



GENDER AND CAREER TEXTBOOK

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Chapter 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 analyzes 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 EIGE). Other issues addressed in this Unit 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.



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Chapter 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.

In this Unit we address major causes of unemployment, study gender dimension of unemployment, as well as peculiarities of emotional unemployment experience by men and women. We also address the issue of unemployment and single parents and study the difficulties single fathers and single mothers may face in unemployment, as well as interconnection between unemployment and poverty.



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

1.2. Gender Segregation in Ukrainian and European Labor Markets.

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



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

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

The Unit defines the notion of gender policies and their implementation arrangements. It also analyzes international instruments, such as declarations, conventions, covenants and national laws and regulations, as well as their implications for gender policies implementation in Ukraine. National issues of gender policies are identified.

We also examine Labor legislation of Ukraine, including Labor Code of Ukraine, Laws of Ukraine On Labor Remuneration, On Vacations, On Occupational Safety and Health, On Ensuring Equal Rights and Opportunities of Women and Men, etc.

We define the notion of gender equality in the world of work.



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Chapter II. Person's Career Development: Gender Dimension

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

We define the notions of career, professional activity and employment, career types, *career stages*. Also this Unit includes the following: basic principles of studying the concept of career; psychological components of career, such as professional self-determination and professional identity; career motivation; professionally significant qualities and traits; self-esteem and self-efficacy; social and psychological competence, professional ethics. We also consider occupational mobility as a way of career development and identify types of women with successful career.

We analyze dominant careers in Ukraine, male- and female-dominated careers. We also study fundamental models of employment and breadwinning.



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Chapter II. Person's Career Development: Gender Dimension

2.2. Psychological Factors of Male and Female Career Development.

The Unit represents social and psychological factors of male and female career development, including ethnopsychological and sociocultural ones. Other key issues of the Unit are: mass consciousness and mass media impact on formation of female career orientation; institutional factors in female career development, such as corporate culture, senior management approach, etc.



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Chapter II. Person's Career Development: Gender Dimension

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

The Unit covers core leadership theories and theoretical issues of female leadership, such as Sex-Role Spillover Theory (B. Gutek), Gender Mainstreaming Theory (J. Bowman and S. Sutton) Social Role Theory of Gender Differences (A. Eagly), Path-Goal Theory (R. House, J. Hunt) and others.

Research on gender leadership reveals the issue of ageism meaning intersections of gender, career and age. Negative and positive implications of ageism for women are considered. Also discovered psychological problems women encounter during their administrative career journeys; integration of women into politics.



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Chapter III. Gender-sensitive Issues of Individual Career Advancement.

3.1. Gender Stereotypes in Career.

In this Unit we define the notion of gender stereotypes and single out its components and peculiarities, such as temporal stability and rigidity. We also introduce classification of gender stereotypes, explore their functions and reasons behind their existence.

The Unit analyzes the most common stereotypes in career, such as “a true woman does not want a career”, “husband should be the head of the family”, “family and career are incompatible”, “business has no female face”, etc.



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Chapter III. Gender-sensitive Issues of Individual Career Advancement.

3.2. Workplace Gender Discrimination.

In this Unit we define the notions of discrimination and gender discrimination and analyze key indicators of discrimination, such as violations of rights and freedoms; presence of protected sign; absence of a legitimate aim for distinction; non-compliance with the principle of proportionality between the purpose of distinction and means of its achievement.

We also analyze types and forms of discrimination (positive and negative, direct and indirect) and describe forms of gender discrimination, namely discrimination at the level of preferences, statistical discrimination, “monopoly” model of discrimination. The Unit explores instances of gender discrimination in the Ukrainian labor market (in wages, employment, staff reduction, promotion, professional development). We analyze reasons behind gender discrimination at the workplace and offer recommendations on how to eliminate it.



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Chapter III. Gender-sensitive Issues of Individual Career Advancement.

3.3. Sexism, Gender and Sexual Harassment and Violence in Employment: Manifestations and Consequences.

In this Unit we define the notions of sexism, gender-based and sexual harassment, violence and analyze the essence, components and forms of gender bias.

We identify sexism kinds (institutional, interpersonal, internal) and types (old-fashioned and modern-day, hostile and benevolent).

We also provide examples of occupational sexism, gender-based and sexual harassment at the workplace and study types of sexual harassment (“favor for a favor”, ‘hostile environment’) and gender-based violence (physical, psychological, sexual, economic) at work, as well as the impact of gender-based violence on employees.



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Chapter III. Gender-sensitive Issues of Individual Career Advancement.

