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GENDER POLICY OF POPULATION EMPLOYMENT IN THE SYSTEM OF FORMATION OF UKRAINE'S PERSONEL SECURITY

The issue of employment and job placement remains a topical point in Ukraine as well as in EU countries and it is considered to be one of the central problems of modern society. The problem of gender equality have a profound impact on the development of the social life of Ukrainians and it is aimed to be the center for economic and social growth. Although women have already achieved significant successes in their rights and freedoms, in reality no country in the world has ever been able to achieve full gender equality. Once too often, women and girls are discriminated against in health, education, political representation, labor market, etc., which has a negative impact on the development of their abilities and freedom of choice.

The gender approach is an important part of the comprehensive study of market problems, because it reveals the mechanisms of gender inequality in employment, reveals its causes and consequences. Awareness and solving of this problem will contribute to the improvement of legislative enforcement within the framework of equal treatment of employees, regardless of the gender, in accordance with the

standards of the European Union legislation. This problem is especially relevant in the context of personnel security forming in Ukraine, while there have been an ongoing migration processes for the last decade. The generalization of theoretical basis and practical experience of forming gender policy of employment shows that the main problems of the domestic labor market, in addition, lie in the characteristic features of mentality, national culture, traditional concept of the woman's role in the family, at work, in management. In the long-term perspective, it is necessary to get rid of the phenomenon of gender discrimination against women in the sphere of employment. It gradually exhausts the economy of our country – we lose the workers and qualified personnel and become the supplier of the “human capital” to the European countries.

Moreover, this tendency is becoming more and more serious. The countries with the higher level of economic and social development than Ukraine are considered to be more attractive for labor migrants and it causes the labor resources outflow.

Semikina M.V. notes, "The gender approach is an important part of the comprehensive study of labor market problems, since it reveals the mechanisms of gender inequality of employment, reveals its causes and consequences" [1]. The main task of the State Social Program for ensuring equal rights and opportunities for women and men for the period up to 2021 is "ensuring of equal rights and opportunities for women and men will determine the necessity of active and comprehensive work in solving the problems of gender discrimination and providing the real gender equality "[2]. Economic activity is the desire of the able-bodied person to apply his abilities, knowledge, skills, and competences while performing the work in order to obtain the income. The realization of such a desire is expressed in the economic activity employment, and non-realization is expressed in the unemployment.

The study of indicators of economic activity of the population of the country by gender on average in the first half of 2017 - 2018 (Table 1) showed that the prevailing number among employed persons belongs to men.

Table 1.

Economic activity of the population on average in the first half of 2017 - 2018, by gender

Indexes	The whole population		Women				Men			
	2017	2018	2017	% to all	2018	% to all	2017	% to all	2018	% to all
Economically active population, thousand people	17830.6	17883.6	8425.6	47.3	8543.7	47.8	9405.0	52.7	9339.9	52.2
<i>Economic activity level, %</i>	61.9	62.4	55.7	×	56.7	×	68.8	×	68.6	×
Employed population, thousand people	16120.9	16283.2	7775.8	48.2	7898.1	48.5	8345.1	51.8	8385.1	51.5
<i>Employment rate, %</i>	56.0	56.8	51.4	×	52.4	×	61.1	×	61.6	×
Unemployed population (according to the ILO* methodology), thousand people	1709.7	1600.4	649.8	38.0	645.6	40.3	1059.9	62.0	954.8	59.7
<i>Unemployment rate (according to the ILO methodology), %</i>	9.6	8.9	7.7	×	7.6	×	11.3	×	10.2	×

* International Labor Organization

Source: done by the authors according to the data of the State Statistics Service [4]

There is a quite insignificant percentage shift for benefit of women (it is only 0.5% of the total) in 2018. It is explained by a decrease in the number of men in the structure of the economically active population by 65.1 thousand people in the current year, in comparison the previous one.

In the domestic labor market, the employment rate of women in the surveyed period is lower than that among men (9.7% in 2017 and 9.2% in 2018). The level of economic activity of women is lower than that of men (by 13.4% and 11.9%, respectively the above-mentioned years). The obtained results of the research once again confirm the existence of gender segregation in the economy of our country.

Taking into account the mentioned indicators, it is impossible to affirm with certainty the discriminatory nature of the Ukrainian labor market for women. Even though the level of female unemployment is lower than that of men (provided that the number of employed women is smaller than the number of employed men: 7.8 million employed women versus men - 8.3 million people in the first half of 2017 and 7.9 million people against 8.4 million people in the first half of 2018).

The surveys have shown that there are discrepancies in the employment rates of male and female population living in cities and rural areas (Table 2). According to the results of the survey, we can state that the number of employed people is decreasing year after year. Thus, the deviation between the reporting and base year is 3023.8 thousands people (or 15.7%).

