

**GENDER AND  
GEOGRAPHICAL  
ASPECTS OF THE  
EMPLOYMENT IN  
THE KIROVOHRAD  
OBLAST**



**GeSt**  
Gender Studies



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Larysa Semeniuk, Oleg Semeniuk  
Volodymyr Vynnychenko Central  
Ukrainian State Pedagogical University  
Ukraine, Kropyvnytskyi

The social and economic transformations process in Ukraine is followed by the increased differentiation of the society. One of its manifestations is gender inequality characteristic of any society independently of its political order and the level of social and economic development. It is apparent as women and men have unequal abilities in respect of public agencies, education sphere and employment, incomes and property.



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On the one hand, the transformation of the gender correlations in Ukraine for the sake of gender equality issues needs to be well-grounded on reliable analysis of gender correlations within Ukraine both nationwide and regionally; on the other hand it demands considering of the positive global experience in gender democracy.



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Gender geography is still new for Ukraine though it has been in active development throughout the world since the 1960s. Gender geography is a branch of social geography covering territorial differences of gender identification and gender roles perception.



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According to the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” gender equality is equal legal status of women and men and equal opportunities for its implementation, which allows persons of both sexes to take an equal part in all spheres of public life.

In Ukraine the gender equality issue is not related to the absence women’s rights, but to the process of ensuring them. Women are not discriminated in the society, but there are still stereotypes which still need to be changed because they see men and women’s roles in the society, their social status and norms of economic behaviour.



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As of 2018 women constitute more than half of the Kirovohrad Oblast population (53.9 %), its most educated and socially active part. The most urgent problems of the women in the region are employment, job placement, and unemployment issues.

As of mid-2018 the number of registered unemployed in the Kirovohrad Oblast has constituted 12,200 people within which 60.8 % are women.



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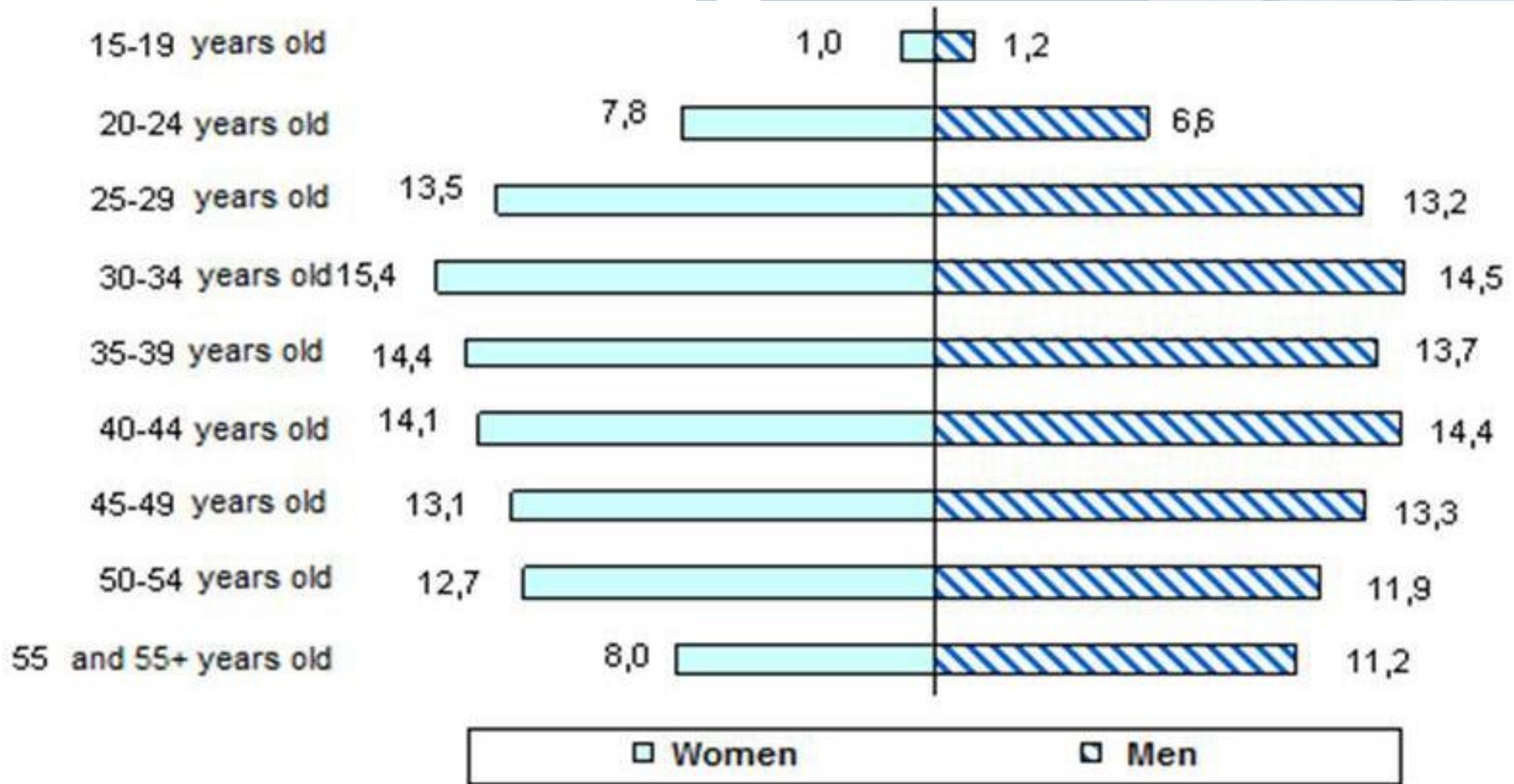


Fig. 1. Registered unemployment levels by age groups and gender (*as of the end of the year, in percentage*)

The economically active population unemployment level calculated according to the International Labour Organisation methodology made 6.6 % for women in 2006 and 7.0 % for men. As of 2016 these indicators have much worsened and made up 10.2 % for women and 14.2 % for men.

What should concern is the increasing trend of the women's unemployment in age groups of persons 35+ years old. It means that discriminatory tendencies in labour market formation are still there. Women still face the competitiveness risks, danger of losing jobs, decreased possibilities to find a new job, to undergo professional growth, further training and retraining too.



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The overall analysis of the correlations between men and women represented in various branches of economy proves that the regional tendency is women dominating in education, healthcare and social welfare institutions (83–84 %), food production (75 %), finances and banking (77 %). The lowest percentage of the employed women is vice versa seen in the highly-paid economies: defence (22%), forestry (24 %), and transport (26 %).



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The women's employment forecast is generally unfavourable. The new-born economic growth requires more jobs for men in construction and processing industries, the publicly-funded spheres which mostly employ women see the overall decrease in services demand.



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So, the solution for gender problems in unemployment within Ukraine and Kirovohrad Oblast specifically, overcoming gender imbalances of the labour market is generally inhibited by the low democratic developments in the country, mentality and national culture peculiarities, traditional set ideas about women's roles in the society. Such problems can be solved only when social policies and welfare of women, labour code and laws concerning salaries of women are improved.



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