

Opportunities in the Labour Market: Gender Equality Aspect in Lithuania

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Abstract

The main priority in the labour market of the European Union (EU) and European Employment Strategy (EES) is gender equality and its policy. One of the most fundamental principles of a modern society in the EU, including Lithuania labour market, is the right to equal opportunities to all women and men. Research methods applied are comparative analysis based on the synthesis of official European Community publications, scientific literature and questionnaire.

Keywords: equal opportunities, labour force, labour market, economic growth, European Union.

Introduction

Relevance and key problems. Women meet many types of discrimination: difficulty in gaining a job, small part women politics, science, in company boards. Gender equality opportunity in all spheres of life, and especially in the labour market, seeks to show equal chances for population. The problem of women and men equality in science literature has been analyzed by researchers from various countries and of different professions: sociologists, economists, psychologists etc. In years the questions on equality between women and men in different spheres of life and activities have been raised by women as well as men researchers. One of the first ones, who raised the problem of salary difference between women and men, was J. Robinson (1930).

In 1999 Lithuania was the first country in the region to pass an Act on Equal Opportunities concerning equal rights for women and men. The Act, which was amended in June 2002, defines and prohibits direct and indirect discrimination as well as sexual harassment. Moreover, the employer is obliged to guarantee equal rights for women and men at work and discriminatory employment practices such as discriminatory advertising is forbidden (Facts and Figures on Gender Equality Lithuania).

The World Economic Forum recognized that equal opportunities for women is an important eco-

conomic, business and societal issue with a significant impact on the growth of the gross domestic product (GDP) (Schwabi, 2007). The gap and discrimination between women and men exist in some spheres, such as: opportunity in the labour market, political sphere, education and health care and survival. All these spheres are directly related because they create present and future possibilities for population employment and incomes.

The aim of the research: to explore equal opportunities of men and women in the labour market and their relation to economic growth under the conditions of integration into the EU.

The tasks of the research: to analyze the essence of equal opportunities, its sorts and assumptions; to characterize the relation of women and men equal opportunities in the labour market with economic growth; to summarize the results of exploratory questionnaire research.

The methods of the research. Theoretical analysis of the problem is based on the study of science publications of foreign and Lithuanian researchers, research of empirical statistical data of Lithuania and 27 EU countries, their comparative analysis, synthesis of economical indicators. To comprehensively explore attitude towards the realization of men and women equal opportunities exploratory research was accomplished.

Theoretical justification of the research

In the second half of the 1970s, analysis of women and men equality increased. Analysis of gender aspect was introduced into economic development and globalization problems by E. Boserup (1970); facilitation of participation of women in the labour market was analyzed by B. Majnami D'Intignano (2000). C. Fagan, P. Urwin and K. Melling analyzed the influence of age and gender on social disjuncture and long term unemployment questions (the activity level in the labour market, poverty risk). The first analysis of economic discrimination was commenced by G.S. Becker (USA Chicago University), in 1992, for this research he was awarded the Nobel prize in eco-

nomics (Becker, 1997, 38–58). He paid a lot of attention to “gender gap” in earnings in labour market, for investments in human capital as important influential elements to economic development (Becker, 1990, 12–37). The relevance of the problem of gender equality also shows the fact that English economist A. K. Sen (Trinity College Cambridge, United Kingdom) was awarded the Nobel Prize in 1998. He (Sen, 2003, 178–216) analyzed a key role of women employment in economic development, and stated that (2003, 198) interpersonal comparisons can be used as a basis of inequality analysis between sexes.

Gender equality is relevant in Lithuania as well but literature on this subject in Lithuania has grown very fast only in recent years. Various aspects are being analyzed, for example, D. Tureikytė (1999), A. A. Mitrikas (2001) analyze subjective evaluation of the status of women in society; I. Trinkūnienė and J. Trinkūnas (1999) analyze patriarchal manifestation in traditions; J. Reingardienė is ventilating the problems of the strategy of equal opportunities and the theoretical discourse of violence against a woman (2004 A; 2004 B); R. Brazienė (2005), R. Brazienė and I. Luobikienė (2002) analyze the aspects of gender inequality and professional segregation; O. G. Rakauskienė (2000; 2002; 2005) focuses on women’s contribution in creating gross domestic product and gender asymmetry in Lithuanian macroeconomics; A. Purvaneckas, G. Purvaneckienė (2001; 2006), D. Tureikytė (1999) – the status of women in Lithuanian society; V. Kanopienė (1998; 1999, 2006) analyzes discrimination and opportunities of men and women in the labour market; A. Zdanevičius (2004) researches the trajectories of women careers and successful careers strategies.

