

VILNIUS UNIVERSITY

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THE ASSESSMENT OF GENDER PARTICIPATION IN THE LABOUR MARKET

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Ilona Kiaušienė

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RESUME OF DOCTOR'S DISSERTATION

INTRODUCTION

Relevance of the topic and necessity for its solution. During booming life pace there are constantly changing economic conditions and occurring economic and social changes in institutions, disappearing steady customs and traditions. Women's and men's roles, their reciprocal relationship, attitude towards family and its role in an individual's life are also changing. All these and other changes greatly depend on newly opening opportunities for both gender participants to take part in the labour market. However, despite that the European Union institutions have been paying a great attention to gender equality issues in the labour market for decades and gender equality implementation is still a complicated objective.

Women are more actively entering labour market and seeking for ambitious professional targets; however, they often are facing more and more obstacles those do not allow to realize their possibilities in the field of payable work. There exists a preconception and women's discrimination that defines and activities different and most frequently narrower possibilities for their existence related to their participation in the labour market. Women are most often valued not according to their personal abilities, but following the settled stereotypes that they possess poorer abilities and they are not able to perform work that requires responsibility or that women are less creative, etc. The stereotypes, formed in the society might influence women's and men's work choice as well as create the labour market that is divided under genders, and 'what is more the stability' of woman's social status iniquity necessarily fosters addressing to the culture as one of the most significant reasons, those restrict the confirmation of woman's and man's equality in the society.

Gender assessment still remains a topical issue. Although different institutions independent experts for equal possibilities, human rights and others issues have prepared recommendations related to the fact what indexes should be included in the assessment of inequality and discrimination phenomena, there does not exist any scientifically grounded assessment methodology for gender equality. Lithuania is also making the first

steps towards the formation of national equality statistics. Thus it is needed to prepare an assessment model for the participation in the labour market that would allow the identification of the situation in the labour market in terms of gender aspect and would enable to assess differences of women's and men's status in the labour market considering all the most significant factors and ones which determine unequal status in the labour market.

Research level of the problem. Scientists have always been interested in labour market and the processes occurring in it, as labour market is not ideal: it distinguishes by its exclusiveness, complicated morphological contents, its functioning mechanism is complicated and purchase-sales object is a specific good (G. Moore, R. Elkin (1983), B. Kaufman (1986), L. Reynolds, S. Masters, C. Moser (1986), A. A. Nikiforova (1991), D. Bosworth, P. Dawkins, Th. Stromback (1996), R. Česynienė (1996), E. Stancikas (1997), M. Damidavičius, A. Pocius (1998), R. Matiušaitytė (2001), K. B. Paulavičius (2002), R. G. Ehrenberg, R. S. Smith (1997, 2003), B. Martinkus, A. Sakalas, A. Savanevičienė (2003), V. Navickas (2004), B. Martinkus, D. Beržinskienė (2005, 2007), A. Šileika, D. Andriušaitienė (2007), D. Beržinskienė, D. Rudytė (2008), D. Raškiniš (2008), B. Martinkus, S. Stoškus, D. Beržinskienė (2009), G. J. Borjas (2010), D. Beržinskienė, L. Juozaitienė (2011) and others). Scientists state that during the formation of situations those limit the full-employment possibilities, there are necessary versatile political means of labour market and they most often agree that the key attention has to be paid to active labour market policy and they stress labour market flexibility and employment security (R. Adamonienė, A. Sakalas (2002), G. Schmid, B. Gazier (2002), B. Funck, L. Pizzati (2002), S. Družinina (2002), R. Layard, St. Nickell, R. Jackman (2005), I. Vetlov, E. Virbickas (2006), O. Blanchard (2007), J. Kluge, D. Card, M. Fertig and others (2007), V. Gražulis, B. Gruževskis (2008), J. Moskvina (2008, 2009, 2010), D. Skučienė (2009), H. Šakienė (2009), L. Okunevičiūtė-Neverauskienė (2010) and others).

In scientific literature women's role in the labour market is treated especially meaningfully. Different area scientists – psychologists, sociologists, economists, etc., analyze women's and men's status in Lithuanian society and family. There is investigated factual women's employment and its structure, there are analyzed women's employment factors, gender roles in the employment field, discrimination forms in the

employment field, labour market segregation, 'glass ceiling' phenomenon, gender stereotypes and their impact on women's status in the labour market, etc. (M. Jankauskaitė (1999), V. Kanopienė (2000, 2005), A. Tereškinas (2004), R. Melnikienė (2005), V. Grybaitė (2006), N. Daukantienė (2006), A. Valackienė, A. Krašenkienė (2007), J. Čiburienė, J. Guščinskienė (2007, 2008), V. Šidlauskienė (2007), A. Maslauskaitė (2008), D. Vandzinskaitė (2008), S. Mikulionienė (2008), P. Žukauskas, J. Vveinhardt (2008), L. Vengalė, I. Mackevičiūtė (2008), A. Urbonienė (2009), A. Žvinklienė (2009) and others).

Increase of women's activeness in different areas (economic, social life and in the process of decision-making, policy, etc) not only to an extent of country but overseas, make some presumptions for the implementation of regulations related to equal gender policy. O. G. Rakauskienė (2002, 2005, 2006, 2007, 2009), J. Reingardienė (2004), V. Šidlauskienė, D. Eitutytė (2004), V. Lisauskaitė (2005), L. Dromantienė (2008), I. Gečienė (2008), J. Gudliauskaitė (2008), E. Krinickienė (2009) and others analyze regulations and strategy of gender equality and gender stereotypes in the area of employment. L. Šimanskienė (2006) discusses gender differences, I. Tamutienė (2004), L. Okunevičiūtė-Neverauskienė (2009, 2011), B. Gruževskis (2009) and others analyze measurement issues of gender equality.

Different area foreign scientists provide with gender equality issues and their solution ways (Ch. Bretherton (2001), Ch. Booth, C. Bennet (2002), E. Hafner-Burton, M. A. Pollack (2002), J. Rubery (2002), J. Rubery, H. Figueiredo, M. Smith, D. Grimshaw, C. Fagan (2004), J. Rubery and others (2005), M. Stratigaki (2005), E. Lombardo, P. Meier (2006), J. P. Jacobsen (2007), A. Woodward (2003, 2008), F. D. Blau, M. A. Ferber, A. E. Winkler (2010) and others). D. Sugarman, M. Straus (1988), K. Bardhan, S. Klasen (1999), D. Dollar, R. Gatti (1999), A. G. Dijkstra, L. Hanmer (2000), A. G. Dijkstra (2002, 2006), J. Plantenga, Ch. Remery, H. Figueiredo, M. Smith (2003, 2009), D. Perrons (2005), S. Klasen (2006, 2011), D. Schüler (2006, 2011), R. Hausmann, L. D. Tyson, S. Zahidi (2006, 2007, 2009, 2010), E. Biström, K. Nilsson (2010), G. Ferrant (2010), I. Permanyer (2010), E. Bericat (2011) and others write about the assessment of gender equality and the issues arising in the following area.

Despite a great interest in differences of women's and men's status in the labour market, implementation problems of gender equality, there is no steady and unite approach concerning the selection and application of assessment indexes for gender status in the labour market and there is little attention paid to the fact that not only economic and social factors, but cultural and institutional environment of the country impact differences of women's and men's status in the labour market.

Object of the scientific thesis – women's and men's status in the labour market.

Aim of the scientific thesis – in accordance with theoretic grounding of influencing factors related to the participation of women and men in the labour market to create assessment model of gender participation in the labour market and apply it during the assessment of women's and men's status differences in the labour market in Lithuania.

In the scientific thesis the following objectives have been raised:

1. Having summarized functioning peculiarities of labour market to explore influencing factors of gender participation in the labour market.
2. To analyze theoretic integration regulations of gender aspect into labour market seeking to ground and systematize assessment trends of gender equality.
3. To research differences of women's and men's status in the labour market in Lithuania evaluating of quantitative parameters of gender participation in the labour market.
4. Grounding on the completed assessment model of gender participation in the labour market to assess women's and men's status in the labour market in Lithuania and to compare the obtained outcomes with other European Union countries.
5. Having carried out a questionnaire survey to ground quantitative parameter contents of gender participation in the labour market.
6. Grounding on research outcomes to provide with recommendations concerning the application of assessment model for gender participation in the labour market.

Defended statements:

T₁ – Due to unequal women's and men's opportunities to participate in the labour market there remains relatively low women's employment and large gap of wages, therefore women appear in poverty rank more frequently than men.

T₂ – In Lithuanian culture there are predominant stereotypes concerning women's and men's roles, traditionally assigning women's activities to household field and men's to public life and that in turn conditions differences of gender status in the labour market.

T₃ – Women more frequently than men face obstacles while getting employed or in a workplace, but they avoid naming the experience of discrimination.

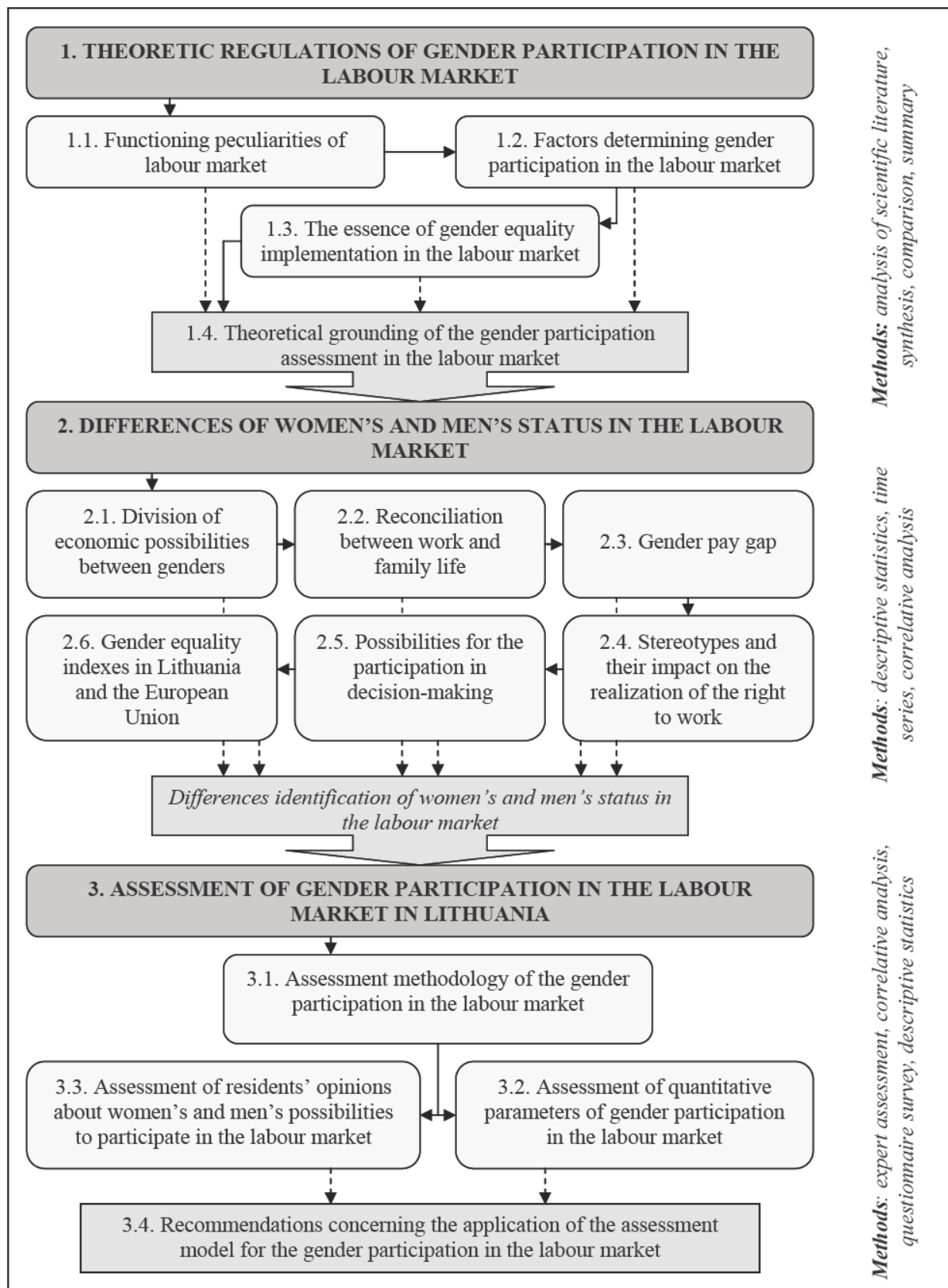
T₄ – Effective and efficient managerial activities of institutions secure equal conditions for women and men in the labour market.

T₅ – The unit of social, economic, cultural and institutional factors determine women's and men's status in the labour market.

The research period: 2007–2011.

Methods used in the research. The analysis of scientific literature, synthesis, comparison and summary enabled the theoretic description of regulations related to gender participation in the labour market, related general and essential measurement and assessment issues of equality and also distinguished the factors those impact women's status in the labour market through the association of separate labour market processes into the whole phenomenon. The analysis and summary of statistic data enabled the enumeration of peculiarities related gender participation in the labour market, review problems, which are faced in the field of payable work. In order to ground gender participation in the labour market scientifically there was carried out a result assessment of expert survey. The executed questionnaire survey for Lithuanian residents enabled finding out women's and men's approach towards their roles in the labour market and highlighting status differences in the labour market. The quantitative data analysis allowed the grounding of logical conclusions and identification of dependence among separate phenomena.

