

Məqalə redaksiyaya daxil olub 15.04.2023

The article was received by editorial board on 15.04.2023

Статья принята к печати 15.04.2023

THE MAIN CAUSES OF THE PROBLEMS OF THE GENDER STRUCTURE OF THE LABOR MARKET AND THE APPROACHES OF INTERNATIONAL ORGANIZATIONS

Abstract

While significant progress has been made towards achieving gender equality in the world of work, there are a number of factors that appear to be hindering this process. Closing gender gaps is one of the most pressing challenges facing the world of work today. Globally, women have significantly fewer opportunities to participate in the labor market, and those who do manage to do so are less likely to get jobs than men. Despite some progress made over the last few decades in increasing women's labour force participation and narrowing gender gaps in wages, gender equality in the world of work still remains an elusive goal. While millions of women have become successful entrepreneurs, women are still grossly underrepresented in the world's board rooms. In particular, in the developing world, women continue to form a large majority of the world's working poor, earn less income, and are more often affected by long-term unemployment than men. This is due to women's socio-economic disadvantages caused by gender-based discrimination and their double roles of being a worker and a care taker for the society. Women often have less access to productive resources, education, and skills development and labour market opportunities than men in many societies.

Key words: International Labour Organization, labor market, gender, demographics.

INTRODUCTION

Women make up slightly more than half of the world's population, but their contribution to economic performance, growth and well-being is well below their potential, with serious macroeconomic implications. Despite significant progress in recent decades, labor markets around the world remain segmented along gender lines, and progress towards gender equality appears to have stalled.

The share of women in the labor force (FFW) remains lower than the corresponding share of men, women do most of the unpaid work, and in the case of paid work, they account for a disproportionate share of workers in the informal sector and among the poor. There are also significant pay gaps between women and their male counterparts.(3)

. In many countries, distortions and discrimination in the labor market limit women's opportunities for paid employment, and the proportion of women in higher positions and among entrepreneurs remains low. The objectives of economic growth, job creation and the inclusion of the wider population in economic activity are closely intertwined.

These gender gaps persist despite the desire of most women in the world to have a paid job, and this confirms that a woman's choice is limited by many factors.

Using data from a 2020 International Labour Organization (ILO) and Gallup study, authors of the report World Employment and Social Outlook - Trends for Women 2017 assessed the extent to which personal preferences, socioeconomic constraints, and gender role matching issues influence gender gaps in the labor market. A study by ILO economists covering 142 countries and territories found the following:

➤ In emerging market and developed countries, as well as in the Arab countries and countries of North Africa (ASNA countries), having a spouse or partner makes a woman less likely to enter the labor market. However, in developing countries, the opposite effect is observed, i.e. marriage or having a partner has a positive effect on a woman's participation in the labor market (3.3 percentage points). This latter trend points to the economic need for people in developing countries to work whether or not they have a partner.(5)

➤ Women living in extreme poverty are more likely to participate in the labor market, regardless of accepted gender norms. In developing countries, the probability of participation in the labor market increases by 7.8 percent, in emerging markets by 6.4 percent, in ASNA countries, the two regions with the largest gaps in the participation rate of women and men in the labor market, this probability is even greater - 12.9 percent.(5)

➤ Globally, the lack of affordable child and family care has a negative impact on women's participation in the labor market. In ASNA countries, this factor reduces the likelihood of participation by 6.2 percentage points, in developing countries by 4.8 percentage points, and in developed countries by 4 percentage points. At the same time, the presence of children has a slight, albeit limited, impact on women's participation in the labor market, and in developing countries even slightly stimulates it (0.7 percentage points).

➤ Women's limited access to safe transport is the biggest problem for women who want to work in developing countries, reducing their chances of entering the labor market by 15.5 percentage points.

➤ Religion is a complex system of values that also affects gender roles. In developing countries, religion significantly reduces the likelihood of women participating in the labor market, which indirectly indicates a stricter observance of gender roles in society. In developing and emerging market economies, the results are mixed, some positive, some negative.

➤ A comprehensive approach is needed to overcome the various challenges so that women can realize and realize their full economic potential

Priority gender issues in the four strategic objectives of the ILO

Priority gender issues in fundamental principles and rights at work

An increasing number of governments are enacting laws that meet ILO standards, and especially Conventions 100 and 111, but the gap between the de jure and de facto position of women still remains. Based on the developed standards, the ILO requires not only formal equality, but also real equality.

The promotion of other international labor standards, such as those related to maternity protection, workers with family responsibilities, labor protection, part-time work and home workers, should be used to change and improve the position of women both inside and outside the labor market.

Equal access to productive resources.

The Declaration on Fundamental Principles and Rights at Work (1998) and its application promotes the fundamental right of gender equality. The consideration of the interests of both sexes will be integrated into the process of practical implementation of the main provisions of the Declaration and into technical cooperation projects.(4)

Priority gender issues in employment and income generation

Employment opportunities for women. Providing women with equal access to vocational training, the use of new technologies, the acquisition of new skills, in order to eliminate professional segregation.

