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GENDER EQUALITY AS A PRECONDITION FOR FEMALE CAREER DEVELOPMENT

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At first glance, career development opportunities seem to be available to every individual, yet the results of social research in Ukraine, Europe and throughout the world reveal gender inequality with regard to employment as a result of discriminatory norms and attitudes, uneven distribution of household chores and childcare responsibilities, as well as poor gender integration solutions in employment. Not a single country in the world has managed to bridge the gender gap.



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This study *aims* to analyze gender equality as a precondition for female career development.

The following indicators manifest gender inequality with regard to employment:

Gender Segregation of Labor;

Gender Pay Gap;

Dual Employment of Women (Family and Work);

Gender Stereotypes;

Gender-based Harassment and Violence

Gender Segregation of Labor

Theoretical analysis of psychological and sociological literature reveals the phenomenon of gender segregation as an important indicator of gender inequality with regard to employment.

The following fields of activity are considered female: education, medicine, human resource management, art, entertainment, mass media, service industry, elderly care and childcare, diverse fields of trade, agriculture.

The following fields of activity have been labeled as male: law enforcement agencies, IT technologies, crisis management, raw materials extraction, manufacturing, construction, repair work.

The same trend is observed when men and women choose their major in college.

Glass Ceiling Effect

is a manifestation of gender segregation. It manifests itself in a set of rules and practices which set up barriers for promoting women to top management.

In Ukraine, top manager and senior executive positions in various sectors are occupied by men mostly. Even if working in female-dominated sectors, men often hold senior positions.

Barriers to Growth of Women in Management:

gender roles attitudes within the company;
double standards as to men and women
exercising their managerial skills;
necessity of constant expertise proof by women
in management;
possible non-recognition of female managers as a
source of responsibility and power.



Gender Pay Gap

Gender inequality is also made apparent through gender pay gap. In this day and age women rarely get lower wages just because of their gender identity.

Indirect factors of gender pay gap:

gender stereotypes about their expertise;

gender segregation, glass ceiling effect;

full-time work opportunities;

conventional approaches to performance assessment geared towards formal job description for male-dominated positions;

field of activity;

company's economic performance, working environment





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Female employment appears to be concentrated in highly qualified jobs that require brain work and creative operation, but yield lower salaries as they are mostly in the public sector.

Balancing Career and Family

Female career development difficulties may be attributed to “double workload” of women . Household chores done by women are viewed as unpaid work which she has to balance with her career.

According to EIGE, in most EU member states, increasing number of children reduces female employment . When hiring staff, some employers consider marital and parental status of women, thus, possibility of sick and maternity leaves in the future.

These are factors determining undesirable company employee.



Gender-based Harassment and Violence

Gender-based harassment and violence are symptoms of gender inequality. Gender-based harassment is viewed as a bias towards men and women due to their gender identity. This concept is wider than sexual harassment and is much more common in the sphere of employment.

Gender-based harassment is part and parcel of gender-based violence. Gender-based violence or violence against women (according to EIGE) is understood as a violation of human rights and a form of discrimination against women and means any acts of gender-based violence. It results in, or is likely to result in, physical, sexual, psychological or economic harm or suffering.

Gender-based Harassment and Violence

Gender-based violence is used as leverage over employee's decision-making, their career development, employment opportunities, remuneration rate and economic security in general.

Gender-based harassment and violence should be treated seriously not only because the victims suffer, but they also contribute to unfavorable social and psychological climate among personnel, which has negative effect on the productivity.



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Gender-based harassment and violence can be disguised and people do not always recognize that they have fallen victim to gender-based discrimination.

Low awareness of gender equality, reliance on gender stereotypes shape an attitude to manifestations of gender-based persecution as to common sight without suspecting any violation of personal dignity based on their gender identity.



In this way, instances of gender inequality create external barriers for female career development. At the same time, these phenomena are often interiorized to become internal factors for women, thus, causing stress, diffidence, doubts about possible career development and imposing restrictions in various fields of self-fulfillment.

Primary Ways to Reduce Gender Inequality with Regard to Employment

We have outlined primary ways to reduce gender inequality with regard to employment, namely:

- public awareness campaign aimed at studying gender dimension of employment, challenging gender stereotypes, preventing and avoiding gender-based harassment and violence;
- balancing work, family and private life by women;



Primary Ways to Reduce Gender Inequality with Regard to Employment

- practical trainings for successful career, developing professionally important qualities and traits, coaching;
- public legal education (awareness of laws on gender-sensitive issues in the labor market);
- implementing and abiding by gender equality policies in various sectors, fostering organizational culture based on gender equality.

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