The principles of equal rights in the labour market

In 2002 the gender gap was identified as a problem at the conference ‘Human Rights in Lithuania: Evaluation and Plan of Actions’ (Pranešimas ..., 2002). It was shown that gender wage differences in Lithuania cause poverty and hidden discrimination of females in the labour market. Some important events for gender equality policy have happened in 2007: the 50th anniversary of EU gender equality policy and the European Year of Equal Opportunities for all. The basis for the EES and for women and men equal integration into the labour market (gender mainstreaming) put by Amsterdam Treaty in 2000 are important for enlarged European Union of 27 member states, including Lithuania. The aspects of the state / equality (gender) of men and women equal opportunities in Lithuania are expanding more and more. One

of the first research on this question accomplished in Lithuania was dedicated to the evaluation of concordance of the country’s joining the EU according to the political criteria of Copenhagen (Supervision of the process of joining the EU, 2002). Practice shows that stereotypes of roles of women and men in the labour market are still vital. For the real accomplishment of equal rights opportunities it is necessary to understand the effect of inequality/discrimination on the development of the economy and to take actions to solve current problems.

The conception of gender in the article is used based on the opinion that differences between women and men in society are created more by psychological, social and cultural differences than by physiology (Marie-Marthe Gervais le Garff, 1998, 50; Hutton, 1997, 28–29; Barancovaitė, 2006). Gender equality defines the principle, under which different behavior, aims and needs of men and women are evaluated equally, and do not cause different outcomes, which strengthen inequality (Equal ..., 2004). Equality of men and women is the principle of equal rights and similar behavior with them. With the gender equality policy it is aimed to influence equal distinction to fully-fledged participation in economy, social life and decision making processes (Purvaneckas, Purvaneckienė G, 2001).

The equal opportunity policy of men and women is a systematical point of view created to pay attention to the status of women and men, priorities and needs in all fields of politics and practice, aiming to stimulate activities which are based on equal opportunities of men and women (Equal, dictionary definition, 2007).

It is stated in science literature (Jankauskaitė, Mackevičiūtė, 2005, 35) that equality of men and women covers four main aspects: equal division of authority, power and influence; equal opportunities to be financially independent; division of responsibility for family and children; freedom from violence because of the person’s gender. All these fields are correlating: equality of genders in one field is impossible if equal opportunities in an other field are not created. Realization of equal opportunities is destined by:

- The policy of the country;
- Economic situation;
- Legal base and its realization;
- The education system and its real functioning;
- Stereotypes vital in society; various traditions and other.

Stereotyping constitutes a barrier for individual choice of both men and women. It helps to preserve inequalities by influencing the choice of education, training or employment, participation in domestic and family duties, and representation in decision-ma-

king jobs. It can also affect how an individual's job is valued (Report on equality between women and men, 2008).

Gender problems arising in the labour market are related to society stereotypes, women discrimination, etc. It is obvious that there is a need for exhaustive research and evaluation of labour market changes.

Creation of the market economy relations has approved that changes in social-economic processes influence women's status in the labour market. Accomplished research shows that modern creation of a fully-fledged market is contradictory because it covers (Rimaševskaja, 2007):

Firstly, reduction of social programs which involve women;

Secondly, in the era of modern information and computer technologies it raises higher requirements for the labour force;

Thirdly, because society is "ageing" responsibility for reproductive society problems enlarges. These problems in bigger part relate to women's responsibility realized in the family (women's activity in general meaning), which is growing. Because of this reason it is possible to state that productive activity of women is reducing.

