pandemic, the situation has deteriorated by approximately 1-4%, as the Global gender gap report reported.

Health and Survival criteria are the most successful among all categories, already in 37 countries this issue is solved, and women have equal access to medicine, which has a positive impact on women's well-being and the general population, women's life expectancy and reproductive function. However, it will take another 14.2 years to finally close all the gaps in the world community and achieve effective rights to equal health care, because there are factors that delay these processes. Examples: pandemics, geography and natural disasters, economic

crises and income disparities, racism and discrimination based on race and ethnicity.

One of the most obvious and simplest indicators of labour market imbalance is unequal pay. According to Payscale, the runaway gender income gap is \$ 0.82 for every \$ 1 that men earn in 2022. The controlled gender pay gap is \$0.99 for every \$1 man makes, which is one cent closer to equal but still not equal [7].

The controlled difference in wages is the same indicator that employers deliberately do not want to pay fair wages, and devalue the achievements of women because women are not paid a decent wage. Among the two candidates of different sexes, all other things being equal, namely position, education, experience and industry, men will still receive higher wages. For no good reason, 1% of wages is in favour of men on average in the world. It is important to note that despite the clarity and certainty of the situation, the progress in correcting unequal pay is very slow, namely since 2015, the difference in payment has decreased by \$ 0.02. This suggests that the policy seems to be being implemented, but the fact is that men in leadership positions are usually not able to fairly assess women as economic players in the labour market. Imbalances in hierarchical companies promote imbalances in all areas of labour and wages.

Both of these indicators: controlled and uncontrolled wages prove once again the endurance of wealth and power and are equivalent to the value that society places on women and men, even in the 21st century. Occupational segregation, prejudice, and inadequate pay for "characteristic female professions" such as education, social services, and health care cause these areas to be unflattering. At the same time, men in society are given the role of senior management and the distribution of wealth. We are besides establishing a hierarchical and patriarchal prototype on the labour market, where even with identical work, women are paid less [8].

1.2 Gender imbalance and the global economic crisis

According to the United Nations Development Program [UNDP], 2005 The economic crisis has only exacerbated the existing problems facing the world's population. The ratio of income inequalities between the 20 richest countries and the 20 poorest countries during the 30: 1 crisis in 1960 turned to 102: 1 in 2005. Central, Eastern, and former Soviet countries would make most Pacific and Asian countries suffer from economic inequality.

In 2007, the world faced a global financial and economic crisis that had dramatic consequences for both developed and developing countries. The economic crisis has had a negative impact on the economy as a sector, i.e. reduced the availability of food and fuel. This is how it has affected human resources and their displacement beyond poverty. According to statistics, the food and energy crisis has put 40 million women, children and men in critical condition. These people are in a critical state below the poverty line. In addition, 120 million people are currently at risk, as they risk falling below the poverty line, thus deepening the crisis.

Poverty, the inability to get an education, which is usually expensive, encourages people, especially from the south, to migrate in search of work and opportunities to feed their families. Migrants work the hardest, dirtiest and lowest paid jobs, and they are constantly vulnerable to physical and sexual harassment, increasing the vulnerability of women workers who work in inappropriate conditions [9].

Education is key to overcoming labour market imbalances, and so are migrants. Women became part of the care chain, babysitting in other countries. This trend is especially common in Thailand, Indonesia, Africa, etc. Thus, children without supervision, and without schooling become a secondary cause of rapid adulthood, increasing infant and maternal mortality. Politicians ignore the fact that parents need to pay all education expenses and organize a decent educational

process. The reproductive and care economy has a negative impact on the deepening economic crisis, as well as on the financial and banking spheres.

In the same year, 2005, a survey was conducted, according to which almost 40% of respondents agreed with the thesis that men have more rights to work than women. 40% of respondents think that women's work does not merit to be assumed and that the female part of the working human resource is in the shadow spot, and is overlooked.

At each stage, the gap remains, regardless of the area chosen by the woman. So the gap is \$ 0.98. is controlled if both people have only secondary schooling. \$ 0.97 - gap for bachelors and masters of all specialities besides law. \$ 0.89 is earned by a female lawyer, while a male in just such a position earns \$ 1. According to statistics, women with MBA have the largest gap, namely \$ 0.76, The highest administrative bodies are usually male, and according to statistics do not want and do not consider women as competitors, demotivating lower wages [10].

During the two years of the crisis from 2007 to 2009, the unemployment rate among women in the world increased by 1%, from 6.0% to 7.0%. But given the fact that the financial, manufacturing and construction sectors have been hit hardest by the crumbs, the crisis has affected men to a similar extent. Unemployment of men has increased over the same 2 years from 5.5 to 6.3

Singh and Zammit reported that the layoff rate for more women was 7 times higher than for men in the financial crisis. Such a dramatic trend was in South Korea in 2002. Moreover, the gender imbalance in the crisis has an impact on sectoral in both developed and developing countries. In developing countries, the vast majority of women are concentrated in the informal sector, i.e. they receive the lowest wages, have no social protection and so on. Thus, due to the indifference of states to issues of gender balance, the gap between the economic security of gender is growing at an insane rate.

Meanwhile, women in industrialized countries are increasingly working part-time. So in this case, the obvious fact is that women are less able to overcome the financial crisis because the main complicating theses are lower wages, higher

employment and part-time work. In addition, the issue of lack of delusion, or partial access to social protection undermines a woman's ability to have a normal work history. Usually, women work on family farms or in hazardous industries or are self-employed. Women's assets and their livelihoods are vulnerable without social insurance, the right to a pension or social subsidy from the state.