Structure of the scientific thesis. Logical thesis scheme is provided in Figure 1.



Source: created by the author.

Figure 1. The logical thesis structure

The scientific work consists of three parts. In the theoretic part of work there are described presumptions, determining gender participation in the labour market; there is discussed a new approach towards gender equality – gender mainstreaming strategy and its meaning. In the following part of thesis there was carried out a comprehensive analysis of applied complex indexes for the observation and application of women's and men's equality advance and measurement and grounding on the analyzed there is presented theoretic assessment model of gender participation in the labour market.

In the second part there are assessed differences of women's and men's status in the labour market in Lithuania: differences in gender employment, women's and men's work pay gap, impact of steady regulations on women's status in the labour market, etc. A lot of factors impact women's and men's status in the labour market thus in the second part there are analyzed cultural and institutional indicators of the country. In the following part there is also delivered a division of the European countries – members according to the indexes of gender equality that allowed enumeration of the countries those are leaders in the field of gender equality.

In the third part of thesis, following the collected and systematized information in the first and second parts, which is related to assessment indexes for gender participation in the labour market and the carried out survey by experts, there was completed a complex identifying index for the differences of women's and men's status in the labour market and there was assessed and compared women's status in the labour market in Lithuania and other European countries-members. There has also been executed an empiric research in order to find out women's and men's participation possibilities in the labour market in Lithuania.

Scientific novelty of the thesis. According to the analysis of scientific literature there were systematized and summarized the regulations for gender aspect integration into labour market and distinguished the most significant assessment aspects of women's and men's status in the labour market. Having analyzed and systematized scientific literature and other information sources there was designed an assessment model related to gender participation in the labour market that involves economic, social, cultural and institutional factors, which condition differences of gender status in the labour market. The theoretic model was applied after completion of complex index for gender participation in the labour market that reveals not only the division of economic

possibilities between women and men, and the influencing social factors related to women's and men's status in the labour market, but assess environmental impact of a cultural and institutional country. The index of gender participation in the labour market allows fast and easy assessment of women's status in any EU country-member that is free from high expenditure, using publicly available statistic information and it aids at the distinguishing of the factors those are inconvenient for the implementation of gender equality in the labour market.

Practical benefit of the thesis. The delivered assessment model for the gender participation in the labour market allows:

- To distinguish essential factors those impact differences of women's and men's status in the labour market.
- Having applied the methods of statistic data analysis to assess the impact of separate factors on the indexes of gender equality.
- To assess women's status in the labour market in any European Union country-member.
- To enumerate the most advanced and slowest countries in the field of gender equality and to identify key factors determining the following differences among countries.

1. THEORETIC REGULATIONS FOR GENDER PARTICIPATION IN THE LABOUR MARKET

Employment is a significant factor securing women's and men's economic independence thus problems present in the labour market are constantly being researched and analyzed. In scientific economic literature for the analysis of labour market there are invoked the same concepts as in material goods market; however, apart from production factors, a role of human factor, his/her social psychological and biological qualities take a significant place in the labour market; besides, the very present activity is supplemented with natural, social and technical aspects.

Labour market (1.1. Section 'Functioning peculiarities of labour market') can be described as market subsystem, its compound part where purchase-sales object is a specific good – potential employee (Šileika and Andriušaitienė, 2007). Under merchant and monetary relations, the following market involves a potential employee into work

process and forms a system of relevant economic relations among key economic factors – work and capital, thus labour market is a specific form of trade. Although scientists (Kaufman, 1986; Bosworth, Dawkins, Stromback, 1996; Česynienė, 1996; Matiušaitytė, 2001; Ehrenberg, Smith, 2003; Martinkus, Sakalas, Savanevičienė, 2003; Martinkus, Beržinskienė, 2007) agree that there exists competition in labour market like in any other markets, and labour market distinguishes by some unique qualities which exclude it from other markets.

The very functioning of labour market wheel might explain differences those form in different labour markets. Theoretic model of ideal labour market defies a strong effect of external conditions on the dynamics of labour market structure and specifies features those should be characteristic to an ideal labour market; however, due to the dynamics, uncertainty and different expression of labour market, real labour market is not ideal and there exist a lot of barriers those burden potential employees' participation possibilities in the labour market.

During different life stages, there differ women's and men's possibilities to participate in the labour market and they depend on many factors. Women and men face versatile problems when they overcome first difficulties towards their professional activities, obtain some experience, entrench successfully (or not) in the labour market and climb (or not) career ladder. Although one of the most significant targets of the modern society, securing its advanced social, cultural and economical evolution, is to guarantee the equality of all society members, women's and men's possibilities concerning the participation in the labour market differ (1.2. Section 'Factors determining gender participation in the labour market').

One of the presumptions which conditions unequal possibilities in the labour market is associated with manifestation of discrimination. Under scientists' (Bosworth, Dawkins, Stromback, 1996; Matiušaitytė, 2001; Roščyn, Razumova, 2001; Martinkus, Beržinskienė, 2005; Jacobsen, 2007; Mikulionienė, 2008; Blau, Ferber, Winkler, 2010) approach, there exists discrimination in the labour market when the employees, possessing the same abilities are assessed under characteristics which do not have direct impact on the personal productivity. Women most frequently experience discrimination in the field of professional intercourse and historical experience reveals that neither economical welfare nor advanced political decisions, do not secure equal possibilities for

women and men unconsciously. The greatest obstacle turns to be human beings' stereotype attitudes concerning man's and woman's role in the society. Persisting gender stereotypes restrict women's and men's study and career choices, leading to a gender-segregated labour market. Gender segregation is referring to the tendency of women and men to work in different sectors and occupations. Vertical professional segregation is related to the certain barriers those prevent the certain group of individuals to promote in career in case when due to the indirect discrimination there forms 'glass ceiling'. 'Glass ceiling' effect highly impacts the progress and development of women's professional career.

Thus recently a great attention is paid to the implementation of gender equality. In the thesis Section 1.3. 'The essence of gender equality implementation in the labour market' it is stated that gender equality means the same assessment and acceptability of women's and men's with their present differences and different roles in the society. Gender equality is a right to be different. It means that attention is paid to women's and men's differences related to the class, political beliefs, religion, ethnics, race and sexual orientation. Gender equality means discussions involving such questions as what trend to follow, how to change social structures, which maintain inequality in men's and women's intercourse, how to achieve balance between women's and men's various values and priorities.

Gender mainstreaming is one of the major strategies adopted by the European Union and member states for achieving gender equality. The concept of gender mainstreaming calls for the systematic incorporation of gender issues throughout all governmental institutions and policies. As defined by an Expert Group commissioned by the Council of Europe (1998), 'Gender mainstreaming is the (re)organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policy-making' (Hafner-Burton and Pollack, 2002). The point of gender mainstreaming strategy is 'a need to strike at the root of structural gender inequality and under various levels to integrate the thinking of equal possibilities into political processes' (Gečienė, 2008). According to G. Rakauskienė and V. Lisauskaitė's (2005), gender mainstreaming strategy is a state policy through the implementation

prism women’s and men’s equal possibilities, i.e. integration of gender aspect into social-economic policy of the state.

Currently a great attention is paid to assessment issues of gender equality. There are applied various complex indexes for the observation of women’s and men’s equality advance and measurement and implementation of accountability for the outcomes of gender equality in global, regional, municipal and institutional extent (1.4. Section ‘Theoretical grounding of the gender participation assessment in the labour market’). Completing complex indexes there can be distinguished different fields, dimensions and indicators (Table 1).

Table 1

Comparison of complex indexes

Index	Most significant assessed fields						
	Health	Education	Economic participation	Labour market	Income	Empowerment	Other
Gender-Related Development index – GDI (<i>UNDP, 1995</i>)	+	+			+		
Gender Empowerment measure – GEM (<i>UNDP, 1995</i>)			+		+	+	
Relative Status of Women index – RSW (<i>Dijkstra, Hanmer, 2000</i>)	+	+			+		
Standardized index on Gender Equality – SIGE (<i>Dijkstra, 2002</i>)	+	+	+	+		+	
Gender Equity index – GEI (<i>Social Watch, 2005</i>)		+	+		+	+	
Global Gender Gap index – GGI (<i>WEF, 2005–2010</i>)	+	+	+	+	+	+	
European Union Gender Equality index – EUGEI (<i>Plantenga et al, 2009</i>)			+	+	+	+	+
Gender Inequality index – GII (<i>UNDP, 2010</i>)	+	+		+		+	
European Gender Equality index – EGEI (<i>Bericat, 2010</i>)		+		+		+	+

Source: compiled by the author.

As it can be seen from Table 1, key aspects, which are included in complex indexes, involve education, income and empowerment. Assessing gender equality, the most significant fields are included in Global Gender Gap index (GGI). The Global Gender Gap index, introduced by the World Economic Forum, benchmarks national gender gaps on economic, political, education and health-based criteria. The index is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress.

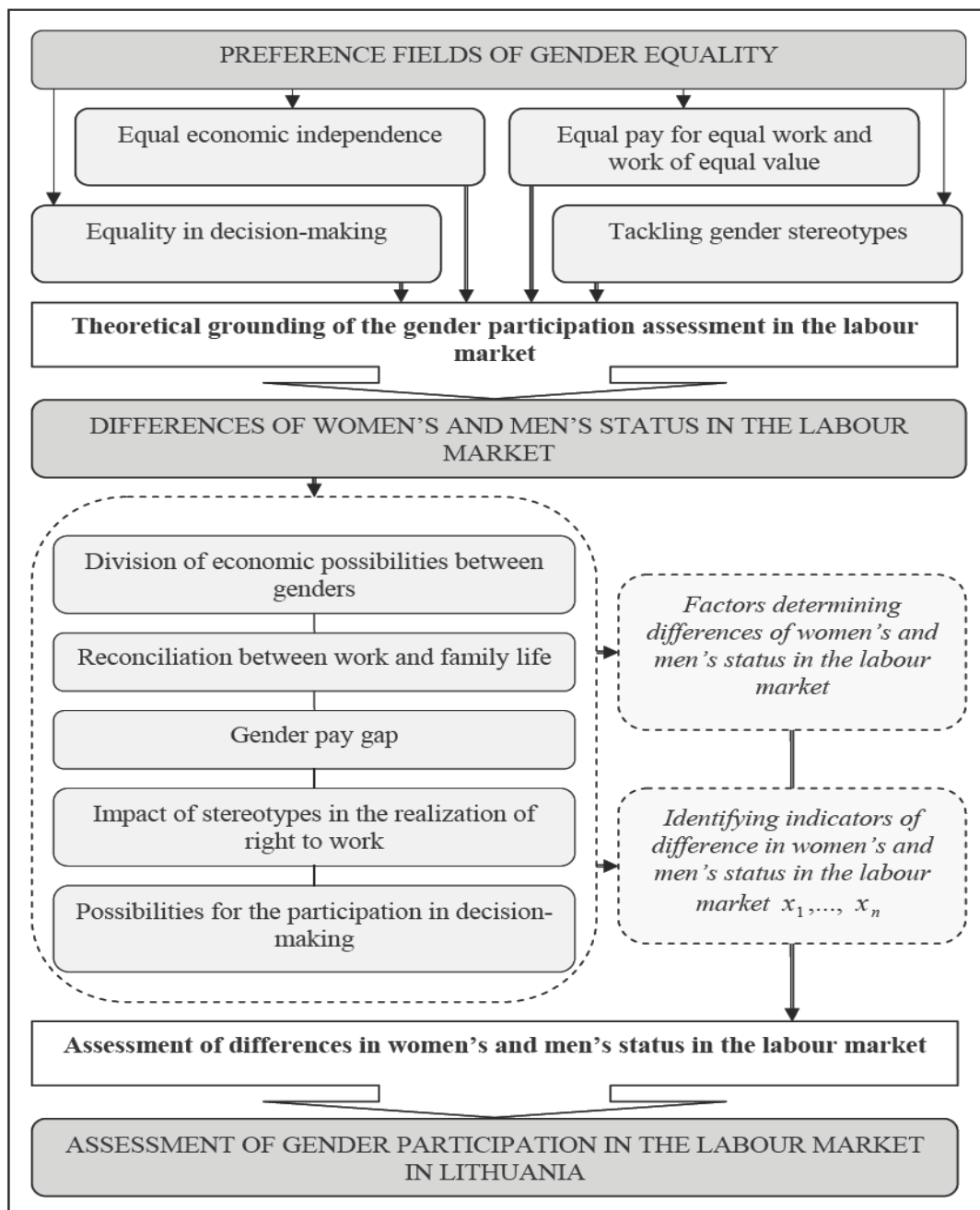
However it is necessary to specify that most scientists (Bardhan, Klasen, 1999; Dollar, Gatti, 1999; Dijkstra, Hanmer, 2000; Dijkstra, 2002, 2006; Plantenga, Remery, Figueiredo, Smith, 2003, 2009; Klasen, 2006; Schüler, 2006; Hausmann, Tyson, Zahidi, 2007; Biström, Nilsson, 2010; Ferrant, 2010; Klasen, Schüler, 2011) criticize indexes and distinguish such key problems:

- Some relevant dimensions of gender inequalities are lacking.
- Most of the index does not measure gender equality in itself, but a combination of gender equality and levels of achievement.
- Being the differences in variance of the indicators used in the construction of the overall index.