Many women who work outside the home now are confronting the "double day." This phenomenon has important implications for women's labour market status. Non-standard work patterns, such as part-time employment, are sometimes proposed as a suitable alternative to the conflicting demands of work and family. Yet many women work part-time not because such work is easily compatible with family duties but because they cannot get full-time employment. Moreover, part-time and other forms of non-standard work are typically characterized by fewer benefits, reduced earnings, limited opportunities for career advancement, and greater insecurity. Under these circumstances, the choice women make for typical work arrangements may not always be voluntary but may be constrained by a variety of other factors. In addition to the unequal distribution of paid and unpaid work between women and men, other issues that pertain to gender equality in the labour market include (Gender Equality in the Labour Market Lessons Learned, 2002):

- discrimination and sexual harassment in the workplace;
- women's concentration in low paying sectors;
- higher rates of poverty in comparison to men;

- women's under-representation in senior positions;
- obstacles to adequate education and training;
- lack of access to child and elder care.

Employment policy and equal opportunities of the genders in the labour market

Equal opportunities of men and women in the labour market at micro-economic, macro-economic, regional, global levels from the time approach influence the development of the economy and are important not only for one country, but also for groups of countries. Today countries of growing economy in Europe face many new factors of economic development, which modify the development of their economy. One of such factors is the labour market and its poorly analyzed aspect – equal opportunities for genders. For the first time, in 1997, in the multinational conference of EU in Amsterdam the "purpose of full occupation" was raised and unemployment was acknowledged as a general European problem. The importance of employment and social changes in the context of economic development factors is shown in Figure 1. The main factors are: 1) employment and social changes, 2) economic transformation, 3) knowledge economy and innovations, and 4) sustainable development, environment and nature.

In 1997 the European Council affirmed the Employment Guideline Package, which is constituted of 19 guidelines grouped into 4 "stanchions" (EU employment and social policy, 2001, 6):

- *Employment* – purpose that the labour market is open for everybody; it covers two main strategy moments: preventive effect of struggle with unemployment and stimulation of activeness (active labour market policy);
- *Enterprise and creation of work places* – purpose: creation of business based on innovations, retention of old working places and creation of new ones, creation of tax system more advantageous for occupation;
- *Adjustment/adaptation* – purpose: under the conditions of globalization and growing scientific and technological advancement to enforce modernization of work organization, to create for the workers conditions of faster adaptation in working places;
- *Equal opportunities* – purpose: to ensure equality of genders when employing, applying with work related warranties etc.

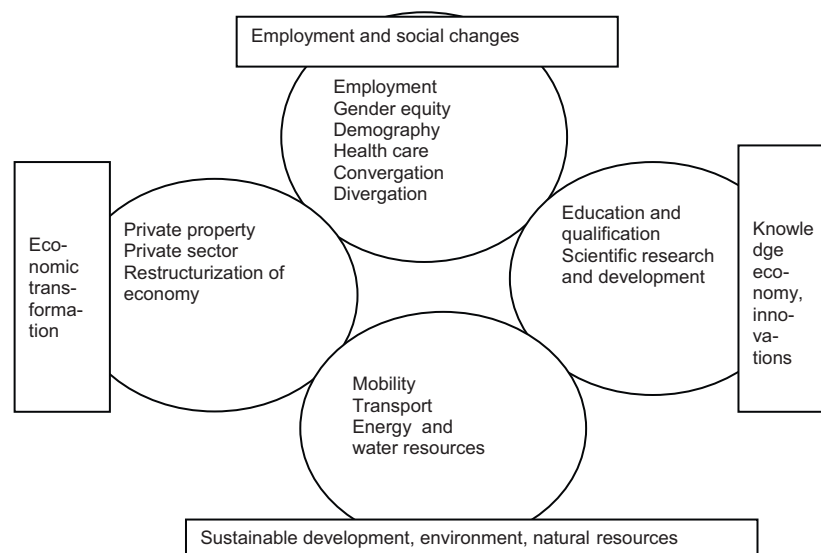


Fig. 1. The importance of employment and social changes in the context of economic development factors

Until the beginning of the 8th decade of the XX century the economy of EU countries was developing quite rapidly, and the unemployment rate was small. Beginning from the 9th decade of the XX century, the EU has been suffering from enlarged unemployment, which is bigger than unemployment in Japan and USA. One of the reasons why the occupational rate in the EU is smaller than in USA is that there are less women in the EU labour market.