The global financial crisis has dealt a special financial blow, alienating women from financial assets and resources in contrast to men. Of course, men are also becoming hostages to the situation, and the crisis is negatively affecting the well-being of the male part of the human capital, but it should be noted that the impact is different. Capital and property accumulated in the past are transformed into a financial cushion through sufficient average earnings, thus allowing them to recover [11].

Analyzing these articles, it is difficult to say that the crisis has some geographical limitations. This is what Eastern Europe has faced.

The conservative policies of the Czech Republic exacerbate gender discrimination, weak support for children's institutions, and migrant women. Many laws and financial burdens without inclusive and gender-neutral policies have placed the burden on women due to the conservatism of the authorities. According to national reports, such financial reforms include lower taxes for the richest, increases in value-added surcharge, and service prices, and lower social security taxes, primarily for richer taxpayers. Uneven distribution of financial resources and wealth, taxes only deepens the crisis and the gap between segments of the population.

Table B1. presents data for comparing the force participation rates of women and men in work in 1991,1999,2008,2009 [11].

In connection with the global crisis, the Hungarian government has also hit low-income families, especially women, with its reforms in order to receive a rescue package from the IMF. The following actions were taken by the government: reduction of pensions, social benefits, energy and mortgage subsidies. Reduced maternity benefits were also reduced. It is obvious that alimony has also

decreased in a dependent progression. All this has a negative impact on working women because supporting or starting a family, or children has become not only profitable but also financially impossible. Relying on short-term benefits, the long-term situation in the professions and demographics market, in general, will deteriorate significantly in my opinion.

Poland has faced similar problems. According to analysts, the consequences of the hermitage crisis will have a special impact on women, as they are most often involved in low-paid jobs and are responsible for the well-being of the family. It is especially worth emphasizing that due to the crisis, the grey economic zone is growing, and employers are trying to avoid taxation through informal employment. Small businesses circumvent the rule of law and employment rules to minimize costs and survive in the market.

Such problems of gender inequality in the labour market include low market mobility, moreover, there is a reduction in the highly feminized sector [12]. Gender imbalances and the global economic crisis are affecting women's solvency around the world, sweating to varying degrees.

2 ANALYSIS OF THE EFFECTIVENESS OF GENDER DIFFERENTIATION ON THE INTERNATIONAL LABOUR MARKET

2.1 UN Women empowerment cases in developing countries analysis

More than 1 billion individuals live below the world's deprivation line, many of them women and children. Taking this into account, back in 2015, the UN General Assembly on Human Rights documented an assertive effort for world society- to annihilate gender inequality by 2030. This task falls on the shoulders of governments, establishments, corporations and ordinary people.

Target audiences of the project of gender equality include women, children, representatives of minorities, migrants and people with disabilities. All of these categories face intolerance around the clock throughout their lives, primarily in the workplace. The UN Goal 5 is gender equality and women's empowerment [13].

An important aspect of closing the gender gap in understanding the importance of giving women access to financial assets. In its 2018 report, the International Monetary Fund presents data in favour of Women's Economic Empowerment.

According to this institution, as a result of overcoming gender equality, the economy will grow significantly, which will lead to improved global development as a whole. Gender diversification of labour is one of the key factors in strengthening and sustainability of the economy. Prosperity and equal access to resources are closely linked globally. At the G7 summit in 2017, world leaders agreed that women's empowerment is crucial to the world's well-being. Recognition of this is enshrined in the G7 policy [14].

The inclusivity of the economy concerns the unification and empowerment of women in the financial sector in every corner of the globe. The main challenges to inclusion in the community are 4 factors: Discrimination is often perpetrated at the state level, which is also becoming a stumbling block for the UN working for groups in 2016. It is logical that this is the second problem - the lack or weak development of women's protection. .

UN Women is working on economic empowerment around the world. In order to better understand the contribution of the organization to the work, there are several shortcomings in this regard. The following cases are an example of how the involvement of women has a positive effect on overcoming the crisis and other problems.

In general, the UN raises issues of equality in this sector and creates programs for women in the following formats:

- Organizational Adaptability & Resilience;
- Documentation & Advocacy for Gendered Crisis Response;
- Provision of Basic Goods & Services;
- Community Awareness;
- Online Training & Support;
- Momentum to Build Back Better;
- New Programmatic Strategies.

Analyzing cases that are successfully conducted by the UN can be systematized as follows.

1. Creating a safe environment where you can effectively acquire new knowledge and skills, conduct training, and effective communication, work as a team and individually, and develop projects and strategies.
2. Building strong strategic links between local NGOs and UN Women working groups to disseminate and share experiences, and set up new joint projects and joint solutions to pressing issues.
3. Investigate new functional benchmarks for sustainable and efficient work through a re-evaluation of the values of associations, perform the identification of priority areas of life, and find fresh resources.

The main results of the work of UN Women 2019-2020: US\$6.6 million portfolio value; 19 countries and 18 active projects.

Geographic Distribution

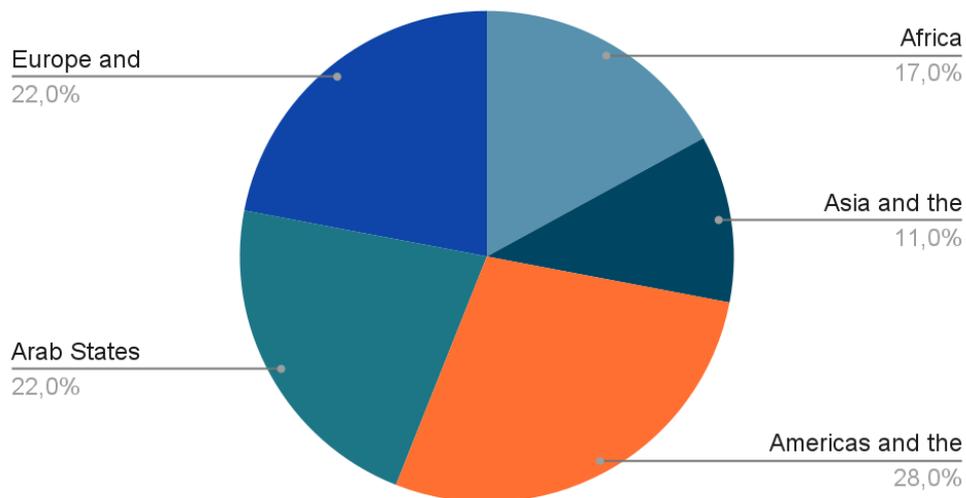


Figure 2.1. Geographic distribution of UN Women projects 2019-2020 [15]

