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PROFESSIONAL GENDER SEGREGATION IN THE LABOR MARKET OF UKRAINE

The focus of the presented study is to identify the extent, nature of changes and determinants of professional gender segregation in the Ukrainian labor market, as well as to search for effective ways of equalizing gender disparities in the opportunities and results of male and female employment.

The analysis of the gender professional structure of employment of the population of Ukraine, as well as the concentration of men and women in different occupational groups made it possible to reveal asymmetry in gender based distribution of work, as well as to identify the so-called "female" and "male" types of employment. In addition, it was established to what extent gender groups were involved in the overall shifts in the professional composition of this country's labor force.

With the use of Duncan Dissimilarity Index, the author traces how changes in population employment have manifested themselves in the dynamics of the level of occupational gender segregation in the Ukrainian labor market.

It was found that the increase in the level of occupational gender segregation, which occurred during the period of study period, was caused by shifts in the general structure of occupations, while changes in the occupational concentration of men and women somewhat mitigated the gender imbalances.

It is shown that employment in Ukraine is gender segregated not only horizontally but also vertically and the author estimates the vertical gender segregation. Identified the determinants of vertical professional distribution of men and women. And the distribution of the influence of the workers' personal characteristics and their workplace parameters on the probability of job promotion with the consequences of discrimination in the domestic labor market made it possible to establish that the barriers to women's career growth are largely related to prejudiced attitudes and gender stereotypes about kinds of job suitable for women.

Defined possible guidelines for equalizing the identified gender imbalances in employment and ensuring equal opportunities for men and women in the sphere of labor.

Keywords: professional gender segregation, concentration, structure, employment, Ukrainian labor market

Gender segregation is one of the characteristics of the labor market that means uneven distribution of men and women by type of activity, occupation or position.

A high degree of gender segregation is a significant factor in the wage disparity [1–4], in career prospects and, as a consequence, in the overall employment inequa-

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lity between men and women. At the same time, human capital is an essential element of economic development. Therefore, research on the gender aspects of segregation in the labor market is important not only from the point of view of social justice, but also from the point of view of improving the efficiency of human capital utilization in a country and promoting the development of its economy.

Studies of the processes that cause and reproduce the uneven distribution of men and women by types of activities, professions and positions in the labor market, have attracted the attention of scientists around the world for many years. Thus, the theoretical foundations of these issues were laid in the writings of such scientists as R. Anker, G. Becker, P. Doeringer and M. Piore, H. Hartmann, S. Polachek, and others. Explaining gender segregation in the labor market, researchers note various possible causes of its existence, which, as a result, lead to the formation of alternative, and sometimes complementary, theoretical approaches to the cognition of this phenomenon. These include neoclassical, institutional and non-economic and / or gender theories [5–9].

It is worth noting a significant contribution to the theoretical as well as empirical studies of gender imbalances in the employment by O. Mezentsseva, I. Maltseva, D. Nesterova, Y. Roshchina [e.g., 10–12], and among domestic economists – works by Bliznyuk, G. Gerasimenko, O. Grishnova, G. Kulikova, E. Libanova, O. Makarova, V. Novikov and others [13–16].

At the same time, the issues of asymmetric placement of men and women in various employment structures: sectoral, professional, and official, do not lose their relevance and require further scientific exploration.

Occupation is a basic parameter of individual's employment and characteristics of his or her workplace, and therefore the focus of this study is occupational gender segregation, which is one of the most sustainable aspects of the labor market. While much of the workforce is excluded from the profession, human talent is lost and labor markets are ineffective. In addition, gender-based occupational segregation, which can occur both horizontally and vertically, has a negative impact on the position of employees, their income and the return on investment in human capital.

Therefore, the **purpose** of the presented study is to identify the extent, nature of changes and determinants of occupational gender segregation on the Ukrainian labor market. Achieving this goal involves solving a number of **tasks**, including:

- establishing to what extent women and men are employed in different occupations and whether this distribution has changed over time; whether women have been involved in professions that are identified in the public opinion as "male" and, conversely, men – in the "female" professions; what types of activities seem most / least resistant to change
- assessment of the scale of asymmetry in gender based vertical professional distribution and identification of the factors of vertical gender segregation on Ukraine's labor market;
- outlining the guidelines in the equalization of disproportions in opportunities and results of employment of men and women.

The analysis of the gender based **professional structure** of Ukraine's employed suggests that there are significant differences in the occupational distribution between men and women. Thus, with the use of statistical criteria the hypothesis has been tested that the link between the employee's profession and the gender is absent, and the observed differences are purely random. The statistics obtained by the author

indicated that the hypothesis of the independence of the variables is rejected, that is, the profession of the employee and his or her gender are interrelated. And this is an evidence to the fact that men and women find employment in different occupational groups. In particular, women's employment is largely concentrated among professionals and workers in the trade and services sector (Fig. 1). While the focus of men's employment is the profession of craft and related trades workers and plant and machine operators and assemblers (Fig. 2).