The European Council in the Lisbon Strategy has set a quantitative purpose of the level of general occupation: till the year 2010 to reach that 70% of employable EU residents work. When Lithuania became a EU member, it assumed responsibilities to accomplish Lisbon's purposes and the requirements of the Employment guidelines: to enlarge employment and to enhance its quality. The purposes of Lisbon's employment in ES-25 and Lithuania in 2005 show that in Lithuania the occupational level of women (59.3%) is bigger than the level of ES-25 countries (57.0%), but it is smaller than the occupational level of men in Lithuania (63.5%), and much less than the occupational level of men in ES-25 (67.0%) (Lietuvos konvergencijos programa, 2005, 51).

Lithuania has harmonized national and EU legal acts and realizes them in many fields. At the moment the main tasks are equal gender, work force distribution in the sectors of the economy, security of equal dynamics of occupied number and practical realization of legal standards. In many countries, in Lithuania also, the laws are advanced, but equality *de jure* and *de facto* is not the same (Valevičienė, 2003, 11–12).

Realization of the strategy of integration of the gender aspect in the EU uncovers complex social and economic contexts and national differences and achievement while struggling with genders discrimi-

nation. Statistical data shows that the rates of men and women economic employment and employment indicators are high, the education level is conditionally high, and a bigger part of them work in a full employment sector.

Lithuania with its inner policy means is trying to realize three main purposes: 1) to reach full occupancy, 2) to enlarge work productivity and efficiency and 3) to ensure social compaction and its coverage. But the fact that not many women do various levels managing works in economic activities and politics, and the fact that their salary is smaller than men's although the education level of women is higher, shows that women's abilities are not fully used and gender inequality is apparent. In the program of occupation enlargement of the Republic of Lithuania under the EU, there are set 5 occupation enlargement directions:

- 1) development of work place system;
- 2) enhancement of occupation support;
- 3) enhancement of abilities to adjust to the market;
- 4) enlargement of integrality openness;
- 5) employment policy.

The fourth employment enlargement direction shows the importance of gender equal opportunities in the labour market. Enlargement of equal opportunities in the labour market means creation of the labour market available for everybody, security of men and women equal opportunities in the labour market while enhancing the Law on women and men equality (1998) and following the right charter of the main EU rights, which forbid any discrimination. The National Programme of Equal Opportunities for Women and Men for 2005–2009 (Valstybės Žinios, 2005) in order to help solve the question of equal wages for women and men for the work of equal value, has devoted financial resources (5 thous. LTL) for organization of

special seminars and delivery of the ‘Methodology for the Assessment of Jobs and Positions’ to social partners.

Economic growth: gender aspect

Income differences that are determined by the individual differences of properties, and which are not related to his (her) abilities (Самуэльсон, Нордхаус, 2000, 233–234), as unequal relationships with the equal ones when evaluating workers’ personal properties not related to their working activity (Пирс, 1997,133) are evaluated as discrimination in the labour market. These properties are gender, nationality, religion etc. The Empowerment gap is estimated by the following indicators (Empowerment Gap, 2008):

- % of women in technical positions;
- % of women in management and government positions;
- % of women in parliaments;
- % of women in ministerial posts.

In science literature (Самуэльсон, Нордхаус, 2000, 232; Самуэльсон, 1994, 351) it is indicated that for the same work women get 20%–30% less than men, even if they have the same education and the same duties. The gender gap in earnings in the Lithuanian labour market in 2002 was quite eminent – the earnings of women constituted 81.4% of men’s earnings (Supervision of the process of joining the EU, 2002, 1) in the mean time this gap has a tendency to reduce (see Table 1). Important indicators of equality of genders are laid in Table 1:

- gender pay gap (as a difference between men’s and women’s average gross hourly earnings for

paid employees at work 15 hours) exists in every shown EU country. A pay gap is smaller in the low paid countries, but a bigger share of women is paid at close to the minimum earnings. In Lithuania this difference is bigger than in Slovenia or Ireland, but smaller than in Estonia and a little bigger than in Latvia;

