

# The Interdependence of the Features and Patterns Of Gender Asymmetry of Employment Processes in Modern Russia

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**Abstract:** The article analyzes the problems of the functioning of gender stereotypes in the economic and social spheres, their impact on the quality of transformation processes in the society. It was found that there are various aspects of women's employment in modern Russia and social mechanisms for promoting employment of women. These aspects are generally characteristic of most traditional societies with the dominance of a patriarchal model of relationships between the sexes. Gender asymmetry in employment of modern Russia is presented at the level of wages, career opportunities, employment opportunities, and is also determined by spheres of labor and territorial characteristics. This study focuses on studying the gender structure of employment in modern Russia, analyzing the characteristics of women's employment in modern conditions, and socio-statistical indicators of the employment of citizens based on their gender. The authors proceed from the fact that the optimization of gender issues of employment and employment directly affects the nature of the legitimation of political institutions and is a factor in maintaining political stability in the state.

## 1 INTRODUCTION

The study of gender issues of employment and business is one of the most relevant one in recent times, not only in the context of the labor policy of individual countries, but also in the context of international research. In essence, many authors talk about gender as a determinant of various spheres of human life in particular and society in general. We are talking about political, economic, social and cultural spheres. Currently, in the Russian Federation, as well as throughout the world, primarily the United States and Western European countries, the concept of a "new gender order" based on gender equality is gaining momentum. We are talking not so much about feminist movements or representatives of new masculinity, but about the social stratum and gender balance in it (Aldossari M., Calvard T., 2022; Crawley S.L., 2022; Cuthbert K., 2022). This study


analyzes gender issues primarily in the economic and social context, since we are talking about the sphere of employment of the Russian population.


## 2 MATERIALS AND METHODS


There are many theoretical and methodological approaches to the development of gender in the labor sphere of society nowadays. It is necessary to show the neoclassical approach, the theory of instrumental and expressive roles of T. Parsons; feminist concepts; conflict model here (Kaplan A., 2022; Lekve K and Gunnes H, 2022; Rao A.H., 2022).

At the same time, today the most balanced socio-psychological and socio-economic theory is the theory of gender equality. Its key setting is based on the "family and work" model, which includes two partners, male and female (namely gender, not sex),

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making a unified contribution to work and family relations. It is this concept that allows the most balanced to look at the problem of labor asymmetry both in territorial and professional terms: horizontal and vertical. A horizontal study of the gender structure of employment involves the study of gender asymmetry by type of economic activity, a vertical study - by career opportunities (Matsuzaka S., Jamison L., Avery L.R., Stanton A.G., Debnam K., 2022).

However, it is believed that this model has not been fully formed not only in Russia, but also in many Western countries. At the same time, based on statistical data, we can safely say that gender asymmetry in employment in recent decades in the Russian Federation has been confidently striving for balance.

### 3 RESULTS AND DISCUSSION

Having studied theoretical, statistical and applied research in the field of gender economics and gender sociology, the following patterns that are the characteristic of the employment sector of modern Russia were established.

The first pattern is related to the existence in Russia of professions in which the majority of men or women are employed. This phenomenon is called horizontal gender segregation. Currently, in our opinion, it seems possible to identify professions for which horizontal gender segregation is clearly observed.

Social analysis of the structure of the labor market shows that professions in which men are mostly employed have high demands on the physical capabilities of specialists and on the level of their competence. Accordingly, based on these restrictions, it is clear that women either do not have the opportunity to carry out these professional duties or do not want to work in these areas of work. However, in the case of this gender opposition, the opposite effect is not observed: men, having both physical and professional capabilities, avoid so-called female professions. In this case, we are talking about gender stereotypes present in the sphere of labor relations in modern Russia (Vaadal K., 2022; Wimalasiri V., 2022).

The second pattern, which can be encountered by studying the calculations of official statistics, is called the "glass ceiling" in the scientific literature. The point is that women in modern Russia have unspoken restrictions on career growth. For example, in the structure of middle-level managers women are

dominated, but senior managers in Russia are mostly men. At the same time, statistical analytics demonstrates that the percentage of women with higher education is greater than the percentage of men. Thus, many scientists and experts propose different statistical distributions taking into account gender in the stratum of managers - unskilled workers. Most researchers of this problem record the fact that the number of men dominates either in the sphere of management or in the sphere of unskilled workers. Women mostly predominate in the middle of these positions.

