

ANALYTICAL REPORT

**RESEARCH ON CONDITIONS FOR ECONOMIC EMPOWERMENT OF
WOMEN IN UKRAINE AS A CONTRIBUTING FACTOR FOR GENDER
EQUALITY**

*(initiated by the Ministry of Social Policy of Ukraine and supported
by the OSCE Project Coordinator in Ukraine)*

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ACRONYMS

HEI	High Education Institution
VEI	Vocational Education Institution
LC	Labour Code
ILO	International Labour Organisation
UNO	United Nations Organisation
EC	Employment Centre

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SUMMARY OF MAJOR FINDINGS

Following are major findings of the study on economic empowerment of women in Ukraine as a factor of gender equality, grouped into four categories:

International and national legal framework on promoting women's rights:

- In Ukraine, women's rights are safeguarded by special legislation on occupational safety and health. The State creates conditions for women to combine career and motherhood, ensuring their legal guarantees, moral and material support, including paid leave and other benefits for pregnant women and mothers. All these rights and benefits, most of which are unparalleled in other countries' national legislation (but for the post-Soviet ones), are enshrined in the Constitution.
- A large part of laws that regulate women's position vis-à-vis employment and labour market result from the implementation of international legal norms into Ukrainian legislation. Notably, Ukraine's labour legislation, as a rule, interprets relevant international norms much wider, providing for an opportunity for women to have special working conditions, which is a positive factor.
- The legal framework on promoting women's rights is based on the Constitution of Ukraine; in no way is the Ukrainian legislation on women's rights and interests discriminatory. However, in real life one can observe cases of discrimination against women in various spheres. The lawmakers should develop clear mechanisms for due enforcement of the human rights legislation currently in effect, and encourage a more active and efficient supervision of its enforcement by central controlling bodies and local governments, as well as a better understanding of emerging forms of violating human rights, including those of women.
- The existing labour legislation does not specify liability for failing to ensure gender equality. However, general provisions on the liability of public officials, managers of enterprises, institutions and organisations, as well as company owners or bodies authorised by them for breaching labour legislation allow of an opportunity to enforce them whenever the facts of gender discrimination are established.
- A certain progress in ensuring equal rights and opportunities for women and men was achieved with the consideration by the Verkhovna Rada (Parliament) of two draft laws: *"On Incorporating Amendments into the Labour Code of Ukraine to Create Equal Conditions for Women and Men to Exercise Their Rights"* and *"On Amending Article 26 of the Law of Ukraine "On Employment" to Stimulate Creation of New Jobs for Young People"*. Adoption of these laws will contribute to a better protection of women's social and labour rights.
- Each country has its own experience of gender mainstreaming in public policy. This report offers an overview of international best practices of ensuring gender

equality in the sphere of labour relations. Ukrainian stakeholders are encouraged to learn from initiatives successfully implemented by Hungary, Slovakia and Lithuania, whose experience is worth disseminating.

Women's activity in the labour market:

- In the economic sphere, women, entering the labour market, are ever more frequently able and willing to take jobs, which until recently were considered to be purely male ones. This brings about changes not only in economy, but in social life as well, altering the traditional social roles in the society and the family. Today, women are career-oriented and often act as breadwinners for their families.
- The current economic situation calls for people's intensified business activity in all economic structures. Almost half of the surveyed women entertain the idea of starting their own business. However, there are certain economic impediments preventing women from doing so.
- The leading motive of women's labour activity is material remuneration. They would like to have a high salary, a job without any hazardous or unfavourable conditions, and a team of nice and considerate co-workers. At the same time, more than one third of the respondents believe that the social significance and responsibility associated with a job or occupation is not very important. For one third of the surveyed women, their work schedule hampers balancing their career with family life.
- Almost 40% of women are sure the system of assessing candidates for promotion in their respective companies is not based on merit, i.e. is subjective. Half of the respondents agreed that the requirements set to male and female candidates for promotion are similar. The other 50% believe they are different.
- One in five respondents indicated that most employees of their company/organisation were not familiar with the system of assessing their professional aptitude. One in four surveyed women suggested the information about opening vacancies was not available to all employees.
- Most surveyed women are of the opinion that certain elements of discrimination can be observed in the process of hiring (71.1% of affirmative answers) and promoting to managerial positions (70.8%). When asked about safeguards against sexual harassment on the job, a large part of women (23.4%) found it hard to answer, which demonstrates, yet again, that this topic remains a taboo in our society.
- Speaking about their plans for the future, the surveyed women mentioned their intention to take steps for improving their health (79.1%) and housing conditions (65.3%), for developing professional skills and qualifications (61.6%), facilitating their children's education and achieving their career goals. At the same time, 42.9 % of women were dissatisfied with their jobs and

planned to change them. One in four surveyed women shared her plans to get married and have children. Among the least popular plans were those to leave Ukraine and make a political (public) career.

- Most women stated they were absolutely sure they were happy; one third of them opted for “partially sure”, since 21.2% of them thought they had not yet fully realised their potential, and 17.5% were not quite happy in their family life. 2.5% of women said they were not sure they were happy.
- Economic hardships in the women’s families have an adverse impact on the family morale and psychological atmosphere, on relations with their spouses. Half of the respondents said they were satisfied with the family relations between the spouses and children; 45% of jobless women admitted they sometimes had quarrels in their families, and 5% of the surveyed women were totally dissatisfied with relations in their families and often argued because of unemployment, among other things.
- According to 60% of jobless women, their family members sympathise with them but, eventually, it is up to them to address this issue. One third of the respondents indicated their families were very worried and insisted on their finding a job as soon as possible. 5% of the surveyed women believed their family members did not care about their joblessness.
- Despite their economic status, as few as 20% of the unemployed women claimed that over the last five years their lives had changed for the worse. One third of the women did not feel any such change whatsoever. Almost half of unemployed women were hesitant about their future, whereas the others seemed optimistic and hoping for the better in their life. When asked what helps them to be confident of their future, 30% said it was reliance on their own skills and abilities; 15% quoted their faith in God. Such answers as “family support” or “savings” were not selected.

Prevention and alleviation of women's unemployment:

- Half of the surveyed women, who were unemployed at the moment of the survey, suggested that women and men have equal chances of finding a job through employment centres. The other half believed men have better chances as job-seekers.
- The unemployed women admitted they had been offered a job when applying to employment centres but they declined the offers because the salary was too low (55% of responses), the job was unsuitable in terms of matching their qualification (30%) and of working conditions (10%). Of late, employment centres have been offering unemployed women intensive training programmes for them to acquire an occupation or improve qualifications in their previous occupations. When asked if they were ready

to upgrade their skills and qualifications, 90% of the respondents said they were absolutely ready to do so.

- Only half of the surveyed women turn to employment centres and recruitment agencies in their job search. They rather rely on personal contacts and connections, look for job opportunities on-line.
- 54% of those women who apply to employment centres look for blue-collar jobs, and the others – for office positions. Women are offered both seasonal work and an opportunity to engage in entrepreneurial activities. Ever more HEI graduates and vocational school leavers tend to apply to employment centres, as well as persons with disabilities. According to the employment centre experts, women can become unemployed for a number of reasons: dissatisfaction with their previous job, company liquidation, staff redundancy, conflicts with the boss, aspiration for a higher salary, etc. Lately, employment centres have been actively engaging unemployed women in public works.
- The employment centre experts suppose that women, especially young ones, even being unemployed and having no permanent income, still have overly optimistic expectations regarding their employment opportunities.
- HEI graduates' employment plans are, for the most part, to search for a professional job with high salary (UAH 3,000-8,000).
- The opinions of HEI graduates and vocational school leavers about their qualification (knowledge and skills) level split evenly: half of them are satisfied, and the other half – dissatisfied with it. At the same time, the overwhelming majority of surveyed girls believe the profession they were trained in is in high demand on the labour market.

Facilitation of youth (women's) employment:

- The surveyed HEI graduates and vocational school leavers were apprehensive about their first job. What worries them most is a possible misunderstanding with their superiors, poor time-management skills, irregular working hours, infringement on their labour rights.
- By the moment of the survey, the HEI graduates and vocational school leavers had already taken certain steps towards finding a job: they prepared resumes and sent them to recruitment agencies; some had been to an interview and were waiting for a response. Some girls admitted their parents helped them to get a job; others thought of starting their own business but had no idea of how to do it.
- The surveyed HEI graduates and vocational school leavers demonstrated willingness to combine their future career with family duties. The girls plan to make their maternity leave short enough. Half of the interviewees in this

category maintained they would not have a three-year long maternity leave if they got a well-paid job.

METHODOLOGY OF RESEARCH ON CONDITIONS FOR ECONOMIC EMPOWERMENT OF WOMEN IN UKRAINE AS A FACTOR OF GENDER EQUALITY

The aim of this research is to analyse conditions for economic empowerment of women in Ukraine as a driver of gender equality.

The research **target groups** are:

- 1) women economically employed in the labour market;
- 2) women registered with employment centres;
- 3) graduates of higher education institutions and vocational school leavers, who are about to enter the labour market;
- 4) employment policy experts (employment centre specialists).

The following **methods** were used to collect and analyse the data:

- 1) desk research (analysis of the international and national legislation on ensuring gender equality in the labour market);
- 2) surveying economically active women, graduates of higher education institutions and vocational school leavers through individual interviews; in-depth interviews were used to learn the opinions of unemployed women and experts working for employment centres.

Questionnaires (for quantitative survey) and guides (for in-depth interviews) were developed for surveying all target groups.

The Survey tool-kit (questionnaires and guides) is presented in the Annexes.

Survey geographic coverage: the survey was conducted in 5 cities (Lutsk, Sevastopol, Kharkiv, Kyiv and Khmelnytsky) in May-August 2012.

INTRODUCTION

Women have always worked in various spheres of human life and activity. Therefore, the issue of women's labour rights is an issue of their right to qualified work, for which women get remuneration equal to that received by men. Women's economic rights constitute an important topic for research. Women's equality in all spheres of life is closely linked with their financial independence, which, in turn, hinges on women's access to main economic resources and their ability to use these resources.

Women's activity in the labour market is very important for a number of reasons. It is a source of women's economic independence; makes them eligible for social security, pension and certain health services; enables them to upgrade their special status and provides opportunities for personal development. In the family context, women's paid work has an impact on their role and authority in the household: not only does it increase the household income, but also sets a role-model for other family members, especially children.

There is a whole set of factors accounting for *women's inferior status in the economic sphere compared to that of men*, two major ones being employment difficulties and problems with division of property. Furthermore, women continue to bear a double burden: economic and reproductive. The problems that transpired in the sphere of women's labour rights arose, most probably, because the current model of female employment was formed as a replica of the male employment model. In this case women's professional activity was poorly compatible with their functions of mothers and housekeepers that the society expects them to perform.

There are numerous manifestations of inequality between men and women in the sphere of economy and employment, as in other spheres of societal life. The challenges facing women include, *inter alia*, feminisation of poverty and joblessness that has two aspects to it: official and latent. Economy is undergoing dramatic changes fuelled by the invention and application of new production and communication technologies. The transformation of economic relations and social environment brings about a new understanding of human rights and gender equality.

This report presents an analysis of actual conditions for women's economic empowerment and personal accomplishment, based on the data obtained from surveying target groups (economically active women, currently unemployed women, female university graduates and vocational school leavers, employment experts).

SECTION 1. Overview of International and National Legal Framework on Women's Rights

The rights of working people, women among them, are safeguarded by a series of international law instruments recognising major human rights standards, including those related to employment. Thus, the International Covenant on Economic, Social and Cultural Rights:

- ✓ proclaims equal rights of everyone irrespective of their sex (Article 2);
- ✓ obligates the States parties to the Covenant to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the Covenant (Article 3);
- ✓ recognises the right to work, which includes the right of everyone to the opportunity to gain their living by work which they freely choose or accept (Article 6);
 - conditions of work not inferior to those enjoyed by men, with equal pay for equal work;
 - a decent living for themselves and their families;
 - safe and healthy working conditions;
 - equal opportunity for everyone to be promoted in their employment to an appropriate higher level subject to no considerations other than those of seniority and competence;
 - rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays;
- ✓ provides for the right of everyone to social security, including social insurance (Article 9).

Among the key ILO Conventions promoting gender equality and working women's rights that were ratified by Ukraine one should name the following:

- 1951 ILO Convention #100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (ratified on 9 June 1956);
- 1952 ILO Convention #103 on Maternity Protection (ratified on 11 August 1956);
- 1935 ILO Convention #45 concerning the Employment of Women on Underground Work in Mines of all Kinds (ratified on 30 June 1961);
- 1958 ILO Convention #111 concerning Discrimination in Respect of Employment and Occupation (ratified on 30 June 1961);
- 1964 ILO Convention #122 concerning Employment Policy (ratified on 29 May 1968);

- 1982 ILO Convention #158 concerning Termination of Employment at the Initiative of the Employer (ratified on 4 February 1994);
- 1981 ILO Convention #156 concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities (ratified on 22 October 1999).

Legal instruments adopted by UN and other international organizations expressly provide for:

1) *a need for enhancing economic equality of men and women* (International Covenant on Economic, Social and Cultural Rights (Articles 3, 6); Universal Declaration of Human Rights (Article 23), UN Convention on the Elimination of All Forms of Discrimination against Women (Articles 3, 11); 1958 ILO Convention #111 concerning Discrimination in Respect of Employment and Occupation; 1958 ILO Recommendation #111 on Discrimination in Respect of Employment and Occupation; 1975 ILO Convention #142 on Human Resources Development; Additional Protocol to the European Social Charter);

2) *women's right to working conditions equal to those enjoyed by men* (International Covenant on Economic, Social and Cultural Rights (Articles 3, 7); UN Convention on the Elimination of All Forms of Discrimination against Women (Articles 10, 11));

3) *a right for men and women to receive equal remuneration for equal work or for work of equal value* (International Covenant on Economic, Social and Cultural Rights (Articles 3, 7); Universal Declaration of Human Rights (Article 23), UN Convention on the Elimination of All Forms of Discrimination against Women (Article 11); 1951 ILO Convention #100 on Equal Remuneration, 1951 ILO Recommendation #90 on Equal Remuneration);

4) *a right to paid leave for women before and after childbirth with adequate social benefits and without losing their job, seniority and social security* (Universal Declaration of Human Rights (Article 23), UN Convention on the Elimination of All Forms of Discrimination against Women (Article 11); 1952 ILO Convention #103 on Maternity Protection (revised); 1952 ILO Recommendation #95 on Maternity Protection; European Social Charter (Articles 8, 17));

5) *a right to a decent living for themselves and their families* (Universal Declaration of Human Rights (Article 23), UN Convention on the Elimination of All Forms of Discrimination against Women (Article 13));

6) *a right to social security and services* (International Covenant on Economic, Social and Cultural Rights (Article 9); Universal Declaration of Human Rights (Article 24), UN Convention on the Elimination of All Forms of Discrimination against Women (Articles 11, 14); 1962 ILO Convention #117 on Social Policy (Basic Aims and Standards); European Social Charter (Articles 12, 17));

7) *working parents' right to have their children provided with child care facilities* (1981 ILO Convention #156 on Workers with Family Responsibilities; European Social Charter (Article 16)).