- absolute gap in employment rates as a difference between men and women employment rates shows a high enough employment rate in Lithuania, comparing to a gender gap of employment rates in Slovenia, Latvia, EU-27, or Ireland;
- absolute gender gap of unemployment rates as a difference between women and men (aged 15 years and over) unemployment rates are shown in Table 1. Data shows that the employment rate for women is still lower than for men despite some narrowing tendencies. Data characterizes quite a good situation in the labour market of Lithuania in the aspect of genders comparing to other EU members. The absolute gender gap in unemployment rates was getting smaller in the period from 2001 till 2006, from -5.5% to -0.4%;
- life-long learning as a percentage of the population aged 25–64 participating in education and training over the four weeks prior to the survey (2006) is an important assumption for ensuring better positions in the labour market. Survey results show that Lithuanian men and women are leastwise tended to life-long learning. Comparing life-long learning of women and men in Lithuania it is necessary to note that women are more active participants in life-long learning, respectively 6.6% of women and 2.9% of men.

Table 1

Gender pay gap, Absolute gap in employment rates, Absolute gender gap in unemployment rates and Life-long learning, in%

Country	Pay gap			Absolute gap in employment rates		Absolute gender gap in unemployment rates		Life-long learning	
	2001	2003	2006	2001	2006	2001	2006	Women	Men
								2006, in percent	
EU-15	16	15	² 15	16.6	² 14.4	1.9	² 1.4	² 10.4	² 8.8
Bulgaria	14	5.9	8.2	-2.0	0.7	1.3	1.3
Estonia	24	24	25	7.5	5.2	1.5	-0.7	8.6	4.2
Ireland	17	14	9	22.0	18.0	-0.3	-0.4	8.9	6.1
Latvia	16	16	16	5.2	8.0	-3	-1	9.3	4.1
Lithuania	16	17	15	2.5	5.0	-5.5	-0.4	6.6	2.9
Malta	10	4	3	44.1	39.6	1.4	2.4	5.6	5.5
Poland	...	11	12	11.5	12.7	3.0	1.9	4.0	3.7
Slovakia	...	23	22	10.2	15.1	-1.5	2.4	4.6	4.0
Slovenia	11	¹ 9	8	9.5	8.0	0.7	1.2	16.3	13.8
Finland	...	20	20	5.4	4.1	0.9	0.7	27.0	19.3

¹ 2002 data

² EU-27 data

Source: Eurostat Yearbook, 2004, 145; European Commission, 2005, 50: Report on equity between women and men – 2008, 2008, 15, 17, 29: Women and men in decision –making 2007, 2008, 75.

Weakening and exclusion of superstitions and prejudice can not secure equal opportunities and earnings of men and women in the labour market. World experience shows that earnings for one person are as big, as big is investment into the human capital. When the employer consciously expects that the woman won't work for a long time in the selected work place (may get married, have children, etc.) she is not interested in professional training of such a worker.

Appropriate professional training would enlarge work productivity and earnings. On the other hand, not everyone seeks bigger earnings; some seek spiritual and not material values.

Economic analysis shows that while reducing the earning gap between women and men earnings and realizing their equal opportunities in the labour market, we can win not only at the level of a separate individual, working woman (microeconomic), but also at the level of all society (macroeconomic).

Such position would ensure a more effective use of economical resources, and enlarge the economical commonwealth of the country.

According to science literature analysis, you will see in Figure 2 the logical effect on GDP of liquidation of the earning gap of women. As practice shows, fuller usage of the intellectual and economic potential of both genders in Northern countries has secured the highest index of life quality in the world (Jakimavičienė, 2005, 8).

Services like agriculture, where women are dominant in today's economy are very important. Here two thirds of the workers are employed. Who make about 60%–70% of GDP. This is the most dynamically developing economic activity in today's economy of developed countries of the world; it plays an important role in Lithuania's economy as well. Numerous studies during the last decade have indicated that reducing gender inequality in wages enhances productivity and economic growth (Hausmann R., Tyson L.D., Zahidi S., 2007). Analysis shows that reduction in male-female employment gap has been a significant driver for European economic growth in the last decade of the XX century (Summers, 1992, 132).