UN Women sustain women agriculturalists in Morocco who specialize more in growing medicinal and aromatic plants. Thus, the activities of these businesses contribute not only to the economy but the profits from such plants are greater than from traditional crops. They also provide jobs for women, enabling them to break down financial stability and independence. In addition, these dewdrops need less water, so such employment, with the support of the World Organization, has made favourable assistance to the fight against climate change. So women's work contributes to the community [15].

But the dynamics of Senior management roles with women are still very low around the world. The largest number of women involved in the 2015-2019 period was 2.9%. The financial sector is next with 2.4% and the media with 2.2%. In 2019-2020, there will be a negative trend in most industries regarding Senior management roles change. Positive trends are only in IT 0.7%, the financial sector 0.2%. 0.1% in manufacturing and healthcare. The lowest ostentatious Consumer, Recreation and Travel -0.1% [7].

Table B2. presents the change in hiring, 2015-2020, by industry, level of role and gender.

The work of the UN Women in Nepal has also had positive results. Networks have been set up for returning migrants. Laws and regulations have been approved to protect 2.7 million migrant workers, women included. Women have become more involved in founding institutions, with 29% representing them in the 2013 elections. When compared to 1991, this figure was only 2.9%. The already made reforms in the country with the support and direction of the UN enhanced the life standards [16].

The Mother and Child Found in Turkey have already helped 3,000 women through UN literacy and leadership programs. Thanks to intensive training, there are both qualitative and quantitative indicators, and public understanding of the system has increased by 67%. In addition, these women were able to actively participate in community life, and education (driver's license). This fund allowed women from Istanbul, Bursa and Izmir to increase their self-esteem and freedom. They became less dependent on men and became aware of their rights and freedoms. An important point was also the desire of men to give women the opportunity to receive an education.

The Foundation held sessions with male relatives on the need for education and opportunities for women. As a result, 84% of men supported their wives in the desire to engage in social activities. This is a huge step for such communities because Turkey is not only a classic patriarchal state but also a Muslim one, which affects the worldview of people and their perceptions of working women and females outside the family as a whole. The government plans to implement similar initiatives in the south of the country as well, where unfortunately people are more religious than in Istanbul, and also need professional support.

Similar training and support initiatives in 2019-2020 with UN support were conducted in Armenia and the Philippines.

Thanks to The Centro de Documentación y Estudios (CDE) in Paraguay women workers will now receive the same minimum wage as men from 2019. The debate has been going on since 2016 with the participation of trade unions, and media. NGOs with the support of the UN also participated. Finally, the government

heard the activists' arguments and passed a law. In addition, the unions have been expanded. All these changes have also been made possible by ongoing training and strategies that have put the gender gap on the agenda.

As a result of the overall work of UN Women 2019-2020:

- 15 600 women improved earnings;
- 33 500 women rose in the understanding of gender parity;
- 2 400 women entered cooperatives;
- 12000 enriched leverage in the decision-making process in the household;
- 6600 women accessed assets like land, or were able to take credit.

Thus, the work and initiatives of UN Women are actively working to address gender failure in developing countries. The strategy of the international organization includes a comprehensive approach from raising awareness of the rights of women to political empowerment [17, 18].

2.2 Gender differentiation policies in developed countries and their results

Problems of gender imbalance in the labour market are relevant not only to developing countries. This is also an urgent problem for the countries of the European Union, where since 1957 countries have been trying to reduce the time gap between women and men.

These processes are relentless but very slow. Over the last 9 years, the gap has been reduced by only 2%. In the middle of the year, the gender pay gap in the European Union is 14.1 per cent. To put it more clearly, women need to work an additional 2 months to catch up with men in a year. That is, for 1 euro earned by a man, a woman receives 86 cents. These indicators do vary considerably from country to country. But unfortunately, there is no country yet, the gender imbalance would be equal to 0. In 2021, the lowest indicator, ie the most successful country in achieving gender balance is Luxembourg at 1.3. Statistics on the gender pay gap are presented in Figure 2.2