Thus any of created complex indexes is not perfect and their application is problematic and often limited. Although complex indexes include different indicators, it is necessary to stress that during their completion there is not paid attention to the fact that differences of gender status in the labour market are influenced by cultural and institutional environment of the state. Thus in the Section 1.4. there are described cultural dimensions (Power Distance (PDI), Individualism (IDV), Masculinity (MAS), Uncertainty Avoidance (UAI), Long-term Orientation (LTO)) by G. Hofstede (2009), which are applied analyzing cultural differences. The mentioned dimensions represent key orientations of any cultural values, and differences of values reveal that separate cultures possess different solutions variants general for all people (Pruskus, 2003).

Institutional indexes also have significant meaning for the implementation of gender equality. World bank presents the worldwide governance Indicators (WGI), which consists of Voice and accountability index, Political stability and absence of violence/terrorism, Government effectiveness, Regulatory quality index, Rule of law index, Control of corruption index (The World Bank, 2009). According to the following indexes countries are ranked and assessed interdependently. Assessment of governance indicator in the country is very significant as both economic and social state of the country depend on the state ability to implement policy relevantly.

Thus in order to assess the differences of women's and men's status in the labour market it is necessary to consider a lot of aspects, interpret and assess economic, social, political and other possibilities (Figure 2).



Source: created by the author.

Figure 2. Theoretical assessment model of gender participation in the labour market

As it can be seen from Figure 2, there are excluded four main underlying fields of gender equality; those are analyzed in the thesis. The attention is paid to the issues of employment and gender pay gap, women's possibilities to participate in business, women's and men's equality in overcoming poverty, etc. Another significant aspect is reconciliation between work and family life. Women's participation in the labour market

is related not only with family responsibility, but with the fact how men are likely to share that responsibility and what load is put on women (sometimes and on men) by the social regulations those are steady and overcome difficulties. The analysis of scientific literature revealed that the stereotypes formed in the society might influence women's and men's work choice and create labour market that is divided under genders. Thus one more important field determining gender participation in the labour market is gender stereotypes and their removal from labour market. In scientific literature there is also paid attention to the fact that the implementation of gender equality heavily makes it way in the political field of life and that makes pay attention to more gradual participation of women and men in decision-making: women's participation in politics, economic decision-making, etc. Thus apart from the key areas, there can be defined assessment sequence of gender participation in the labour market: there are indicated the factors influencing gender participation in the labour market (economic, social, cultural and institutional) and there are analyzed indicators allowing the identification of differences in women's and men's status in the labour market.

2. DIFFERENCES OF WOMEN'S AND MEN'S STATUS IN THE LABOUR MARKET

21st century has entered everybody's life encouraging equal partnership in family in society and fostering new requirements for an individual, family and the entire environment. Currently there are present versatile changes in the European societies – there changes work style, lifestyle of a modern family and it is more and more discussed about the implementation of gender equality. Theoretically free market system provides all citizens with an opportunity to seek for economic independence. However, it happens differently in a real life: it is more difficult for women to integrate into labour market than for men, and that restricts women's participation in the division of economic resources and moves into the range of the needy.

Economic independence is a compulsory condition in order to make it possible for women and men to control their life, to make the certain decisions and implement them, thus in the Section 2.1. ('Division of economic possibilities between genders') there is analyzed the division of economic resources among genders. The European Commission

highlights that the application of equal conditions for men and women is an economical necessity, thus, ‘strengthening of women’s role in the labour market is one of the basic EU aims – economical growth and gender equality – presumptions of implementation’ (Gečienė, 2008).

A very significant factor, securing individuals’ economic independence and at the same time lower women’s and men’s inequality in the society, is employment. Analyzing general dynamics of Lithuanian employment for the years 2006–2010, it is easy to notice uneven change of the following indicator. During the analyzed period, the highest total employment rate was recorded in the year 2007 (total employment rate was 64.9%). The level of men’s employment especially reduced in the year 2010 in comparison with the year 2008, it decreased by 10.3p.p. The women’s level of employment decreased significantly slower. In the year 2010, the women’s employment rate reached 58.7%, and in comparison with year 2008 it decreased by 3.1p.p. (data of Statistics Lithuania, 2011).

In the European Union States employment differs in versatile labour market segments. Despite employment changes, the women’s employment level remained relatively low, and in all EU countries-members it was lower than men’s employment level. In the year 2009, the men’s employment rate in all EU members was higher than women’s apart from Lithuania, where women’s employment was by 1.2p.p. higher than men’s (Table 2) and Latvia, where men’s and women’s employment rates were almost equal. In the year 2009, except for these EU members, the least employment gap between men and women was recorded in Estonia (1.1p.p.) and Finland (1.6p.p.), meanwhile in Malta (33.8p.p.), Greece (24.6p.p.) and Italy (22.2p.p.) there was recorded the highest employment gap between men and women (data of Eurostat, 2010).

Assessing changes in the unemployment rate in EU it is not difficult to notice that this indicator decreased almost in all EU countries during the years 2000–2007; however, indicator dynamics was not even. During economic recession, unemployment rate started growing as this process is usually related to decelerating output rates, lower company profitability, decrease of goods and service, etc. The data of Eurostat (2011) prove that crises struck men – their unemployment rate grew faster than women’s. In the year 2009 in comparison with 2007, men’s unemployment rate grew most in Latvia (13.9p.p.), Lithuania (12.8p.p.), Estonia (11.5p.p.) and Spain (11.3p.p.) (data of Eurostat,

2011). In the year 2009 in Lithuania men's unemployment rate was 17.1% and women's – 10.4% (Table 2).

Table 2

Economic Participation and Opportunity

Situation		Employment rate (aged group 15-64), %		Unemployment rate (aged 15 and over), %		At-risk-of-poverty rate after social transfers, %	
		2007	2009	2007	2009	2007	2009
Lithuania	Women	62.2	60.7	4.3	10.4	21.2	21.9
	Men	67.9	59.5	4.3	17.1	16.7	19.1
EU-27	Women	58.3	58.4	7.9	9.0	17.5	17.2
	Men	72.5	70.7	6.6	9.1	15.9	15.4
Best	Women	73.2 (DK)	73.1 (DK)	3.9 (EE)	3.8 (NL)	10.5 (CZ)	9.5 (CZ)
	Men	82.2 (NL)	82.4 (NL)	3.1 (NL)	3.7 (NL)	8.7 (CZ)	7.5 (CZ)
Worst	Women	35.7 (MT)	37.6 (MT)	12.8 (EL)	18.4 (ES)	25.3 (RO)	27.0 (LV)
	Men	63.6 (PL)	59.5 (LT)	9.9 (SK)	20.3 (LV)	24.3 (RO)	24.2 (LV)

Source: compiled by the author, based on Eurostat. (2011) Statistics, Population and social conditions.

Table 2 shows, that the highest women's unemployment rate was in Greece in the year 2007 (12.8%), and in the year 2009 – 18.4% – in Spain. Unemployment highlights not only economic, but social problems too, as increasing unemployment rate and at the same time decreasing family-income mean that the united expenditure is decreased more and more. One of the most painful problems is poverty. Despite effectual legal acts regulating the following field, women more and more risk to face the poverty rate. In the year 2007, risk-of-poverty rate after social transfers in the EU countries was on the average by 1.6p.p. higher than men's (Table 2). In the year 2009 this gap increased by 1.8p.p. The situation in Lithuania was poorer: in the year 2007 the gap between men and women at-risk-of-poverty rate after social transfers was 4.5p.p. and in the year 2009 – 2.8p.p. The analysis of statistic data revealed that in the household ruled by a woman, average disposable income is lower. That leads to a presumption that women are paid relatively lower wages, their career development is more complicated thus women's economical status is still lower.

Recently it is a lot discussed not only about equal gender aim related to economic independence, but also about possibilities to adjust work, personal and family's life thus in the 2.2. Section ('Reconciliation between work and family life') of the thesis there are discussed adjustable possibilities for payable job and family roles. There is highlighted that in failure of changes in a private sector, it is not possible to expect any advantage in

an economic field. It is not enough for spouses to participate in payable labour market – there are a lot of duties (e.g. to make food, put in order home, etc.), and nobody pays for them. Although a lot of people see housewifery as a boring and meaningless performance; however, it is really a job that is inseparable from constant tension and spontaneity, contradictions and conciliations, conflicts and merriment. In case a higher load falls on women, it is not possible to expect that mother or father will work equally: if there falls more troubles on somebody, it is necessary to devote the time allocated to rest, interests and professional development.

However, the carried out statistic data analysis reveals that there remained an asymmetric division of duties between spouses (partners) in major families. Although more and more women take part in the labour market, child care burdens woman's possibilities: employment rate for women at the age of 25–49 is on average lower by 11.4p.p. in the EU if they have some children. Meanwhile, men's employment rate with children is on average higher by 8.5p.p. in the EU countries (European Commission, 2011). Moreover, on average in the year 2008 in the EU there were 31.1% of women who are part-time employed and only 7.9% of men (data of Eurostat, 2010). Therefore household chores and child care usually fall on women and that enables realization that women's possibilities in professional employment, material security, career and general expression in life are limited.

One of the most significant factors determining an individual's economic welfare is wage. In the Section 2.3. 'Gender pay gap' analyzing statistic data it was noticed that in the year 2007 in the EU countries, wage gap varied from less than 10.0% in Italy, Malta, Poland, Slovenia and Belgium to more than 20.0% in Slovakia, the Netherlands, the Czech Republic, Cyprus, Germany, United Kingdom and Greece, and more than 25.0% – in Estonia and Austria (data of Eurostat, 2009). In a lot of countries where the women's employment rate is low (such as in Malta, Italy, Greece, Poland), wage gap was less than average and that might reflect a small part of labour force part of women with low qualifications or unskilled qualifications. A high wage gap is usually characteristic to labour market distinguished by a high segregation (in such countries as in Cyprus, Estonia, Slovakia) or where a large part of women work not all workday (in such countries as in Germany, United Kingdom, Austria).

A topical issue of unequal work payment is peculiarities of women's transfer from educational system into labour market: still vital gender role stereotypes, those impact women's and men's professional choice in the society are a hardly solved issue. A greater women's part than men's obtain higher education; however, the education obtained by women especially differs from their professional achievements. One of women's and men's wage gap reasons was insufficient women's work assessment. Jobs, those require similar skills, qualifications or experience, usually are poorer paid and insufficiently assessed if they involve the women's and not men's predominance. Segregation in labour market also increases women's and men's wage gap. Women and men are still likely to do different jobs. On the one hand, women and men are often predominant in different sectors. On the other hand, women are predominant among less valuable and worse payable professions in the same sector or company. Unequal wage is conditioned by disproportionate division of family duties as well as adjustment difficulties of work and personal life. A lot of women work part time and although that provides them with greater possibilities for the participation in the labour market and at the same time for the adjustment of liabilities to family, it is needed not to forget that shorter working hours might influence women's wages and the implementation of their professional achievements.

Gender stereotypes, those are discussed in the thesis Section 2.4. 'Stereotypes and their impact on the realization of the right to work' foster the professional gender gap and professional segregation as well as secure the continuation of beliefs related to the certain gender role. Stereotypical assessment of masculinity and femininity impacts gender segregation in the labour market. In every society, the women's and men's behavior is perceived and stereotyped differently, and that is determined under the certain cultural level. In terms of economical development, it is important that culture, including values, norms of behavior and material products, impacts lifestyle and behavior (Čiburienė and Guščinskienė, 2007). Cultural dimensions excluded by G. Hofstede enable the description and comparison of separate cultures. In the countries which usually are described as hierarchical and less economically developed, the number of women with obtained higher education is not high and gender stereotypes are more entrenched. In the countries where there are predominant gender equality tendencies, differences between masculine and feminine characteristics are expressed much poorer.

The executer correlative analysis proves that. Researching statistic dependence of Global gender gap index (GGI) on cultural indicators there was indicated the strongest negative interconnection between GGI and uncertainty avoidance index (UAI). The estimated correlation coefficient r is -0.7046 (strong negative connection), and 49.65% of achievement in the gender equality field can be interpreted under humans' abilities not to avoid responsibility and willing to accept changes. Between Global gender gap index and other cultural indicators (GGI and masculinity, $r = -0.4854$; GGI and power distance index, $r = -0.5644$) there was indicated average negative connection. Thus 23.56% of achievements in the field of gender equality can be interpreted under low domination of masculine values, and in predominance of less hierarchy there might be expected greater attention to women's and men's problems in both labour market and other living fields.

Analyzing differences of women's and men's status in the labour market there are also discussed participation possibilities in decision-making (Section 2.5. 'Possibilities for the participation in decision-making'). The analysis of statistic data enables thinking that under their abilities, competence and knowledge women need to overtake men in order to receive the same acknowledgement from the people round about in the professional field. It is complicated to refer to gender equality in business in the European Union, especially in the decision-making process. Even though during recent years a number of businesswomen are increasing, there are quite fewer of them than men. The information about the gender balance in the European Union state business, recorded by the European Commission, reveals that in the year 2010 in the highest decision making body of largest publicly quoted companies there were very few women (European Commission, 2011). There are disproportionally few executive businesswomen even in the very countries where there are more and more women-politicians or ones who are present in high positions of the state managerial body. Besides, it is necessary to stress that significant meaning for the differences of women's and men's status in the labour market have institutional indicators. Depending on the state institutional environment, State ability to formulate and implement relevant political trends, how much the development of private sector is fostered and if legal system functions well, etc., very much depend state possibilities to implement gender equality.