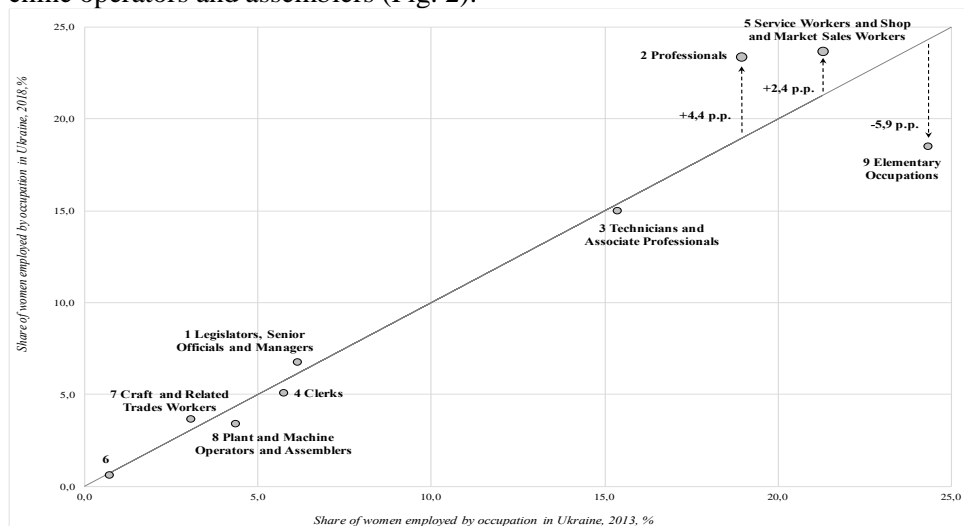


Fig. 1. Changes in the distribution of employed women by occupational groups in Ukrainian economy, 2013 and 2018

Notes: 6 – Skilled Agricultural and Fishery Workers.

Here, as well as in Fig. 2, coordinates of the points on the graph correspond to the shares of employed women (men) by occupational groups in 2013 and 2018. The farther the points in the graph are from the straight line, the greater are the changes in the respective employment rates. Calculated for nine professional groups at the level of sections of the National Classifier of Ukraine DK 003:2010 "Classifier of Occupations".

Source: calculated by the author based of population sample surveys on economic activity of the State Statistics Service of Ukraine.

In the three most popular among female workers professional groups, 65% of all working women are employed, while the same rate for men is 57%. In other words, the occupational distribution of women is more unequal than that of men.

Firstly, the changes in gender occupational structure of employment were greater among women, and secondly, in both cases, the most significant change was the reduction of the share of simple unskilled labor in favor of the increasing share of professionals and service workers and shop and market sales workers (Fig. 1, 2).

The method of decomposition of change in the effective indicator into components according to the method of isolated factor influence [17] gives an understanding of how and to what extent the gender groups were involved in the general changes in the professional composition of Ukraine' labor force (Table 1).

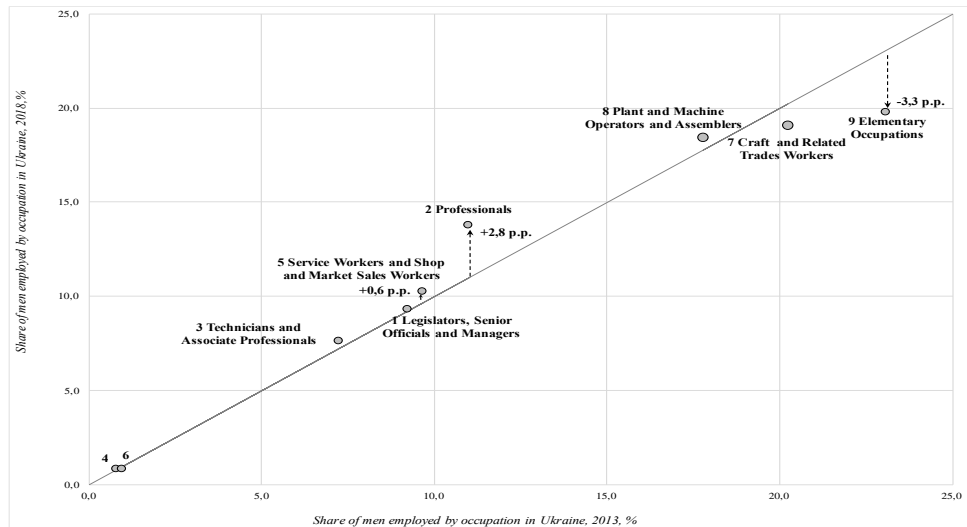


Fig. 2. Changes in the distribution of employed men by occupational groups in Ukrainian economy, 2013 and 2018

Notes: 4 – Clerks; 6 – Skilled Agricultural and Fishery Workers.

Designed for nine professional groups at the level of sections of the National Classifier of Ukraine DK 003:2010 "Classifier of Occupations".

Source: calculated by the author based on population sample surveys on economic activity of the State Statistics Service of Ukraine.

Table 1

Decomposition of changes in the distribution of employed by occupational groups in Ukraine, 2013 and 2018

Indicator	Change at the expense of gender related shifts in the employments, <i>p.p.</i> *	Change at the expense of shifts in gender related professional structure of employed, <i>p.p.</i> **	Change at the expense of gender related and gender related professional structure of employment, <i>p.p.</i>	Total change in the share of employed, <i>p.p.</i>	Effect of gender related shifts in the employment, %	Impact of gender related professional structure of the employed, %
1	2	3	4	5=2+3+4	6	7
1 – Legislators, Senior officials and Managers	-0,001	0,331	0,000	0,330	0,48	99,52
2 – Professionals	0,004	3,564	0,001	3,569	0,12	99,88
3 – Technicians and Associate Professionals (Experts)	0,004	0,030	0,000	0,034	11,96	88,04
4 – Clerks	0,002	-0,291	0,000	-0,289	0,87	99,13
5 – Service Workers and Shop and Market Sales Workers	0,006	1,469	0,001	1,476	0,41	99,59
6 – Skilled Agricultural and Fishery Workers	0,000	-0,116	0,000	-0,116	0,10	99,90
7 – Craft and Related Trades Workers	-0,008	-0,308	0,001	-0,315	2,73	97,27