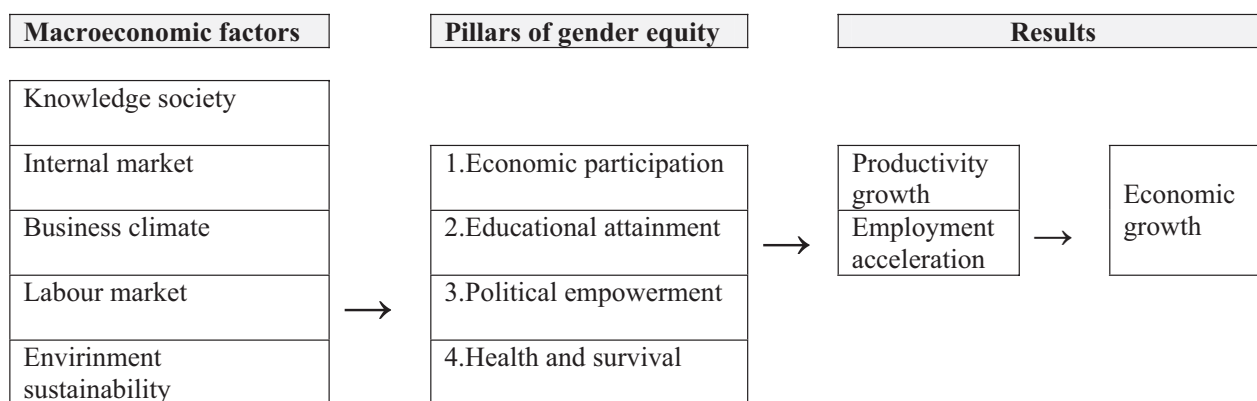


Fig. 2. Gender pay gap and economic growth

Research methodology and results

Aiming to learn students' attitudes towards the situation of equal opportunities of men and women in the labour market in Lithuania, a questionnaire was developed, and exploratory research was accomplished in January-February of 2008. The survey involved day and evening study form students in their second year of studies at Kaunas Technology University Economy and Management Faculties (N=82).

Demographic characteristics of surveyed students: day time students: 32 women and 12 men; evening time students: 18 women and 20 men. The youngest respondent was 19 years old, oldest – 44 years old. Overall there were 61% women respondents and 39% men.

Analysis of research results showed that 81.3% of day time women students think that men have mo-

re opportunities in labour market. 75% of day time men students agreed with this statement. 66.7% of evening time women students and 45.0% of men agreed with that statement. We can assume that changes are happening, which have been influenced by education, science and technology advancement, therefore the evaluations of unemployed youth and employed people are different.

Aiming to identify respondents' attitudes towards current stereotypes in the Lithuanian labour market it was asked if there are only womanly or only manly professions. Questionnaire based research showed that respondents do not accept professional stereotypes. Only 12.2% of daytime women students agreed with the stereotype that some professions (for example, teacher's, nurse's, salesman's, etc.) are suitable only for women. 25.0% of day time men students agreed with this stereotype. Evening form stu-

dents more agreed with the opinion that stereotypes exist, accordingly: 33.0% of women and 40.0% of men. Research shows that men of both study forms agree more with stereotypes which exist in our society than women.

Statistical data shows that women earn less than men, but respondents did not always agree with this opinion. 19.0% of day time women students and 33.3% of men thought that it is natural that women earn less. The opinion on this question of evening time students distributed in this way: 38.9% of women and 40.0% of men.

While analyzing the attitude that women, if only they want, can reach the same work career as men, evening form women students expressed pessimism. 84.4% of women and 83.3% of men of day time studies accepted the idea that women can reach the same work career. 50.0% of women and 85.0% of men of evening studies supported this opinion.

While analyzing family supply it was asked who supplies the family more: man, woman, both, hard to tell. 33.4% of day study women and 66.7% of men thought that man supplies the family financially. In the evening study form 22.2% of women and 45.0% of men thought that men supply the family. Evening study form respondents indicated that women also bring in a meaningful contribution into the family budget.

Results of empirical exploratory research show that respondents, students at Kaunas Technology University, who participated in the research think that opportunities for men in the labour market are better than opportunities for women, that women earn less than men but, according to the opinion of respondents, different genders have fairly good opportunities to make a career.

While analyzing research results, it was noticed that the opinions of day and evening program students and this may have be the result of the fact that evening time students already have work experience and evaluate the opportunities for different genders in a more realistic manner.