The gender pay gap per EU country

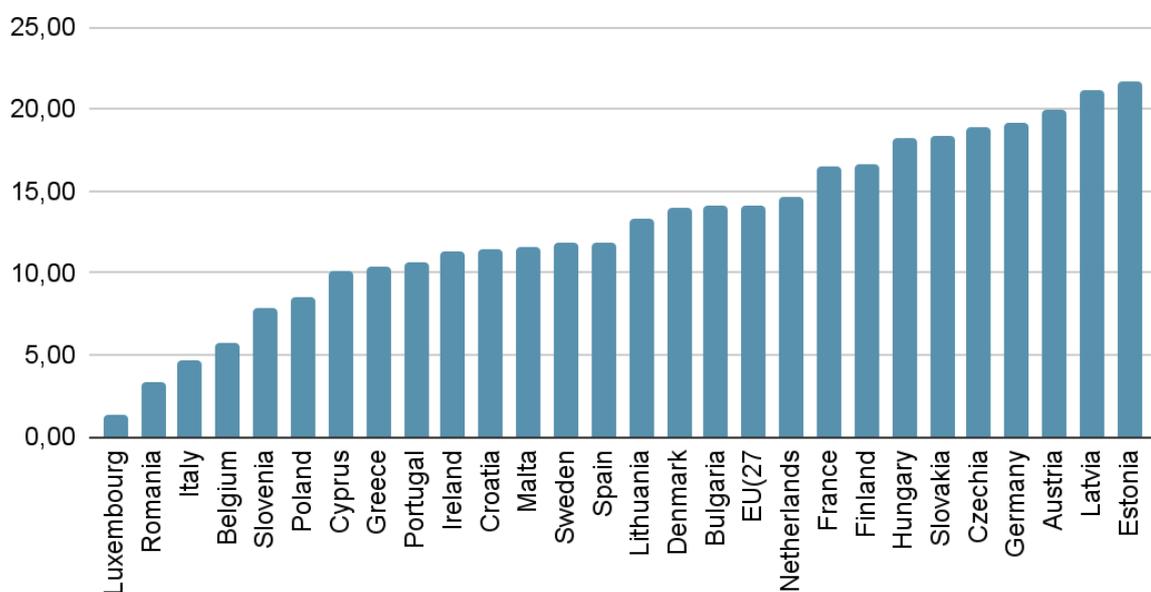


Figure 2.2 The gender pay gap per EU country[19]

Lower income also affects the size of the pension by 30.1% of the pension gap between men and women in the EU on average.

According to statistics from the European Commission in 2021, the main grounds for the pay gap are the following factors: deficiency of women in administration roles, segregation in education and the labour market, and unequal allocation of care and unpaid work.

For example, because men are more likely to be promoted, and in general only men are in managerial positions, women have almost no access and opportunities to defend their rights and needs, interfere in decision-making and remain in lower positions. In addition, men often treat women leaders badly or contemptuously, thus underestimating women's self-esteem and motivation. This trend does not allow women to build full-fledged careers. According to European Commission statistics, only 7.95 women reach the CEO level [20].

In the problem of segregation, we have controlled discrimination. Men with the same education and work experience hold higher and better-paid positions than women. moreover, women are more present in low-paid professions such as education, health care, etc.

Such segregation leaves its mark on women's self-esteem, sometimes women do not apply for the job they are suitable for, underestimating their abilities. at a time when men are waiting for a summons to work at 60% match the requirements.

The stereotypical mindset of the society makes a significant negative impact on the unpaid workload of the women on the daily basis, which is presented in Figure 2.3.

Thus, women work on average in paid work for 6 hours less, which affects the subsequent pension. At the same time work on unpaid work is 1.7 times more: 36 hours about 21 hours of men's unpaid work. It is worth noting that one-third of women in the EU 31% work part-time, while only 8% of men work part-time[22][23].

Gender imbalance in the political sphere is 51.9 out of 100. Economic empowerment 80.4. Health and care 88.1.

Based on an analysis of gender segregation in education and employment, the European Commission found that only 30% of men are represented in education, the arts and humanities, while only 20% of IT graduates are women. Such gender segregation must be corrected by inclusive measures.

Unequal sharing of care and unpaid work, hours

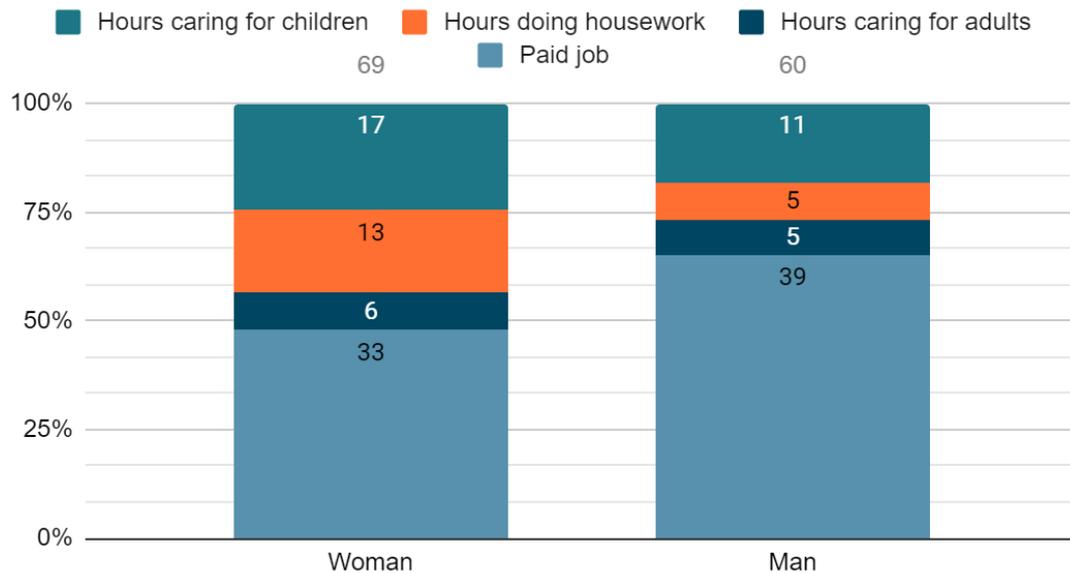


Figure 2.3 Unequal sharing of care and unpaid work, hours [21]

The main goal is to ensure the representation of women in STEM would be to encourage and support and mentor women in mathematics, engineering and computer science, where there is a shortage of women. Recommendations on Achieving Gender Balance in Traditionally Women's and Men's Areas were also adopted by the EU Council in late 2020. This includes updated STEM curricula to attract more women, and improve their entrepreneurial skills.