The current European gender equality policy focuses on achieving equal treatment of men and women in the labour market. The inequality in men's and women's economic situation necessitated the adoption of ILO Convention #100 on Equal Remuneration for Men and Women Workers for Work of Equal Value, according to which “equal remuneration for men and women workers for work of equal value” refers to rates of remuneration established without discrimination based on sex.

In the European Community countries, the right to equal remuneration for the work of equal value was stipulated in 1975 by the EEC Directive on application of the principle of equal pay for men and women.

Analysis of the current status of Ukraine's labour legislation that regulates women's position in the labour market shows that separate pieces of labour legislation do not yet form a comprehensive and holistic framework. These are, for the most part, statutory acts providing for a combination of the egalitarian¹ model of societal relations with the model advocating “the woman's natural mission”. In essence, the system of legislative acts on labour is still imperfect, as it reflects the stereotypical perception of the women's labour rights, which has been predominating in the society for a long time now.

Ukraine's national labour legislation is “patchy” for a number of reasons, including, but not limited to, the following:

- most public officials in both the executive and legislative branches of power do not regard the issue of women's employment as a pressing one, as their top priority;
- no effective mechanism for achieving true gender equality in the sphere of employment has been put in place so far, in spite of the requirements set by the law “On Ensuring Equal Rights and Opportunities for Women and Men”.

A large part of the legislative acts currently in effect were developed for an economic system guided by the monopoly of the State. In today's context, these acts have practically become pointless and do not work. In this regard, the legal norms regulating women's labour rights are no different from other labour norms. The prevalent shadow economy, practically non-existent culture of respect of law and a lot of other factors contributed to the growth of informal employment, the scope of which, according to some estimates, is tantamount to the scope of official employment. Moreover, the existing system of court and out-of-court resolution of labour disputes still has no capacity to respond, timely and effectively, to the infringement on women's rights.

¹ “Egalitarian” means equal, equitable

The Labour Code of Ukraine is a core act of the national labour legislation. It took effect on 1 June, 1972 and remained unchanged till 2011. In 2011, a new version of this document was adopted.

A large part of laws that regulate women's position vis-à-vis employment and labour market result from the implementation of international legal norms into Ukrainian legislation. As a rule, Ukraine's labour legislation interprets relevant international norms much wider. Thus, ILO Convention #103 “On Maternity Protection” (Article 3, Paragraphs 2 and 3) stipulates that the period of maternity leave should be at least twelve weeks, and should include a period of compulsory leave after confinement, and the period of compulsory leave after confinement should be prescribed by national laws or regulations, but should in no case be less than six weeks. In Ukraine, according to Article 179 of the Labour Code, women can have a maternity leave of 70 calendar days before confinement and 56 calendar days after it. As per the Labour Code of Ukraine, women are entitled to a 3 year-long maternity leave, retaining their job at the same time.

The key Labour Code articles safeguarding women's rights and interests in the sphere of employment and labour market are as follows:

- Article 2 “Equality of Ukrainian citizens' labour rights” providing for the equality of labour rights for all citizens irrespective of their [...] sex;
- Article 176 “Prohibition to employ women with children under 3 years of age at night and overtime works, work on holidays and to send them away on business”;
- Article 177 “Limitation on employing women with children aged from 3 to 14 years and disabled children at overtime works and on sending them away on business”;
- Article 178 “Transferring pregnant women and women with children under 3 years of age to lighter work”;
- Article 179 “Maternity leaves”;
- Article 183 “Breaks for breastfeeding”;
- Article 184 “Employment guarantees and prohibition to dismiss pregnant women and women with children”.

Noteworthy, the national legislation provides Ukrainian women with such rights and benefits that are unparalleled in the legislation of other countries (save for the post-Soviet ones). In particular, the above Labour Code articles envision guarantees for women with disabled children, as well as the transfer of pregnant women and women with young children to lighter work, etc.

On 5 July 2012, the Verkhovna Rada (Parliament) of Ukraine passed a law “On Employment” that will take effect on 1 January 2013. The law provides for training of the unemployed (including women) in integrated blue-collar jobs, and vocational training of the unemployed, which is ordered by individual employers

seeking to fill in vacancies in their company, as well as training of would-be self-employed persons. According to the law, young employees who accept offers to work in rural areas are eligible for a “relocation allowance”, while workers over 45 whose pensionable service is more than 15 years can get a “voucher” for vocational training. This law promotes a comprehensive approach to increasing the employment level for both men and women.

The Law of Ukraine “On State Support to Families with Children” (Section 2, Chapter 2, Articles 10-14) provides for maternity benefits for women during pregnancy and in the postnatal period, as well as for children's allowance to support single mothers (Section 1, Chapter 8, Articles 58-62).

Article 14 “Women's occupational safety” of the Law of Ukraine “On Protection of Labour” prohibits to employ women at hard (heavy), hazardous and underground works, save for some kinds of underground work (non-physical work or providing sanitary and consumer services), and to engage women in work related to lifting and moving things whose weight exceeds the permissible limit. Accordingly, a list of hard and hazardous works, at which women cannot be employed, and a schedule of permissible limits of lifting and moving heavy things by women are drawn and approved by the Ministry of Public Health in collaboration with the State Committee of Ukraine for Occupational Safety Supervision.

Ukraine’s legislation also allows of special working conditions for women, which is a positive factor. Due to the employees’ redundancy in most economy sectors and growing disproportion between labour supply and demand (as of 1 September 2012, women made up 58.8% of the unemployed population)², where there is not enough work for full-time employment, non-standard modes of operation, including working hours, help to maintain certain employment levels, retain the most experienced and skilled personnel and provide work for women with children.

The legislation also allows of practising the so-called “condensed”, or “compressed”, working hours for women who raise children. In this case, a woman performs all of her working duties within fewer working hours, while receiving her full salary/wages. The working mother can finish her working day an hour or 90 minutes earlier, dedicating this time to her children.

Lately, numerous companies and enterprises have been laying off workers striving to save costs, including those of maintaining production and office premises. The process was particularly painful during the 2009 economic and financial crisis, its reverberation still being felt today. Under the circumstances, a number of companies opted for keeping the jobs and allowing some female employees to work from home, in line with the rules of out-work. Out-workers remain entitled to all guarantees and benefits. Of course, this option cannot be

² Source: State Statistics Service of Ukraine (<http://www.ukrstat.gov.ua/>)

recommended to all companies; it is applicable only on the parties' consent and only in relation to workers who can perform their duties from home.

Guarantees for women released from job

The Ukrainian labour legislation envisions certain guarantees for women who are released from job on the employer's initiative. According to Article 184 of the Labour Code, pregnant women and women with children under 3 years of age (under six, according to Article 179, Part 2 of the Labour Code), single mothers with children under 14 or with disabled children cannot be dismissed on the initiative of the company owner or the body authorised by them, except for the cases of company liquidation when these women can be released, and the employer must provide them with alternative jobs. Women from the above category are also entitled to mandatory subsequent employment upon the expiry of fixed-term labour contract. Over the period between jobs, but for no longer than three months of the labour contract expiry, these women receive an average salary.

Women's occupational safety and health is a serious matter. Today, a lot of women are engaged in informal economy, where occupation safety rules are seldom observed. Ukraine's legislation provides for women's employment and occupational safety when they work at night. In Ukraine, it is not strictly prohibited to employ women at night works. Nonetheless, in the current economic situation, this provision (Article 175 of the Labour Code) requires additional consideration. One should not equate such notions as women's occupational safety (or, put differently, protection of women's work), on the one hand, and discrimination of women's labour, on the other. Discrimination is proscribed by both international law instruments and the national legislation. Occupational safety should be further improved with due regard to the specifics of women's labour, as is the case in developed countries. Some production environments (vibration, noise, radiation, emissions) are hazardous for women's health. The abolition of special norms of women's occupational safety jeopardizes not only women's health, including reproductive one, but also the well-being of children, young people, present and future generations and, in the final analysis, the society at large. When the woman is a breadwinner for her family, it is difficult for her to give up work, even if it is hazardous. However, the process of releasing women from hazardous works should continue, in parallel with making other well-paid jobs available to them. There is a need to develop a conception of improving legislation on women's occupational safety.

How acute is the problem of equal pay for the work for equal value in Ukraine? In practice, it is very difficult, if not impossible, to determine the equal value of two different activities. The documents declaring the principles of equal pay do not describe the mechanisms for defining such equal value.

Upon a detailed analysis of the documents that develop and specify the provisions of major international law instruments on human rights, one can conclude that many of them dismiss the principle of equality/equal rights or replace them with other principles. Two of these other principles are mentioned

most frequently and are closely linked with each other. They are: affirmative action re women and safeguard conceptions on forming the rights of a certain social group, women in particular.

The above situation results from the ambivalent approach to defining the women's role in the society: on the one hand, they are economically independent individuals and, on the other, – mothers and family members. These approaches are conflicting. Men, on the contrary, are viewed only as economically, politically and socially independent individuals. The major weakness of pertinent UN and ILO instruments is that they regulate women's and men's labour in the public sphere alone, leaving aside the matters of household work. Thus, ILO Convention #156 on Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities focuses on opportunities to combine career and family responsibilities but says nothing about the significance of household work. Even the UN Convention on the Elimination of All Forms of Discrimination against Women and ILO Convention on Equal Remuneration for Work of Equal Value do not expressly deal with household work, thus failing to call the national governments' attention to it.

In the same vein, most studies on women's economic and employment situation focus on analysing the women's paid work, “the main sphere, through which macroeconomic stabilisation and structural reform impact on people's well-being”. They use traditional analytical tools and terminology, paying no heed to gender specifics. As a result, a large part of non-paid household work is considered to be “non-employment”, household work is not accounted anywhere as productive labour, although it plays a critical role in some families' physical survival in Ukraine, among other countries.

In order to achieve parity between women and men in all spheres of societal life, the Verkhovna Rada adopted the Law “*On Ensuring Equal Rights and Opportunities for Women and Men*” (#2866-IV of 8 September 2005; hereinafter – Law #2866) that took effect on 1 June 2006.

The law defines equal rights of women and men as absence of restrictions or privileges based on sex/gender; and gender equality – as equal legal status of women and men plus equal opportunities for realising this status. It also stipulates that equal opportunities for women and men mean equal conditions for women and men to exercise their equal rights. For the first time in Ukraine's legislation history, the law defines the notion of sexual harassment as actions of sexual nature manifested verbally (threats, intimidation, obscene remarks) and physically (touching, patting) that degrade or offend persons in officially or otherwise subordinated positions.

According to Article 16 of Law #2866, top officials of the state power and local self-government bodies are obligated to ensure citizens' equal access to public service and employment in local self-government bodies in line with their qualification and vocational training regardless of the candidate's gender. Articles

17–19 of Law #2866 are meant to secure equal rights and opportunities for women and men in the world of work (including pay equity). In particular, they obligate the employer to provide men and women with equal rights and opportunities in employment, job promotion, professional development and re-training. Furthermore, the employer should also:

- create conditions for women and men to combine career with family responsibilities;
- remunerate equally female and male workers with equal qualifications operating in similar working conditions;
- take measures to establish safe and healthy working conditions;
- take measures to prevent sexual harassment.

Employers cannot offer jobs through announcements (advertisements) exclusively to women or to men (with the exception of jobs that can be performed only by persons of either gender); set forth requirements benefiting either gender; enquire job candidates about their private life (e.g. plans to have children). Where social and labour relations are regulated by collective covenants (general/ master agreement, regional and sectoral agreements, collective bargaining agreement), such documents should include a provision on ensuring equal rights and opportunities for women and men with time-frames for their implementation.

Employers can resort to affirmative action by introducing special interim measures to close a gap between opportunities available for men and women in exercising equal rights granted to them by the Constitution and laws of Ukraine. Establishing the gender equality principles and proscribing sex discrimination defined as actions or inactivity leading to any differentiation, exclusion or privileges based on sex/gender, the national legislation, at the same time, provides for certain benefits and safeguards for women, which are attributable to their biological nature, in particular, their reproductive function (e.g. the Labour Code provisions: Article 175 “Limiting women’s work at night time”, Article 178 “Transferring pregnant women and women with children under 3 years of age to lighter jobs”, Article 183 “Breaks for breastfeeding”, Article 185 “Providing pregnant women and women with children under 14 years of age with sanatorium vouchers and monetary allowance”, etc.

As matters stand today, the labour legislation does not specify liability for failing to ensure gender equality. However, general provisions on the liability of public officials, managers of enterprises, institutions and organisations, as well as company owners or bodies authorised by them for breaching labour legislation (in particular, Articles 45, 237 and 2371 of the Labour Code) allow for an opportunity to enforce them whenever the facts of gender discrimination are established, since the principle of equal labour rights of women and men is part and parcel of the labour legislation that is binding for the company owners or

bodies authorized by them (see Article 141 of the Labour Code). Thus, their failure to ensure gender equality amounts to violating the labour law.

Upon analysing Ukraine's labour legislation, one can conclude that it contains no discriminatory norms that would infringe on women's rights. Moreover, it provides for multiple benefits for various categories of women (e.g. women of reproductive age and those with children, etc). Legal norms on working women's occupational safety are also non-discriminatory; they take into account women's physiological make-up and facilitate the creation of safe working conditions and routines.

In Ukraine, a number of programmes have been approved for releasing women from production with hazardous or arduous working conditions, and for limiting their employment at night-time. However, little progress has been made so far with implementing those programmes because of bureaucratic obstacles, chronic underfunding and resistance on the part of women who are unwilling to give up better paid jobs, disregarding hazardous conditions. One should also consider alternative options offered to them. Working on household land plots, manual handling of loads, selling goods at open-air markets oftentimes do more harm to women's health than the work deemed as hazardous by legislation.

So women's labour rights declared in international law instruments and national legislation should not only be promoted in practice but also re-formulated so as to better adjust to the specific context of Ukrainian society.

Prospects for legislative development

As of 1 September 2012, two draft laws geared towards ensuring equal rights and opportunities for women and men were registered with the Verkhovna Rada of Ukraine: *“On Incorporating Amendments into the Labour Code of Ukraine to Create Equal Conditions for Women and Men to Exercise Their Rights”* and *“On Amending Article 26 of the Law of Ukraine “On Employment” to Stimulate Creation of New Jobs for Young People”*.

The need for their adoption arises in view of the following: first, the national legislation still contains provisions rooted in the assumption that there exist “women's duties” and “male business”, which runs counter to the principles of gender equality and social justice. For instance, as per Article 51 of the Labour Code, only women can enjoy shorter working hours if they have children under 14 or disabled children, whereas this option is not envisioned for men. Therefore, equal conditions for both women and men to exercise this right should be created.

Second, the legislation currently in effect perpetuates a stereotype whereby the woman has a priority right to raise children and look after them. This underestimates the father's role and responsibility in rearing children. By the same token, Article 56 of the Labour Code grants the right to a shorter working day/week only to women who have children under 14 or disabled children, including

those in their custody, or look after sick family members (as corroborated by medical certificates). Irrespective of the professional needs or labour remuneration, it is always a woman who is placed in charge of looking after sick family members. Thus, the family has no opportunity to decide, on their own, which of the family members is in the best position to perform such functions in view of the parents' professional needs, salaries/wages etc. Legislative provisions of this kind promote stereotypes of women as the only persons fit to look after the sick in the family, as “caretakers”. They add to gender inequality by emphasising the divide between “male” and “female” business.