Currently there is a lot of attention paid not only to the implementation of gender equality, but also to the assessment of gender equality. There are created a lot of indexes for the evaluation of women's and men's status in the labour market, gaps or gender equality and their analysis (Section 2.6. 'Gender equality indexes in Lithuania and the European Union') shows that Lithuania is on the 24th place under Gender-related development index (GDI) (Table 3).

Table 3

The EU country-members division according to the gender equality indexes

Country	GDI (2007)	GEM (2007)	RSW (1996)	SIGE (1995)	GEI (2009)	GGI (2008)	EUGEI (2009)	GII (2008)	EGEI (2009)
Austria	14	11	12	7	15	13	17	12	18
Belgium	6	5	15	13	13	12	5	4	13
Bulgaria	27	22	-	6	10	14	-	25	1
Cyprus	16	23	-	19	22	26	24	10	26
Czech Republic	18	16	9	-	21	23	18	18	19
Denmark	8	3	10	3	3	3	3	2	10
Estonia	20	15	1	-	11	15	14	26	5
Finland	3	2	5	1	2	1	1	6	8
France	2	9	11	9	14	9	11	8	15
Germany	12	6	21	8	4	7	8	5	21
Greece	13	14	24	20	23	25	25	15	22
Hungary	21	24	7	5	17	19	10	23	9
Ireland	7	13	22	15	19	4	20	19	25
Italy	9	12	16	16	25	22	21	7	23
Latvia	25	18	2	-	8	6	6	14	2
Lithuania	24	21	3	-	7	11	7	22	3
Luxembourg	10	-	-	12	26	21	15	16	24
Malta	19	25	-	21	27	27	23	24	27
Netherlands	4	4	20	10	5	5	4	1	17
Poland	22	20	6	4	18	17	16	17	12
Portugal	17	10	14	14	12	16	12	13	11
Romania	26	26	17	11	16	24	-	27	4
Slovakia	23	17	4	-	20	20	19	20	16
Slovenia	15	19	-	-	24	18	13	11	6
Spain	5	7	23	17	6	10	22	9	14
Sweden	1	1	8	2	1	2	2	3	7
United Kingdom	11	8	13	18	9	8	9	21	20

Source: compiled by the author, based on UNDP. (2009) Human Development Report; HAUSMANN, R.; TYSON, L. D.; ZAHIDI, S. (2009) The Global Gender Gap Report.

As it can be seen from Table 3, Lithuania is on the 22th place under Gender inequality index (GII), according to the Gender empowerment measure (GEM) – 21st place. Thus it can be stated that Lithuania has achieved little in the implementation field

of gender equality. However, Relative status of women index (RSW) and European gender equality index (EGEI) (relatively 0.96 and 69.6 (according to both indexes – 3rd place)) reveals that women, participating in payable work field, achieve good results.

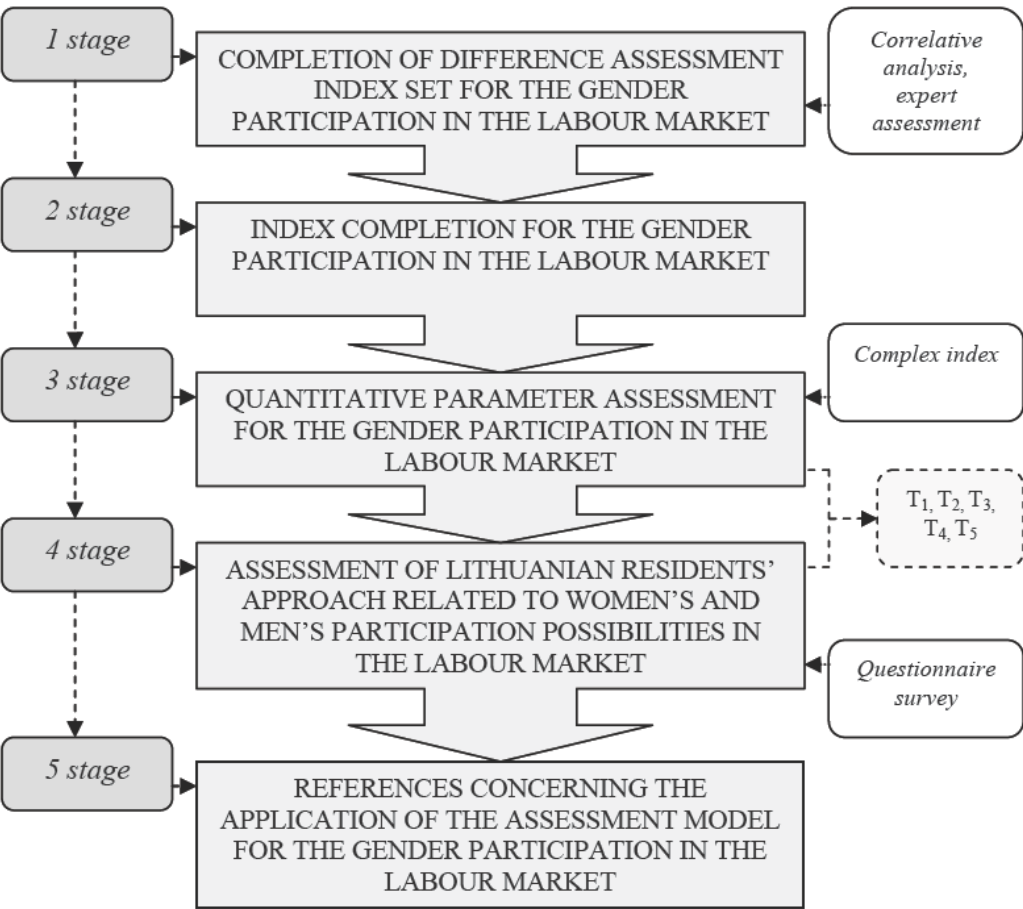
Sweden and Finland are the very European Countries-members those are leaders in the field of gender equality (Table 3). Sweden is leading according to three gender equality indexes – this country leads in the first place according to the GDI, GEM, GEI indexes. Finland takes the first place according to three other gender equality indexes – SIGE, GGI and EUGEI. Malta has achieved least in gender equality field and under even four gender equality indexes (SIGE, GEI, GGI and EGEI) it takes the last place. Moreover, an interesting situation is ordered in Bulgaria. The following European country takes the last place according to GDI, meanwhile agreeably to EGEI – the first place. Such differences can be explained following the fact that gender indexes have been estimated for different moments of time. Besides, the indexes which value gender equality are made of different indicators and record women's achievements in the certain activity fields.

Summarizing the analysis of statistic data it can be stated that although there are some fields where there are completed equal structural possibilities to obtain services for both men and women in terms of genders the EU countries reveal quite a sharp stratification. That is especially evident in the economic field: what men do is more valued than women do. The following stratification is also evident in the political field. Consequently, it is purposeful to create a complex index that would enable the assessment of differences in women's and men's status in the labour market in Lithuania apart from the assessment indicators of gender participation in the labour market.

3. ASSESSMENT OF GENDER PARTICIPATION IN THE LABOUR MARKET IN LITHUANIA

Analyzing women's and men's participation possibilities in the labour market, there is significant information related to the manifestation and spread of inequality and discrimination. Thus it is necessary to asses differences of women's and men's status in the labour market and find out what problems people face in the labour market and women's and men's approach towards experience and factors of discrimination.

The assessment model for the gender participation in the labour market is presented in 3.1. Section ‘Assessment methodology of the gender participation in the labour market’. This model enables foreseeing of assessment stages (Figure 3).



Source: created by the author.

Figure 3. Assessment model of the gender participation in the labour market

As it can be seen according to Figure 3, the assessment of the gender participation in the labour market involves five stages. Having chosen the assessment indicators for the difference of the gender participation in the labour market and having completed a complex index, there is assessed women’s status in the labour market in Lithuania and the following situation is compared with other EU countries-members. In order to find out women’s and men’s point of view concerning possible manifestation of discrimination at work and the significance of economic, social, cultural and institutional factors for the implementation of the gender equality, there is carried out a questionnaire survey. The summary of Lithuanian residents’ approach enables the grounding related to

the fact if the identification of Lithuanian status among all EU countries-members reveals the real women's situation in the labour market.

For the assessment of differences related to the women's and men's status in the labour market there are applied statistic, expert assessment and questionnaire methods, supplementing each other. Having summarized (1 chapter) and analyzed (2 chapter) the range of gender equality indexes, for the difference assessment of the women's and men's status in the labour market there have been distinguished four dimensions: economic, social, cultural and institutional. Due to the fact that women most often experience discrimination in the labour market, thus during the assessment execution of the gender participation in the labour market there are selected indicators indicating women's status in the labour market in comparison with men. For the economic and institutional dimension there have been allocated 8 indicators and for the social one – 6 indicators, and cultural one – 5.

Having completed a preliminary indicator list revealing differences of women's and men's status in the labour market there were surveyed experts in order to find out if the selected dimensions and indicators are relevant, if the indicators really belong to the allocated dimension, if there have not been misses any significant indicators and how meaningful they are. The experts, who agreed to take part in the research, assessed dimensions and indicators ranking them in accordance with their significance. The weight coefficient of every dimension and indicator ($K_{sv.}$) is estimated according to the following formula:

$$K_{sv.} = \frac{\bar{S}_1}{\sum_{i=1}^n \bar{S}} \quad (1)$$

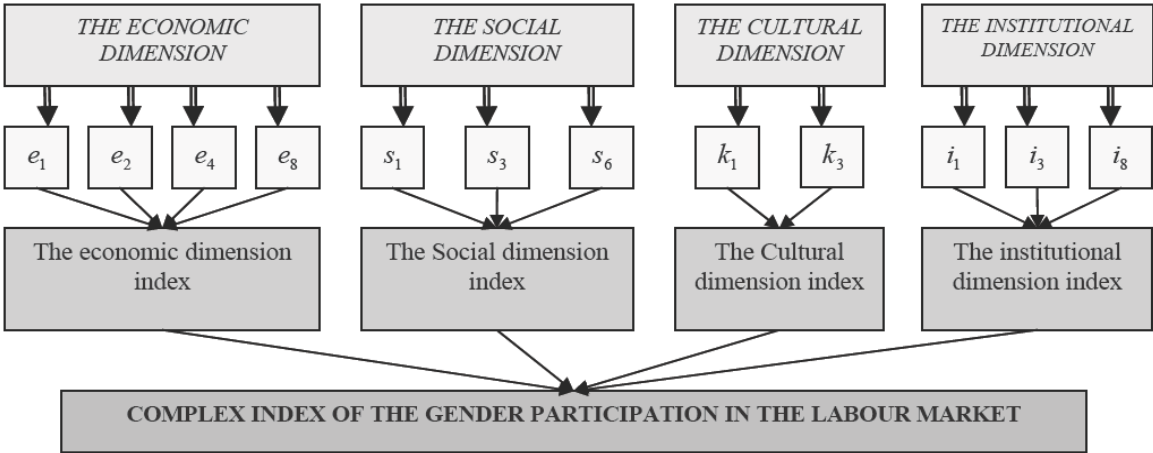
Where \bar{S}_1 – statistic average;

$\sum_{i=1}^n \bar{S}$ – is a sum of statistic averages/means.

Having summarized the experts' point of view, it came out that weights, allocated to every dimension differ slightly. The experts allocated the highest weight to the economic dimension (0.2753), and the least – 0.2135 – cultural dimension, naming the indicators excluded by the experts, it can be stated that the most significant indicators

included into the economic dimension, are the gender employment gap (the weight coefficient is 0.1412), the gender unemployment gap (0.1382) and gender pay gap (0.1382). The following significant indicators might be excluded from the social dimension: the number difference of women and men with the obtained higher education (weight coefficient is 0.2026), gender segregation in occupations (0.1894) and gender differences in the risk of poverty, %, less than 65 years (0.1674). Assessing the cultural dimension, it can be noticed that two indicators seemed to be very significant for the experts: Power Distance (0.2626) and Masculinity (0.2346). Under the experts' point of view, the following allocated indicators are very significant to the institutional dimension: Accountability (0.1360), Government effectiveness (0.1360) and Rule of law (0.1329).

It is necessary to pay attention to the fact completing the set of assessing indicators for the gender participation in the labour market there was also carried out a correlative analysis, i.e. there was estimated reciprocal dependence of indicators, following which there were excluded less statistically dependent indicators. The estimated correlative coefficients and *p* meanings revealed that there is a strong reciprocal relation among some indicators thus the indicators selected for the final completion of the index set are ones which correlate among themselves least and under the experts' approach, are more significant including up to 5 indicators into each dimension. There are totally included 12 indicators into the final completed assessment set of indexes for differences of the women's and men's status in the labour market (Figure 4).



Source: created by the author.