Evidence of working on these recommendations is the case in Estonia, the Estonian Research Council, the European Regional Development Fund and the Ministry of Social Affairs co-financed the research project "Nudging to Support Stereotype-free Career" Choices and Working Conditions ". Measures are aimed at promoting equal pay, promoting free and non-stereotypical choice of profession. This is done by career counsellors and teachers[24].

Continuing to analyze the case of Estonia, legislative changes will be made to motivate dads to take more care of the child, which traditionally falls to the mother. Thus, for nightingales was increased childcare leave from 10 to 30 days.

France developed a system to combat and monitor domestic violence, which escalated during Covid-19. This chain of notification and enforcement of the confidential and secure spheres had three actors: a woman, a pharmacist and a police officer. Each woman could contact a pharmacist to report her abuse problem. All information should be given confidentially to the police and gendarmes to protect the honour of the woman and her future. Then the gendarmes intervened in the situation and protected the victim from an aggressive partner. This is a government initiative with the support of the Ministry of Internal Affairs and the National Council of Pharmacists to take care of women.

The capitals of Belgium, Italy and Luxemburg and the city of Gothenburg have become the hubs of a project called Equalcity55. The aim is to protect and incorporate migrants who have been victims of sexual or gender-based violence. This umbrella project organises SGBV training, which includes both educational activities and practical classes distributed in 30 cities [25].

178 women's rights organizations and various organizations joined in the development of a plan in September 2020 in Belgium to combat violence against women and stereotypes, work-family balance and women's representation in all areas. Activities include conducting information campaigns to raise awareness of the types of violence faced by women. Increasing assistance to victims of violence or harassment. Fighting stereotypes in educational institutions, media, and politics. Improving the availability of kindergartens and schools, and extracurricular activities to pursue a full career.

Thus developed countries also have serious problems with gender imbalance. The main difference is that in the EU women are more involved in work, and women from developing countries are still fighting and convincing the patriarchy that they have the right to work.

3 PROSPECTS AND WAYS TO INCREASE GENDER DIFFERENTIATION IN THE LABOUR MARKET

3.1 Strategic principles of economic women empowerment

“Women’s economic empowerment is about ensuring women can achieve their full potential”- working paper “Building Effective Women’s Economic Empowerment Strategies” by ICRW and BSR [26].

After the expansion of women's labour for homework, the issue of gender imbalance has acquired the following definitions:

- acute professional male monopolization of most professions. Women had access to a small niche in the labour market, such as selling or weaving, etc. Such problems still exist today. For example, mathematics is only for men [27], and the military is a privilege for men [28]. Less presence of women in politics, etc;
- the high correlation between low-value work of women and professional groups. That is, there are professions -which primarily have low pay due to the high presence of women's employment;
- unequal burden on women since household responsibilities are still placed on the shoulders of children, despite their professional employment. It also encourages women to take part-time work, which leads to further depreciation and reduction of income for women and increases their dependence on men;
- discrimination on the grounds of sex as harassment, devaluation, and unwillingness to hire women because of the risk of pregnancy or child illness;
- women's economic independence has led to an increase in divorce rates [29].

Unfortunately, these problems are still relevant and unresolved, as several professions and countries are still gender-unbalanced and need to be addressed.

In addition to what has already been discussed, there is a lack of access to finance and property, and an imbalance in the distribution of unpaid (domestic) work, which is a burden for women in the race for financial stability. All these 4 aspects are unfavourable and harm the financial prospect of women, distancing them from economic opportunities.

Prior drivers of women's financial empowerment:

- encouraging positive pattern;
- boosting visibility, and collaborative representation;
- enhancing public sector and procurement;
- modifying business approach;
- assembling assets like digital, financial and property;
- praise, diminishing and redistribution of unpaid work and care;
- ensuring legal security and improving discriminatory laws [29].

Ursula von der Leyen, who is the EU Commission President has established a new strategy for the next 5 years 2020-2025 to accelerate overcoming the gender crisis in Europe.

The vision of the strategy stressed equality and free choice for every female and male in all their diversity, the full and effective involvement of both genders in European society at all levels without any borders. This new Strategy is complimentary, but in a more wide sense to the previous one, in order to continue the work of EU institutions on equality

The Dual approach is the basis of the Strategy, making it more versatile. It consists of the combination of the following ideas:

- key actions to achieve gender equality;
- reinforcing the integration of a gender standpoint in EU lawmaking.

The main principles of the strategy were the fight against violence and gender-based stereotypes, providing women with equal economic opportunities in all sectors. In addition, the second key goal of this strategy is to integrate women and maximize women's potential in all areas of life and work, such as politics. A special commission was set up to supervise the implementation of the strategy.

The focus of the Strategy:

- final obtainment of the EU to the "Istanbul Convention" and ratification of it;
- counter violence against women to "Euro crimes";
- confirm transparent remuneration;
- ratification and implement the ILO Convention on Action against Violence and Harassment at Work;
- implement the Victims' Rights Directive, the Sexual Violence against Children Directive and other relevant EU laws protecting victims of gender-based violence;
- work in the information field to overcome gender stereotypes;
- Horizon Europe and InvestEU support women-investors;
- to control the provision of women's rights and to establish a system for monitoring statistics on abuse of women at home at work;#WithHer;
- promoting education reforms to minimize segregation in the labor market;
- promoting the EU Diversity Charter Charter in all sectors;
- Spotlight Initiative, a joint \$ 500 million EU-funded global EU program to support annihilate all formats of violence against females [30][31][32].

Given the fact that in most of the work I focus on not equally significant wages, I want to consider in more detail the European Commission's 2021 directive on equal pay.