So the legal norms laid down in the Labour Code fail to ensure equal opportunities for men and women in fulfilling their family responsibilities, and limit the family's autonomy in distributing parental duties and care for sick family members with due regard to meeting their professional needs.

At the same time, according to the law “On Ensuring Equal Rights and Opportunities for Women and Men”, employers should create a working environment enabling women and men to work equally and combine their careers with family responsibilities.

New regulation proposed in the draft law “On Incorporating Amendments into the Labour Code of Ukraine to Create Equal Conditions for Women and Men to Exercise Their Rights” does not require that enterprises and organisations should reduce working hours for one of the parents (including adoptive ones) but, rather, entitles them to do so. Remuneration for work during shorter hours is proportionate to the actually worked time or can be made dependent on the output. This legislative initiative aims to ensure equal rights for women and men in fulfilling their family responsibilities and rearing children. It also contributes to forming responsible parenthood.

The draft law provides for reconciling the existing norms of the Labour Code with those stipulated by the Constitution and Family Code of Ukraine, the law “On Ensuring Equal Rights and Opportunities for Women and Men” so as to expand the option of shorter working days/weeks to apply to men as well as to women.

The draft law "On Amending Article 26 of the Law of Ukraine “On Employment” to Stimulate Creation of New Jobs for Young People” proposes to introduce such a mechanism for stimulating employment as reimbursing to the employers that place young people in jobs of the contribution to the mandatory state social insurance fund paid by those employers for their young workers over the first three years of the job-placement date. The new provisions are supposed to be in force in 2013-2015. They are extremely important, given that the unemployment rate among young people in the 15-24 age group is about 20%, and in rural communities it is even higher, although the overwhelming majority of school leavers go to HEI or vocational schools. Low salaries/wages and poor chances to find a suitable job close to home discourage young people (especially young women) from productive work. Therefore, there is an urgent need to

drastically improve the state regulation of youth employment, with special focus on employment of young people with higher and specialised secondary education.

International best practices of promoting gender equality in the labour market

In the EU countries whose gender equality policy is well studied, opinions regarding women's activity in the labour market and in household work differ. For example, in the United Kingdom, all issues pertaining to the division of labour at home are seen as purely family matters. In France, the government has taken a neutral stance, letting women choose whether they want to do unpaid or paid work. In Sweden, all adult women are treated as both paid workers and mothers; therefore the issues of providing women with the opportunity to do unpaid work of rearing children are addressed in the public policy domain.

Ukraine can learn lessons from successful gender equality initiatives implemented by other countries. For instance, the situation in **Hungary** reminds that in Ukraine, in quite a few respects. In particular, pay gap between men and women in that country is substantial, albeit not as big as in Ukraine. Only half of the female workforce is employed, and women have difficulty getting access to the labour market after their maternity leave expires.

However, Hungary introduced a series of initiatives geared towards women's reintegration in the labour market. Thus, parents (women and men alike) have an opportunity to continue receiving child allowance even upon returning to their full-time job. The "Start Plus" programme allows employers to reduce their social contributions for a two-year period provided they employ parents who have just become ineligible for child allowance, subsidy or benefit. Tougher rules of dismissing parents who receive child support were established. In addition, Hungary invests in the development and improvement of the child welfare system that currently provides about 83% of children of preschool age (over 3) with childcare facilities. The National Trade Union Confederation initiated the creation of a system for monitoring progress in pay gap narrowing.

Slovakia is another country where the situation is similar to the Ukrainian one. The gender pay gap remains as broad as in Ukraine, and almost half of the female workforce is jobless. Striving to close the pay gap, the Slovak government has launched two initiatives: establishing a National Labour Inspectorate System in order to better monitor employers, and amending the Labour Code to stipulate the requirement of equal pay for the work of equal value. Furthermore, Slovakia developed an action plan to enable workers to combine their career and family life. It provides for a "remote employment" (work from home) option, whereby a worker remains entitled to both salary and child allowance. Slovakia invests more than Ukraine into child welfare: about 70% of children of preschool age (over 3) have access to childcare facilities.

Lithuania's practice of promoting gender equality is noteworthy: almost 62% of the female workforce is employed there. The system of maternity leave operates efficiently. Lithuania introduces a policy of workers' rotation granting economic benefits to the employers that fill temporary vacancies (where women are having their maternity leave) with the unemployed. The government raised minimum wages in low-income sectors with predominantly female workforce, which narrowed the gender pay gap. Lithuania, like Hungary, provides targeted support to women beyond the labour market and facilitates their re-entry onto it.

SECTION 2. Specifics of Women Economic Employment

Over the years of Ukraine's independence, the issue of women's employment has always been pressing. The major reason is that the general employment situation has been deteriorating, particularly lately, due to the global economic and financial crisis. The officially low unemployment rate in Ukraine can be put down to the following employment structure:

- a larger part of the population is employed in the sectors less severely hit by the crisis: 59% work in the sphere of consumer services; 17% – in agriculture; 24% – in manufacturing and construction sectors;
- the scale and flexibility of small business and informal/shadow economy have cushioned the blow of the economic crisis (according to the 2009 Survey by the State Statistics Committee, 4.6 million people, or 21.5% of the employed population, worked for the informal economy). Employment relations in informal economy are not regulated by the Labour Code but are based on the parties' agreement of some kind. Most small businesses are concentrated in the sphere of consumer services and employ 4.56 million people, of whom as few as 981 thousand were officially recorded as respective company workers;
- a lot of people – over 5 million – work for the public sector. In the crisis years enterprises, institutions and organisations of the public sector did not practically release labour. On the contrary, from April 2008 to April 2009 the number of employees in the sectors of public administration, education and public health increased by 15 thousand.³ Thus one can speak about the incidence of unregulated employment, or latent unemployment⁴.

The section below presents the findings of the survey of economically active women⁵ aged from 20 to 65+. The largest age group consisted of middle-aged women (see Diagram 1).

³ According to the data of Ukraine's Council for Productive Force Studies; available at: <http://www.rvps.kiev.ua>

⁴ Analytical report of the National Institute for Strategic Research of the National Academy of Sciences "Systemic Problems of Ukraine's Labour Market and Priorities of Reforming It". - K., 2010. – p.10.

⁵ 401 women were surveyed (the sample was comprised of working women from 5 regions of Ukraine).

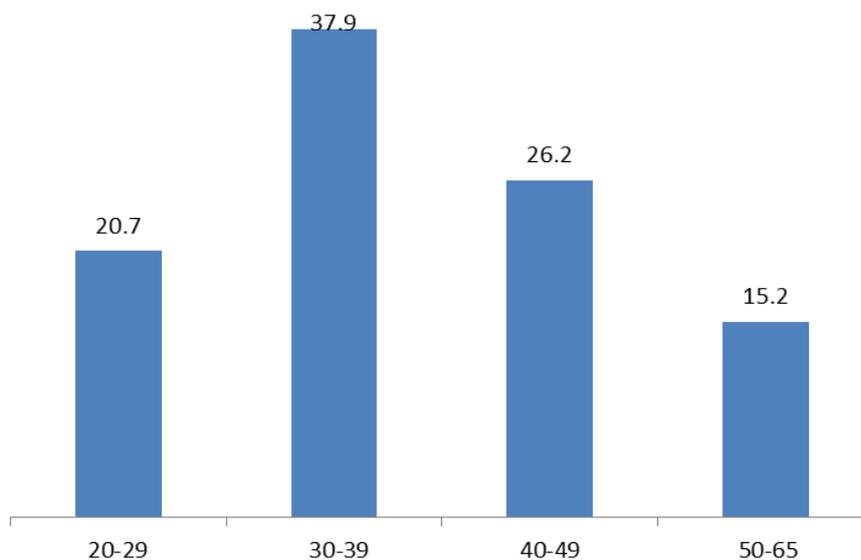


Diagram 1. Surveyed women's age, %

As for the surveyed women's *marital status*, most of them (55.9%) are officially married, almost 20% are single, and one in ten (9.5%) is divorced (See Diagram 2).

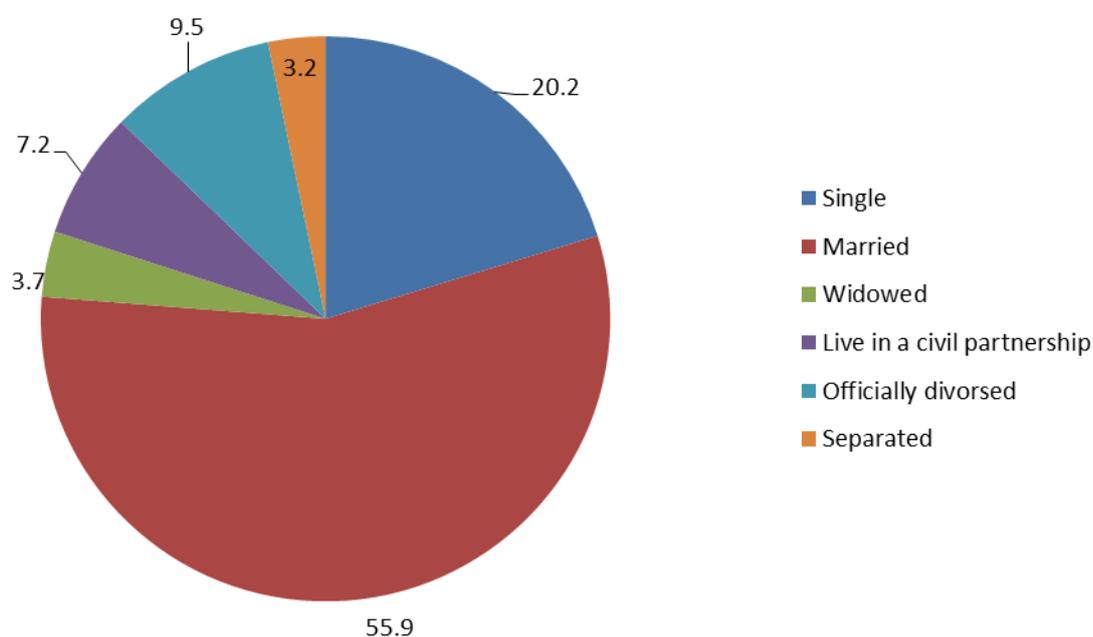


Diagram 2. Surveyed women's marital status, %

Family as a social institution has always been fairly traditional in Ukraine. Men used to work hard to fully provide for their families. Women attended to rearing children and household matters. Today, the situation is totally different. Free enterprise and transition to the market economy have brought about economic freedom that creates conditions for women to realize their labour potential with due regard to their psychological characteristics and social status.

The data on the surveyed women’s education level and social status are presented in Diagrams 3 and 4. According to them, the majority of respondents (62.6%) have higher education and are employed in various economy sectors.

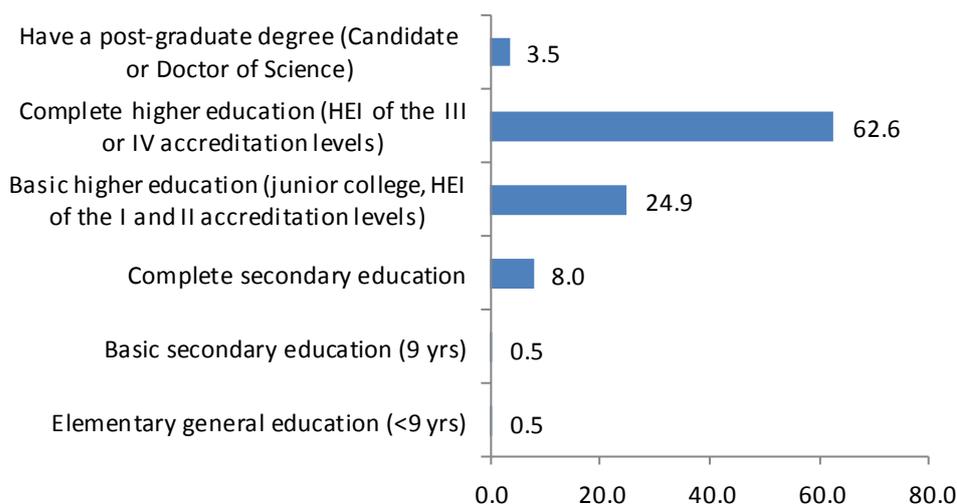


Diagram 3. Surveyed women’s education level, %

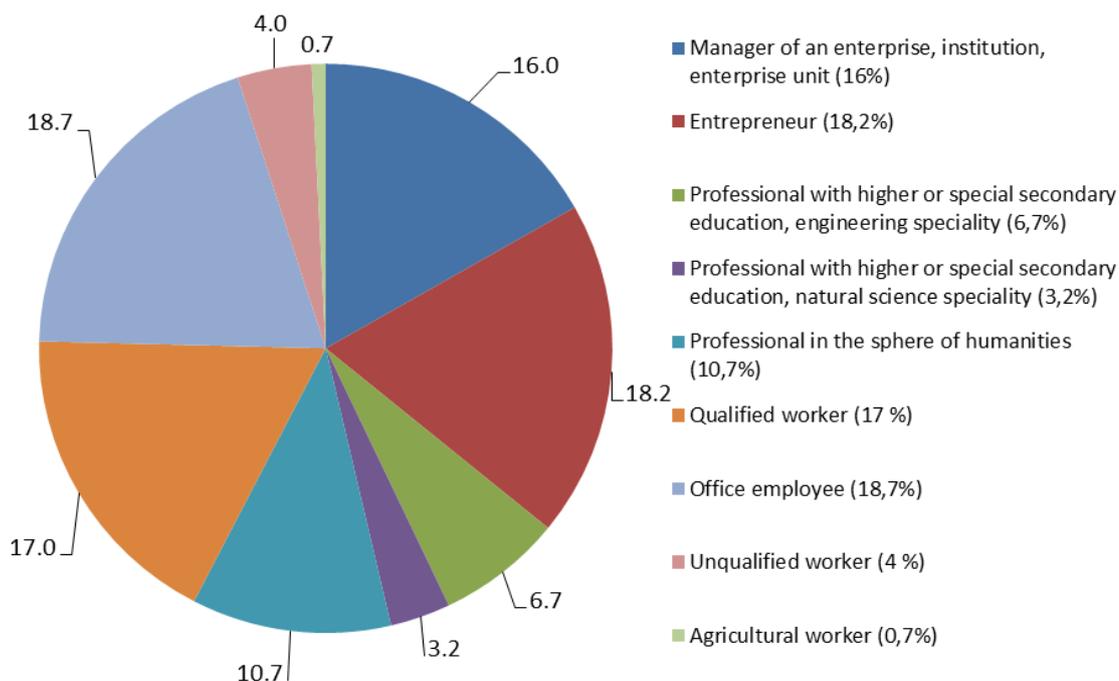


Diagram 4. Surveyed women’s social status, %

The early 21st century, described by futurologists as “the age of woman”, has witnessed a dynamic expansion of women’s activity in the spheres of business and politics. In the world of today, representatives of the “fair sex” manage large and successful organisations, demonstrate excellent adaptability to ever changing economic environment, work creatively and purposefully. Of course, gender stereotypes, according to which the world of work belongs to men, while women reign in their homes, are tenacious but women have been making their way into business activity much more rapidly and enthusiastically than men – into the household work.

