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GENDER AND CAREER

TEXTBOOK

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Annotation

The text-book studies gender dimension of person's career development. It also highlights gender-sensitive features of employment in Ukrainian labor market, as well as social, psychological and personal factors of male and female career development. The text-book also deals with gender dimension of leadership and management. It analyzes main gender-sensitive issues of person's career development, such as gender stereotypes, sexism, discrimination, gender and sexual misconduct, harassment, workplace violence. Special focus has been given to psychological problems women encounter when developing their career, namely, the family-to-work conflict.

The authors suggest main lines of work for psychologists to help overcome gender-specific career development problems of the individual. The text-book is recommended for Psychology students doing Master's degree, Applied Psychologists, Sociologists, Organization Managers and all those who are interested in gender-sensitive issues of person's career development.



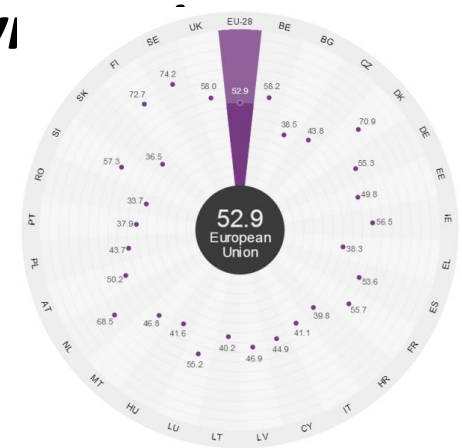
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I. Gender-sensitive Specificity of Person's Employment in the Labor Market

1.1. Peculiarities of Male and Female Employment in Ukrainian and European Labor Markets.

This Unit will analyze official figures of State Employment Service of Ukraine, as well as findings of sociological surveys on male and female employment in Ukraine and in Europe (according to EI GE). Other issues addressed in this Unit will include the notion of gender equality; Gender Equality Index and indicators of gender equality; level of education and gender inequality in the labor market; gender dimension of remuneration and reasons for gender pay gap; peculiarities of female unemployment.



1.2. Gender Segregation in Ukrainian and European Labor Markets.

This Unit will offer definition of gender segregation in employment and study the role of gender stereotypes in shaping gender segregation in the labor market. The Unit will also discuss the notion of male- and female-dominated occupations and sectors, as well as professional identity, vocational training and gender segregation in employment. Other key issues of the Unit will include Glass Ceiling Effect as manifestation of gender segregation and integration of women into managerial roles.

1.3. Legal Aspects of Gender Policy in the Ukrainian Labor Market.

The Unit will study legal framework for the issue of gender equality in Ukraine, especially in connection with the labor market, and give a brief historical analysis of the gender equality notion evolution. It will also identify challenges of implementing laws on gender equality in Ukrainian labor market. Other issues addressed in this Unit will be legal framework for fighting gender-based harassment and violence in Ukraine in different areas of social life, including employment, and legislative aspects of combating human trafficking.

II. Gender Dimension of Person's Career Development

2.1. Psychological Foundations of Research on Person's Career Development

This Unit will deal with the notion of career, basic principles of career studying, career types, dominant careers in Ukraine, male- and female-dominated careers, as well as stages of career pursuit. It will also study fundamental models of employment and breadwinning.



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2.2. Psychological Factors of Male and Female Career Development.

The Unit will analyze social and psychological factors of male and female career development, including ethnopsychological and sociocultural ones, as well as the effect of social and economic crisis and competitive environment on female professional development and career pursuit. Other key issues of the Unit will include popular mentality and mass media as drivers in shaping female career orientation; institutional factors in female career development, such as corporate culture, senior management approach, etc.

The Unit will also explore personal factors of female career development, including basic motives, needs and values, achievement and failure avoidance motivation; mental readiness to pursue one's own business; female self-esteem, self-efficacy, aspiration level, self-confidence and self-respect and career development; features of gender identity, masculinity, femininity, androgyny of women and choice of career orientation type; stress management and female career development; woman's health as a factor in career development; occupational and family values in the system of women's sense of life attitudes; women's self-fulfillment in their career; career advancement and balance in other areas of life; family attitudes and preferences and their effect on female career development; major barriers to female career development.

2.3. Gender-sensitive Features of Leadership, Management and Administration.

The Unit will consider core leadership theories and fundamental theoretical issues of female leadership. It will also study woman as a leader in terms of stereotypes and reality with the key question being if woman can be a top manager. Other issues addressed in the Unit will include psychological challenges women can meet when pursuing an administrative career; specific character of female management approach; employees' expectations concerning a female leader; respect for male and female managers; standards and expectations concerning women in politics; women in public administration; psychological problems women encounter during their administrative career journeys.



III. Gender-sensitive Issues of Individual Career Advancement

3.1. Gender Stereotypes in Career.

The Unit will address gender stereotypes as fixed social and cultural constructs, which reflect generalized experience of several generations in terms of behavior, career, and gender roles in society. It will also describe essential characteristics of gender stereotypes in career pursuit and analyze their functions, as well as strengths and weaknesses.

3.2. Workplace Gender Discrimination.

The Unit will analyze the scope of gender discrimination, possible reasons behind its occurrence and manifestation peculiarities in all spheres of social life with the focus on employment, including, but not limited to such dominant types of gender discrimination as gender pay gap and challenges of entering employment which account, among other things, for unemployment.



3.3. Sexism in Employment, its Manifestations and Consequences.

The Unit will define the notion of sexism, study its manifestations in employment and analyze its moral consequences. It will also consider legal consequences of sexism through the category of gender-sensitive cases in legal proceedings.