The directive applies not only to equal pay but also to bonuses, overtime pay and so on. Differences in pay are possible only up to 5%, and only if it is justified and not based on gender. This directive is designed to establish transparency in pay so that each employee is fully informed about the level of pay in the industry and the company. And the regulated wage gap is different - everyone can go to justice. To avoid stereotypes, the directive prohibits asking candidates about the history of wages when hiring.

In case of violation of the gender-neutral position, the employer will be forced to pay a fine and pay compensation. In addition, such behaviour of the

employer will lead to inspections of the mechanism of remuneration at the company and the adoption of measures to resolve the situation.

Such policies have already been implemented to some extent in European countries such as Britain, Ireland, Germany and others. They are different and do not always have good results. For example, in Germany, the law on the transparency of remuneration is not sufficiently used.

The key point is that this policy should not be a recommendation but an obligation for employers to follow the directive. In this case, it will succeed [33].

Therefore, the EU institutions and European Commission as the key players in this sector have raised the issue on the highest level for a long time. Thanks to constant monitoring and collecting data, the Strategy for reaching equality is modified according to the tendencies in society. Such data analysis allows EU higher institutions to be abreast of the effectiveness and results of the strategy.

This particular Strategy has a great potential from my point of view:

- is updated according to the current situation regarding gender;
- takes into account the impact of Covid19 on the gender balance in the EU and on the condition of gender-sensitive groups;
- is versatile and works on the inclusion of women in all spheres of life, from education to political empowerment.
- raises the issue of domestic violence, and provides solutions in the accessible population;
- is working on the regulation of the inequality inside the household;
- combines the stereotypes from early childhood;
- insists and assists the gender-neutral educational process and the choice of the path and profession for both gender,
- proposes solutions to combat harassment.

Besides the obvious issue of economic inequality and non-transparent pay, pay gap, and lack of women's representation in politics, this policy works on a deeper and more interpersonal level to ensure equality from childhood.

3.2 Trends and prospects in the Ukrainian labour market

To make recommendations for gender differentiation in the Ukrainian labour market, it is first necessary to consider statistics on the level of women's involvement.

Unfortunately, discrimination against women in the workplace is very high, especially compared to European countries. The main points are as follows for 2018:

- 60.4% of women are employed;
- the ratio of women and men in the labour market is 0, 83;
- the profit ratio of 0.63 in favour of men;
- the average monthly salary of a woman with an adjustable difference of 25% less than men;
- For 100 days, more than a month a woman works for free, while this time is paid to a man;
- the law ignores the problem of economic discrimination against women in the workplace.

Table B3. Comparison of Ukraine and Lithuania in measuring economic participation and opportunities for women, according to the report The Global Gender Gap Report 2018 [11].

Table B4.provides information on the gap in wages in Ukraine is carried out as a percentage of wages for women relative to wages for men from 2017 to 2019. Data were taken from the State Statistics Service of Ukraine.

In wages, the difference is not in favour of women. On average, the pay gap increased by 2-3 per cent.

The less deep gap in pay is observed in the following activities such as construction education activities in the field of administrative and support services public administration defence compulsory social insurance health care and social

assistance Thus the global trend of attracting women to low-paid jobs takes place in Ukraine as well.

The most discriminant activities for wages in Ukraine are the art of sports entertainment and recreation 42.6%, finance and insurance activities 36%, and industry 26.3%.

In addition to clarity, these statistics allow us to understand that gender segregation in traditionally female traditionally male areas has a high rating. A high level of segregation by qualifications and areas in the labour market in Ukraine is shared by “traditional” males and females.

The points of the extremum discrimination are, as a result, only four per cent of women are events and workers to move machinery and equipment. While in the traditionally feminine sphere of education 92 % of women are involved.

Moreover, gender segregation follows Ukrainians from the school desk, forming their acceptance of the professional world and professional esteem. That's proved by the ratio of resumes on the vocations by spheres.

According to statistics from the recruiting portal Headhunter, only 9% of applications for the positions of auto business and mining were from females. Men's interest in transport, logistics, and the building is 4 times higher than women's. Moreover, men expect an average salary of 1,7 times with a controlled pay gap [34].

The experts guess this is the result of patriarchal world perception, as men are seen as a hunter, people who supply households with resources.

The most prominent input in segregation was made by previous Ukrainian legislation, where it was forbidden for women to occupy the prescribed types of activities, like mining and transport, as they were characterised as dangerous for women. Law accepted the women from the perspective of the mother, who should care about her reproductivity and family as well [35].

In 2017 Ukrainian Ministry of health was forced by EU standards to change this law and allowed women to work in any sphere [36].

The statistics in “Leadership in the economic sphere” demonstrate the existence of gender stereotypes, called glass lift. Considerable stereotypes about women do not permit them to accomplish their potential and keep them away from a leading position.

Another issue which must be investigated on a high level is the awareness of women about discrimination. In 2017 only 1 out of 3 women took the discrimination in the working place as a problem. While the other 2 respondents it. Figure 3.3 The level of employment in the labour market among the population of Ukraine aged 15-70 years, by age groups and by sex [34].

Figure 3.3 The level of employment in the labor market among the population of Ukraine aged 15-70 years, by age groups and by sex.