Various sociological measurements can serve as confirmation of such ascertaining statements. For example, a study conducted by "Deloitte" on gender asymmetry in leadership in Russia. As a result, it was found that female company managers make up 25% of the total number. In the world as a whole, this figure is 5.5%, but in relation to Europe, this figure is 36.5%. At the same time, the authors of this study note that the following pattern is observed: the larger the company, the high probability that it is headed by a man. If we compare areas of activity, the education system is the leader in the representation of women among managers. In this area, this figure is 64.6%. It is minimal in the areas of security, public administration and the mining industry (approximately 6.2%) (Deloitte named the number...).

Another pattern is related to gender asymmetry in wages. E. Kalyukov notes that this gap in the Russian Federation is about 28.3%. Differences exist at the territorial level. For example, for the city of Moscow and the Moscow region this gap is about 10.6%, while in the Caucasus this gap is 43.7%. The Moscow agglomeration correlates with the indicators of Scandinavia, which are the most successful compared to the rest of the world in closing the gender pay gap. On the periphery of the Russian Federation, on the contrary, there is some gender disproportion in this issue, depending on the study of certain regional clusters (Kalyukov, E., 2019).

When considering this problem through the prism of age, it becomes obvious that gender asymmetry is typical for middle age, and in the young and the old it is practically not observed. This is due to the fact, that, most often middle-aged women give birth to children and go on maternity leave. After such a break, women have to "catch up" with men in terms of qualifications.

Based on the fact, that the number of men is higher among managers and unskilled workers, the conclusion automatically arises that men in our country have higher salaries than women have.

Another very important pattern of gender asymmetry in the employment of the Russian population is associated with the study of the unemployed population, who, according to Federal Service of State Statistics (Rosstat) methodology, is not considered as the employed one. According to their data, the unemployed men are more than unemployed women. The average age of unemployed men is 36.5 years, women - 36.0 years. However, according to data provided by the public organization "All-Russian Electrical Trade Union", the duration of the period of unemployment for women is significantly higher than for men (Gender features of the Russian labor...). The reasons for this are the passivity of women, on the one hand, and gender inequality in the labor market, on the other. Moreover, these reasons are interdependent. As noted by E.L. Kruglova, female unemployment is characterized by coercion on the part of a spouse or parent: "In Russian society, patriarchal family traditions are still strong, where a woman is the keeper of the family hearth, and the husband is the breadwinner. If we add the need for removal from work during the birth of a child (children) and the first years of his (their) life, then a wide range of unemployed housewives is outlined, many of whom have lowered their social status by leaving work and focusing on family and household work" (Kruglova, E.L., 2020). In this regard, the following figures are indicative: 97% of women and only 3% of men take parental leave. In addition, it should be noted that in almost all age groups the percentage of unemployed men is slightly higher than the percentage of unemployed women. The exception is the group aged 55–59 years. Obviously, this is due to the fact, that for some women the rules for retirement during this period are still in effect, however, taking into account the pension reform, it seems that the ratio of unemployed men and women will return to a normal distribution with a slight advantage in favor of men.

When forming a statistical base for gender unemployment, it is necessary to take into account some hidden factors. For example, in families with high and above average income, unemployed women do not join the labor exchange. On the other hand, many women are employed in the informal sector, primarily in retail trade.

G.H. Musina-Maznova notes that when studying the Russian labor market, the following trend clearly emerges: 61% of employers consider men to be more promising employees than women. This is due to the fact, that a woman could potentially go on maternity leave and will receive appropriate social benefits for child care. Consequently, in the labor market there is

both gender discrimination and gender asymmetry (Musina-Maznova, 2020).

Another pattern is related to the gender gap among those employed in rural areas. In addition to the general reasons for the preference of men in the labor market, rural areas have their own characteristics. They include a lower level of education of the population compared to urban conglomerations, the lack of effective functioning of social programs, the specificity of rural labor, which requires physical strength and endurance.

## 4 CONCLUSION

Thus, overcoming gender asymmetry in the labor market and in existing labor relations is a priority for the development of modern Russian society. Currently, in terms of gender, the Russian Federation is not able to fully provide equal labor opportunities to both men and women. According to the ranking of countries by the gender gap index, Russia ranks 81 out of 153.

It is obvious that the gender asymmetry in the employment structure of the population of modern Russia is biased towards privileges for men: they have higher income and are more in demand in the labor market. However, when other related indicators are included, it turns out that life expectancy for men is lower, and the same can be seen in relation to the level and quality of education.

The main patterns of gender asymmetry in the Russian labor market are as follows. The first pattern is related to the existence in Russia of professions in which the majority of men or women are employed. The second pattern is called the "glass ceiling". The point is that women in modern Russia have unspoken restrictions on career growth. The third pattern is related to gender asymmetry in wages: men in Russia earn more than women. The fourth pattern is related to the unemployed: men in this stratum outnumber women. The fifth pattern is related to the gender gap among those employed in rural areas.

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