In fact, the current economic situation calls for an intensified business activity in all economic sectors and structures. We asked women about their willingness to set up their own business and engage in entrepreneurial activity. According to the survey, 49.1% of women think favourably of entrepreneurial activities; 14% of respondents are registered as individual entrepreneurs, about 5% of women own operating companies, one in five women wants to start her own business (see Diagram 5). At the same time, some women are concerned about the risks of and existing obstacles to doing business.

While engaging in entrepreneurial activities, women face a lot of challenges and constraints: generally grim economic situation, limited choice of lines of business accessible to women, gender differences in income distribution and remuneration of labour, unequal occupational opportunities, outdated social stereotypes regarding women’s inferiority.

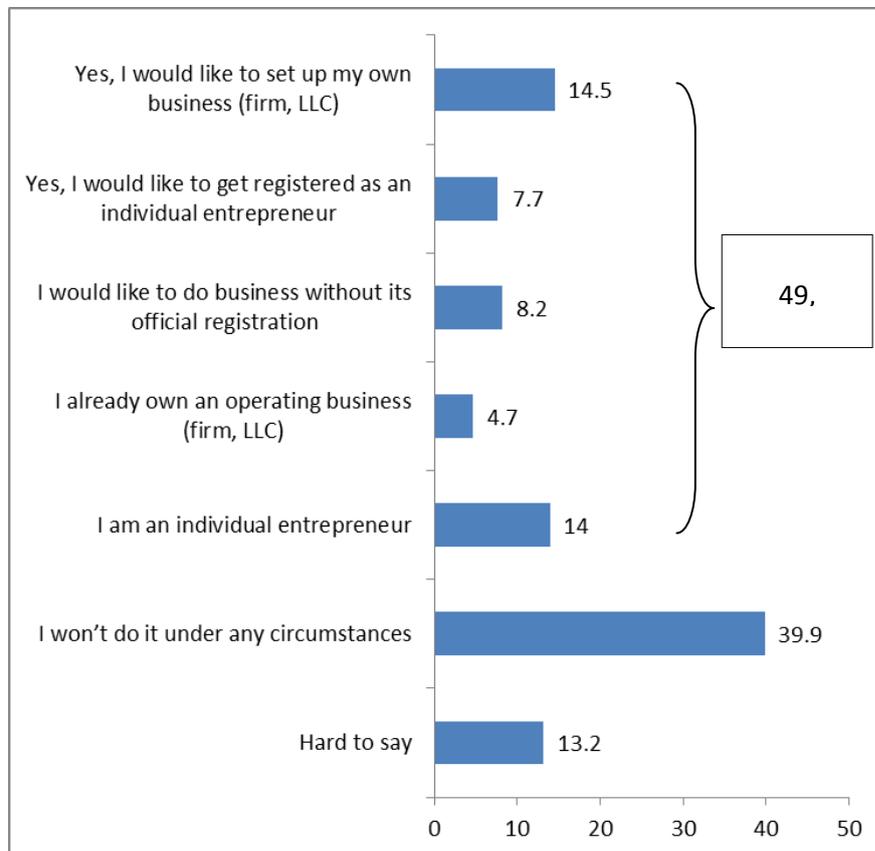


Diagram 5. Women’s willingness to engage in entrepreneurial activities, %

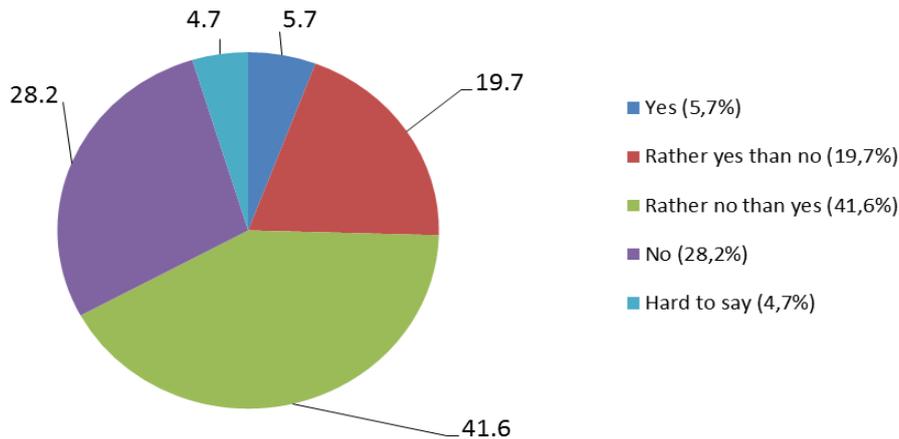


Diagram 6. Women's answers to the question "Would you reckon yourself among the poor?", %

Of course, material (monetary) incentives play a critical role in forming people's economic behaviour. According to the survey, one in four working women would rate herself among the poor, whereas two thirds of them would not identify with the poor.

Women put a good deal of effort into their personal and professional development. Thus, 41.4% of respondents attended career enhancement seminars and trainings, 38.2% of them participated in sectoral programmes of upgrading skills and qualification. 20.7% of the surveyed women completed a computer literacy course, another 14.5% – a foreign language course, and 18.5% finished driver's school. About 18% of women think of attending personal development workshops.

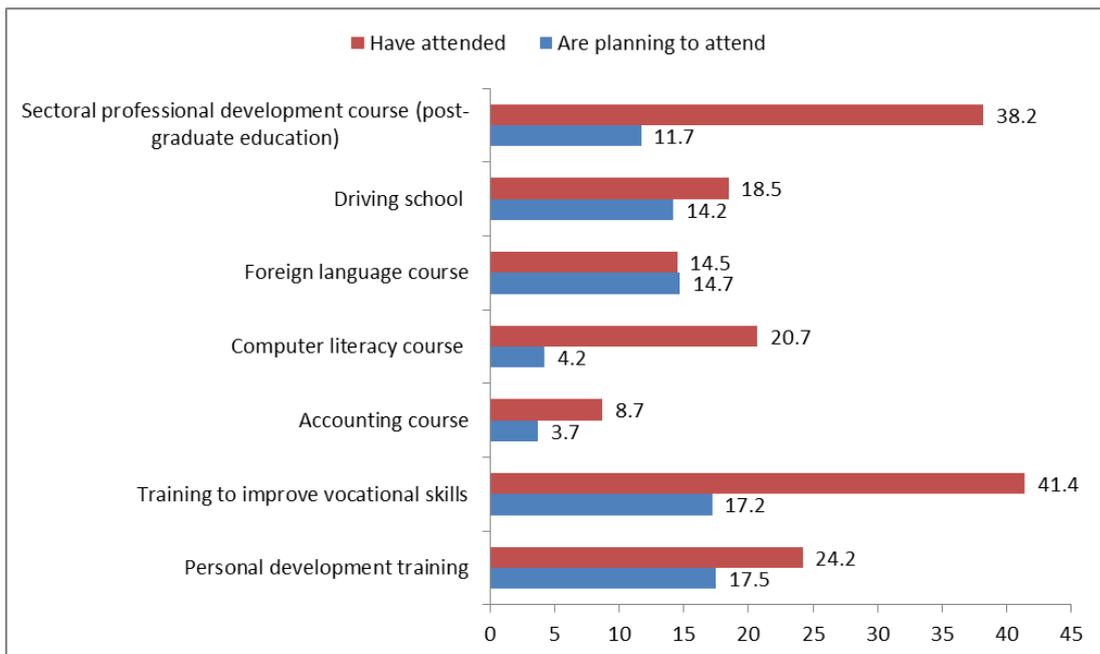


Diagram 7. Women's professional development, %

Economic constraints that prevent women from realizing their potential drive some of them to look for ways of improving their financial situation without considering risks or latent adverse implications. In the course of the survey, 7% of women admitted they had worked abroad, 25% of them were undecided if they wanted to do so, 15.5% of women stated their desire to work abroad but said they did nothing towards this end (unlike another 6% of their peers who took certain steps to find a job abroad). Half of the respondents had no desire to work in other countries (see Diagram 8).

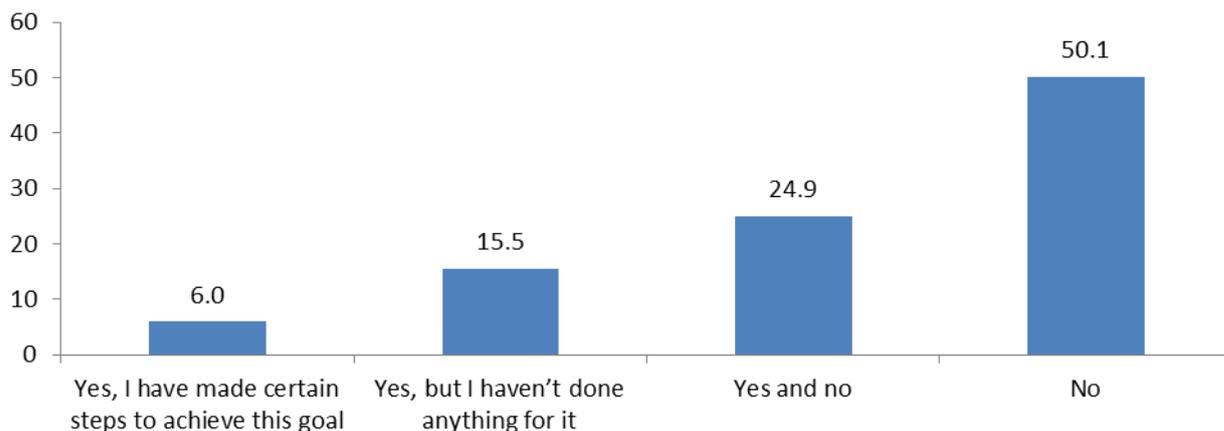


Diagram 8. Women's answers about their willingness to work abroad, %

Going abroad, Ukrainian women are often unaware of the laws, customs and traditions of the destination country; they do not speak the local language (or any foreign language, for that matter). Few of them know their rights, duties and responsibilities. That is why they often become victims of human rights abuse, violence, etc. The survey findings are reassuring, to a certain extent, as one in three women, who would accept a job offer from abroad, would insist on signing an official employment contract in Ukraine, prior to their departure. On the other hand, a worrying fact is that 20% of women (who are currently employed!) would agree to immigrate if they trusted the person offering a job to them (the recruiter). It is this trust that human traffickers often abuse, and women can fall prey to them.

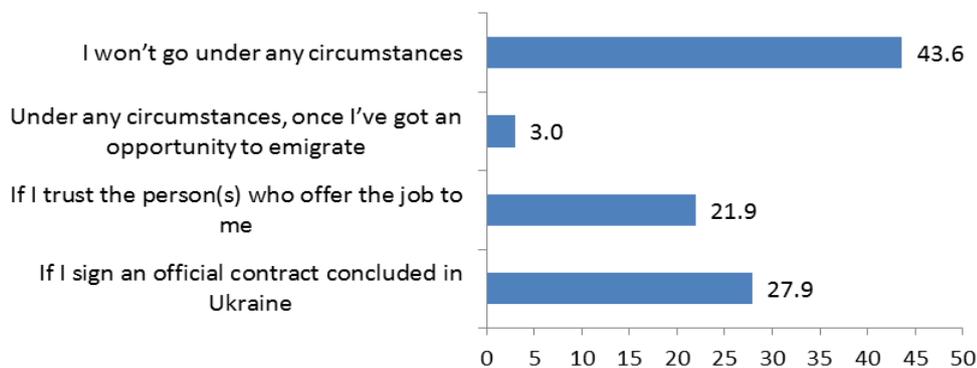


Diagram 9. Conditions, under which women would go to work abroad, %

The surveyed women were asked to assess the importance of certain factors that affect their choice of job (see Diagram 10). Material remuneration proved to be the most significant motive: women want to have high salaries/wages, they are not ready to work in poor or hazardous conditions, and they would like to have nice and friendly colleagues or peer-workers. At the same time, more than one third of the surveyed women did not attach much importance to the social value or responsibility associated with their work. Even convenient job location and favourable conditions for professional self-accomplishment did not seem to rank high among women's priorities.

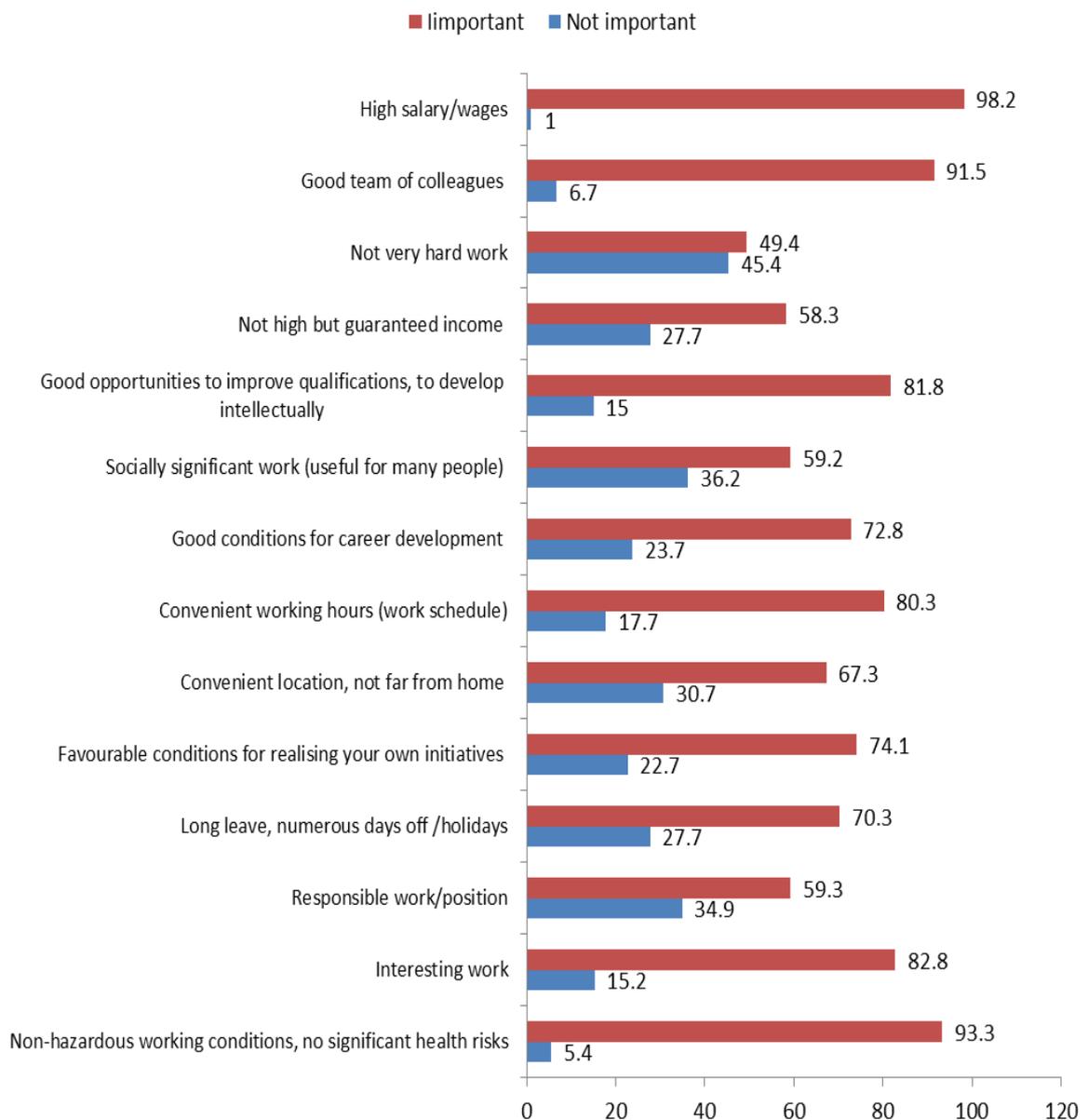


Diagram10. Factors that women take into account while choosing a job and staying in it, %

One of the survey questions was meant to ascertain the situation with gender equality in the companies, organisations or institutions where the respondents

worked. It seems important since gender policy should embrace all spheres of life and be followed by all business entities (be it a private firm or a state-owned enterprise). The analysed survey data (presented in Diagram 11) suggest the following:

- one third (37.4%) of the surveyed women are of the opinion that their work schedule interferes with their ability to combine effectively their family life and career. Almost as many women did not acknowledge such an interference;
- about 40% of women believe the system of assessing candidates for promotion in their company is not objective;
- 48.9% of the surveyed women concurred that the requirements set to candidates for promotion apply equally to men and women. The others are sure the requirements to male and female candidates are different;
- one in five respondents pointed out that most of their company employees (enterprise workers) were not familiar with the professional evaluation system, and one in four surveyed women argued that not all of the company employees (enterprise workers) knew about current vacancies.