Analyzing the data in Table 2, we can state that the number of employed people decreases each year due to the reduction of the population in Ukraine. To some extent, it is because of the Crimea annexing and some problems in the temporarily occupied territories of Donetsk and Lugansk regions. Thus, the deviation between the reporting and the base year is 3023.8 thousand people (or 15.7%).

Considering the data on the employment of the population according to the residential distribution, it is worth stating that the urban population prevails over the rural one more than twice. As you can see, during the surveyed period the number of full-time employees in accordance with their gender distributed almost equally. However, there are significant differences in the labor application.

Table 2.

Employment by sex and place of residence
(Aged 15-70 years, thousand people)

Indicators	2010	2014	2015	2016	2017	Deviation 2017 by 2010	
						+/-	%
The whole population	19180.2	18073.3	16443.2	16276.9	16156.4	-3023.8	-15.7
from it able-bodied age	17451.5	17188.1	15742.0	15626.1	15495.9	-1955.6	-11.2
Women	9442.0	8718.9	7872.4	7827.4	7771.2	-1670.8	-17.7
from it able-bodied age	8194.9	8169.4	7489.0	7490.9	7424.7	-770.2	-9.4
Men	9,738.2	9354.4	8570.8	8449.5	8385.2	-1353	-13.9
from it able-bodied age	9256.6	9018.7	8253.0	8135.2	8071.2	-1185.4	-12.8
Urban population	13072.2	12780.9	11309.0	11178.5	11109.3	-1963.0	-15.0
from it able-bodied age	12173.4	12263.7	10869.5	10771.5	10689.2	-1484.2	-12.2
Rural population	6108.0	5292.4	5134.2	5098.4	5047.1	-1060.9	-17.4
from it able-bodied age	5278.1	4924.4	4872.5	4854.6	4806.7	-471.4	-8.9

Source: constructed by the authors according to the data of the State Statistics [4]

Traditionally, man's working spheres are: construction (81.1% of the total number of staff), extractive industry and the development of mines (75.7%), furniture production, other products, repair and installation of machinery and equipment (72.5%), agriculture, forestry and fisheries (71.4%), transport activities (70.6%), production of coke and products of oil refining and metallurgy, production of finished metal products, excepting machinery and equipment (by 70, 1%), warehousing and assistant activities in the field of transport (69.9%), machinery and equipment (69.8%), rubber and plastic products manufacturing, and other non-metallic mineral products (69.4%) [3]. In most types of economic activity, it is due to labor conditions. In particular, it is prohibited to employ women if it is necessary for them to perform heavy and harmful work. However, the low level of democracy development in the country, the characteristic features of mentality, national culture, traditional notions about the role of women in the family, in work, in management, etc. prevent the gender inequality overcoming [1].

An important aspect of using the labor force is the wage. In recent years, the average wage of women in the economy of the country was 21.2% lower than the corresponding index for men (in 2016 - by 25.4%). Let's analyze the dynamics of women's employment and their wages by the type of economic activity in the period of 2015-2017.

Analyzing the data in Table 3, we can note the fact that in the period 2015-2017, in terms of economic activities, the wages of women are lower than that of men, which confirms the presence of gender discrimination in the field of employment in our country. The only exception was the sphere of services and cultural institutions activity in 2015-2016. It is explained by the specific features and requirements for these professions, as well as by the historical and traditional concepts of our society.

However, in 2017, there was a decline in the above-mentioned types of economic activity. It should be noted, that the majority of the gaps are not caused by direct discrimination in wages but by horizontal and vertical stratification of the labor market: women are more likely to work in less-paid sectors of the economy and in lower positions.

Table 3

Number and wages of women in agriculture

Years	Average numbers of women		The average month salaries of staff workers, UAH		Wage ratio of women and men, %
	Thousand people	% to the average number of workers	women	men	
2015	129.3	31.0	2637	3307	79.7
2016	126.5	30.8	3455	4121	83.8
2017	123.4	30.4	5040	6077	82.9

Source: compiled by the authors according to the State Statistics Service [4]

The difficult social and economic situation in Ukraine causes and strengthens the tension in Ukraine's labor market and causes the increase in unemployment. Unemployment is a complex multidimensional phenomenon, when the part of the active able-bodied population cannot find work [5]. Unemployment is considered to be a macroeconomic problem, which leads to many negative consequences in the country such as: increase in the social differentiation, reduction of population labor activity, increase of unemployment benefits, and as a result - decrease in the gross domestic product of the country [6].