Figure 4. The index integral parts of the gender participation in the labour market

Figure 4 shows that most indicators (4) complete the economic dimension, and the fewest indicators (2) are included into the cultural dimension. The formula of the complex index is as following:

$$I_{LDDR} = \sum_{i=1}^{i=12} x \cdot y \cdot z \quad (2)$$

Where

x – is the expert weight of the dimension;

y – is the indicator weight (significance);

z – Min-Max index is estimated under the formula:

$$z = \frac{r_{fakt.} - r_{min}}{r_{max} - r_{min}} \quad (3)$$

Where

$r_{fakt.}$ – is the real meaning of the indicator;

r_{min} and r_{max} – minimal and maximal meaning of the indicator.

The executed estimations (Section 3.2. ‘Assessment of quantitative parameters of gender participation in the labour market’) show that Poland takes the best status according to economic indexes (1 place). The 2nd and 3rd places fall to Portugal (economic dimension index is 0.0609) and Romania (0.0707). Estonia takes the worst place according to the economic dimension index (27 place, index meaning 0.1744), Greece (26 place (0.1581)) and Cyprus (25 place (0.1564)) (Table 4).

As it can be seen from the Table 4, Lithuania cannot also boast about economic indexes – the 19th falls to it, and the economic dimension index is 0.1246. The following division according to economic indexes might be grounded on the fact that in the year 2008 in Poland, Portugal and Romania there was a light difference between men’s and women’s average equivalent disposable income (relevantly 2.02%, 3.25% and 2.79%) and slight differences of work pay – the gender pay gap in Poland between women and men – 9.8%, Portugal – 9.2%, Romania – 9.0%.

Table 4

Division of the European Union countries according to the estimated index of the gender participation in the labour market

Countries	The Economic dimension	The Social dimension	The Cultural dimension	The Institutional dimension	I_{LDDR}	Rank
Sweden	0.0878	0.1006	0.0248	0.0058	0.2189	1
Denmark	0.1010	0.1248	0.0194	0.0159	0.2600	2
Finland	0.1192	0.0857	0.0478	0.0181	0.2707	3
Slovenia	0.0722	0.0881	-	0.1167	0.2770	4
Netherlands	0.1125	0.1124	0.0422	0.0175	0.2845	5
Portugal	0.0609	0.1088	0.0898	0.0817	0.3413	6
Poland	0.0534	0.0327	0.1284	0.1336	0.3481	7
Hungary	0.0813	0.0293	0.1247	0.1336	0.3689	8
Latvia	0.0995	0.1046	0.0448	0.1297	0.3785	9
Germany	0.1150	0.1348	0.0895	0.0484	0.3877	10
Luxembourg	0.0826	0.1791	0.0800	0.0507	0.3925	11
Belgium	0.0823	0.1482	0.1149	0.0485	0.3939	12
France	0.0732	0.1454	0.1078	0.0801	0.4064	13
Ireland	0.1360	0.1239	0.0828	0.0773	0.4200	14
United Kingdom	0.1173	0.1476	0.0895	0.0685	0.4230	15
Austria	0.1286	0.1786	0.0725	0.0485	0.4282	16
Lithuania	0.1246	0.1099	0.1009	0.1249	0.4603	17
Estonia	0.1744	0.1252	0.0604	0.1017	0.4617	18
Cyprus	0.1564	0.2126	-	0.1093	0.4782	19
Spain	0.1106	0.1600	0.1363	0.0784	0.4854	20
Malta	0.1545	0.1418	0.0969	0.1059	0.4991	21
Romania	0.0707	0.1050	0.1340	0.1917	0.5015	22
Italy	0.0989	0.1644	0.1120	0.1282	0.5034	23
Bulgaria	0.0802	0.1594	0.1073	0.1581	0.5050	24
Czech Republic	0.1468	0.1537	0.1079	0.1126	0.5209	25
Greece	0.1581	0.1192	0.1116	0.1363	0.5252	26
Slovakia	0.1286	0.0814	0.2180	0.1251	0.5532	27

Source: compiled by the author.

Analyzing the indicators of the social dimensions (Table 4), the situation in the EU countries-members is changing and according to the index of the social dimension Lithuania takes the 10th place (0.1099). Comparing Lithuania among other EU countries-members, a great number of women with higher education secures a good position for it (in the year 2008, there were by 33.4p.p. more women than men with the obtained higher education). However, assessing cultural indicators, it is not difficult to notice that Lithuanian status is worsening: according to the index of cultural dimension Lithuania is

in the 14th place among all EU countries-members. According to the index of institutional dimension Lithuania is in the 19th place and that means that there rather bad institutional indicators in our country. In the year 2008, the index of accountability was 0.85; Governance efficiency – only 0.64; and the number difference of men and women parliament members (54.0p.p.) shows that women still participate in economic and political decision-making too little.

Summarizing all indicators included into the complex index it can be seen that among the analyzed EU countries-members, according to the index I_{LDDR} Lithuania is in the 17th place (Table 4). Thus Lithuanian women's status in the labour market is worse than men's, and all influencing factors have impact on the gender participation in the labour market. Among the analyzed countries the best women's status is in Sweden (according to the total index the following country took the 1st place), Denmark (2nd place) and Finland (3rd place).

The executed analysis of the questionnaire survey data (Section 3.3. 'Assessment of residents' opinions about women's and men's possibilities to participate in the labour market') reveals that major women have a job in a public company, meanwhile men are based in the private sector and there are more of them working as supervisors or owning their business. The key income source of both men and women is wage; however, a social benefit is the key income source of a sufficiently great women's part; besides, their income is less and they have to look for some balance between professional career and family life more often than for men. Consequently there remains a greater probability for women to appear in the needy groups. The analysis of the executed research enables the statement that women's and men's point of view concerning inequality (discrimination) experience and possibilities to participate in the labour market, the application of equal pay principal for the same work, etc., differ. That enables the statement that there exist gender differences in the labour market.

Thus summarizing the research outcomes, there can be made a conclusion that the researches in residents' employment, income, living conditions and other statistical ones enable the assessment of the gender status in the labour market; however, analyzing women's and men's participation possibilities in the labour market there is also needed information about the experienced discrimination and obstacles by residents which they

happen to face in the field of payable work. Thus, having systematized the outcomes of the whole research there is presented the assessment model of the gender participation in the labour market that includes all most significant aspects (Section 3.4. 'Recommendations concerning the application of the assessment model for the gender participation in the labour market'). It is suggested to divide the assessment model of the gender participation in the labour market into four stages: 1) Exclusion of the factors influencing the gender participation in the labour market; 2) the analysis of women's and men's status in the labour market; 3) the selection of the difference identifying indicators related to women's and men's status in the labour market and 4) the assessment of the gender participation in the labour market. It is proposed to include into the model not only the economic, social, cultural and institutional factors, described and assessed in the thesis, but psychological ones and selecting the difference identifying indexes of women's and men's status in the labour market to take into consideration the weights given to indexes by residents.

The application of the assessment model for the gender participation in the labour market would enable the emphasis of trends related to women's and men's status in the labour market, observation of the situation, identification of the problematic areas and the reasons for their formation. The political means, selected in such a way, and designed strategies or foreseen actions allocated to the implementation of the gender equality principle might be directed to the certain areas (economic, social, cultural or others). The situation that is constantly being analyzed and assessed in the labour market would allow to strengthen women and men's equal partnership in economical activities and family and would remove steady stereotypes, would make changes in humans' mentality and would encourage equal representation of women and men in political and economical decision-making.

CONCLUSIONS

Having summarized theoretic regulations of gender participation in the labour market and assessed the factors influencing differences in women's and men's status in the labour market, it can be stated as following:

1. The labour market is a complex part of the market, grounded under trade and monetary relations, which involve a potential employee into work process and

form a system of relevant economic relations among key production factors. Due to the dynamism, uncertainty and different expression the real labour market is not ideal, there are present a lot of barriers, which burden the participation possibilities of potential employees in the labour market and condition differences of gender participation in the labour market.

2. The implementation of gender equality is a regulation of social justice is a necessary condition of equality of rights and stable human development. Gender equality regulations are legitimated in the law of the EU, and one of implementation ways is the gender mainstreaming strategy. The strategy of gender mainstreaming is a relatively new approach towards gender equality that means equal assessment of women and men with their present differences.
3. Although currently in the EU there is paid a great attention to the integration of gender equality principle into political processes at different levels, differences of gender participation in the labour market remain a topical issue that might be solved only after having executed difference assessments of gender participation in the labour market and conditioning factors in the certain country-member.

Measuring changes of gender equality in the society there are applied different quantitative and qualitative indicators and designed complex indexes, which assess gender equality. The key aspects which are included into complex indexes are education, income and authority and assessing gender equality the most significant fields are included in the Global gender gap index (GGI). However it is necessary to emphasize that completing complex indexes there are not considered cultural and institutional aspects which are significant for both individual and the whole society. Consequently in the thesis there was completed a complex index (I_{LDDR}) for the gender participation in the labour market:

1. It includes the following identifying fields of women's and men's status in the labour market: division of economic possibilities between genders, adjustment of work and family life, women's and men's gender pay gap, impact of stereotypes realizing the right to work and participation possibilities in decision-making. There are still relevant issues of employment, work pay gap, poverty issues and women's participation possibilities in the field of payable work are related not

only to responsibility to family, but to the fact how men are likely to share that responsibility. Steady and frequently severely overcome stereotypes in the society influence work choice, create labour market that is divided according to gender and enumerate 'feminine' and 'masculine' roles. It is also difficult to discuss women's participation in economic and political decision-making, gender participation in business, etc. Thus data are collected and complemented according to the following areas.

2. It enables the definition of assessment sequence for gender participation in the labour market: having summarized influencing factors of gender participation in the labour market there are excluded four dimensions (economic, social, cultural and institutional) and grounding on the executed experts' survey and reciprocal dependence of indicators, there are enumerated difference identifying indicators of women's and men's status in the labour market (totally 12 indicators).
3. It assesses differences of women's and men's status in the labour market in Lithuania. The estimated I_{LDDR} revealed that Lithuania takes the 17th place among the EU countries. Such condition in Lithuania determines that a country cannot boast of economic and institutional indicators: according to them Lithuania is in the 19th place. A high gender pay gap has the greatest influence (in the year 2008 women's wage was by 21.6% lower than men's) and low Governance Efficiency index (0.64) and the fact that in Lithuania still few women participate in decision-making. Although in Lithuania there is a sufficient number of women with the obtained higher education (in the year 2008 women made by 33.4p.p. more than men) in the society there is a steady approach related to 'feminine' and 'masculine' roles that often stops women from professional achievements.

The executed analysis of statistic data in Lithuania points that women's employment is lower than men's and there exist unemployment and poverty problems; payable work pay received by women is lower than men's etc., thus it can be stated that there proved T_1 *concerning unequal women's and men's possibilities to participate in the labour market there remains relatively low women's employment and large work pay gap concerning that fact women more often than men appear in the needy group* and proved statement T_2 that *in Lithuanian culture there are predominant stereotypes related*

to women's and men's roles; women's activities are traditionally attributed to household field, and men's – public life, and in turn that conditions differences of gender status in the labour market:

1. Despite the growth of residents' employment level, women's employment level has remained relatively low, and in all EU countries-members it was lower than men's level of employment. Besides, the women, employed part-time in the EU in the year 2008 made 31.1%, and men – 7.9%. Women more frequently face difficulties during the adjustment of professional career and family life: although more and more women participate in the labour market, childcare burdens women's possibilities, and the employment indicator of the women at the age 25–49 in the EU if they have some children under 12 years olds, is lower by 12p.p. on average.
2. It is evident that payable work satisfies not only economic human's needs. However, a statistic woman comes into the labour market already ready to provide an employer with 15–20% discount for her wage. One of the key reasons of women's and men's work pay differences is steady regulations. Under their influence women choose the certain trend of studies or professional career in such a way they appear in especially feminine sector where there are lower wages than men's. Relatively low work pay given to women makes them worry about the possibility to appear in the needy group in the future.
3. Due to the impact of stereotypes a woman's job is less valued in comparison with men's. Due to the steady and slowly changing stereotypic regulations, a part of women, who are able to make decisions, is lower than men's. A higher load in family usually falls on women. In such a way women have to overcome a lot of obstacles, as the participation in the labor market does not secure even/equal possibilities unconsciously.

The result analysis of the performed questionnaire survey enables consideration that in Lithuania women's and men's possibilities to participate in the labour market differ greatly:

1. Although major women (47.2%) and men (56.9%), who participated in the research claim that they do not face discrimination in the labour market; however, analyzing obstacles which they have faced during the employment or at

workplace it develops that a great part of individuals have to overcome obstacles related to the lack of experience, too low work pay, bad work conditions and experience pressure associated with age. Women stress that they have happened to face the problems related to the lack of experience very frequently or often during the employment process or at workplace and that they have happened to face a negative employers' attitude towards married or intending to marry women at their workplace. That allows the confirmation of the statement T_3 *that women face obstacles during the employment processor at workplace more often than men; however they avoid the naming having experienced discrimination.*

2. Women's and men's approach towards their status in the labour market does not coincide. The results of the executed research reveal that Lithuania women and men have unequal possibilities in seeking for career in a professional field – this approach is revealed by 41.0% of the surveyed women. 49.2% of women do not agree with the statement that participation possibilities in the labour market are equal for men and women; besides, women's and men's approach related to the paid wage does not coincide: following the women's approach, men are paid much more for the same job. Consequently, the results of the executed research enable the confirmation of the statement T_1 *concerning unequal women's and men's participation possibilities in the labour market, there remains relatively low women's employment and high work pay gap and as a result women appear in the need groups more than men.*
3. The results of the executed research reveal women need to work more and more severely than men in order to gain some acknowledgement at work. Besides, in Lithuania there are more and more people (76.1% of the researched men and by 13.9p.p. women fewer than men) do not hesitate concerning men's duty to earn money and absolutely (59.6% of the married women and men) agree with the statement that a woman must take care of home of family. The following approaches of the surveyed respondents enable coming to the conclusion that both the executed analysis of the statistic data and the results of the executed research confirmed the statement T_2 : *In Lithuanian culture there are predominant stereotypes related to women's and men's roles while traditionally allocating*

women's activities to home field and men's to the public field, and that as a result in turn conditions differences of gender status in the labour market.