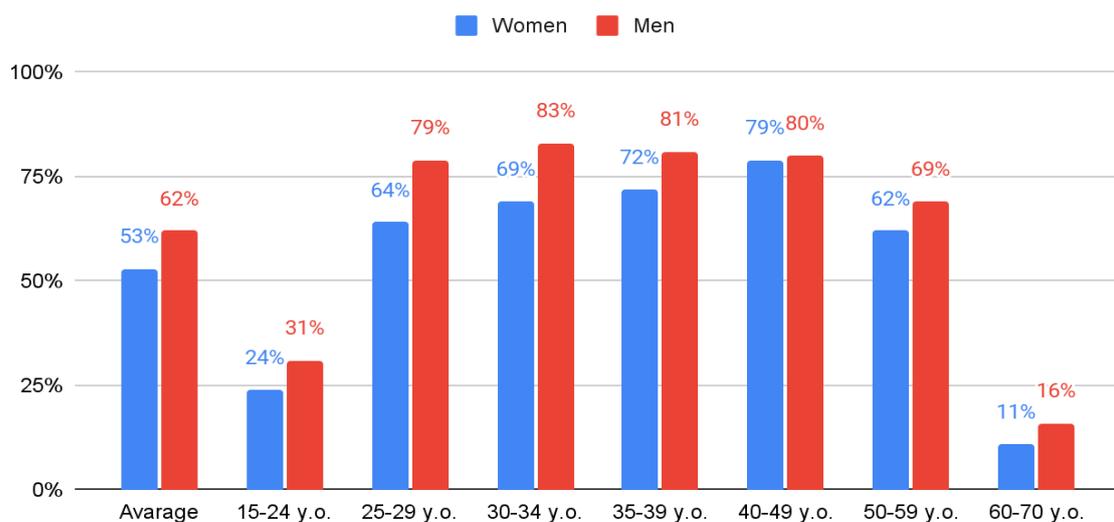


Figure 3.3 The level of employment in the labour market among the population of Ukraine aged 15-70 years, by age groups and by sex [34]

The economic activity of Ukrainian women fluctuates throughout life. It can be seen that from 15 to 39 years we see a significant difference between the involvement of women and men in work. After the birth of one child, a woman drops out of work. After maternity leave woman is forced to accept low-paid jobs or no longer return to work.

This trend again confirms the patriarchal Ukrainian society, a woman must choose between career and family.

All these factors negatively affect a woman's employment and the level of wages and subsequently on social benefits regardless of whether she already has a child or not yet. One in two women from employers in Ukraine is reluctant to give work to women with small children. Rooted stereotypes about the role of women in society and its implementation only in the family as a mother is a block even for those girls who do not want to start a family. Generalization and discrimination have a negative impact on women's economic and political involvement [37].

Not so much was already done by the Ukrainian government to improve the situation, namely:

- revocation of the Law in 2018 forbidding women's professions, which was approved by the Ministry of Health and operated for 25 years;
- launch of the STEM Girls initiative, support small business owners through training and assistance;
- maintaining a congress HeForShe and information campaign "Happiness in four hands" that explain why gender equivalent importance for both gender.

The following recommendations for overcoming gender inequality and segregation on the labour market in Ukraine were created taking into account the situation in Ukraine and world experience.

From childhood, gender stereotypes are imposed on boys and girls, even in toy advertising, so it is worth borrowing the Spanish experience in gender-neutral toy advertising, not to impose appropriate colours and patterns of behaviour on a particular gender since childhood [38].

There should be centres for preparing parents for childbirth, which provided gender-neutral care training and an explanation about the importance of not imposing a pattern of behaviour on a particular gender. Parents' unawareness about gender-neutral upbringing limits their child's choice of friends, hobbies and behaviour patterns. For example, in the desire to compliment the child, parents often use a beautiful and pretty for a girl, at a time when boys are more often characterized by strong, courageous, clever, and smart. So girls' parents focus on the girl's appearance rather than her features or qualities [39].

The next step could be to educate a new generation of teachers in a gender-neutral way. That is, teachers should not segregate girls in the humanities and boys in mathematics, because this myth must be refuted [40].

Advertising campaigns should be set up to raise awareness that women are not service staff or people who have only reproductive functions. Ukraine should use the experience of European colleagues in maintaining childcare leave for both women and men [41].

Children's rooms should be created at companies so that a woman is not forced to choose between work and family.

Working mentoring programs for women could support women's initiatives and capacity to achieve leadership positions.

Employers should be obligated to provide equal pay for women and men due to the controlled difference that should be enshrined at the state level. Penalties should also be introduced for employers for violating women's right to pay or discrimination on the grounds of employment or occupation.

Wages in envelopes must be abolished.

At the legislative level, regulation should be introduced for positions at all levels so that there is an equal percentage of men and women in each position. In this way, we will be able to increase the presence of women in all spheres of activity, both in the economic and political spheres.

Compliance with all items by employers should be investigated and monitored by the relevant government agency. In case of non-compliance, the law should impose a fine. An integrated approach to solving the issues at the highest level should contain, gender-neutral child-raising, monitoring employers and foreign experience. These stages should have a positive effect on the gender differentiation in the workforce in Ukraine.

CONCLUSIONS

Gender imbalance is a serious problem of the twenty-first century, which oppresses the rights of half the world's population in various aspects. This applies not only to unequal pay but also to more serious and deeper issues that have neither geography nor age or race.

Women in every corner of the world face and suffer from gender stereotypes that begin in childhood and have a negative impact on Phoebe's ability to provide financially. This applies to gender segregation of education, access to the country's political life, and the opportunity to work where you want, and not where in the traditional women's sphere.

The work also drew a parallel between developing and developed countries. Both categories have problems in the labour market due to their stereotypical patriarchal attitude to the concept of work and the presence of women in this area. But it should be noted that the index of the presence and opportunities of women in developed countries is higher, but not yet 100%.

The main difference is that not always developed countries have a de-juro or de-facto democratic system, which makes it difficult to adopt the format of a working woman in a society where traditionally a woman is the guardian of family comfort and washing. But the cases presented suggest that as a result of various initiatives, men's opinions are changing.