Conclusions

1. In the occupation enlargement program of the Republic of Lithuania, which confirms the strategy of European occupation, important attention is paid to a non-discriminative policy, i.e. security and development of women and men equal rights in the labour market, and creation of the labour market available to everyone.
2. Mostly segregated women discrimination types in the labour market show that women work in less prestige work places; their wage for the same

work is smaller. In this process, according to the researchers, still a negative influence may be made by vital stereotypes in the country.

3. In today's Lithuania work pay split between genders is reducing but still not all intellectual and professional potential of women is used. Continuing to reduce the split between women and men pay, and while realizing their equal opportunities in the labour market, we can win not only at the level of a separate individual, working woman (microeconomic), but also at the level of all society (macroeconomic). Reducing women inequality enlarges productivity and economic growth.
4. Results of empirical exploratory research accomplished in 2008 show that respondents students at Kaunas Technology University, who participated in the research think that the opportunities of men in the labour market are better than the opportunities of women, that women earn less than men, but according to the opinion of respondents different genders have fairly good opportunities to make career. While analyzing research results, it was noticed that the opinions of day and evening program students differ and this may have be the result of the fact that evening time students already have work experience and evaluate the opportunities for different genders in a more realistic manner.

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Galimybės darbo rinkoje: lyčių lygybės aspektas Lietuvoje

Santrauka

Vienas svarbiausių darbo rinkos prioritetų Europos Sąjungoje (ES) ir Europos Darbo Strategijoje (EES) yra lyčių lygybė ir jos integravimas visose srityse: ekonomikos, politikos, viešojo gyvenimo ir pan. Moterys patiria įvairių diskriminacijos tipų: susirasdamos darbą ir darydamos karjerą, dalyvaudamos politikoje, mokslinėje veikloje ir pan.

Straipsnio tikslas – išanalizuoti moterų ir vyrų galimybes darbo rinkoje ir jų ryšį su ekonominiu šalies augimu integruojantis į Europos Sąjungą.

Tyrimo uždaviniai: išanalizuoti lyčių lygių galimybių esmę, jų rūšis bei prielaidas joms įgyvendinti; charakterizuoti moterų ir vyrų galimybes darbo rinkoje ieškant sąsajų su ekonominiu augimu; apibendrinti atlikto empirinio tyrimo rezultatus.

Tyrimo metodai: mokslinės literatūros bei statistinių duomenų analizė, anketinė apklausa.

Lietuvai įstojus į Europos Sąjungą reikėjo ne tik harmonizuoti teisinius dokumentus, kurie susiję su moterų ir vyrų lygiomis galimybėmis veikiant darbo rinkoje, bet ir sureguliuoti šalies teisinę bazę šioje srityje. 1999 metais Lietuva pirmoji regione priėmė Lygių galimybių įstatymą. Galima teigti, kad sudėtingiausia yra ne sukurti įstatyminę

bazę, o pasiekti, kad ji realiai veiktų sprendžiant šalies darbo rinkos klausimus.

Remiantis mokslinės literatūros ir statistinių duomenų analize darytina išvada, kad dažniausiai išskiriami moterų diskriminacijos tipai darbo rinkoje pasireiškia tuo, jog moterys dirba ne tokiose prestižinėse darbo vietose, jų darbo užmokestis už tą patį darbą yra mažesnis nei vyrų. Tai argumentuojama „galios / jėgos“ požiūriais bei informacijos daromu poveikiu. Šiam sudėtingam procesui, anot specialistų, didelę neigiamą įtaką daro šalyje vis dar gajūs lyčių stereotipai.

Teorinius analizės teiginius iš dalies patvirtina 2008 metais atlikto empirinio tyrimo rezultatai. Tyrime dalyvavę KTU studentai mano, kad vyrų galimybės darbo rinkoje yra geresnės nei moterų, moterys uždirba mažiau nei vyrai. Apklaustųjų nuomone, skirtingų lyčių atstovai turi pakankamai geras galimybes daryti darbinę karjerą. Analizuojant tyrimo rezultatus buvo pastebėta, kad šiek tiek skiriasi respondentų iš dieninių ir vakarinių skyrių nuomonės. Taip yra greičiausiai todėl, kad vakarinių studijų studentai jau turi darbinės patirties ir skirtingų lyčių galimybes darbo rinkoje gali vertinti realiau nei dieninių studijų studentai.