Let's compare the number of unemployed population of Ukraine and the correspondent rate of unemployment in the first half of 2017 -2018 by gender. Thus, the number of unemployed

in the first half of 2018 amounted to 1.6 million people, 40% (645.6 thousand) women, 60% (954.8 thousand) men. In the first half of 2017 the number of unemployed was equal to 1.7 million people, there were 38% (649.8 thousand people) of women and 62% (1059.9 thousand people) of men. Among women, the unemployment rate (defined by the ILO methodology) in 2017 amounted to 7.7% (in 2018 - 7.6%), and among men -11.3% (10.2% in 2018) (Fig. 1).

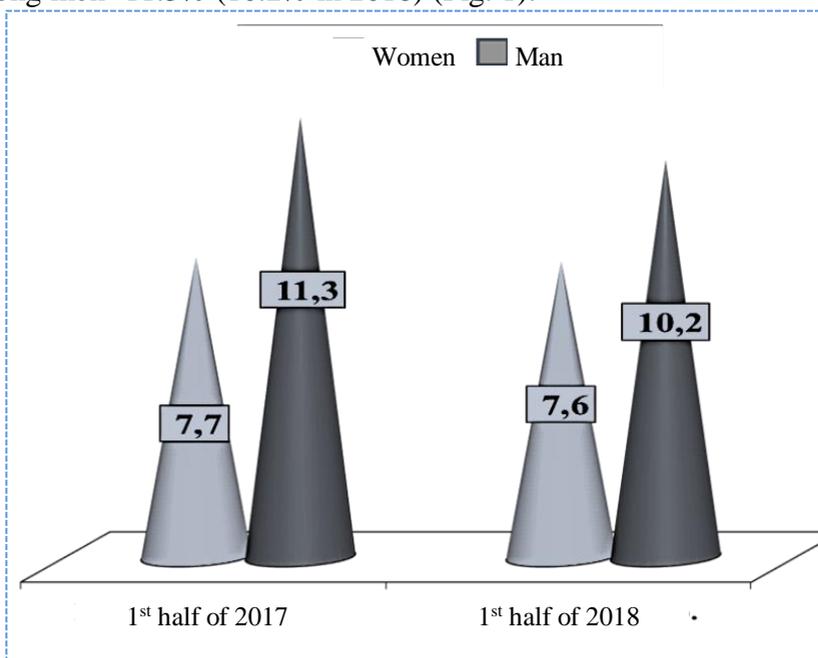


Fig. 1. Unemployment rate by gender (%)

Source: Built by the author according to the data of the State Statistics Service [4]

In modern globalized economy, migration is considered to be the consequence of unemployment. Today, Ukraine is among the top ten world countries, which supply the migrants, while losing not only workers and qualified personnel, but also becoming a supplier of human capital to European countries.

It should be noted that, in accordance with the implementation of the EU-Ukraine Association Agreement, we must comply with the principles of the Gender Equality Directive, which prohibits any less favorable treatment of men or women from the point of view of the sex or women due to pregnancy or the birth of a child. It also forbids sexual harassment. The European Commission [7] promulgated a detailed analysis of this Directive.

The elimination of gender inequality is impossible without reduction of social inequality. The cost of living, the minimum wage, the development of reproductive infrastructure and the children care policy have a structural impact on the life and well-being of women. The conflict which is going on in the Eastern part of Ukraine leads to the humanitarian catastrophe and has a negative influence on the life of those women who live there [8]. Today, as ever, one needs to praise a woman who defense the Ukrainian hope and is responsible for human lineage [9].

A lot of measures have been undertaken at this stage. Still there is a necessity to implement the combined approach in order to be able to manage the consequences and foresee the future changes.

Eliminating gender discrimination in many cases will depend on understanding the problem, correspondent gender knowledge sharing, proficiency in international standards and successful examples of gender equality implementation.

The consistent work in this direction will lead to stability, equality and justice. Today, an important prerequisite for the development of modern society is to pay special attention to personnel that creates conditions for economic growth and competitiveness in conditions of maximum use of innovations for the individual employee and the enterprise itself, and it guarantees its economic security [10].

There is a lack of institutional procedures to provide gender prioritization in various local policies. They relate to the

temporarily displaced people, gypsies and women of national minorities empowerment, the system for coordinating and monitoring implementation of national policies and measures at the local level, a functional mechanism and abilities to achieve gender equality in public administration.

There is a necessity in defining the gender equality as part of the powers of local self-government bodies in order to provide administrative capacity for implementation of the gender equality policy.

The legislation itself is not enough for transformations in the social consciousness and for the creation of civilized cultural customs of gender roles in Ukraine. Unfortunately, the legislation itself is not fully implemented. It will be useful to gain some experience in foreign practice and implement the best features of it.

The equality among women and men must become a reality in the new and democratic Ukraine. There is an urgent need in the adoption and implementation of measures, which are aimed to prevent, reduce, resist and avoid gender inequality.

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