At the same time, the majority of women (61.3%) are positive there is no gender discrimination in career promotion at their enterprises; 20% think that promotion policy and practice are partially discriminatory, and 15% argue that men get promoted oftener than women.

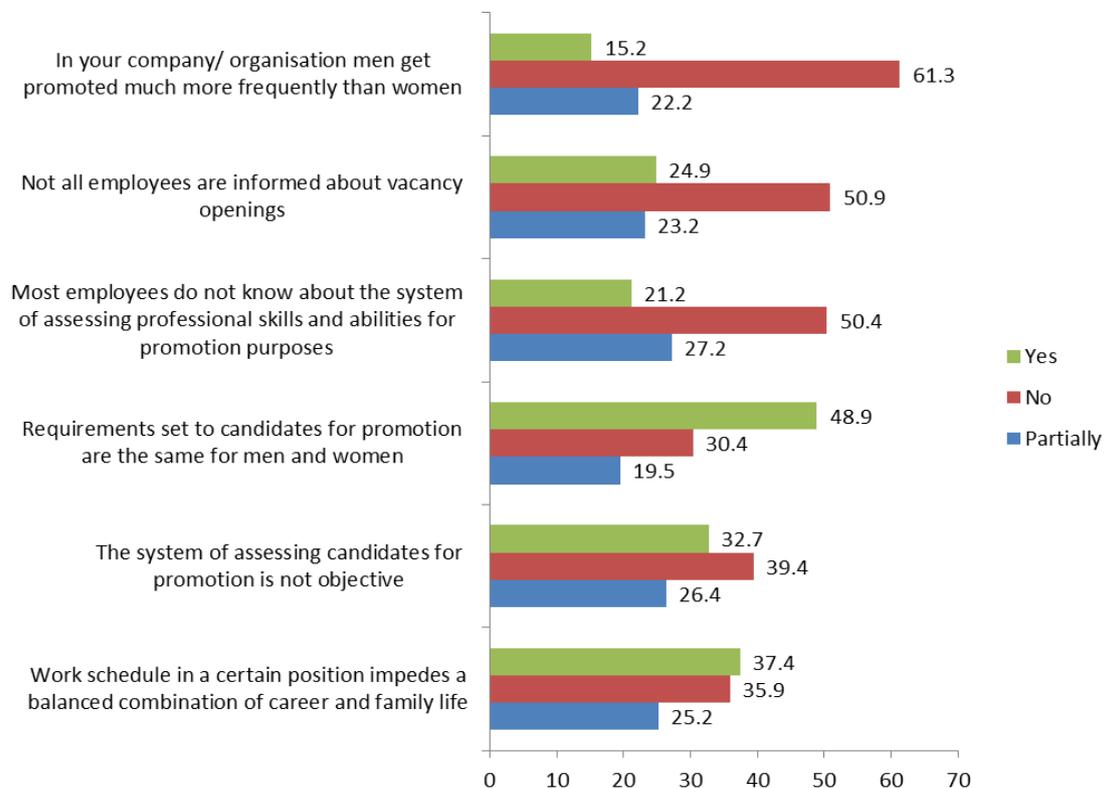


Diagram 11. Gender equality compliance by companies/organisations, %

According to the survey of working women who have a certain economic employment status, some elements of discrimination can be observed in the processes of hiring (71.1% of affirmative answers) and appointing to managerial positions (70.8%). As indicated by 35.9% of respondents, discrimination in providing social benefits is practically absent or occurs very seldom. A large part of women (23.4%) found it hard to say whether they felt properly protected against sexual harassment at work, which proves, yet again, that this topic remains a taboo in the Ukrainian society.

Table 1. Women’s opinions about discriminatory practices in various spheres, %

	Discrimination against women in these spheres is:				Hard to say
	prevalent	occurrent	occurrent but seldom	practically non-existent	
1. Hiring	25.7	45.4	9.2	9.7	10.0
2. Promoting to managerial positions	29.7	41.1	12.0	8.0	9.2
3. Providing with social benefits	2.7	21.9	21.9	36.2	17.2
4. Safeguarding against sexual harassment at work	9.2	31.4	15.7	20.2	23.4

Prospects and plans for the future

Speaking about their future plans, the surveyed women focused, first and foremost, on improving their health (79.1%) and housing conditions (65.3%). Next in the hierarchy of women’s plans was developing professional skills and qualifications (61.6%), facilitating their children’s education (59%) and achieving their career goals (53.6%). At the same time, 42.9% of women said they were dissatisfied with their current work, so they intended to find a new job. 24.7% of the surveyed women planed to get married and 29.7% wanted to have children. Among the least popular plans were: emigrating from Ukraine and making a political (public) career.

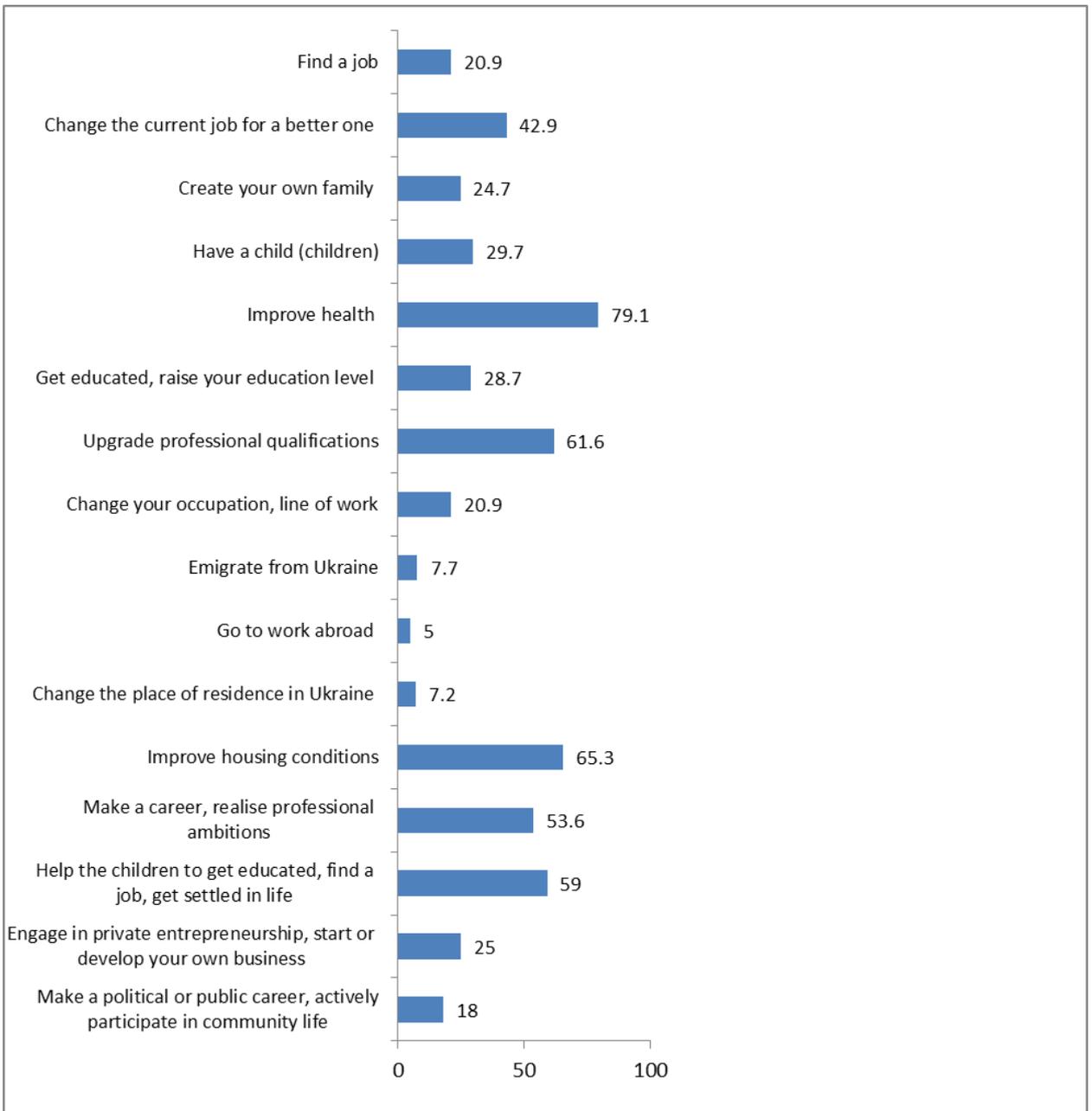


Diagram 12. Working women's future plans, %

The women were asked if they felt happy. The answers broke down as follows: 40% of surveyed women were sure they were happy; almost as many (38.7%) believed they were “partially” happy, of them 21.2% thought they had not fully realised their potential, and 17.5% had problems in family life. As few as 2.5% of surveyed women claimed they were unhappy; another 18.7% had difficulty answering this question, which means they feel disappointed and their criteria of “happiness” are underdeveloped.

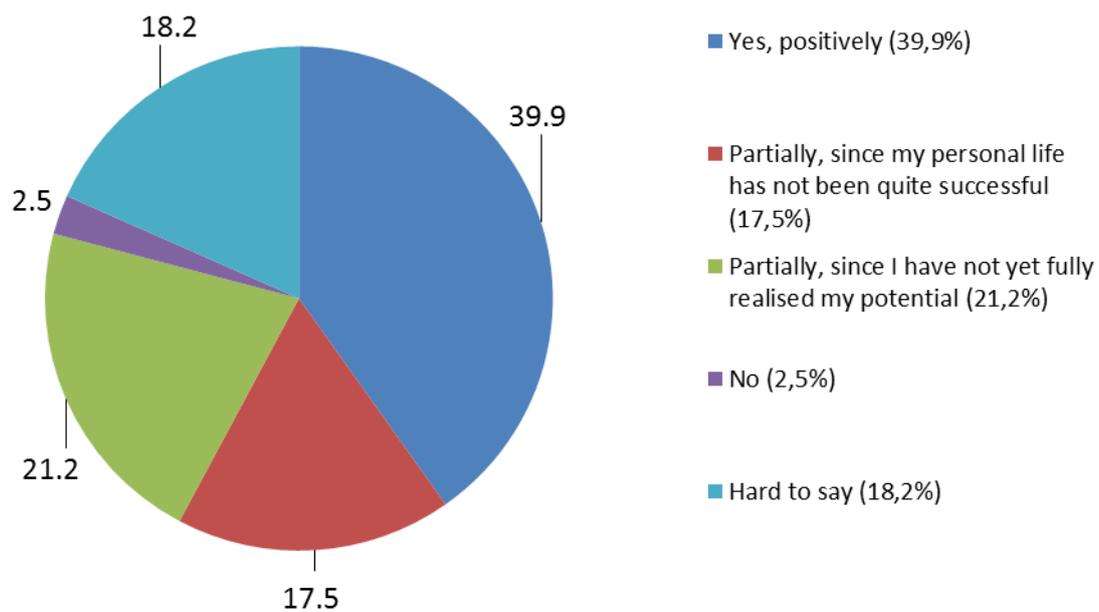


Diagram 13. Surveyed women's answers to the question "Do you think you are happy?",%

SECTION 3. Women Unemployment

Ensuring effective employment is a top priority for any civilized nation. Unemployment leads to poverty and moral degradation of the population. According to the State Statistics Service data, from February to July 2012 the number of unemployed in Ukraine was gradually reducing; as of 1 July 2012 it amounted to 437.8 thousand people, including 255.2 thousand unemployed women and 182.6 thousand jobless men.

Table 2. Number of the registered unemployed, by gender, in 2012
(end of reporting period; thousand people)

	January	February	March	April	May	June	July
Total	520.9	546.6	531.0	486.0	464.8	447.0	437.8
women	279.1	290.2	291.1	277.4	266.0	258.7	255.2
men	241.8	256.4	239.9	208.6	198.8	188.3	182.6

The research methodology comprised the surveying of women officially registered with employment centres and in-depth interviews with experts of these centres. The section below analyses the women's answers.

Unemployed women

As far as the surveyed women's marital status is concerned, 45% of them are married, 35% are single and 20% are divorced. They fell into the following age groups: 21-29 years – 40%, 30-39 years – 25%, 40-52 years – 25%. Half of the surveyed women have children under 18, another half plan to have children in the near future.

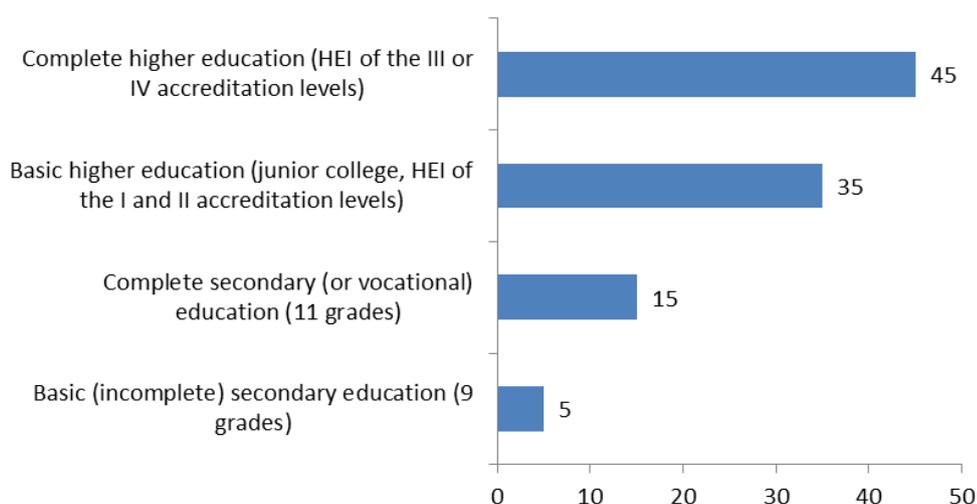


Diagram 14. Surveyed women's education level, %

According to the survey data, half of the respondents who were unemployed at the moment of survey quoted discharge due to staff redundancy, company liquidation or reorganisation as the main reasons for their registration with employment centres. 25% of the surveyed women quit their previous jobs, while another 10% of them could not find a job matching their qualifications.