Eradication of poverty by removing quantitative and qualitative restrictions on women's employment opportunities. Particular attention is the vulnerability of women at various stages of the life cycle. Combating trafficking in women and girls.

Support for employees and the self-employed in the informal economy through the use of innovative approaches and schemes.

Support for women in the fields of management and entrepreneurship.

The vulnerability of women in times of crisis and the need to develop special measures that

take into account the different needs of both men and women.

Priority gender issues in social protection

In today's socio-economic environment, the main goal of social protection is to reduce insecurity in the world of work: providing safe and decent working conditions, preventing poverty and social exclusion, maintaining incomes and ensuring adequate access to the social protection system for all.

Develop solutions that eliminate discrimination in the application of the basic principles of social protection and, at the same time, expand the coverage of those who are excluded from the social protection system.

Ensuring safe, healthy and decent working conditions. Occupational safety policy to ensure the protection of the health of all workers, while taking into account the specific needs of each category of workers, both men and women. Of particular interest to women are: the protection of motherhood, the prevention of sexual harassment in the workplace, the improvement of working conditions in hazardous industries.(1)

Development of practical measures to help men and women combine paid work and child rearing; expanding women's access to paid employment.

Improving the management of the social protection system and its effectiveness. Every worker needs a minimum level of social protection and a guarantee of earnings, but traditional social protection systems infringe on women's rights. It is necessary to strengthen social protection mechanisms that ensure equality between men and women both in the family and in the labor market.

Priority gender issues in social dialogue

Putting priority gender issues on the agenda of social dialogue and bringing them to the attention of three public institutions - governments, employers' associations and trade unions.

Gender mainstreaming in labor ministries, government agencies, employers' associations and trade unions.

Seeking social partners in the informal sector, small businesses and temporary workers to expand representation. Interaction with existing women's organizations on gender equality issues.

Ensuring gender balance in leadership positions and at the decision-making level, as well as in the implementation of the representative functions of social partners.

ILO activities and programs

The ILO's work aims to respond to the requests and needs of tripartite constituents at the national and local levels, and in so doing help them to realize the principles of decent work. The ILO has a wide range of tools in its arsenal: standard-setting and law enforcement, technical cooperation, consultations, capacity building of national structures, organizing meetings and other outreach activities, research and publications, networking and dissemination of information.

Since the Fourth World Conference on Women in Beijing (1995), the need for ILO tripartite partners to promote gender equality in the workplace has steadily increased, reflecting a successful advocacy campaign and gender mainstreaming. The ILO's gender mainstreaming strategy has two main components: (i) gender mainstreaming in all programs and projects; (ii) targeted interventions are developed for women, men or both in order to overcome existing gender inequalities and the effects of past discrimination.(6)

Today, such targeted activities are focused on advancing the rights of women workers, creating jobs and eradicating poverty, providing social protection for certain groups of working women, combating trafficking in women and children, and strengthening the role of women in the process of social dialogue and collective bargaining. .

The goal of the international program More and Better Jobs for Women is to help states create conditions under which jobs will be created for women and they will be provided with better quality work. There is no doubt that progress in this area is socially and economically beneficial: the productive employment of women leads to a reduction in child labor, trafficking

in women and children and their exploitation. In addition, women's employment contributes to the growth of the well-being of the family as a whole and the reduction of poverty. The international program contributes to the development of national action plans, the formulation of priority areas for legislative reform, the promotion of employment and the strengthening of social protection.(1)

The main objective of the ILO Targeted Program on Employment Support through the Development of Small Enterprises (IFP SEED) is to support and raise awareness among small and medium-sized enterprises in both the formal and informal economies. Created under the targeted program, the Women's Entrepreneurship and Gender Development Group (WEDGE) is designed to expand the economic opportunities of women in the field of small business, providing them with greater access to resources, credit, training, the market, control and decision-making.(3, 98)

The ILO has redesigned a number of its business development products and services (such as the Start and Improve Your Business - SPRS) program to take into account gender perspectives as well as the needs of women entrepreneurs. While noting the progress made in addressing the needs of women entrepreneurs, the NPRS program also acknowledged the need to address the specific interests of men, many of whom have lost their jobs in state-owned enterprises and have been cut off from economic activity.

The global Strategies and Tools against Social Exclusion (STEP) program promotes the expansion of innovative social protection methods for the most vulnerable groups. The program aims to reach women and men who work in the informal economy and who are not adequately covered by the existing social protection system.

In response to the phenomenon of the feminization of poverty, the ILO has developed the Gender, Poverty and Employment program (Gender, Poverty and Employment). It is based on strategies to combat poverty. The three main goals of the program are to increase women's access to quality employment, develop their negotiation skills in dealing with employers, develop innovative social protection strategies, especially for those whose working conditions are not formalized enough (for example, workers in the informal sector or home workers).

