

JEL CLASSIFICATION: J01

ESTIMATION OF SEGREGATION ON THE LABOUR MARKET IN ACCORDANCE WITH THE GENDER-DOMINATED TYPE

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Summary. This article deals with estimation of gender segregation on the Ukrainian labour market according to the index of the gender-dominated type of unemployment and job placement.

Key words: *professional segregation, index of limit correspondence to the certain gender-dominated type on the labour market, rating of levels of limit correspondence.*

The separate professional spheres of men and women are formed on the labour market of Ukraine. That is why, it is necessary to improve the methodical approach concerning estimation of professional segregation.

There is the following approach concerning determination of the level of women participation in labour force: one considers as female such professions or types of economic activity where the part of female workers is higher than the part of female in the total number of employees. This index reflects the measure of deviation of the real situation from the case of absolute segregation when all women occupy the "female" professions and the men who occupy the "male" professions. We think that this proposed method gives a possibility to calculate gender segregation of occupied people and determine the tendencies of the gender structure of unemployment and job placement according to types of economic activity.

The calculation of the index of limit correspondence concerning to the certain gender-dominated type of the number of unemployed and employed persons divided in accordance with types of economic activity and gender according to the data of the end of 2013 in Ukraine was conducted for estimation of gender segregation on the registered labour market.

It was determined the limit between "female" (above the limit) and "male" (below the limit) types of economic activity among the unemployed and

employed persons.

When we defined the indexes of limit correspondence among unemployed (0,3) and employed persons (0,31), we determined that it is possible to expose degree of connection between the worker gender and his/her belonging to the type of economic activity with the help of this index. We suppose that the lack of influence on its meaning of changes in men and women specific gravity and also in the professional structure of labour market is the advantage of this index.

So far as the meaning of the index can change from 0 to 1, we propose to carry out the analysis of the levels of gender segregation on the base of the scale of the levels of the indexes of limit correspondence: high (0,76-1,0); mean (0,65-0,75) and moderate (0,26-0,5); low (0-0,25).

Presented ranking of types of economic activity where women are predominated and it is the evidence that one can observe in intersectoral unemployment and women job placement their re-distribution (migration) from one spheres of economic activity to others: from real sector to tertiary industries. Men re-distribution and job placement is under way in a similar manner.

That is why, we can say that men and women distribution according to the type of economic activity depending on character and complexity of work and it will intensify gender disproportions on the labour market owing to various attraction of men and

women to different types of economic activity. At the same time, it is possible to see in professional concept the principle of increase of the part of men in the sphere where the salary and social prestige is higher in changes of contingent of employed based on gender. The men work mainly in the spheres which connected with formation of market structures.

If one extrapolates the received results on all employed women we can see that low meaning of the index of limit correspondence for regions with low level of women participation in labour force reflects

insignificant level of segregation on the labour market.

Above-mentioned calculations and approach allow to expose the factors of various dynamics of women participation in gender-oriented spheres of economic activity, to set up the tendencies of gender segregation in case of unemployment and job placement according to the types of economic activity. It is necessary to take into account all presented calculations and approach at determination of regulated instruments of equating of gender disproportions of employment.

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