3.4. Gender-based and Sexual Harassment and Violence in the Workplace.

The Unit will discuss if the issue of gender-based violence in the workplace is essential and if there is gender-based violence in the workplace in Ukraine and in Europe. Other issues addressed in the Unit will include the notions of gender-based harassment and violence; manifestations of gender-based violence in the workplace; the notion of sexual harassment at work; victim characteristics of women who succumb to gender-based violence; LGBTs in the workplace: attitudes, stereotypes, interaction and communication barriers, persecution; gender identity and employment; sexual harassment and attitude to work, sexual harassment and work stress in women.



3.5. The Family-to-Work Conflict in the Process of Female Career Advancement.

This Unit will discuss peculiarities of women struggling to balance occupational and family roles and multitasking capability of modern women, specifically professional development, household chores, motherhood, relations with their partner. Other issues addressed in the Unit will include household chores done by women and viewed as unpaid work, “double workload”; sharing household chores and opportunities for women to pursue their career; balancing occupational and family values and priority rating; childbearing and female career development; motherhood and career advancement; female career advancement as a driver of better family relations or marriage breakdown; woman successful in her career as a role model for her children.

The Unit will also explore inner conflict between career goals, aspirations and family obligations and triggers for such conflict, as well as consequences of women's inner conflicts for family relations and career.



IV. Gender-sensitive Counseling Solutions in the Employment Sector

4.1. Types, Functions and Ethical Principles of Gender-sensitive Counseling

This Unit will address the following issues: education, psychodiagnostics, prevention, counseling and psychocorrection as types of gender-sensitive counseling; major gender-sensitive issues in employment that clients go to psychologists with; basic ethical principles of gender-sensitive counseling in employment with regard to Ethics Code; psychologist's professional competencies and professionally significant qualities and traits necessary for psychological follow-up for gender-sensitive issues of career pursuit; psychologist's tolerance of gender.

The Unit will also consider fundamental principles of feminist approach to counseling.

4.2. Solutions to Challenge Gender Stereotypes in Career.

The Unit will analyze ways of challenging gender stereotypes, particularly, public awareness campaign (aimed at identifying and studying gender stereotypes of a certain community alongside with analyzing one's own gender stereotypes, examining their sources, etc.) and promotion.

It will also aim at developing wider concepts and beliefs with regard to gender-sensitive issues in the workplace.

Using narratives about real life events, the Unit will prove that women can achieve success in their career.

At an implementation level, the Unit will outline a set of tools, requirements, skills and procedures necessary to challenge gender stereotypes.

4.3. Main Lines of Work for Psychologists to Help Overcome Gender Discrimination, Sexism, Gender-based Harassment and Violence in the Workplace.

The Unit will focus on education (psychological and legal) as a means of preventing and avoiding gender discrimination, sexism, violence in the workplace.

It will also deal with the following key issues:

- understanding signs and limits of gender-based harassment and violence;
- challenging gender stereotypes as one of approaches to preventing gender discrimination in employment (discussed in detail in Unit 4.2);
- techniques which help avoid being manipulated in regard to gender identity and career;
- key aspects of providing counseling services to victims of gender-based harassment and violence in the workplace;
- training program to learn gender tolerance;
- implementing and abiding by gender equality policies in various sectors, fostering organizational culture based on gender equality.

4.4. Solutions to Handle the Family-to-Work Conflict in Women.

The Unit will explore life and occupational values in the system of modern women's sense of life attitudes. Other key issues addressed in this Unit will include priority rating in accordance with woman's age, life situation and family status; time-management as a means to control your own working hours, time and resources to resolve family-to-work conflict; the role of spousal support for the careers of women, as well as support by other family members, in resolving family-to-work conflict.



4.5. Major Techniques for Preserving Women's Psychological Well-Being and Health

This Unit will define the notion of psychological well-being and dimensions of psychological well-being of a woman (self-acceptance, positive relations with others, autonomy, environment mastery, purpose in life and personal growth). Other issues addressed in the Unit will include major reasons for problems with women's psychological well-being and health and techniques to harmonize all spheres of life.



Methods to Develop Person's Career Aspirations

5.1. Personal Development Techniques

The Unit will analyze modern concepts of personal development, its main techniques (self-acceptance and self-prediction), the notion of harmonious personality and self-actualizing person. It will also review approaches to spirituality development, techniques for achieving success and life planning practices, as well as game, training, psychological counseling, developmental training and other personal development techniques.

Other issues addressed in the Unit will include developing self-confidence and self-efficacy; analyzing and developing communication skills, ability to set limits in professional interaction. We will also focus on studying own resources and development zones in career pursuit, as well as self-motivation and self-management techniques.



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- ***5.2. Working Out Effective Coping Strategies and Resolving Conflicts as a Driver of Person's Career Development.***

This Unit will aim at helping women study their own level of stress resistance, work out coping strategies and behavior patterns to deal with conflict situations. It will also suggest psychodiagnostic tools to study these phenomena, ideas for individual and group work aimed at working out coping strategies for stressful situations associated with gender-related career challenges, as well as techniques for effective behavior in conflict situations.



5.3. Counseling for Person's Career Aspirations Development

This Unit will deal with techniques for developing an individual career plan and techniques for generating career motivation, especially achievement motivation.

It will also address the issue of setting career goals and ways to achieve them and analyze personal factors contributing to and impeding career development.

Other key issues addressed in the Unit will include gender identity as a resource for person's career aspirations development; techniques for constructing a congruent female model of career development; developing psychological characteristics and personality features essential for one's occupation, which can contribute to professional development of a person, acknowledgment of their expertise irrespective of gender identity; psychologist's group work aimed at person's career aspirations development (training program).



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