End of Table 1

8 – Plant and Machine Operators and Assemblers	-0,006	-0,119	-0,001	-0,126	5,45	94,55
9 – Elementary Occupations	0,001	-4,560	-0,001	-4,560	0,03	99,97
Integral estimate					0,32	99,68

Notes: calculated for nine professional groups at the level of sections of the National Classifier of Ukraine DK 003:2010 "Classifier of Occupations".

* With retained gender professional structure of employment of Ukraine's population at the level of base period.

** With retained gender structure of employment of Ukraine's population at the level of base period.

Source: calculated by the author based on sample surveys of Ukraine's population on economic activity of the State Statistics Service of Ukraine.

Thus, the increase in the share of employed women (+0.05 pp in 2018 versus 2013, see Fig. 3) had the most significant impact on the change in the share of technicians and associate professionals (+0.004 pp, or 11.96 %), plant and machine operators and assemblers (-0.006 pp, or 5.45%), and craft and related trades workers (-0.008 pp or 2.73%). As can be seen, in the first case this influence was towards increased representation of the professional group in aggregate employment, and in the other two – towards reduced representation. In general, due to the minimal gender shifts in employment, the latter had a minimal effect on the change in the occupational distribution of the employed (0.32%). Consequently, occupational restructuring of Ukraine's employed population is almost entirely due to changes in the occupational composition of employed men and women (99.68%). Significant changes include a reduction in the share of simple unskilled labor (-4.56 pp) and an increase in the share of professionals (+3.57 pp) and service workers and shop and market sales workers (+1.48 pp), which are the result of professional "relocation" within gender groups and mainly among employed women.

During 2013–2018, the share of women in the employed population was almost stable, accounting for 48%, i.e. about half of all employed (Fig. 3).

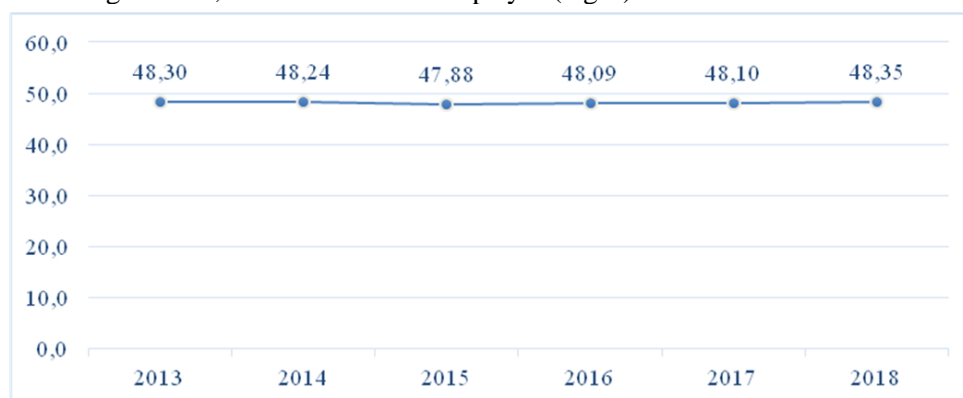


Fig. 3. Dynamics of the number of employed women, 2013–2018, % to total employed in Ukraine's economy

Source: calculated by the author based on sample surveys of Ukraine's population on economic activities (OECD) of the State Statistics Service of Ukraine.

And what about within professional groups? Study of the *concentration* of representatives of different sexes in individual professions and comparison of intra-professional shares of women with their contribution to the overall structure of employment allows us to assess