85% of the respondents in this category received unemployment benefits, 10% said they had not received such benefits yet, and 5% opted for the “no” answer. In fact, unemployment benefits are the only source of income for jobless women. Evaluating their families’ financial situation, most women admitted they could only afford buying foodstuffs and inexpensive consumer goods. There were also 15% of women who said they lived from hand to mouth, having too low an income to afford even basic necessities.

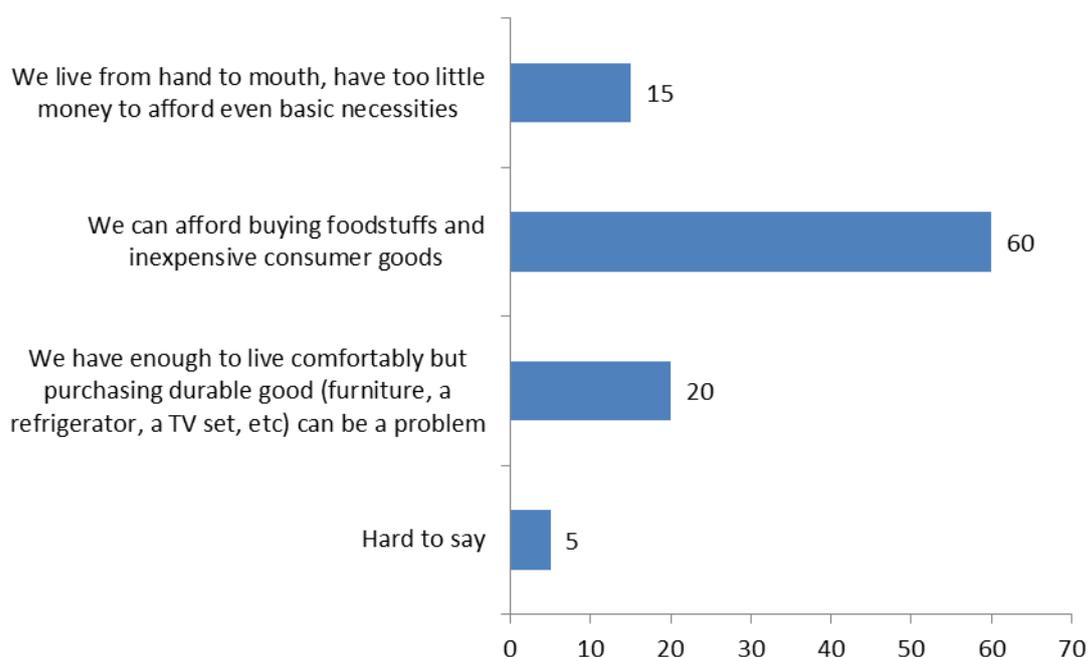


Diagram 15. Unemployed women’s opinion of their families’ financial situation, %

One third of the respondents think their income level is low, 10% of the surveyed women consider it very low, one in four women believes it is lower than the average, while 30% say their family's income level is average.

When asked to what institutions/organisations the women applied in their search for jobs, they cited recruitment agencies, companies (enterprises) or organisations, the Internet sources, newspapers with job ads. Among the most trusted sources of information on available vacancies, according to the survey, are district employment centres and personal contacts (80% of responses). Chances to find a job via commercial recruitment agencies and youth employment centres are slimmer. The women do not rely on the Internet resources for job search, either.

The survey results testify that women are pro-active in looking for a suitable job. Thus, 67.6% of the surveyed women agreed with the statement that “an able-bodied person should be responsible for their own material well-being”, and 41.9% of them shared the opinion that “only lazy people or those claiming too high salaries cannot find jobs today”. At the same time, the respondents' predictions about the potential developments in the labour market are gloomy: 83.3% of them think the number of unemployed in Ukraine will grow in the near future.

Table 3. Women’s answers to the question “How good, do you think, are the chances to find a well-paid job through...?”, %

	Good chances	Some chances	Poor chances	Hard to say
1. District employment centres	8.5	46.6	29.7	15.2
2. Commercial recruitment agencies	8.0	42.9	27.9	21.2
3. Youth employment centres	3.5	35.2	29.2	32.2
4. Ads in the press, Internet	13.2	61.3	16.2	9.2
5. Personal contacts, connections	69.1	23.4	2.7	4.7

Half of the surveyed unemployed women suggested that women and men have equal chances of finding a job through employment centres. The other half, however, believed men have better chances as job-seekers.

The unemployed women admitted they had been offered a job when applying to employment centres but they declined the offers because the salary was too low (55% of responses), the job was unsuitable in terms of matching their qualification (30%) and of working conditions (10%). Of late, employment centres have been offering unemployed women intensive training programmes for them to acquire an occupation or improve qualifications in their previous occupations. When asked if they were ready to upgrade their skills and qualifications, 90% of the respondents said they were absolutely ready to do so, whereas 5% gave a negative answer. One third of the unemployed women said they would never engage in business activities, the others did not mind it and would like to get registered as individual entrepreneurs.

People get adjusted to the hard economic situation seeking informal or officially unregistered employment. The questionnaire contained a list of activities for women to choose the one/ones they were or were going to be involved in. Among the most frequently cited types of activity were: “selling and re-selling goods and produce” and “doing odd jobs for private persons”. Some other types of

activities (tutoring, nursing, hairdressing, crafts-work, etc) were chosen by 5% of women each.

Economic hardships in the women's families have an adverse impact on the family morale and psychological atmosphere, on relations with their spouses. Half of the respondents said they were satisfied with the family relations with their spouses and children; 45% of jobless women admitted they sometimes had quarrels in their families, and 5% of the surveyed women were totally dissatisfied with relations in their families and often argued because of unemployment, among other things.

According to 60% of the surveyed unemployed women, their family members sympathise with them but, eventually, it is up to them to address this issue. One third of the respondents indicated their families were very worried and insisted on their finding a job as soon as possible; 5% of the surveyed women believed their family members did not care about their joblessness.

Despite their current economic status of the unemployed, as few as 20% of women claimed that over the last five years their lives had changed for the worse. One third of the women did not feel any such change whatsoever. Almost half of jobless women were hesitant about their future, whereas the others seemed optimistic and hoping for the better in their life. When asked what helps them to be confident of their future, 30% said it was reliance on their own skills and abilities; 15% quoted their trust in God. Such answers as "family support" or "savings" were not selected.

Finally, the unemployed women were asked to name the priority areas where the government should focus its efforts in order to improve the quality of life. The responses proved that employment was a topic of concern for most women: among the priority measures to be taken by the government they cited job creation (95%), affordable housing (50%) and social security for the loss of earning capacity (60%). The measures aiming to meet cultural and leisure needs, to expand opportunities for life-long learning and professional development were mentioned by as few as 5% – 10% of the respondents.

Employment centres: expert opinions

In-depth interviews with the employment centre experts allowed to ascertain the main trends in women's job-placement. According to the majority of interviewees, employment centres most frequently place in jobs women under 45 years of age, with certain professional experience. The centres provide women with continuous assistance in choosing a job, and with psychological counselling that helps to raise self-esteem and form a positive attitude. Among the women applying to employment centres, 54% seek blue-collar jobs, and the others look for office positions. Women are offered both seasonal work and an opportunity to engage in entrepreneurial activities.

“Women who have lost their job apply for informational and consultative services regarding further employment, choice or change of occupation. In the course of our interaction, women become more self-reliant, develop their skill of independent job-seeking and self-accomplishment” (in-depth interview, EC, Khmelnytsky)

The employment centre experts' opinions regarding the applicants' gender composition were divided: half of them consider the number of applications filed by men and by women is equal; the other half also split into those who believe there are more women among the applicants, and those who think male applicants prevail.

“There are more women as employers would not provide them with social security benefits and sufficient salary” (in-depth interview, EC, Lutsk)

“Women outnumber men because the latter look, mostly, for a highly-paid job outside their place of residence” (in-depth interview, EC, Kharkiv)

“There are more men. Women today take upon themselves much more than necessary. And men want to look “helpless” (in-depth interview, EC, Kyiv)

“We've registered more men, as it is more difficult for them to find a job, and they are usually older than women-applicants” (in-depth interview, EC, Kharkiv)

Furthermore, the EC experts observe that of late more HEI graduates and vocational school leavers have tended to apply to employment centres, as well as persons with disabilities.

During the interviews, the EC experts listed a number of issues and challenges they face while working with unemployed women, including but not limited to, the following:

- Women tend to blame the whole world for their problems (the EC experts advise them to actively look for a way out instead of complaining);
- Women's salary expectations are too high;
- Women have very poor foreign language skills (if at all);
- Women with newly born babies or young children form a special risk group;
- Women of pre-retirement age have great difficulty finding a job;
- Employment centres have no leverage over employers;
- Unemployment benefits that women receive from employment centres often exceed the wages offered to them by potential employers;
- Employers should be encouraged to create new jobs in exchange for targeted subsidies; on-the-job training and public works should be

used more actively to stimulate employment;

- A lot of women lose their qualification during maternity leave; this problem can be addressed by offering them on-the-job training;
- Women with disabled children have very slim chances of being employed;
- There are no vacancies for women in rural areas.

According to the EC experts, women can become unemployed for a number of reasons: dissatisfaction with their previous job, company liquidation, staff redundancy, conflicts with the boss, aspiration for a higher salary, loss of qualification, etc.

The occupations that seem most attractive to women include: accountant, economist, lawyer, administrator, manicurist/pedicurist, secretary, make-up artist, nurse, office manager, etc. However, if a women who is registered with the employment centre receives a job offer that does not quite match her specialisation, she will, more often than not, accept it.

“... They agree because women care about a guaranteed workplace and guaranteed salary, rather than the status value of their job” (in-depth interview, EC, Kharkiv)

As noted earlier, employment centres practice engaging women in public works. The EC experts were asked about incentives for women to undertake this kind of work. Most of them answered that women accept such offers because: “public works are part of the insurance stimulus, and women continue to receive unemployment benefits and other welfare payments in the amount and for the period established by the law”, “public works enable women to get an additional official income while being registered with the employment centre”. Moreover, a lot of women over 45 volunteer to do public works, many women like this type of activity and regard it as an opportunity to show their skills and abilities to a potential employer.

At the same time, the employment centre experts noted in their interviews that women, even though they were unemployed and had no permanent income, still had overly optimistic expectations regarding their employment opportunities. It was particularly true of the young women.

“HEI graduates have the most inflated expectations: having no working experience they aspire to high positions and high salaries” (in-depth interview, EC, Kharkiv)

The women of middle and pre-retirement age do not, in general, expect too much. These women are fully aware of the age-related constraints and assess their employment chances realistically. They are the most active attendees of various trainings and workshops offered by employment centres.

“We take into account the women’s preferences, try to make our programmes

interesting and schedules convenient” (in-depth interview, EC, Kyiv)

Of late, employment centres have increased their capacity to offer training and professional development services to unemployed women. They have been referring more women to vocational training courses.

“They are trained as manicurists, pedicurists, dressmakers, hairdressers, cosmetologists, make-up artists” (in-depth interview, EC, Sevastopol)

“Women want to upgrade their skills or acquire a new profession on completing the course offered by the employment centre” (in-depth interview, EC, Sevastopol)

Among the informational and occupational guidance services, most widely offered by employment centres and most popular among the unemployed women, are:

- ✓ socio-psychological counselling;
- ✓ individual consultations;
- ✓ workshops, trainings;
- ✓ meetings with employers;
- ✓ job fairs.

At the end of the interview, the EC experts named the priority measures to be taken by the government in order to improve women’s employment. The most frequently mentioned measures are listed below:

- ✓ Amending the law “On Employment”;
- ✓ Re-introducing liability for vagrancy;
- ✓ Reducing informal employment;
- ✓ Improving management of labour force and increasing remuneration;
- ✓ Providing for an opportunity to make employers liable for refusal to hire women because of their age or having young children;
- ✓ Supporting women's entrepreneurial activities;
- ✓ Creating more jobs for women;
- ✓ Enhancing women's social security;
- ✓ Providing better support to women during maternity leave;
- ✓ Supporting women of pre-retirement age;
- ✓ Providing social guarantees in case of unemployment;
- ✓ Implementing national programmes to support existing businesses managed or owned by women.

SECTION 4. Young Women's Employment: Motivation Structure and Targets

Creation of decent jobs for young women and men who annually enter the labour market is an important factor of economic development. Getting well established in the labour market is not only vital for the young people's successful career, but also determines, to a large extent, their future, the future of their families and the country at large.

Green years are the time when people start realising their plans and aspirations, become economically independent and find their place in the society. The youth employment dynamics depends on the economic cycles. As a rule, young people are amongst the first to lose their jobs in the periods of economic recession, and the last to get them when the economy recovers. That is why the latest global economic crisis hit young people so hard. According to the ILO data, unemployment is not the only problem facing young people in the labour market. Other challenges include: unstable and unsustainable employment, scanty earnings, work in informal economy. The global economic crisis has had an adverse impact on youth employment in most countries of the region.

In order to assess the sentiments and preferences of potential female specialists, in-depth interviews were held with graduates of higher education institutions and vocational school leavers who had finished their studies and were looking for a job. The HEI graduates' employment plans are, for the most part, to search for a professional job with high salary (UAH 3,000-8,000).

Some interviewees would accept a job offer that does not match their speciality (qualifications); a few of them shared their plans to do a post-graduate degree course.

“University graduates are entitled to work wherever there is an opportunity for self-accomplishment and getting sufficient salary” (in-depth interview, HEI graduate, Kyiv)

“You can change your speciality, liking your job is what matters” (in-depth interview, HEI graduate, Sevastopol)

Answers of this kind should raise concern of the education authorities and national curriculum writers: the time and money spent to train specialists do not seem to produce the appropriate effect. Why are the HEI graduates and vocational school leavers ready to switch to jobs that have nothing to do with their pre-service training, right upon graduation? When asked whether they were satisfied with the knowledge and skills obtained during their training, the surveyed girls diverged in their opinions: half of them said they were absolutely satisfied with their training, while the other half claimed they were dissatisfied. At the same time, the overwhelming majority of surveyed girls believe the profession they were trained in is in high demand on the labour market.

“The downside of our training was that we had too little practice, could not develop our practical skills” (in-depth interview, HEI graduate, Kharkiv)

During the interviews, the surveyed HEI graduates and vocational school leavers voiced their apprehension about their first job. What worried them most was a possible misunderstanding with their superiors, poor time-management skills, irregular working hours, infringement on their labour rights. Thus, there seems to be a need to provide them with additional training on these matters.