Having summarized the participation regulations of gender in the labour market it came out that differences of the women's and men's status in the labour market are influenced by the unity of different factors, and cultural and institutional factors are not in the last place. The cultural environment of the country plays an important role in the women's and men's life; besides, women's and men's status in the labour market depends a lot on the decisions made by the government, its executed policy, ability to distinguish underlying areas of activities:

1. The executed analysis of the statistic data reveals that the defined strong negative relation is between Global gender gap index and institutional dimension index ($r = -0.70$ ($p < 0.01$)) and a strong positive relation is between Gender inequality index and institutional dimension index ($r = 0.76$ ($p < 0.01$)). Gender equality changes in the country are influenced by the fact what decisions are taken and implemented by the state government and by how much women can participate and determine in the following decision-making. That is also proved under the results of the questionnaire survey: there are 20.0% of disagreeing women and 18.0% of men that the decisions of the managerial institutions secure equal conditions for men and women in the labour market, and there is 17.4% of men agreeing with the following statement, who stress that institutional factors are significant in securing the gender equality in the labour market. That enables making a conclusion that the statement T₄ proved being *an effective and efficient managerial activity of institutions that secures equal conditions for women and men in the labour market.*
2. The executed research allows the consideration that the statement T₅ proved: *women's and men's status in the labour markets determined by the unity of social, economic, cultural and institutional factors.* Solving the issues occurred in the labour market, it is necessary to take into consideration not only the significance of economic and social factors, but also the fact that the regulations, which he/she gets from the national culture influence all individual's fields of activities. More than a half of the surveyed respondents named that economic, social, cultural and institutional factors are very significant or important and that reveals that the

citizens of the country realize the implementation significance of gender equality in the labour market. The completion of equal conditions for women and men in the labour market is possible if a problem is solved comprehensively: it is necessary to strive for economic women's and men's independence, solve arising social and inequality problems, remove steady stereotypes and require responsible actions from the governmental institutions.

Vilniaus universitetas

Ilona Kiaušienė

DAKTARO DISERTACIJOS SANTRAUKA

IVADAS

Temos aktualumas ir jos sprendimo būtinumas. Sparčiai keičiantis gyvenimo tempui, nuolat kinta ekonominės sąlygos, vyksta ekonominiai ir socialiniai pokyčiai institucijose, nyksta nusistovėję papročiai ir tradicijos. Taip pat keičiasi moterų ir vyrų vaidmenys, jų tarpusavio santykiai, požiūris į šeimą ir jos vaidmuo individo gyvenime. Visi šie ir kiti pokyčiai didžia dalimi priklauso ir nuo naujai atsiveriančių galimybių abiejų lyčių atstovams dalyvauti darbo rinkoje. Tačiau nepaisant to, kad Europos Sąjungos institucijos jau kelis dešimtmečius daug dėmesio skiria lyčių lygybės problemoms darbo rinkoje, lyčių lygybės įgyvendinimas tebėra sudėtingas uždavinys.

Moterys vis aktyviau įsitraukia į darbo rinką, siekia ambicingų profesinių tikslų, tačiau dažnai susiduria su kliūtimis, kurios neleidžia realizuoti savo galimybių atlyginamo darbo sferoje. Egzistuoja išankstinis nusistatymas ir moterų diskriminacija, kuri nubrėžia jų egzistencijai ir veiklai skirtingas, dažnai siauresnes galimybes dalyvauti darbo rinkoje. Moterys vertinamos ne pagal asmeninius sugebėjimus, o vadovaujantis susiklosčiusiais stereotipais, kaip turinčios menkesnius sugebėjimus, nesugebančios dirbti atsakingo darbo, ne tokios kūrybingos ir pan. Visuomenėje susiformavę stereotipai turi įtakos moterims ir vyrams pasirenkant darbą ir sukuria pagal lytį susiskaidžiusią darbo rinką, o moters padėties visuomenėje neteisingumo „stabilumas“ neišvengiamai skatina kreipti žvilgsnį ir į kultūrą, kaip į vieną svarbiausių priežasčių, ribojančių moters ir vyro lygybės įsitvirtinimą visuomenėje.

Aktuali išlieka ir lyčių lygybės vertinimo problema. Nors įvairios institucijos, nepriklausomi lygių galimybių, žmogaus teisių ir kiti ekspertai parengę rekomendacijas, kokie rodikliai turėtų būti įtraukti vertinant nelygybės ar diskriminacijos reiškinius, nėra pripažintos ir moksliskai pagrįstos lyčių lygybės vertinimo metodikos. Lietuva taip pat žengia dar tik pirmuosius žingsnius nacionalinės lygybės statistikos formavimo link. Todėl būtina parengti lyčių dalyvavimo darbo rinkoje vertinimo modelį, kuris leistų nustatyti situaciją darbo rinkoje lyčių aspektu ir įvertinti moterų ir vyrų padėties darbo

rinkoje skirtumus, atsižvelgiant į visus svarbiausius nelygią padėtį darbo rinkoje lemiančius veiksnius.

Problemos ištyrimo lygis. Darbo rinka ir joje vykstantys procesai mokslininkus domino visada, nes darbo rinka nėra ideali: pasižymi išskirtinumu, sudėtingu morfologiniu turiniu, jos funkcionavimo mechanizmas sudėtingas, o pirkimo-pardavimo objektas yra specifinė prekė (G. Moore'as, R. Elkinas (1983), B. Kaufmanas (1986), L. Reynoldsas, S. Mastersas, C. Moser (1986), A. A. Nikiforova (1991), D. Bosworthas, P. Dawkinsas, Th. Strombackas (1996), R. Česynienė (1996), E. Stancikas (1997), M. Damidavičius, A. Pocius (1998), R. Matiušaitytė (2001), K. B. Paulavičius (2002), R. G. Ehrenbergas, R. S. Smith (1997, 2003), B. Martinkus, A. Sakalas, A. Savanevičienė (2003), V. Navickas (2004), B. Martinkus, D. Beržinskienė (2005, 2007), A. Šileika, D. Andriušaitienė (2007), D. Beržinskienė, D. Rudytė (2008), D. Raškinis (2008), B. Martinkus, S. Stoškus, D. Beržinskienė (2009), G. J. Borjasas (2010), D. Beržinskienė, L. Juozaitienė (2011) ir kt.). Mokslininkai teigia, jog formuojantis situacijoms, ribojančioms visiško užimtumo galimybes, reikalingos įvairios darbo rinkos politikos priemonės, ir dažniausiai sutaria, jog pagrindinis dėmesys turi būti skiriamas aktyviai darbo rinkos politikai, bei akcentuoja darbo rinkos lankstumą ir užimtumo saugumą (R. Adamonienė, A. Sakalas (2002), G. Schmidas, B. Gazieras (2002), B. Funckas, L. Pizzati (2002), S. Družinina (2002), R. Layardas, St. Nickellas, R. Jackmanas (2005), I. Vetlovas, E. Virbickas (2006), O. Blanchardas (2007), J. Kluge'as, D. Cardas, M. Fertigas ir kt. (2007), V. Gražulis, B. Gruževskis (2008), J. Moskvina (2008, 2009, 2010), D. Skučienė (2009), H. Šakienė (2009), L. Okunevičiūtė-Neverauskienė (2010) ir kt.).

Mokslinėje literatūroje ypač pabrėžiamas moterų vaidmuo darbo rinkoje. Moterų ir vyrų padėtį Lietuvos visuomenėje, darbo rinkoje ir šeimoje nagrinėja įvairių sričių mokslininkai – psichologai, sociologai, ekonomistai ir kt. Nagrinėjamas faktinis moterų užimtumas bei jo struktūra, analizuojami moterų užimtumo veiksniai, lyčių vaidmenys užimtumo sferoje, diskriminacijos darbo rinkoje formos, darbo rinkos segregacija, „stiklo lubų“ fenomenas, lyčių stereotipai ir jų įtaka moterų padėčiai darbo rinkoje ir pan. (M. Jankauskaitė (1999), V. Kanopienė (2000, 2005), A. Tereškinas (2004), R. Melnikienė (2005), V. Grybaitė (2006), N. Daukantienė (2006), A. Valackienė, A. Krašenkienė (2007), J. Čiburienė, J. Guščinskienė (2007, 2008), V. Šidlauskienė

(2007), A. Maslauskaitė (2008), D. Vandzinskaitė (2008), S. Mikulionienė (2008), P. Žukauskas, J. Vveinhardt (2008), L. Vengalė, I. Mackevičiūtė (2008), A. Urbonienė (2009), A. Žvinklienė (2009) ir kt.).

Moterų aktyvumo didėjimas įvairiose srityse (ekonomikoje, visuomeniniame gyvenime ir sprendimų priėmimo procese, politikoje ir pan.) ne tik šalies, bet ir užsienio mastu sudarė prielaidas lygių galimybių politikos nuostatomis įgyvendinti. Lyčių lygybės nuostatas, strategiją ir lyčių stereotipus užimtumo srityje analizuoja O. G. Rakauskienė (2002, 2005, 2006, 2007, 2009), J. Reingardienė (2004), V. Šidlauskienė, D. Eitutytė (2004), V. Lisauskaitė (2005), L. Dromantienė (2008), I. Gečienė (2008), J. Gudliauskaitė (2008), E. Krinickienė (2009) ir kt. Lyčių skirtumus aptaria L. Šimanskienė (2006), lyčių lygybės matavimo problemas gvildena I. Tamutienė (2004), L. Okunevičiūtė-Neveauskienė (2009, 2011), B. Gruževskis (2009) ir kt.

Lyčių lygybės problemas ir jų sprendimo būdus tyrinėja įvairių sričių užsienio mokslininkai (Ch. Bretherton (2001), Ch. Booth, C. Bennet (2002), E. Hafner-Burton, M. A. Pollackas (2002), J. Rubery (2002), J. Rubery, H. Figueiredo'as, M. Smithas, D. Grimshawas, C. Fagan (2004), J. Rubery ir kt. (2005), M. Stratigaki (2005), E. Lombardo, P. Meier (2006), J. P. Jacobsenas (2007), A. Woodward (2003, 2008), F. D. Blau, M. A. Ferber, A. E. Winkler (2010) ir kt.). Apie lyčių lygybės vertinimą ir šioje srityje iškylančias problemas rašo D. Sugarmanas, M. Strausas (1988), K. Bardhan, S. Klasenas (1999), D. Dollaras, R. Gatti (1999), A. G. Dijkstra, L. Hanmer (2000), A. G. Dijkstra (2002, 2006), J. Plantenga, Ch. Remery'as, H. Figueiredo'as, M. Smithas (2003, 2009), D. Perrons (2005), S. Klasenas (2006, 2011), D. Schüller (2006, 2011), R. Hausmannas, L. D. Tyson, S. Zahidi (2006, 2007, 2009, 2010), E. Biström, K. Nilsson (2010), G. Ferrant (2010), I. Permanyer (2010), E. Bericatas (2011) ir kt.

Nepaisant didelio susidomėjimo moterų ir vyrų padėties darbo rinkoje skirtumais, lyčių lygybės įgyvendinimo problemomis, literatūroje nėra bendros nuomonės dėl lyčių padėties darbo rinkoje vertinimo rodiklių parinkimo ir jų taikymo bei mažai dėmesio kreipiama į tai, kad moterų ir vyrų padėties darbo rinkoje skirtumus lemia ne tik ekonominiai, socialiniai veiksniai, bet ir kultūrinė, institucinė šalies aplinka.

Mokslinio darbo objektas – moterų ir vyrų padėtis darbo rinkoje.

Mokslinio darbo tikslas – remiantis teoriniu moterų ir vyrų dalyvavimą darbo rinkoje lemiančių veiksnių pagrindimu sukurti lyčių dalyvavimo darbo rinkoje vertinimo

modelį ir jį pritaikyti vertinant moterų ir vyrų padėties darbo rinkoje skirtumus Lietuvoje.

Mokslinio darbo tikslui pasiekti keliami tokie uždaviniai:

1. Apibendrinus darbo rinkos funkcionavimo ypatumus išnagrinėti lyčių dalyvavimą darbo rinkoje lemiančius veiksnius.
2. Išanalizuoti teorines lyčių aspekto integravimo į darbo rinką nuostatas, siekiant pagrįsti ir susisteminti lyčių lygybės vertinimo kryptis.
3. Ištirti moterų ir vyrų padėties darbo rinkoje skirtumus Lietuvoje, įvertinant kiekybinius lyčių dalyvavimo darbo rinkoje parametrus.
4. Remiantis sudarytu lyčių dalyvavimo darbo rinkoje vertinimo modeliu įvertinti moterų ir vyrų padėtį darbo rinkoje Lietuvoje bei gautus rezultatus palyginti su kitomis Europos Sąjungos šalimis.
5. Atlikus anketinę apklausą pagrįsti kiekybinių lyčių dalyvavimo darbo rinkoje parametrų turinį.
6. Remiantis tyrimo rezultatais pateikti rekomendacijas dėl lyčių dalyvavimo darbo rinkoje vertinimo modelio taikymo.