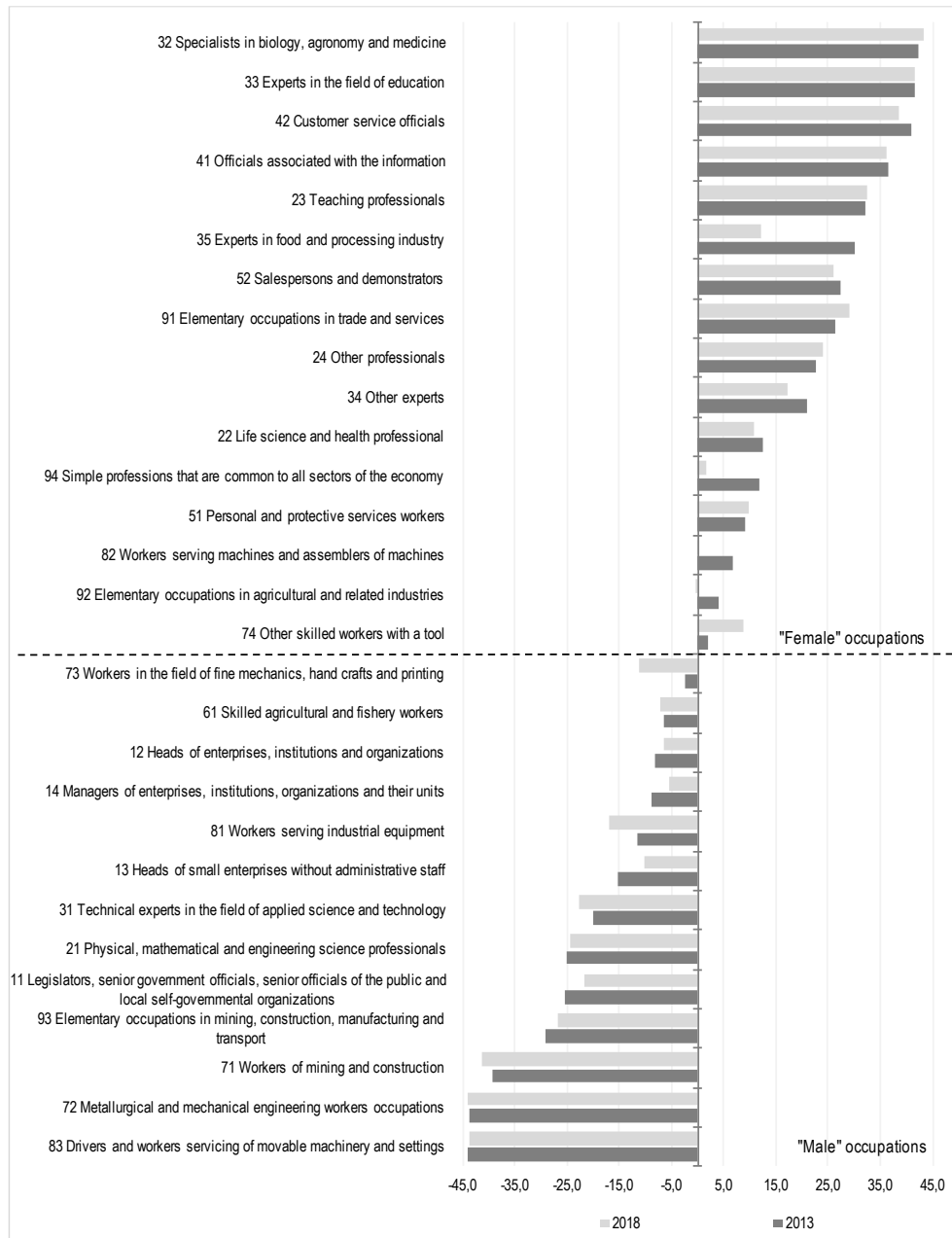


Fig. 4. Difference between the level of concentration of women in a profession and their share in total employment in Ukraine's economy, 2013 and 2018, *p.p.*

Notes: if the level of concentration of women in the profession exceeds their share in total employment, then the profession is classified as "female", otherwise – as "male".

Calculated for 28 professional groups at the level of subdivisions of the National Classifier of Ukraine DK 003:2010 "Classifier of Occupations".

Source: calculated by the author based on sample surveys of Ukraine's population on economic activities of the State Statistics Service of Ukraine.

the scale of asymmetry in the distribution of men and women by type of work, with the separation of so-called "male" and "female" occupations. It should be noted here that the level of professions' detail in the scheme of their classification would be of great importance for the result. Analysis of the data allowed us to conclude that it is expedient to use professional groups at the level of subdivisions in the National Classifier of Ukraine DK 003:2010 "Classifier of Occupations" (CO). This, on the one hand, will allow to take into account a greater degree of gender disparities in employment than at the level of CO sections, and on the other hand, will not distort the real picture as is likely at the level of CO classes or sub-classes.

Thus, (Fig. 4) pronounced "female" professions are officials associated with the information, customer services officials, as well as experts in biology, agronomy, medicine and education. Among the "male ones" are, first of all, drivers and workers servicing of movable machinery and settings, metallurgical and mechanical engineering workers occupations, and workers of mining and construction.

We note a certain increase in the concentration of both gender groups on "atypical" for their gender works. In particular, the share of women performing the "male" professions of legislators and senior officials, heads of enterprises (including small ones), institutions and organizations, and managers of enterprises (institutions, organizations) and their units has increased. And it was also in men's favor that women's representation decreased among experts in food and processing industry, workers serving machines and assemblers of machines, customer service officials, and life science and health professionals.