By the moment of the survey, the HEI graduates and vocational school leavers had already taken certain steps towards finding a job: they prepared resumes and sent them to recruitment agencies; some had been to an interview and were waiting for a response. Some girls admitted their parents helped them to get a job; others thought of starting their own business but had no idea of how to do it.

The HEI graduates and vocational school leavers were asked whether, in their opinion, young men or young women had better chances to get their first job. Most of the girls responded men had better chances.

“Men [have better chances], because a young woman is seen as a future mother, and the potential employer understands what implications it can have” (in-depth interview, HEI graduate, Lutsk)

“Men have better chances because they have more time to devote to their work. Men are more readily promoted to managerial positions, whereas women are offered jobs in the sphere of consumer services” (in-depth interview, vocational school leaver, Kyiv)

A few surveyed girls argued that young women had better chances to get placed into their first jobs.

“Girls [have better chances] as girls are better developed than men and can find a job at once. Girls are usually more demanding in everything” (in-depth interview, vocational school leaver, Kharkiv)

There were also those who believe that the employment chances of both genders are equal.

“Those who can prove they have knowledge and practical skills have better chances”

“Both genders have equal chances” (in-depth interview, vocational school leaver, Sevastopol)

Lately, a lot of students have tended to combine their studies with part-time jobs, side jobs or seasonal work, striving to earn their living. The survey findings confirm this tendency: almost all respondents have had a certain experience of working part-time or making some money on the side (mostly to pay for their tuition).

The HEI graduates and vocational school leavers were also asked what they were going to do should they fail to find a job. Some girls said they would like to

have some rest and then continue their job search. Others planned to: apply to employment centres; emigrate; get married. The young women told the interviewers they knew a lot of girls who could not find a job upon graduating from HEI or finishing vocational school. The main reason for their joblessness, in the respondents' opinion, was their refusal from second-rate jobs with low salaries. The respondents believe those girls failed because "they could not properly demonstrate their professional skills and qualifications, to prove their value for the employer".

The surveyed HEI graduates and vocational school leavers were willing to combine their future career with family duties. The girls said they planned to make their maternity leave short enough. Half of the interviewees in this category maintained they would not have a three-year long maternity leave if they got a well-paid job (*"If my job is highly paid, I won't stay away for three years to look after my child"*). A lot of the surveyed girls share the opinion that today women should be well-educated and have a good job.

"It is important to be strong and independent, without losing our femininity and fragility" (in-depth interview, vocational school leaver, Lutsk).

The others said they wanted "to spend more time with the family" and "raise children".

"The key thing is ability and capacity to combine work, career growth with the family and rearing children" (in-depth interview, HEI graduate, Kyiv).

As far as the gender division of family responsibilities is concerned, most of the surveyed HEI graduates and vocational school leavers are positive that men are responsible for ensuring their families' financial and material well-being (*"The woman earns money for herself, and the man – to provide for his family"*).

"The man is financially responsible for his family. It has been a tradition for centuries" (in-depth interview, HEI graduate, Kyiv).

However, some of them hold an opposite opinion, which has been cited fairly often in numerous sociological surveys recently: traditional family roles do not matter any more; the spouse who has better opportunities/capabilities for earning money for the family makes a larger financial contribution.

When asked what is most important for a modern woman, the surveyed HEI graduates and vocational school leavers gave the following answers:

- Self-development and self-improvement;
- Work/ career;
- Independence/ financial independence;
- Having a job and a family;
- Enjoying my work;
- Feeling well and comfortable in the family;
- Being able to address various issues;

- Being happy;
- Getting a good job;
- Having women's rights properly safeguarded;
- Self-esteem and self-reliance;
- Sense of purpose and ambition;
- Tenderness and kindness;
- Ability to reach harmony in combining all aspects of life: family, career, raising children and leisure;
- Being successful in everything;
- Women's wisdom.

CONCLUSIONS AND RECOMMENDATIONS

The findings of the study on existing conditions for economic empowerment of women and achieving gender equality in social and labour relations allow to draw the following conclusions and make the following recommendations.

Improvement of the national legislation currently in effect

Ukraine's national legislation provides for the necessary preconditions for gender equality in the sphere of labour. However, it is poorly enforced in practice, particularly when it comes to effective counteraction to all forms of discrimination against women in the labour market. Article 24 of the Constitution and Article 2-1 of the Labour Code of Ukraine guarantee freedom from all forms of discrimination, including on the basis of sex/gender. In reality, though, the situation is different. As matters stand today, there is lack of legislative initiatives geared towards reducing the earnings differential (pay gap) between women and men or towards supporting women's career development. Initiatives aiming to facilitate the women's combining careers with family life are scarce. Allowing fathers to take a leave to look after the child is a rare initiative that has been recently implemented to promote gender equality. The government, however, did very little to raise the public awareness of this initiative; no statistical data are available on the progress in its implementation.

Gender mainstreaming in the labour market

In the periods of economic hardships (such as the economic crisis suffered by Ukraine), the requirements set to labour force become stricter and more challenging. The survey findings confirm that women are prepared to work hard: in order to get high salaries/wages and avoid unemployment women would undertake work of any degree of complexity. Ukrainian women have got a number of competitive advantages: on the one hand, they have a higher education level than men but, on the other, they are appointed to high-ranking positions less frequently than men.

The analysis of women's employment in the labour market revealed the following tendencies:

- the unemployment scale is gender-differentiated: more women than men are registered as unemployed;
- occupations in low demand (demand lower than supply) on the labour market are, predominantly, taken by women;
- the values of greatest importance for women are their family, health, job and material well-being;
- women work, first and foremost, in order to improve their family's material well-being;

- more than half of the surveyed unemployed women would like to work part-time so as to pay more attention to housekeeping and rearing children.

To ensure an effective and efficient use of women's labour potential, the drafters of a labour market modernisation strategy should set such target indicators and benchmarks that would allow to monitor the gender equality status.

In particular, it is recommended to take the following measures:

In regulatory and legislative framework:

- concerned governmental agencies, trade unions and their associations should conduct an on-going monitoring and audit of the employers' compliance with labour legislation, especially with respect to the collective bargaining agreement and its enforcement, and legislative provisions on equal labour rights for women and men, etc;
- the institute of gender advisers to the central executive power bodies and local self-governments should be introduced and developed;
- special funds should be allocated in the state budget for implementing public policies of ensuring gender equality and gender development;
- the Verkhovna Rada should accelerate the consideration and adoption of the draft laws "*On Incorporating Amendments into the Labour Code of Ukraine to Create Equal Conditions for Women and Men to Exercise Their Rights*" and "*On Amending Article 26 of the Law of Ukraine "On Employment" to Stimulate Creation of New Jobs for Young People*".

In employment centres and services:

- regular trainings and practical workshops on gender dimensions of labour rights should be introduced for employment centre officials, inspectors and experts;
- curricula of vocational training for women should be developed and used in employment centres in order to improve the women's competitiveness and employability in various sectors (including those where women have not been traditionally employed);
- informational services should be offered to women (especially young ones) looking for a job in order to raise their awareness of their labour rights protection and official eligibility for damages in the case of their violation;
- training, re-training and professional development programmes for young women should be promoted more actively.

In higher education and vocational training:

- the practice of forming a state order for pre-service training by higher and specialised education institutions should be improved in view of the estimated sectoral demand for respective specialists; education institutions should be more actively involved in professional re-training; de-centralised funding of professional development programmes should be encouraged, with due regard to gender mainstreaming objectives;
- the system of vocational education should be reformed to increase its capacity to respond effectively and timely to changes in the labour market situation, with due regard to gender equality principles.

In employment and social policy:

- flexible form of employment should be introduced in order to address the issues of women's unemployment, search for new labour resources and their optimum use with due regard to gender equality principles;
- increased competitiveness of women's labour resources and their swift adjustment to the new economic conditions should become a priority objective;
- programmes of subsidising job creation, developing non-standard (flexible) work schedules, supporting women's entrepreneurship and self-employment should be developed and implemented based on the differentiated approach in respect of women's age, education, professional qualifications, place of residence and material status;
- non-economic means of regulation should be used in the process of gender mainstreaming in social policy; systemic measures and activities should be implemented to facilitate an effective combination of paid work with family responsibilities.

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ANNEX 1.

Questionnaire for women who have made career progress

1. HOW OLD ARE YOU: _____ years old

2. WHAT IS YOUR MARITAL STATUS?

- 1. Single
- 2. Married
- 3. Widowed
- 4. Live in a civil partnership
- 5. Divorced (officially)
- 6. Separated

3. WHAT IS YOUR EDUCATION LEVEL?

- 1. Primary education (less than 9 grades)
- 2. Basic (incomplete) secondary education (9 grades)
- 3. Complete secondary (or vocational) education (11 grades)
- 4. Basic higher education (junior college, HEI of the I and II accreditation levels)
- 5. Complete higher education (HEI of the III or IV accreditation levels)
- 6. Have a post-graduate degree (Candidate or Doctor of Science)

4. HAVE YOU GOT UNDER-AGE CHILDREN?

- 1. Yes
- 2. No

5. WHAT IS YOUR CURRENT SOCIAL STATUS?

- 1. Manager of an enterprise, institution, enterprise unit
- 2. Entrepreneur
- 3. Professional with higher or special secondary education, engineering speciality
- 4. Professional with higher or special secondary education, natural science speciality
- 5. Professional in the sphere of humanities
- 7. Qualified worker
- 8. Office employee
- 9. Unqualified worker
- 10. Agricultural worker
- 19. Other _____

6. IN YOUR OPINION, WHAT ARE YOUR CHANCES TO FIND A JOB THROUGH...?

(Please, give an answer in each line)

	Good chances	Some chances	Poor chances	Do not know/ Hard to say
1. District employment centres	1	2	3	4
2. Commercial recruitment agencies	1	2	3	4
3. Youth employment centres	1	2	3	4

4. Newspaper ads, Internet	1	2	3	4
5. Personal contacts, connections	1	2	3	4

7. TO WHAT EXTENT DO YOU AGREE WITH THE STATEMENTS BELOW? (Please, give an answer in each line)

	Fully agree	Rather agree than disagree	Rather disagree than agree	Fully disagree	Hard to say
 In the near future the number of unemployed persons in Ukraine will grow	1	2	3	4	5
 Those who work more, live better today	1	2	3	4	5
 Only those who are lazy or too ambitious in their salary expectations cannot find work today	1	2	3	4	5
 An able-bodied person bears sole responsibility for their material well-being	1	2	3	4	5

8. WOULD YOU LIKE TO OFFICIALLY ENGAGE IN BUSINESS/ ENTREPRENEURIAL ACTIVITIES? (You can choose several answers)

1. Yes, I would like to set up my own business (firm, LLC)
2. Yes, I would like to get registered as an individual entrepreneur
3. I would like to do business without its official registration
4. I already own an operating business (firm, LLC)
5. I am an individual entrepreneur
6. I won't do it under any circumstances
7. Hard to say

9. HAVE YOU WORKED ABROAD (EITHER LEGALLY OR ILLEGALLY), INCLUDING IN THE FORMER SOVIET REPUBLICS, OVER THE LAST 10 YEARS?

1. Yes, for _____ years
2. No

10. WOULD YOU LIKE TO GO TO WORK ABROAD?

1. Yes, I have made certain steps to achieve this goal
2. Yes, but I haven't done anything for it
3. Yes and no
4. No
5. *Hard to say*

[Do not read]

11. UNDER WHAT CONDITIONS WOULD YOU GO TO WORK ABROAD?

1. If I sign an official contract concluded in Ukraine
2. If I trust the person(s) who offer the job to me
3. Under any circumstances, once I've got an opportunity to emigrate
4. I won't go under any circumstances
5. Other (specify)_____

12. BELOW THERE IS A LIST OF FACTORS PEOPLE USUALLY TAKE INTO ACCOUNT WHEN LOOKING FOR A JOB. ASSESS HOW IMPORTANT THESE FACTORS ARE TO YOU:

	Very important	Rather important	Not very important	Not important	Hard to say
1. High salary/wages	1	2	3	4	5
2. Good team of colleagues	1	2	3	4	5
3. Not very hard work	1	2	3	4	5
4. Not high but guaranteed income	1	2	3	4	5
5. Good opportunities to improve qualifications, to develop intellectually	1	2	3	4	5
6. Socially significant work (useful for many people)	1	2	3	4	5
7. Good conditions for career development	1	2	3	4	5
8. Convenient working hours (work schedule)	1	2	3	4	5
9. Convenient location, not far from home	1	2	3	4	5
10. Favourable conditions for realising your own initiatives	1	2	3	4	5
11. Long leave, numerous days off /holidays	1	2	3	4	5
12. Responsible work/position	1	2	3	4	5
13. Interesting work	1	2	3	4	5
14. Non-hazardous working conditions, no significant health risks	1	2	3	4	5

13. WHICH OF THE WORKSHOPS, SEMINARS, TRAININGS LISTED BELOW HAVE YOU ATTENDED OVER THE LAST 5 YEARS OR ARE PLANNING TO ATTEND THIS YEAR? PLEASE, GIVE AN ANSWER IN EACH LINE!