Darbe ginami **teiginiai:**

T₁ – Dėl nevienodų moterų ir vyrų galimybių dalyvauti darbo rinkoje išlieka sąlyginai mažas moterų užimtumas ir didelis darbo užmokesčio atotrūkis, dėl to moterys dažniau negu vyrai patenka į skurstančiųjų gretas.

T₂ – Lietuvos kultūroje dominuoja stereotipai apie moterų ir vyrų vaidmenis, moterų veiklą tradiciškai priskiriant namų sferai, o vyrų – viešajam gyvenimui, tai savo ruožtu lemia lyčių padėties darbo rinkoje skirtumus.

T₃ – Moterys dažniau negu vyrai susiduria su kliūtimis įsidarbinant ar darbo vietoje, bet vengia įvardyti patiriančios diskriminaciją.

T₄ – Efektyvi, veiksminga valdymo institucijų veikla užtikrina moterims ir vyrams vienodas sąlygas darbo rinkoje.

T₅ – Moterų ir vyrų padėtį darbo rinkoje lemia socialinių, ekonominių, kultūrinių ir institucinių veiksnių visuma.

Tyrimo laikotarpis: 2007–2011 metai.

Tyrimo metodai. Mokslinės literatūros analizė, sintezė, palyginimas ir apibendrinimas leido apibūdinti teorines lyčių dalyvavimo darbo rinkoje nuostatas,

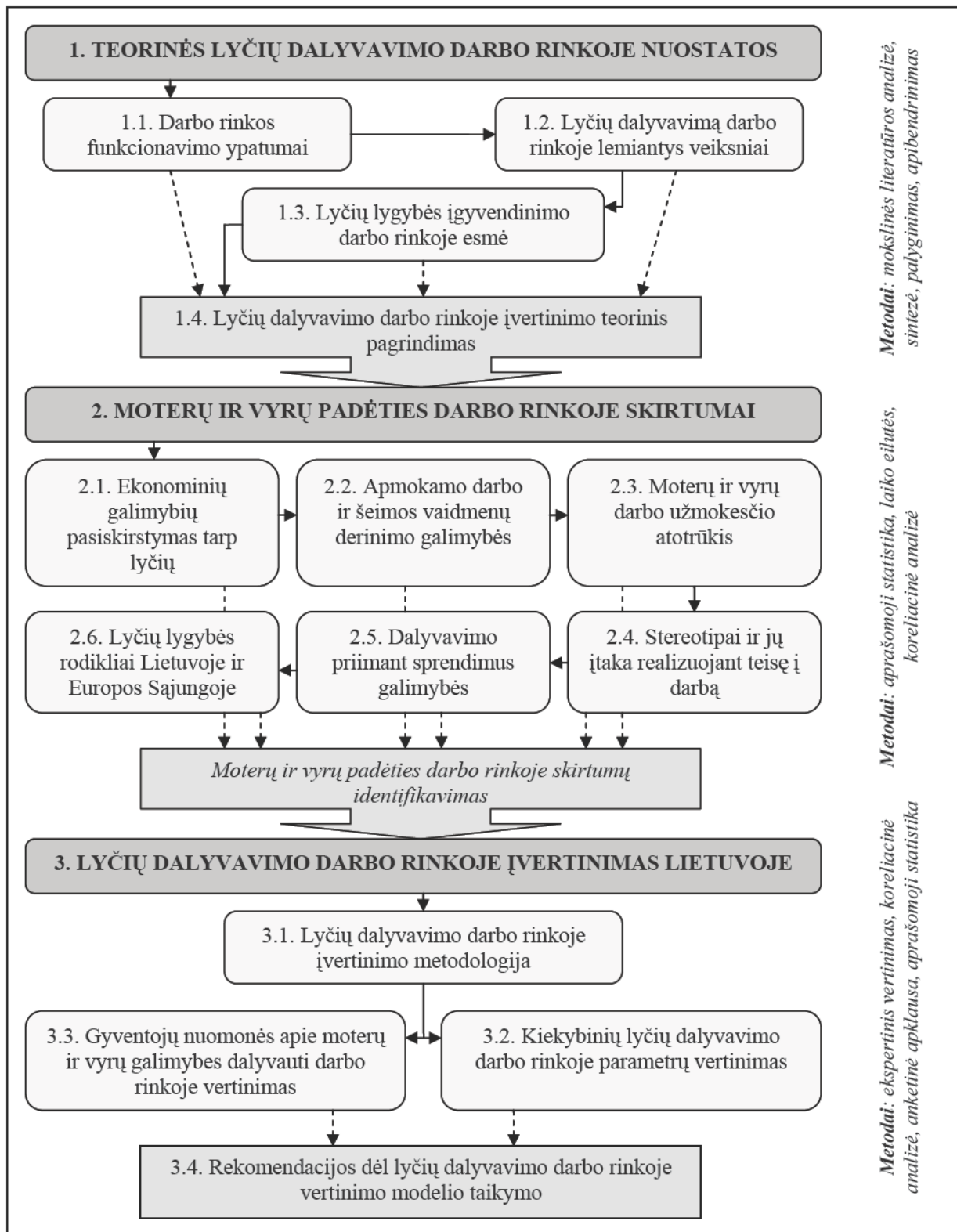
susieti bendras ir esmines lygybės matavimo ir vertinimo problemas, taip pat išskirti moterų padėtį darbo rinkoje lemiančius veiksnius, susiejant atskirus darbo rinkos procesus į vientisą reiškinį. Statistinių duomenų analizė ir apibendrinimas leido įvardyti lyčių dalyvavimo darbo rinkoje ypatumus, apžvelgti problemas, su kuriomis susiduriama apmokamo darbo sferoje. Siekiant moksliskai pagrįsti lyčių dalyvavimą darbo rinkoje įvertinančius rodiklius atliktas ekspertų apklausos rezultatų vertinimas. Atlikta anketinė Lietuvos gyventojų apklausa leido išsiaiškinti moterų ir vyrų požiūrį į jų vaidmenis darbo rinkoje bei akcentuoti padėties darbo rinkoje skirtumus. Kiekybinė duomenų analizė leido pagrįsti logines išvadas ir nustatyti priklausomybę tarp atskirų reiškinų.

Darbo struktūra. Loginė disertacijos schema pateikta 1 pav.

Disertaciją sudaro trys dalys. Teorinėje darbo dalyje nagrinėjamos pagrindinės prielaidos, lemiančios lyčių dalyvavimą darbo rinkoje, aptartas naujas požiūris į lyčių lygybę – lyčių aspekto integravimo strategija ir jos reikšmė. Šioje darbo dalyje atlikta išsami moterų ir vyrų lygybės pažangai stebėti ir matuoti naudojamų sudėtinių rodiklių analizė ir remiantis išanalizuota literatūra pateikiamas lyčių dalyvavimo darbo rinkoje vertinimo teorinis modelis.

Antrojoje darbo dalyje įvertinti moterų ir vyrų padėties darbo rinkoje skirtumai Lietuvoje: lyčių užimtumo skirtumas, moterų ir vyrų darbo užmokesčio atotrūkis, susiformavusių nuostatų įtaka moters padėčiai darbo rinkoje ir pan. Moterų ir vyrų padėties darbo rinkoje skirtumams įtakos turi daugelis veiksnių, todėl antrojoje darbo dalyje išanalizuoti ir kultūriniai bei instituciniai šalies rodikliai. Šioje darbo dalyje taip pat pateiktas Europos Sąjungos šalių narių pasiskirstymas pagal lyčių lygybės rodiklius, kuris leidžia įvardyti lyčių lygybės srityje pirmaujančias šalis.

Trečiojoje darbo dalyje, remiantis pirmojoje ir antrojoje dalyse surinkta ir susisteminta informacija apie lyčių dalyvavimo darbo rinkoje vertinimo rodiklius bei atlikta ekspertų apklausa, sudarytas sudėtinis moterų ir vyrų padėties darbo rinkoje skirtumus identifikuojantis indeksas ir įvertinta bei palyginta moterų padėtis darbo rinkoje Lietuvoje ir kitose Europos Sąjungos šalyse narėse. Taip pat atliktas empirinis tyrimas siekiant išsiaiškinti moterų ir vyrų galimybes dalyvauti darbo rinkoje Lietuvoje.



Šaltinis: sukurta autorės.

1 pav. Loginė disertacijos schema

Darbo mokslinis naujumas. Darbe, remiantis mokslinės literatūros analize, susistemintos ir apibendrintos lyčių aspekto integravimo į darbo rinką nuostatos bei

išskirti svarbiausi moterų ir vyrų padėties darbo rinkoje vertinimo aspektai. Išnagrinėjus ir susisteminus mokslinę literatūrą ir kt. informacijos šaltinius, sukurtas lyčių dalyvavimo darbo rinkoje vertinimo modelis, apimantis ekonominius, socialinius, kultūrinius ir institucinius veiksnius, lemiančius lyčių padėties darbo rinkoje skirtumus. Teorinis modelis pritaikytas sudarius sudėtinį lyčių dalyvavimo darbo rinkoje indeksą, kuris atskleidžia ne tik ekonominių galimybių pasiskirstymą tarp moterų ir vyrų, moterų ir vyrų padėtį darbo rinkoje lemiančius socialinius veiksnius, bet ir įvertina kultūrinės, institucinės šalies aplinkos poveikį. Lyčių dalyvavimo darbo rinkoje indeksas leidžia greitai ir be didelių sąnaudų įvertinti moterų padėtį darbo rinkoje bet kurioje ES šalyje narėje naudojantis visuotinai prieinama statistine informacija ir padeda išskirti lyčių lygybės įgyvendinimą darbo rinkoje apsunkinančius veiksnius.

Darbo praktinė reikšmė. Pateiktas lyčių dalyvavimo darbo rinkoje įvertinimo modelis leidžia:

- išskirti esminius moterų ir vyrų padėties darbo rinkoje skirtumus lemiančius veiksnius;
- pritaikius statistinių duomenų analizės metodus įvertinti atskirų veiksnių įtaką lyčių lygybės rodikliams;
- įvertinti bet kurios Europos Sąjungos šalies narės moterų padėtį darbo rinkoje;
- įvardyti labiausiai pažengusias ir labiausiai atsiliekančias lyčių lygybės srityje šalis bei nustatyti pagrindinius veiksnius, lemiančius šiuos skirtumus tarp šalių.

IŠVADOS

Apibendrinus teorines lyčių dalyvavimo darbo rinkoje nuostatas ir įvertinus moterų ir vyrų padėties darbo rinkoje skirtumus lemiančius veiksnius galima teigti, kad:

1. Darbo rinka yra sudėtinė rinkos dalis, pagrįsta prekiniais ir piniginiiais santykiais, kurie įtraukia potencialų darbuotoją į darbo procesą ir formuoja atitinkamą ekonominių santykių sistemą tarp pagrindinių gamybos veiksnių. Dėl darbo rinkos dinamiškumo, neapibrėžtumo ir skirtingos raiškos reali darbo rinka nėra ideali, todėl egzistuoja nemažai barjerų, apsunkinančių potencialių darbuotojų dalyvavimo darbo rinkoje galimybes ir sąlygojančių lyčių dalyvavimo darbo rinkoje skirtumus.

2. Lyčių lygybės įgyvendinimas yra socialinio teisingumo nuostata, būtina lygiateisiškumo ir stabilaus žmogaus vystymosi sąlyga. Lyčių lygybės nuostatos yra įteisintos ES teisėje, o vienas iš įdiegimo būdų – lyčių aspekto integravimo strategija. Lyčių aspekto integravimo strategija yra palyginti naujas požiūris į lyčių lygybę, kuris reiškia vienodą moterų ir vyrų su jų esamais skirtumais vertinimą.
3. Nors pastaruoju metu ES daug dėmesio skiriama lyčių lygybės principo integravimui į politinius procesus įvairiais lygmenimis, lyčių dalyvavimo darbo rinkoje skirtumai yra aktuali problema, kuri gali būti sprendžiama tik atlikus lyčių dalyvavimo darbo rinkoje skirtumų ir juos sąlygojančių veiksnių vertinimus konkrečioje šalyje narėje.