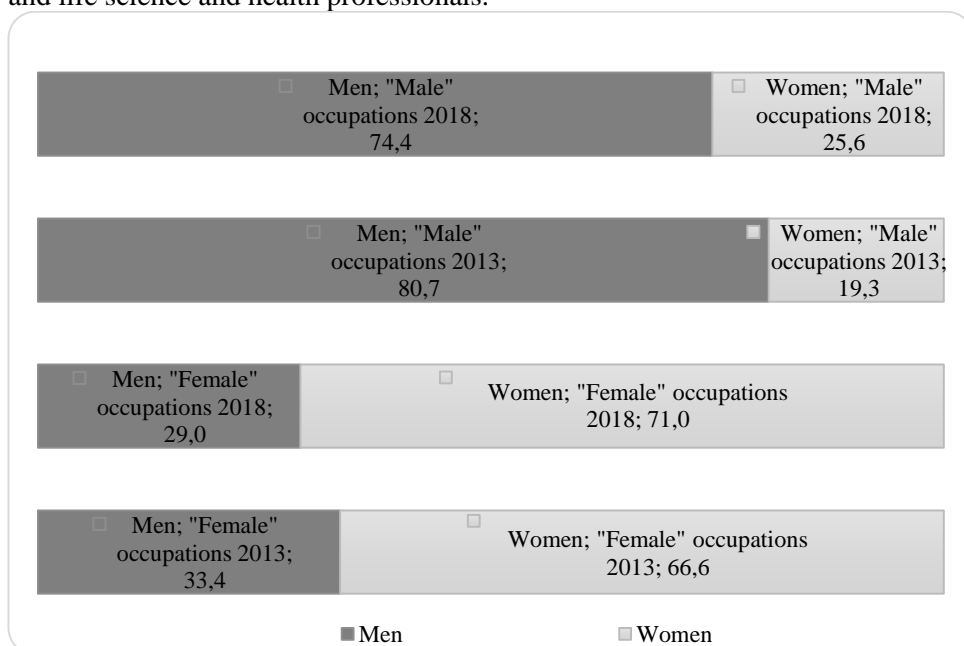


Fig. 5. Concentration of employment in "male" and "female" occupational groups in Ukraine's economy, 2013 and 2018, %*

* Calculated for 28 professional groups at the level of subdivisions of the National Classifier of Ukraine DK 003:2010 "Classifier of Occupations".

Source: calculated by the author based on sample surveys of Ukraine's population on economic activities of the State Statistics Service of Ukraine.

Overall, during the period under study, the growth in the share of employed women in "male" occupations was faster than the growth of their representation in "female" jobs (Fig. 5). At the essence of the changes in the ratio between the studied parameters, such processes as the reduction of male employment are much more significant than the changes of women's participation in the group of "female" professions; the number of employed men in "male" occupations remained almost unchanged, while the number of women performing those professions increased.

How the changes among the employed population in this country's economy manifested themselves in the dynamics of the level of occupational segregation can be identified through a number of indices, such as Duncan dissimilarity (ID); sex ratio (SR); women employment (WE); Karmel and MacLachlan (IP); marginal matching (MM) [18].

Let us dwell upon the Duncan dissimilarity index (ID), one of the most common standard methods for estimating the level of asymmetry in the occupational distribution of men and women. Its value can range from 0 (absolute integration) to 100 (absolute segregation). The Duncan index is zero when the same percentage of women are employed in each profession as in the economy as a whole. The value of 100 corresponds to a situation where all professions are strictly divided based on sex (i.e. there are no professions with a mixed composition of workers) [19].

A change in Duncan index can be caused by fluctuations in the occupational structure of employment, as well as the dynamics of intra-professional concentration of workers. Above, we analyzed these two components (structure and concentration of employees), and the contribution of each of them to the dynamics of the ID segregation index can be assessed separately using the decomposition method [20].

Thus, according to the obtained data (Table 2), there is a certain increase in the level of occupational segregation (+0.59 percentage points in 2018 against 2013), which, as expected, is caused by the effect of changes in the occupational structure of employment. Contribution of this component (+1.85 percentage points) was higher than the actual increase in the ID index, so the growth of the latter was weakened (-1.26 percentage points) due to the effect of replacing workers of one gender with representatives of the other gender within the professions themselves, in other words, "female" professions became more masculine and vice versa.

Table 2

**Decomposition of the change in the index of professional gender segregation in
Ukraine's economy, 2013 and 2018**

Indicator	Value
Duncan dissimilarity index (ID), %:	
2013	44,94
2018	45,53
Change in Duncan dissimilarity index ($\Delta ID_{2018-2013}$), total, p.p.	0,59
including at the expense of:	
- effect of the change in internal professional concentration of workers, p.p.	-1,26
- effect of the change in professional structure of the employment, p.p.	1,85

* Calculated for 28 professional groups at the level of subdivisions of the National Classifier of Ukraine DK 003:2010 "Classifier of Occupations".

Source: calculated by the author based on sample surveys of Ukraine's population on economic activities of the State Statistics Service of Ukraine.

Gender segregation has not only the horizontal form mentioned above, but also vertical, which characterizes the asymmetry in the distribution of gender groups in the job hierarchy. Considering the phenomenon of vertical gender segregation ("glass ceiling") in the labor market, they mean women's limited access to management and the most prestigious professions related to responsibility and decision-making [21].

Among the hypotheses about the main reasons for the existence of vertical gender segregation are such as the difference in the human capital between men and women, namely in the level and profile of education, experience, work record, leadership style, gender role difference, and institutional barriers (asymmetry in the institutions of career advancement, general discriminatory practices in society against women). Obviously, all these reasons are closely intertwined with each other and it is not easy to distinguish and separate their effects. In addition, the dominance of one or another cause may change over time and differ in cross-country comparisons.

To measure the extent of vertical gender segregation in Ukraine, author singled out a professional group of managers from the whole employed population, which included legislators and senior officials, heads of enterprises (including small ones), institutions and organizations. The obtained estimates are as follows (Table 3):

Table 3

Distribution of the professional group of managers by gender among employed in Ukraine's economy, 2013 and 2018

Indicator	2013	2018
Share of managers among total employed, %	6,44	5,66
Share of managers among female employed, %	4,90	4,77
Share of managers among male employed, %	7,88	6,49
Level of vertical segregation (difference between managers' shares in employed men and women), <i>p.p.</i> *	2,98	1,72
Share of women among managers, %	36,73	40,51

* Comparison of the shares of female managers among all employed women and male managers among employed men can be considered as an indicator of the level of vertical segregation, which follows from the algorithm for calculating the Duncan dissimilarity index for the case of binary classification of occupational groups (managers and all others).