(You can choose several answers)

	1. STUDIED	2. ARE PLANNING TO STUDY
1. Sectoral professional development course (post-graduate education)	1	1

2. Driving school	2	2
3. Foreign language course	3	3
4. Computer literacy course	4	4
5. Accounting course	5	5
6. Training to improve vocational skills	7	7
7. Personal development training	8	8
8. Other types of learning (specify) _____	9	9
	“99” – none of the above	“99” – none of the above

14. DO YOU ENGAGE IN THE FOLLOWING ACTIVITIES? DID YOU DO SUCH WORK BEFORE? ARE YOU GOING TO DO IT IN THE FUTURE?

	Never did and am not planning to do	Used to do before but do not do any more	Do now	Do not do but am planning to do this work in the near future	Do not do but may do this work some day
1. Driver of the personally owned vehicle	1	2	3	4	5

2.	Children's nanny	1	2	3	4	5
3.	Nurse, care-taker of the sick	1	2	3	4	5
4.	Security guard	1	2	3	4	5
5.	Hairdresser, manicurist	1	2	3	4	5
6.	Translation, writing test, course or degree papers	1	2	3	4	5
7.	Cooking food for sale	1	2	3	4	5
8.	Selling and re-selling self-grown agricultural produce	1	2	3	4	5
9.	Selling and re-selling various goods	1	2	3	4	5
10.	Various domestic crafts	1	2	3	4	5
11.	Repairing cars and electric home appliances	1	2	3	4	5
12.	Tutoring	1	2	3	4	5
13.	Handiwork for sale	1	2	3	4	5
14.	Leasing out apartments	1	2	3	4	5
15.	Doing odd jobs for private persons	1	2	3	4	5
16.	Construction and renovation works	1	2	3	4	5
17.	"Economic tourism", "shuttle business"	1	2	3	4	5

15. PLEASE, INDICATE WHICH OF THE INCOME TYPES LISTED BELOW YOU HAD IN 2011. (Please, choose all answers that apply to you)

TYPE OF INCOME	
1.	Salary/wages
2.	Income from entrepreneurial activity and self-employment
3.	Income from the sale of agricultural produce
4.	Pension, scholarship, social benefits
5.	Monetary support from relatives, other persons or other monetary incomes
6.	Consumed produce grown on the household plot or self-produced
7.	Used benefits and subsidies to pay utility bills and rent, to buy gas and fuel, to pay for sanatorium vouchers, inter-city fare and communication services
8.	Had other incomes

16. PLEASE, ANSWER SEVERAL QUESTIONS ABOUT THE COMPANY/ ORGANISATION WHERE YOU WORK (Please, give an answer in each line)

		Yes	No	Partially
1	In your company/ organisation men get promoted much more frequently than women	1	2	3
2	Not all employees are informed about vacancy openings	1	2	3
3	Most employees do not know about the system of assessing professional skills and abilities for promotion purposes	1	2	3
4	Requirements set to candidates for promotion are the same for men and women	1	2	3
5	The system of assessing candidates for promotion is not objective	1	2	3
6	Work schedule in a certain position impedes a balanced combination of career and family life	1	2	3
7	There are constraints to the male and female employees' exercising their legitimate right to combine family and work responsibilities	1	2	3

17. DO YOU THINK WOMEN IN UKRAINE ARE DISCRIMINATED AGAINST IN THE SPHERES LISTED BELOW? (Please, give an answer in each line)

	Discrimination against women in these spheres is:				Hard to say
	prevalent	occurrent	occurrent but seldom	practically non-existent	
1. Hiring	1	2	3	4	5
2. Promoting to	1	2	3	4	5

managerial positions					
3. Providing with social benefits	1	2	3	4	5
4. Safeguarding against sexual harassment at work	1	2	3	4	5

18. HAVE YOU EVER FELT DISCRIMINATED AGAINST?

1. Yes. On whose part? _____ (specify)
2. No

19. ARE YOU PLANNING DO TO ANYTHING OF THE FOLLOWING IN THE NEXT 5 YEARS?

(Please, give only one answer in each line)	Yes	No	<i>Hard to say (do not read)</i>	<i>It does not apply to me</i>
1. Find a job	1	2	3	4
2. Change the current job for a better one	1	2	3	4
3. Create your own family	1	2	3	4
4. Have a child (children)	1	2	3	4
5. Improve health	1	2	3	4
6. Get educated, raise your education level	1	2	3	4
7. Upgrade professional qualifications	1	2	3	4
8. Change your occupation, line of work	1	2	3	4
9. Emigrate from Ukraine	1	2	3	4
10. Go to work abroad	1	2	3	4
11. Change the place of residence in Ukraine	1	2	3	4
12. Improve housing conditions	1	2	3	4
13. Make a career, realise professional ambitions	1	2	3	4
14. Help the children to get educated, find a job, get settled in life	1	2	3	4
15. Engage in private entrepreneurship, start or develop your own business	1	2	3	4
16. Make a political or public career, actively participate in community life	1	2	3	4

20. WOULD YOU RECKON YOURSELF OR YOUR FAMILY AMONG THE POOR?

1. Yes
2. Rather yes than no

3. Rather no than yes
4. No
5. *Hard to say [do not read]*

21. DO YOU THINK YOU ARE HAPPY?

1. Yes, positively
2. Partially, since my personal life has not been quite successful
3. Partially, since I have not yet fully realised my potential
4. No
5. Hard to say
6. Other (specify)_____

Thank you for taking part in the survey!

ANNEX 2.

Questionnaire for women who are registered with employment centres

1. How long have you been registered with the employment centre?

1. from 1 to 3 months
2. from 3 to 6 months
3. from 6 to 9 months
4. from 9 months to 1 year
5. over 1 year

2. What was the reason for your getting registered with the employment centre?

1. My quitting the job
2. My discharge due to redundancy, company liquidation or reorganisation
3. My dismissal due to reduction of the Armed Force and Navy
4. Release from active duty
5. Impossibility to find a job after finishing (vocational) school
6. Impossibility to find a job after graduating from junior college or HEI
7. Impossibility to find a job matching my speciality
8. Other (specify)_____

3. When did you last have a permanent job? (Please, choose only one answer)

1. Year:_____ Month_____
2. I have never had a permanent job
3. No answer

4. Do you receive unemployment benefits?

1. Yes
2. Not yet
3. No
4. I know nothing about such benefits

5. If “yes”, what is the monthly amount of the benefit?

UAH _____ per month

6. Where do you live?

1. In a private house (in my relatives' house)

2. In my own apartment (in my relatives' apartment)
3. In a rented apartment/house
4. In a dormitory accommodation
5. Other (specify) _____

7. What are the prospects for your (your family's) acquiring your own housing (or improving your housing conditions)? How are you planning to address this issue in the future?

8. What are the sources of your family's income? (Please, list all sources of your family's incomes)

1. _____
2. _____
3. _____
4. _____

9. Do you receive any social benefits?

1. Yes Specify: _____
2. No

10. What is your (your family's) average monthly aggregate income? If, alongside monetary incomes, you also receive some support in kind, please, specify and indicate its approximate monetary value.

1. Monetary aggregate income	<i>UAH</i> _____
2. Foodstuffs	<i>worth UAH</i> _____
3. Clothes	<i>worth UAH</i> _____
4. Other (specify) _____ _____	<i>worth UAH</i> _____
Total average monthly aggregate income	<i>UAH</i> _____

11. What share of your family budget do you spend monthly on the following items?

(Please, indicate the shares in percentage terms; make sure that the sum is 100%)

1. Foodstuffs	%
2. Clothes	%

3. Consumer goods, services (transportation, medicines, daily spending, etc)	%
4. Cultural needs, leisure	%
5. Utilities and rent	%
6. Children's education	%
7. Savings	%

12. How would you characterise the current financial situation of your family?

1. We live from hand to mouth, have too little money to afford even basic necessities
2. We can afford buying foodstuffs and inexpensive consumer goods
3. We have enough to live comfortably but purchasing durable good (furniture, a refrigerator, a TV set, etc) can be a problem
4. We live well but still cannot afford very expensive purchases (an apartment, a car, etc)
5. We can afford practically everything we want
6. *Hard to say [Do not read]*

13. What, in your opinion, is your income level?

Very high	High	Higher than average	Average	Lower than average	Low	Very low
7	6	5	4	3	2	1

14. What organisations/institutions have you applied to for employment?

1. _____
2. _____
3. _____
4. _____

15. In your opinion, are there any chances to find a job through...?

	There are chances	There are no chances
1. District employment centres	1	2
2. Commercial recruitment agencies	1	2
3. Youth employment centres	1	2
4. Newspaper ads, Internet	1	2
5. Personal contacts, connections	1	2

16. Do you think women and men have equal chances to find a job through employment centres?

1. They have equal chances
2. Men have better chances
3. Women have better chances
4. Hard to say

17. If you were offered a job but declined, what was the reason? (Please, choose only one answer)

1. The offered job did not match my speciality (qualifications)
2. Working conditions did not meet my expectations
3. Low salary/wages
4. Other (specify)_____

18. If an offered job requires a more advanced education/skills level, will you be prepared to undergo the necessary training? (Please, choose only one answer)

1. Yes, I am absolutely prepared
2. Rather prepared than not
3. I do not know
4. I am not prepared

19. Would you like to officially engage in business/ entrepreneurial activities? (Please, choose only one answer)

1. Yes, I would like to set up my own business (firm, LLC)
2. Yes, I would like to get registered as an individual entrepreneur
3. I would like to do business without its official registration
4. I already own an operating business (firm, LLC)
5. I am an individual entrepreneur
6. I won't do it under any circumstances
7. Hard to say

20. We know that people in Ukraine are getting adjusted to economic difficulties in different ways. Some work unofficially or seek employment in the informal sector. Do you engage in the following activities? Did you do such work before? Are you planning to do it in the future?

		Never did and am not planning to do	Used to do before but do not do any more	Do now	Do not do but am planning to do this work in the near future	Do not do but may do this work some day
1	Children's nanny	1	2	3	4	5
2	Nurse, care-taker of the sick	1	2	3	4	5
3	Hairdresser	1	2	3	4	5
4	Translation, writing research or degree papers	1	2	3	4	5
5	Cooking food for sale	1	2	3	4	5
6	Selling and re-selling goods and produce	1	2	3	4	5
8	Tutoring	1	2	3	4	5
9	Handiwork for sale	1	2	3	4	5
10	Leasing out apartments	1	2	3	4	5
11	Doing odd jobs for private persons	1	2	3	4	5
12	Construction and renovation works	1	2	3	4	5
13	"Economic tourism", "shuttle business"	1	2	3	4	5
14	"Unofficial" work abroad	1	2	3	4	5

21. Are you satisfied with your family relations (relations with your husband, children)?

1. Yes, we never argue
2. Partially, we sometimes quarrel
3. No, we often quarrel
4. Other (specify)_____

22. Are your family members worried about your unemployment?

1. They are very worried and even insist on my finding a job as soon as possible
2. They are worried but it is up to me to address the issue
3. They are not worried about my problems
4. They do not care for my situation
5. Other (specify)_____

23. Have you ever had conflicts with your family members because of your joblessness?

1. Yes, and fairly often
2. I have, but not often
3. No
4. Other (specify) _____

24. Who initiated those conflicts? _____

25. Please, rank the occupations listed below in the order of preference to you. Start with the occupation you would like to acquire most of all, and so on.

26. Please, rank the occupations listed below in the order of probability to achieve success in life due to it. Start with the occupation that is most likely to bring success in life, and so on.

Occupation/profession	25. Appeals to me (1-12)	26. Guarantees success (1-12)
1. Medical doctor		
2. Lawyer		
3. Public servant		
4. Military officer		
5. Businessperson, entrepreneur		
6. Worker of the commerce sector		
7. Teacher, lecturer		
8. Creative professional (actor, artist, musician, etc)		
9. IT specialist		
10. Accountant, economist		
11. Farmer, agrarian expert		
12. Other (please, specify) _____		

PLEASE, ANSWER THE FOLLOWING QUESTIONS ABOUT YOURSELF:

27. What is your education level?

- | | |
|--|--|
| 1. Primary education (less than 9 grades) | 4. Basic higher education |
| 2. Basic (incomplete) secondary education (9 grades) | (junior college, HEI of the I and II accreditation levels) |
| 3. Complete secondary (or vocational) education | 5. Complete higher education |

28. How old are you? I am _____ years old

29. What is your marital status?

1. Single
2. Married
3. Widowed
4. Live in a civil partnership
5. Divorced (officially)
6. Separated

30. Have you got under-age children?

1. Yes
2. No

31. How many children (regardless of how many you already have) would you like to have?

_____ children

32. Are you planning to have a child/children?

1. Yes
2. No

33. Please, compare you life today and 5 years ago. Generally speaking, over the last five years your life: (Please, choose only one answer)

1. Has changed for the better
2. Has not changed
3. Has changed for the worse
4. *Hard to say [do not read]*

34. To what extent are you confident of your future?

1. Absolutely confident
2. Rather confident than not
3. Rather non-confident than confident
4. Totally non-confident
5. *Hard to say [do not read]*

35. What helps you to feel confident of your future? (Please, choose all answers that apply to you)

1. High level of education, good qualifications
2. My family's support
3. Self-belief and self-reliance
4. Savings
5. Belief in God
6. Other (specify) _____

36. In your opinion, what are the priority areas where the government should focus its efforts in order to improve the quality of your life? (Please, choose up to five answers)

1. Creating new jobs
2. Creating favourable conditions for women to open their own business
3. Combating crime
4. Combating corruption at all levels of government
5. Setting up social services for young people
6. Guaranteeing free secondary education
7. Improving the quality of public health services
8. Expanding opportunities for life-long learning and professional development
9. Universal access to top-grade higher education
10. Offering soft or interest-free loans
11. Providing affordable housing
12. Meeting cultural and leisure needs of the population
13. Providing social security for the loss of earning capacity
14. Other (specify) _____

Thank you for taking part in the survey!

ANNEX 3.

Guide for holding in-depth interviews with employment centre experts

Instruction for the in-depth interview moderator

- ✓ *Only employment centre experts should be interviewed.*
 - ✓ *The interview should last up to 45 minutes.*
 - ✓ *The interviewees should be reassured about confidentiality of their responses.*
 - How long have you been working for the employment centre?
 - What trends in women's job placement by your employment centre could you characterise?
 - Do you think there are more men or women among those who register with employment centres? Why?
 - What problems do you face while working with unemployed women? Why do these problems arise? How can they be prevented?
 - Women of what age predominate amongst the unemployed?
 - Are there many HEI graduates, vocational school leavers or women under 35 among the registered unemployed women?
 - What are the reasons for women's losing their job?
 - What occupations/professions appeal more to women?
 - Do the women registered with employment centres accept offers of jobs that do not match their occupation/qualifications? Please, give examples if you can.
 - What is women's participation in public works? How do you encourage them to participate?
 - What do the women, most commonly, find objectionable about the jobs offered by employment centres?
 - Do you think the women's expectations of offered jobs are overly optimistic or pessimistic? Why?
 - Do the registered women actively attend offered trainings or workshops?
 - What are the latest trends in women's referral to vocational training programmes by employment centres?
 - What informational and career guidance services are offered to unemployed women?
 - In your opinion, what priority measures should the government take in order to improve women's employment? List them, please.
-

ANNEX 4.

Guide for holding in-depth interviews with female graduates of higher education institutions and vocational school leavers

Instruction for the in-depth interview moderator

- ✓ *Only HEI graduates and vocational school leavers who are looking for a job should be interviewed.*
- ✓ *The interview should last up to 45 minutes.*
- ✓ *The interviewees should be reassured about confidentiality of their responses.*
- What education institution have you graduated from? What is your speciality (major)?
- What are your employment plans?
- Have you made any steps to find a job yet? What exactly have you done to this end? What organisations have you applied to? What was their response? To what organisations are you going to apply for a job?
- Are you going to get a job matching the speciality you've received in the education institution? What are your motives? If not, a job in what occupation/profession would you accept?
- Do you think the HEI graduates/vocational school leavers should necessarily look for a job that matches their speciality/qualifications?
- To what extent are you satisfied with the knowledge and skills obtained in your education institution? Would you like to upgrade them? Where and when?
- Do you think the occupation (speciality) you've obtained at your education institution is in high demand on the labour market? What occupations, do you think, are in demand today?
- Do you think young women or young men have better chances to find their first job? Why? Please, give your reasons.
- Did you work while studying at your education institution (part-time, seasonally, etc)? Where did you work and in what position? If you did, what prompted you to combine your studies with work? Were you satisfied with your job? Were your labour rights infringed on? If yes, which of your rights were violated?
- What are you going to do if you fail to find a job quickly?
- Do you know any girls/young women who have been unemployed since completing their studies? How many such girls/young women do you know? Why are they jobless?
- How are you going to combine your future career with family responsibilities (e.g. having children, maternity leave)? Are you planning to have a three-year long paid maternity leave?
- What are your expectations regarding the salary at your first job? What is the minimum salary that you would consider acceptable?
- Have you got any concerns/anxieties about your first job? What are they? What causes them?
- In your opinion, what is most important for the woman of today?
- Who, do you think, should provide for the family's financial well-being? Is it important at all? Why? Please, give your reasons.