Matuojant lyčių lygybės pokyčius visuomenėje, naudojami įvairūs kiekybiniai ir kokybiniai rodikliai, kuriais lyčių lygybę vertinantys sudėtiniai indeksai. Pagrindiniai aspektai, kurie įtraukiami į sudėtinius indeksus, yra išsilavinimas, pajamos ir įgaliojimai, o daugiausia svarbiausių sričių, vertinant lyčių lygybę, įtraukta į Pasaulinį lyčių lygybės indeksą (GGI). Tačiau reikia akcentuoti, kad sudarant sudėtinius indeksus neatsižvelgiama į svarbius ir individui, ir visai visuomenei kultūrinius bei institucinius aspektus. Todėl disertacijoje sudarytas sudėtinis lyčių dalyvavimo darbo rinkoje indeksas (I_{LDDR}), kuris:

1. Apima tokias moterų ir vyrų padėtį darbo rinkoje identifikuojančias sritis: ekonominių galimybių pasiskirstymą tarp lyčių, darbo ir šeimos gyvenimo derinimą, moterų ir vyrų darbo užmokesčio atotrūkį, stereotipų įtaką realizuojant teisę į darbą ir dalyvavimo priimant sprendimus galimybes. Vis dar aktualios užimtumo, darbo užmokesčio atotrūkio, skurdo problemos, o moterų galimybės dalyvauti atlyginamo darbo sferoje susijusios ne tik su atsakomybe šeimai, bet ir kaip ta atsakomybe linkę dalytis vyrai. Visuomenėje susiformavę ir dažnai sunkiai įveikiami stereotipai turi įtakos pasirenkant darbą, sukuria pagal lytį susiskaidžiusią darbo rinką, įvardija „moteriškus“ ir „vyriškus“ vaidmenis. Taip pat sudėtinga kalbėti apie moterų dalyvavimą priimant ekonominius ir politinius sprendimus, lyčių dalyvavimą versle ir pan. Todėl duomenys renkami ir komplektuojami pagal šias sritis.

2. Leidžia apibrėžti lyčių dalyvavimo darbo rinkoje įvertinimo seką: apibendrinus lyčių dalyvavimą darbo rinkoje lemiančius veiksnius, išskiriamos keturios dimensijos (ekonominė, socialinė, kultūrinė ir institucinė) ir remiantis atlikta ekspertų apklausa bei rodiklių tarpusavio priklausomybe įvardijami moterų ir vyrų padėties darbo rinkoje skirtumus identifikuojantys rodikliai (iš viso 12 rodiklių).
3. Įvertina moterų ir vyrų padėties darbo rinkoje skirtumus Lietuvoje. Apskaičiuotas I_{LDDR} rodo, kad Lietuva tarp ES šalių narių užima tik 17 vietą. Tokią Lietuvos padėtį lemia tai, kad šalis negali pasigirti ekonomiais ir instituciniais rodikliais: pagal juos Lietuvai tenka 19 vieta. Didžiausią įtaką turi didelis darbo užmokesčio atotrūkis (2008 m. moterų darbo užmokestis buvo net 21,6 proc. mažesnis negu vyrų) ir neaukštas Vyriausybės efektyvumo rodiklis (0,64) bei tai, jog Lietuvoje vis dar mažai moterų dalyvauja priimant sprendimus. Nors Lietuvoje yra pakankamai daug aukštąjį išsilavinimą įgijusių moterų (2008 m. moterų buvo 33,4 proc. p. daugiau negu vyrų), visuomenėje susiformavusi nuomonė apie „moteriškus“ ir „vyriškus“ vaidmenis dažnai užkerta kelią moterų profesiniams siekiams.

Atlikta statistinių duomenų Lietuvoje analizė leidžia teigti, kad moterų užimtumas yra mažesnis negu vyrų, egzistuoja nedarbo, skurdo problemos, moterų gaunamas darbo užmokestis yra mažesnis negu vyrų ir pan., todėl galima teigti, kad pasitvirtino T_1 teiginys, jog *dėl nevienodų moterų ir vyrų galimybių dalyvauti darbo rinkoje išlieka sąlyginai mažas moterų užimtumas ir didelis darbo užmokesčio atotrūkis, dėl to moterys dažniau negu vyrai patenka į skurstančiųjų gretas*, ir T_2 teiginys, jog *Lietuvos kultūroje dominuoja stereotipai apie moterų ir vyrų vaidmenis, moterų veiklą tradiciškai priskiriant namų sferai, o vyrų – viešajam gyvenimui, tai savo ruožtu lemia lyčių padėties darbo rinkoje skirtumus*:

1. Nepaisant gyventojų užimtumo lygio augimo, moterų užimtumo lygis išliko sąlyginai mažas, ir visose ES šalyse narėse buvo mažesnis už vyrų užimtumo lygį. Be to, moterų, užimtų ne visą darbo dieną, vidutiniškai ES 2008 m. buvo 31,1 proc., o vyrų – 7,9 proc. Moterys dažniau susiduria su sunkumais, derindamos profesinę karjerą ir šeimos gyvenimą: nors vis daugiau moterų dalyvauja darbo

rinkoje, vaikų priežiūra apsunkena moters galimybes, o 25–49 m. amžiaus moterų, jeigu jos turi vaikų iki 12 metų, užimtumo rodiklis ES vidutiniškai mažesnis apie 12 proc. p.

2. Akivaizdu, kad atlyginamas darbas tenkina ne tik ekonomines žmogaus reikmes. Tačiau statistinė moteris į darbo rinką ateina jau iš anksto pasiruošusi suteikti darbdaviui 15–20 proc. nuolaidą savo atlyginimui. Viena iš pagrindinių moterų ir vyrų darbo užmokesčio skirtumų priežasčių yra nusistovėjusios nuostatos. Jų įtakojamos moterys pasirenka tam tikrą studijų kryptį ar profesinę karjerą ir taip atsiduria itin moteriškame sektoriuje, kuriame atlyginimai yra mažesni nei vyrų. O moterims mokamas santykinai mažesnis darbo užmokestis ateityje verčia nerimauti dėl galimybės dažniau patekti į skurstančiųjų gretas.
3. Dėl stereotipų įtakos moterų darbas yra mažiau vertinamas lyginant su vyrais. Dėl nusistovėjusių ir lėtai besikeičiančių stereotipinių nuostatų moterų dalis, kurios gali priimti sprendimus, yra mažesnė nei vyrų. Moterims tradiciškai tenka ir didesnis krūvis šeimoje. Tokiu būdu moterys turi įveikti daugybę kliūčių, nes dalyvavimas darbo rinkoje pats savaime dar neužtikrina vienodų / lygių galimybių.

Atliktos anketinės apklausos rezultatų analizė leidžia manyti, kad Lietuvoje moterims ir vyrams galimybės dalyvauti darbo rinkoje gerokai skiriasi:

1. Nors dauguma tyrime dalyvavusių moterų (47,2 proc.) ir vyrų (56,9 proc.) tvirtina, kad nesusiduria su diskriminacija darbo rinkoje, tačiau analizuojant kliūtis, su kuriomis yra tekę susidurti įsidarbinant ar darbo vietoje, aiškėja, kad nemažai daliai asmenų tenka įveikti kliūtis dėl patirties stokos, per mažo darbo užmokesčio, susidurti su blogomis darbo sąlygomis ir patirti spaudimą dėl amžiaus. Moterys akcentuoja, jog darbo vietoje su problemomis dėl patirties stokos tenka susidurti labai dažnai arba dažnai, kad įsidarbinant ar darbo vietoje joms yra tekę susidurti su neigiama darbdavių nuostata į jau ištekėjusias ar ištekėsiančias moteris. Tai leidžia patvirtinti T₃ teiginį, jog *moterys dažniau negu vyrai susiduria su kliūtimis įsidarbinant ar darbo vietoje, bet vengia įvardyti patiriančios diskriminaciją.*
2. Moterų ir vyrų nuomonė apie jų padėtį darbo rinkoje nesutampa. Atlikto tyrimo rezultatai byloja, kad Lietuvoje moterys ir vyrai turi nevienodas galimybes siekti

karjeros profesinėje srityje – taip mano 41,0 proc. apklaustų moterų. 49,2 proc. moterų nesutinka su teiginiu, jog galimybės dalyvauti darbo rinkoje moterims ir vyrams yra vienodos, be to, nesutampa moterų ir vyrų nuomonė apie mokamą darbo užmokestį: moterų nuomone, vyrams už tą patį darbą mokama daugiau. Todėl atlikto tyrimo rezultatai leidžia patvirtinti T_1 teiginį, kad *dėl nevienodu moterų ir vyrų galimybių dalyvauti darbo rinkoje išlieka sąlyginai mažas moterų užimtumas ir didelis darbo užmokesčio atotrūkis, dėl to moterys dažniau negu vyrai patenka į skurstančiųjų gretas.*

3. Atlikto tyrimo rezultatai byloja, jog moterims reikia daugiau ir sunkiau negu vyrams dirbti, kad sulauktų pripažinimo darbe. Be to, Lietuvoje vis dar daug žmonių (76,1 proc. vyrų ir 13,9 proc. p. moterų mažiau negu vyrų) neabejoja dėl vyro pareigos uždirbti pinigus, ir visiškai sutinka (59,6 proc. ištekėjusių moterų ir vedusių vyrų) su teiginiu, jog moteris privalo rūpintis namais ir šeima. Tokios apklaustų respondentų nuostatos leidžia daryti išvadą, jog, kaip ir atlikta statistinių duomenų analizė, taip ir atlikto tyrimo rezultatai patvirtina T_2 teiginį: *Lietuvos kultūroje dominuoja stereotipai apie moterų ir vyrų vaidmenis, moterų veiklą tradiciškai priskiriant namų sferai, o vyrų – viešajam gyvenimui, tai savo ruožtu lemia lyčių padėties darbo rinkoje skirtumus.*

Apibendrinus lyčių dalyvavimo darbo rinkoje nuostatas išryškėja, kad moterų ir vyrų padėties darbo rinkoje skirtumus lemia įvairių veiksnių visuma, ir ne paskutinė vieta tenka kultūriniais bei instituciniams veiksniams. Šalies kultūrinė aplinka vaidina svarbų vaidmenį moters ir vyro gyvenime, be to, moterų ir vyrų padėtis darbo rinkoje daug priklauso ir nuo valdžios priimamų sprendimų, jos vykdomos politikos bei sugebėjimo išskirti prioritėtines veiklos sritis:

1. Atlikta statistinių duomenų analizė rodo, jog egzistuoja stiprus neigiamas ryšys tarp Pasaulinio lyčių lygybės indekso ir institucinės dimensijos indekso ($r = -0,70$ ($p < 0,01$)) bei stiprus teigiamas ryšys tarp lyčių nelygybės indekso ir institucinės dimensijos indekso ($r = 0,76$ ($p < 0,01$)). Būtent tai, kokius sprendimus priima ir įgyvendina valstybinė valdžia, kiek tų sprendimų priėmimo gali dalyvauti moterys, lemia lyčių lygybės pokyčius šalyje. Tą patvirtina ir anketinės apklausos rezultatai: 20,0 proc. moterų, nesutinkančių ir 18,0 proc. dvejojančių, jog valdymo

institucijų sprendimai užtikrina vyrams ir moterims vienodas sąlygas darbo rinkoje, bei 17,4 proc. vyrų, pritariančių šiam teiginiui, akcentuoja, kad instituciniai veiksniai yra svarbūs užtikrinant lyčių lygybę darbo rinkoje. Tai leidžia daryti išvadą, kad T₄ teiginys *efektyvi, veiksminga valdymo institucijų veikla užtikrina moterims ir vyrams vienodas sąlygas darbo rinkoje*, pasitvirtino.

2. Atliktas tyrimas leidžia teigti, kad T₅ teiginys, jog *moterų ir vyrų padėtį darbo rinkoje lemia socialinių, ekonominių, kultūrinių ir institucinių veiksnių visuma*, pasitvirtino. Sprendžiant darbo rinkoje iškylančias problemas, reikia atsižvelgti ne tik į ekonominių ir socialinių veiksnių svarbą, bet ir į tai, kad visoms individo veiklos sritims įtakos turi nuostatos, kurias jis gauna iš savo nacionalinės kultūros. Daugiau negu pusė apklaustųjų įvardijo, jog yra labai svarbūs arba svarbūs visi – ekonominiai, socialiniai, kultūriniai ir instituciniai – veiksniai, o tai rodo, kad šalies piliečiai suvokia lyčių lygybės įgyvendinimo darbo rinkoje svarbą. Vienodų sąlygų moterims ir vyrams darbo rinkoje sudarymas įmanomas visapusiškai sprendžiant problemą: būtina siekti ekonominio moterų ir vyrų savarankiškumo, spręsti iškylančias socialines, nelygybės problemas, naikinti įsišaknijusius stereotipus bei reikalauti atsakingų valdžios institucijos veiksmų.

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Mokslinė pedagogonė veikla:

Mokslinių interesų kryptys	Darbo rinka, lytis ir užimtumas, lyčių lygybė, lyčių lygybės matavimai.
Pedagoginės veiklos kryptys (skaitomi kursai)	Turto ekonomika ir vertinimas; darbo ekonomika; ūkio statistika; kultūros ekonomika.

Mokslinės publikacijos:

1. KIAUŠIENĖ, Ilona. (2011) Gender equality measurements in Lithuania. Priimta spaudai: *Transformations in business & economics*. Vilnius University, Brno University of Technology, University of Latvia, Vol. 10, No 3C (24C).
2. KIAUŠIENĖ, Ilona; ŠTREIMIKIENĖ, Dalia; GRUNDEY, Dainora. (2011) On gender stereotyping and employment asymmetries. Priimta spaudai: *Economics and sociology*, Ternopil: Centre of Sociological Research, Vol. 4, No 2.
3. KIAUŠIENĖ, Ilona. (2011) Moterų ir vyrų užimtumo skirtumai Europos Sąjungoje. *International Journal of Research Trends in Social Sciences (IJORTISS)*, Vol. 6, No 1, Summer, p. 1–18. Online ISSN 1822-3532.
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