Source: calculated by author based on sample surveys of the population on economic activities issues of the State Statistics Service of Ukraine.

Thus, the overall share of men among managers is more than half, but by the end of the analyzed period, the concentration of women in this professional group slightly increased (from 36.7% in 2013 to 40.5% in 2018). The reducing asymmetry in the representation of women and men in managerial positions is evidenced by the dynamics of the level of vertical segregation. At the same time, according to the data, the average probability of leadership status among men is about 1.5 times higher than among women, while the average age of managers is almost the same – among women it is 43.3 years old, and among men – 42.5 years old.

To identify the factors that affect the probability of taking a managerial position among employed in Ukraine, we used regression analysis (logit-model of binary choice) whose results are presented below (Table 4).

Table 4

Factors influencing the probability to obtain managerial position in Ukraine

Variables	Average marginal effect for:		
	women	men	All employed
Worker's individual characteristics			
Gender (<i>women = 1; men = 0</i>)	–	–	-0,0258***
Age	0,0055***	0,0077***	0,0068***
Squared age	-0,0001***	-0,0001***	-0,0001***
Marital status: <i>Unmarried – base</i>			
Married	0,0099***	0,0296***	0,0213***
Divorced / widower (widow)	0,0044	0,0042	0,0074**
Educational level: <i>Complete secondary school or lower – base</i>			
Complete and basic higher education	0,0842***	0,1488***	0,1183***
Non-complete higher and vocational education	0,0147***	0,0118***	0,0132***
Current employment characteristics			
Size of enterprise (institution, organization):			
Small, no more than 50 employed – base			
Big and medium-size, over 50 employed	-0,0035	0,0069**	0,0012
Micro-businesses, less than 10 employed	0,0287***	0,0423***	0,0368***
Organizational form of enterprise (institution, organization):			
<i>Joint stock company, association, corporation, concern, consortium, company, joint venture – base</i>			
State / municipal enterprise, organization, institution subordinated to ministry, department or other public authorities or local government	0,0173***	-0,0022	0,0071**
Private, leased, family enterprise, private organization (institution)	-0,0114***	-0,0033	-0,0083***
Other organizational forms (individual businessman, hired personnel in individual business)	0,0059	0,0012	0,0013
Characteristics of local labor market			
Locality (<i>urban = 1; rural = 0</i>)	-0,0047	0,0192***	0,0074***
Sectoral specialization: <i>industry – base</i>			
Agriculture	-0,0443***	-0,0540***	-0,0516***
Construction	-0,0038	-0,0352***	-0,0276***
Trade. Hotels and restaurants. Transport	0,0111**	-0,0105**	-0,0026
IT and business services	0,0128**	-0,0368***	-0,0178***
Public administration	0,0178**	0,0043	0,0078
Healthcare. Education. Culture	-0,0319***	-0,0517***	-0,0437***
Other economic activities	-0,0286***	-0,0440***	-0,0388***

Note: statistical significance of the coefficients is marked as: *** p < 0,01; ** p < 0,05; * p < 0,1.

Source: calculated by author based on sample surveys of the population on economic activities issues of the State Statistics Service of Ukraine. United data array for 2013–2018.

Individual hypotheses about the reasons for the existence of vertical gender segregation were tested, in particular, such as the difference in human capital, family responsibilities, and employment areas between men and women. So, as we can see, with age the probability of managerial work increases, regardless of gender. And the nonlinearity of this relationship is illustrated by significant coefficients before the variable of "square age", which show that over time, this effect gradually weakens.

Successful promotion in both gender groups is positively influenced by the presence of a family, while any impact of divorce or loss of one of the spouses on

career prospects has not been identified. In other words, other things being equal, the fact that woman has a family is not a deterrent to her promotion.

As the level of education of men and women increases, the chances of taking a managerial position increase too. However, according to data, the return for high qualification in the male group is an order of magnitude higher than in the female group. Thus, the probability of a managerial position among men with basic or complete higher education is by 14.9 percentage points higher than among those who did not graduate higher than complete general secondary education, while among women this difference is only 8.4 p.p.

Employment in large or medium-sized enterprises (institutions, organizations) has a significant effect only for men. Working in micro-enterprises increases the chances of managerial work for both genders, but the effect is greater for men.

Influence of the form of management on the probability of holding a managerial position among men has not been revealed, while for women the chances increase in state-owned enterprises.

A significant effect on the city / village axis was found for men: living and employment in the city increase their chances of managerial occupation.

Speaking on the sectoral profile, compared to industry, female managers are more likely to work in trade, transport, hotel and restaurant business, IT and business services, as well as in public administration.

In this article, to explain the gender gap between the estimated probabilities of a man and a woman to hold a managerial position in Ukraine, we are using the decomposition of the resulting indicator into **components** according to the method of Oaxaca - Blinder² [22, 23], where:

- The **first** component (also called the "characteristics" effect) is part of the difference in probabilities that is due to the difference in the monitored characteristics (structures) of employed and their jobs with the same return from them. For example, the larger the share of skilled workers in group A compared to group B, the greater (other things being equal) the gap in favor of group A;

- The **second** one ("coefficient" effect) – shows the difference in the chances of a man and a woman to hold a managerial position with the same monitored characteristics of workers and jobs, but with different returns from them, i.e. it can be an indirect measure of discrimination. As an example, the higher the return for the same skill level in group A compared to group B, the greater the gap in favor of group A.