3.4. The Family-to-Work Conflict in Women`s Career Advancement.

In this Unit we show peculiarities of women struggling to balance occupational and family roles and multitasking capability of modern women, specifically professional development, household chores as unpaid work, “double workload”, motherhood, relations with partner.

This Unit addresses to major types of inner conflicts that women face, such as

- double workload, partially limited professional fulfillment prospects;
- dissatisfaction with career achievements, with opportunities to fulfill career ambitions;



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Chapter III. Gender-sensitive Issues of Individual Career Advancement.

3.4. The Family-to-Work Conflict in Women`s Career Advancement.

- inner conflict between the roles of employee, wife and mother;
- non-conformity to gender stereotypes and social expectations of relatives;
- conflict between gender identity characteristics (masculinity – femininity), as career pursuit often requires the display of masculine traits, while family needs the display of feminine traits;
- psychological stresses that have adverse effect on women's psychological well-being and health.



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Chapter IV. Technologies of psychological assistance facing gender problems in the Employment Sector.

4.1. Types, Functions and Ethical Principles of Psychologists Working with Gender Problems

This Unit will address the following issues: awareness education, psychodiagnosics, prevention, counseling and psychocorrection as types of gender-sensitive counseling; basic ethical principles of gender-sensitive counseling in employment according 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.



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Chapter IV. Technologies of psychological assistance facing gender problems in the Employment Sector.

4.2. Solutions to Challenge Gender Stereotypes in Career.

In this Unit we summarize major types and lines of work to challenge gender stereotypes (see Figure 1).

We define an algorithm for challenging gender stereotypes (study gender stereotypes – find and choose resources to change stereotyped attitude – create favorable environment in society – enhance personal resources – implement government controlling function) and set out conditions for its successful implementation.

We also study the notions of gender competence and gender audit and how they help challenge gender stereotypes in career.



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Chapter IV. Technologies of psychological assistance facing gender problems in the Employment Sector.

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

- c) correctional (work aimed at gender re-socialization, overcoming negative consequences of gender discrimination at work, developing self-confidence, assertive communication skills);
- d) preventive (work aimed at detecting and eliminating victim characteristics of employees, their mastery of the procedure for opposing destructive influences).



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Chapter IV. Technologies of psychological assistance facing gender problems in the Employment Sector.

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

The Unit suggests major approaches to handle Family-to-Work conflict in women, namely

- analyzing career and family values, identifying immediate life goals;
- family counseling (analyzing and correcting distribution of family functions and roles);
- working with gender identity, discovering, accepting and developing femininity;
- analyzing family concepts in an effort to study the formation of ideas about male and female roles in the family and career, choice and development of constructive behavior patterns;



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Chapter IV. Technologies of psychological assistance facing gender problems in the Employment Sector.

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

- developing skills for maintaining health and psychological women well-being;
- psychological work with men for parental identity development;
- developing family-friendly organizational culture.

For the purpose of each approach we suggest possible work techniques for psychologists.

We also introduce training programs Faces of My Gender Identity, Developing Healthy Lifestyle Skills.



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Chapter V. 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.



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Chapter V. Methods to Develop Person's Career Aspirations

5.2. Formation of Effective Coping Strategies and Resolving Conflicts as a Driver of Person's Career Development.

In this Unit we study the notions of occupational stress and coping strategies.

We also analyze main lines of work for psychologists to develop stress resistance and work out constructive coping strategies, such as

- revealing and studying person's stress and stress resistance level;
- analyzing typical situations considered by the person as stressful;
- analyzing stress triggers;



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Chapter V. Methods to Develop Person's Career Aspirations

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

- analyzing cognitive assessment of a situation as stressful;
- studying prevailing individual coping strategies and analyzing their constructibility;
- analyzing psychological resources for dealing with stressful situations;
- finding ways of developing constructive coping strategies;
- Prevention of occupational stress and occupational burnout.

We also study diagnostic techniques for acute stress, stress resistance, coping strategies and techniques for stress resistance development.



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Chapter V. Methods to Develop Person's Career Aspirations

5.3. Counseling for Person's Career Aspirations Development

This Unit outlines main types of psychological work for successful career development, as well as psychological follow-up aimed to develop person's professional self-determination and professional identity.

Other issues addressed in this Unit are: development of achievement motivation, setting career goals, development of professionally significant qualities and personal traits.

We also address coaching as a counseling, techniques for career plan development within organization and suggest some techniques for implementation of each type psychological work.

We study the role of activity assessment, training and staff development in career achievements of an employee in organization.



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