In programs to support working women through trade unions, the focus is on advocacy and building the capacity of trade unions to ensure that women's interests are taken into account. In addition, such programs provide training for women trade unionists so that they can assume leadership roles in their organizations. A complete package of training and methodological materials was developed, which describes the ways and methods of promoting the principles of gender equality in trade union organizations of ILO member states and in partner organizations. The package includes a training package on Women Workers' Rights

When it comes to the gender aspects of child labor, working girls are highlighted as they are the most at risk of violence and exploitation, and they are also the most likely to be deprived of the right to education. The International Program for the Elimination of Child Labor (IPEC) has carried out a number of projects aimed at helping girls who find themselves in debt bondage, involved in prostitution, girls working as domestic workers and in production. The task of IPEC is not just to free today's children from exploitative labor, but also to ensure that future generations of children do not enter the labor market.

RESULT

Economic growth and stability are necessary conditions for giving women the opportunities they need, but the very inclusion of women in the labor market is part of the equation for growth and stability. Particularly in countries with rapidly aging populations, an increase in the proportion of women in the labor force can generate growth momentum by offsetting the effects of a shrinking labor force. Better opportunities for women can also contribute more broadly to economic development in developing countries, for example by increasing the proportion of girls in school. This staff discussion paper highlights specific, macro-critical aspects of women's inclusion in the labor market; restrictions that hinder the full realization of women's economic potential; and possible policy measures to overcome these

barriers. The pursuit of policies that eliminate distortions in the labor market and create a level playing field for all will enable women to develop their potential and participate more prominently in economic life. The analysis presented in this paper is based on research by academic institutions and other international financial institutions, as well as the IMF's own surveillance and research work.

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Əmək bazarının gender strukturu problemlərinin əsas səbəbləri və beynəlxalq təşkilatların yanaşmaları

Xülasə

Əmək bazarında gender bərabərliyinə nail olmaq istiqamətində əhəmiyyətli irəliləyiş əldə olunsa da, bu prosesə mane olan bir sıra amillər var. Gender fərqlərinin aradan qaldırılması bu gün əmək bazarının üzləşdiyi ən aktual problemlərdən biridir. Qlobal miqyasda qadınların əmək bazarında iştirak etmək imkanları əhəmiyyətli dərəcədə azdır və bunu bacaranların iş tapmaq ehtimalı kişilərə nisbətən daha azdır. Son bir neçə onillikdə qadınların işçi qüvvəsində iştirakının artırılması və əmək haqlarında gender fərqlərinin azaldılması sahəsində əldə edilmiş müəyyən irəliləyişlərə baxmayaraq, əmək bazarında gender bərabərliyi hələ də çətin bir məqsəd olaraq qalır. Milyonlarla qadın uğurlu sahibkara çevrilsə də, qadınlar hələ də dünyanın idarə heyətində kifayət qədər az təmsil olunurlar. Xüsusilə, inkişaf etməkdə olan dünyada qadınlar dünyada işləyən yoxsulların böyük əksəriyyətini təşkil etməyə davam edir, daha az gəlir əldə edirlər və kişilərə nisbətən daha çox uzunmüddətli işsizlikdən təsirlənirlər. Bu, qadınların gender əsaslı ayrı-seçkilikdən qaynaqlanan sosial-iqtisadi mənfi cəhətləri və onların cəmiyyət üçün işçi və qayğıkeş rolu kimi ikiqat rolları ilə bağlıdır. Bir çox cəmiyyətlərdə qadınların istehsal resurslarına, təhsilə, bacarıqların inkişafı və əmək bazarı imkanlarına kişilərə nisbətən daha az çıxışı vardır.

Açar sözlər: *Beynəlxalq Əmək Təşkilatı, əmək bazarı, gender, demoqrafik.*

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Основные причины проблем гендерной структуры рынка труда и подходы международных организаций

Резюме

Несмотря на значительный прогресс в достижении гендерного равенства в сфере труда, существует ряд факторов, которые, как представляется, препятствуют этому процессу. Сокращение гендерного разрыва является одной из самых насущных проблем, стоящих сегодня перед миром труда. В глобальном масштабе у женщин значительно меньше возможностей для участия в рынке труда, и те, кому это удается, имеют меньше шансов получить работу, чем мужчины. Несмотря на некоторый прогресс, достигнутый за последние несколько десятилетий в расширении участия женщин в рабочей силе и сокращении гендерного разрыва в оплате труда, гендерное равенство в сфере труда по-прежнему остается труднодостижимой целью. В то время как миллионы женщин стали успешными предпринимателями, женщины по-прежнему крайне недопредставлены в советах директоров во всем мире. В частности, в развивающемся мире женщины по-прежнему составляют подавляющее большинство работающих бедноты в мире, получают меньшие доходы и чаще страдают от длительной безработицы, чем мужчины. Это связано с неблагоприятным социально-экономическим положением женщин, вызванным дискриминацией по признаку пола, и их двойной ролью работника и опекуна общества. Во многих обществах женщины часто имеют меньший доступ к производственным ресурсам, образованию, развитию навыков и возможностям на рынке труда, чем мужчины.

Ключевые слова: Международная организация труда, рынок труда, гендер, демография.