Thus, the description of characteristics of workers and their jobs, as well as the results of decomposition of the gap in the probabilities of men and women to hold a managerial position are presented in Tables. 5 and 6.

As we can see, in general, the gap in the estimated probabilities of holding a managerial position is 1.7 percentage points in favor of men (Table 6). At the same time, part of the difference in probabilities that is due to the difference in the studied characteristics of workers and their jobs is negative, hence is evidence that this gap should be in favor of women.

² Traditionally this method is used by researchers to decompose the pay gap between men and women [for example, 24–28].

Table 5

Characteristics of employed and their working places by gender groups in Ukraine's labor market

Variables	Average values and proportions	
	women	men
WORKER'S INDIVIDUAL CHARACTERISTICS		
Age, years	41,1	39,6
Marital status:		
Married	0,587	0,673
Divorced / widower (widow)	0,251	0,095
Unmarried	0,162	0,232
Educational level:		
Complete and basic higher education	0,368	0,300
Non-complete higher and vocational education	0,431	0,484
Complete general secondary or lower	0,201	0,216
CURRENT EMPLOYMENT CHARACTERISTICS		
Size of enterprise (institution, organization):		
Big and medium-size, over 50 employed	0,338	0,377
Small, no more than 50 employed	0,301	0,266
Micro-businesses, less than 10 employed	0,361	0,357
Organizational form of enterprise (institution, organization):		
State / municipal enterprise, organization, institution subordinated to ministry, department or other public authorities or local government	0,408	0,231
Private, leased, family enterprise, private organization (institution)	0,159	0,201
Joint stock company, association, corporation, concern, consortium, company, joint venture	0,188	0,279
Other organizational forms (individual businessman, hired personnel in individual business)	0,245	0,289
CHARACTERISTICS OF LOCAL LABOR MARKET		
Locality:		
Urban	0,705	0,681
Rural	0,295	0,319
Sectoral specialization:		
Industry	0,130	0,233
Agriculture	0,131	0,172
Construction	0,011	0,116
Trade. Hotels and restaurants. Transport	0,277	0,251
IT and business services	0,071	0,074
Public administration	0,057	0,057
Healthcare. Education. Culture	0,290	0,073
Other economic activities	0,033	0,024

Source: calculated by author based on sample surveys of the population on economic activities issues of the State Statistics Service of Ukraine.

Table 6

Decomposition of the gender gap in the probabilities for men and women to hold managerial positions in Ukraine

Components	<i>p.p.</i>	%
Difference in the probability of men and women to hold a managerial position due to differences in the studied characteristics of workers and their jobs	-0,22	-13,07
Difference in probabilities with the same monitored characteristics of workers and their jobs	1,90	113,07
The gap in the estimated probabilities	1,68	100,00

Source: calculated by author based on sample surveys of the population on economic activities issues of the State Statistics Service of Ukraine.

The second component reflects how the labor market "values" the studied characteristics of workers and their jobs depending on the worker's gender group. The higher the return on the same characteristic in the group of men compared to the group of women, the greater the gap in favor of the former. As we can see, cumulative effect of the difference in returns suggests that men have an advantage in career advancement over women, which may be, as noted above, an indirect degree of discrimination, that is, a prejudice against women, stereotypical opinions on gender roles and "male" corporate practices.

Thus, the conducted study proves the asymmetric occupational distribution of men and women in Ukraine's labor market, and the nature of dynamics of the segregation index shows a certain strengthening of these disparities. Decompositional analysis showed that the increase in the level of gender occupational segregation was due to changes in the structure of occupations, namely an increased share of employed in those types of occupations in which workers of one gender dominate. Moreover, as it turned out, this process was related to an increase in the groups of "female" professions (professionals and workers in trade and services). As for the replacement of workers of one gender by the other within the professions themselves, changes in this component reduced the degree of gender asymmetry, first of all via reduced concentration of men in favor of women in "male" professions and increased concentration of men in the elementary "female" occupations. A continued trend towards women's increased representation of women among managers will be an important factor that could reduce the level of occupational segregation in the future.

Employment in Ukraine's labor market is presently gender segregated not only horizontally but also vertically, as evidenced by the results of estimate of the extent of vertical gender segregation presented in the study. Besides, the study revealed determinants of the vertical professional distribution of men and women with separation of influences on the probability of promotion of the workers' personal characteristics and the parameters of their jobs from the effects of discrimination in the domestic labor market. It is shown that the barriers to women's career growth are largely associated with prejudice, implicit gender stereotypes about what is a suitable job for a woman, and "male" corporate practices. At the same time, gender equality in the labor market implies equal access for men and women to all opportunities provided by this market, including jobs with different characteristics, including those involving responsibility and decision-making.

It is established that, in addition to the lower representation of women in managerial positions compared to men, women's work in Ukraine is considerably more concentrated in less paid and less prestigious sectors, in particular in the budget funded sectors (education, health, creativity, art, libraries, archives, museums, etc.) This results in women's lower average wage compared to men [29]. Finally, occupational segregation and concentration of women in low-paid sectors and jobs play a significant role in the feminization of poverty [30].