Also, both common cases show that every change in society begins with education, which should be gender-neutral and support women. All kinds of training, additional work with psychologists and professional classes are the key to inspiring women to do something other than family and benefits society and become independent of men.

Such trends make a positive contribution to the economies of countries, as women have the same abilities as men.

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APPENDICES

Appendix A

SUMMARY

Bondarenko S.I. Gender differentiation on the international labour market– qualification paper. Sumy State University, Sumy, 2022.

The final paper is devoted to studying gender differentiation in the international labour market, investigate the rate of gender inequality in the Ukrainian labour market, as well as find out the ways to improve the situation and assist women's economic empowerment.

Key words: gender imbalance, equality, segregation, gender differentiation, labour market.

Анотація

Бондаренко С. І. Гендерна диференціація на міжнародному ринку праці – кваліфікаційна робота. Сумський державний університет, Суми, 2022.

Підсумкова робота присвячена вивченню гендерної диференціації на міжнародному ринку праці, дослідженню рівня гендерної нерівності на українському ринку праці, а також з'ясування шляхів покращення ситуації та сприяння розширенню економічних можливостей жінок.

Ключові слова: гендерний дисбаланс, рівність, сегрегація, гендерна диференціація, ринок праці.

Appendix B

Table B1. Male and female labour force participation rates, 1991, 1999, 2008 and 2009, and the gender gap in economically active females per 100 males, 2009 [7].

	Female LFPR (%)				Male LFPR (%)				Number of economically active females per 100 economically active males
	1991	1999	2008	2009	1991	1999	2008	2009	2009
World	52.3	51.8	51.7	51.6	80.6	79.2	77.7	77.7	66.6
Developed Economies & European Union	50.6	51.8	53.2	52.9	72.5	70.4	69.2	68.6	81.5
Central & SouthEastern Europe (non-EU) & CIS	54.4	49.8	50.7	50.6	74.1	69.1	69.3	69.0	83.2
East Asia	71.5	69.9	66.6	66.5	84.5	83.5	79.3	79.4	80.3
South-East Asia & the Pacific	59.8	58.0	57.4	57.4	83.1	83.1	81.7	82.0	72.0
South Asia	35.4	34.3	35.1	34.9	84.4	82.9	81.5	81.6	40.6
Latin America & the Caribbean	41.8	46.6	51.6	51.7	82.0	80.7	80.1	79.7	68.1
Middle East	18.6	22.6	24.9	25.4	78.6	75.8	74.4	75.3	30.6

North Africa	25.0	26.6	27.5	27.4	76.5	76.4	75.5	76.4	36.1
Sub-Saharan Africa	58.8	60.4	62.1	62.6	81.9	81.4	81.2	81.2	79.2

Table B2. Change in hiring, 2015-2020, by industry, level of role and gender [11].

Industry	Share of women hired into senior management roles						Share of women in all roles
	2015	2016	2017	2018	2019	2020	2020
IT Services	24.2%	24.5%	25.2%	26.0%	27.1%	27.8%	31%
Financial Services	28.9%	29.0%	29.4%	30.6%	31.3%	31.5%	40%
Health and Healthcare	43.5%	43.5%	43.6%	44.5%	45.2%	45.4%	61%
Manufacturing	19.8%	20.0%	20.6%	21.1%	21.7%	21.8%	28%
Consumer, Consumer Goods	36.2%	36.0%	36.4%	37.1%	37.6%	37.3%	53%
Media and Communications	42.8%	43.5%	43.8%	45.0%	45.0%	44.5%	54%
Non-profits	54.0%	54.1%	54.1%	54.7%	55.2%	54.8%	68%
Professional Services	33.7%	34.1%	34.4%	35.6%	35.7%	35.3%	47%
Education	47.7%	48.5%	58.3%	49.5%	50.0%	49.4%	57%
Consumer, Retail	34.8%	34.9%	35.3%	35.0%	36.2%	35.5%	53%
Consumer, Recreation and Travel	33.2%	33.6%	33.6%	34.1%	35.0%	33.9%	43%

Table B3. Comparison of Ukraine and Lithuania in measuring economic participation and opportunities for women

		Ukraine
Labour force participation	Women	60.4%
	Men	72.9%
	Ratio(w/m)	0.83
Estimated earned income, PPP, USD	Woman	8 822
	Men	10 813
	Ratio (w/m)	0.631
Average monthly salary	Ratio(w/m)	0.75
Leadership in economic sphere	The share of companies where women are co-owners	46%
	The share of companies where women are top managers	23%

Source: The Global Gender Gap Report 2018, WEF

Table B4. The wage gap in Ukraine (difference in% of women's wages compared to men's wages), 2017-2019 [35]

Type of activity	2017	2018	2019, 2nd quarter
The average for the economy	17.6	18.5	22.2
Agriculture, forestry and fisheries	15.5	17.8	20.6
Industry	23.4	24.7	26.3
Construction	4.4	8.4	5.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	20.6	19.7	18.6
Transport, warehousing, postal and courier activities	19.5	19.9	22.9
Temporary accommodation and catering	13.5	13.8	8.2
Information and telecommunications	18.9	18.7	21.7
Financial and insurance activities Real estate activities	5.9	9.9	7.8
Professional, scientific and technical activities	14.1	18.9	22.5
Activities in the field of administrative and support service activities	-2.4	-1.4	-15.2
Public administration and defence; compulsory social security	5,1	3,2	6,2
Education	0.2	-0.9	2.7
Health care and social assistance	9.3	10.3	10.8

Arts, sports, entertainment and recreation	38.4	36.3	42.6
Provision of other types of services	15.1	11.8	15.6