To remove occupational gender inequality, it is not enough to eliminate gender inequality in labor activities. To do this, it is necessary to change the structure of demand in the labor market, hiring practices and promotion patterns. The study's results allow to formulate a few recommendations on the guidelines of equalization of gender disparities in the opportunities and results of work of men and women. In particular, in terms of strengthening the regulatory framework and informational and educational activities, it is necessary to:

- intensify actions to control employers' compliance with the law on ensuring equal rights and opportunities for women and men in work and pay, as well as raise the effectiveness of legal protection tools in cases of discrimination by employers;
- promote diversification of the choice of future profession by women and men, including via career guidance work with young people;
- conduct informational campaigns on gender equality issues.

As to economic and social policies:

- take special measures to ensure gender balance among the management staff of enterprises (institutions, organizations);
- encourage professional mobility of workers towards transition to non-gender-specific occupations; increase the attractiveness of jobs in the public sector and stimulate the private sector to gender diversity;
- create proper conditions for combining professional and family responsibilities, including via improved system of preschool education institutions (kindergartens with better nutrition, better stay conditions, smaller groups, more curricula) or reorganization of employment regimes; encourage shared responsibility (husband and wife) in housekeeping and care for children and other relatives.

Besides, a condition for reducing the level of gender occupational segregation is a change in the whole set of gender stereotypes – both female ones and male.

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ПРОФЕСІЙНА ГЕНДЕРНА СЕГРЕГАЦІЯ НА РИНКУ ПРАЦІ УКРАЇНИ

У фокусі представленого дослідження – виявлення масштабів, характеру змін та детермінантів професійної гендерної сегрегації на ринку праці України, а також пошук дієвих напрямів вирівнювання гендерних диспропорцій у можливостях і результатах трудової діяльності чоловіків та жінок.

Аналіз гендерної професійної структури зайнятості населення України, а також концентрації чоловіків та жінок у різних професійних групах дозволив виявити асиметричність у розподілі праці за ознакою статі, а також виділити так звані "жіночі" й "чоловічі" види занять. Крім того, встановлено, якою мірою гендерні групи були залучені до загальних зрушень у професійному складі робочої сили економіки країни.

За допомогою індексу дисиміляції Дункана відстежено, яким чином зміни у зайнятості населення проявилися в динаміці рівня гендерної професійної сегрегації на ринку праці України. Встановлено, що зростання рівня гендерної професійної сегрегації, яке мало місце за досліджуваний період, спричи-

нено зрушеннями у загальній структурі професій, тоді як зміни у концентрації чоловіків та жінок за видами занять дещо ослаблювали ступінь прояву гендерних диспропорцій.

Показано, що зайнятість в Україні є гендерно сегрегованою не лише горизонтально, а й вертикально, та оцінено масштаби вертикальної гендерної сегрегації. Виявлено детермінанти вертикального професійного розподілу чоловіків і жінок. А розмежування впливу на ймовірність службового просування особистісних характеристик працівників і параметрів їхніх робочих місць із наслідками дискримінації на вітчизняному ринку праці дало змогу встановити, що бар'єри для кар'єрного зростання жінок значною мірою пов'язані із упередженням до них ставленням та гендерними стереотипами про те, яка саме робота підходить для жінки.

Визначено можливі напрями вирівнювання виявлених гендерних диспропорцій у зайнятості та забезпечення рівних можливостей чоловіків та жінок у сфері праці.

Ключові слова: професійна гендерна сегрегація, концентрація, структура, зайнятість, ринок праці України

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ПРОФЕССИОНАЛЬНАЯ ГЕНДЕРНАЯ СЕГРЕГАЦИЯ НА РЫНКЕ ТРУДА УКРАИНЫ

Основная цель представленного исследования – выявление масштабов, характера изменений и детерминант профессиональной гендерной сегрегации на рынке труда Украины, а также поиск эффективных направлений устранения гендерных диспропорций в возможностях и результатах трудовой деятельности мужчин и женщин.

Анализ гендерной профессиональной структуры занятости населения Украины, а также концентрации мужчин и женщин в различных профессиональных группах позволил выявить асимметричность в распределении труда по признаку пола, а также выделить так называемые "женские" и "мужские" виды занятий. Кроме того, установлено, в какой степени гендерные группы были привлечены к общим сдвигам в профессиональном составе рабочей силы экономики страны.

С помощью индекса диссимилиации Дункана отслежено, каким образом изменения в занятости населения проявились в динамике уровня гендерной профессиональной сегрегации на рынке труда Украины.

Установлено, что рост уровня гендерной профессиональной сегрегации, который наблюдался за исследуемый период, вызван сдвигами в общей структуре профессий, тогда как изменения в концентрации мужчин и женщин по

видам занятий несколько ослабляли степень проявления гендерных диспропорций.

Показано, что занятость в Украине гендерно сегрегирована не только горизонтально, но и вертикально. Оценены масштабы вертикальной гендерной сегрегации. Выявлены детерминанты вертикального профессионального разделения мужчин и женщин. А разграничение влияния на вероятность служебного продвижения личностных характеристик работников и параметров их рабочих мест от последствий дискриминации на отечественном рынке труда позволило установить, что барьеры для карьерного роста женщин в значительной степени связаны с предвзятым к ним отношением и гендерными стереотипами в отношении того, какая работа подходит женщине.

Определены возможные направления выравнивания выявленных гендерных диспропорций в занятости и обеспечения равных возможностей мужчин и женщин в сфере труда.

Ключевые слова: профессиональная гендерная сегрегация, концентрация, структура, занятость, рынок труда Украины