

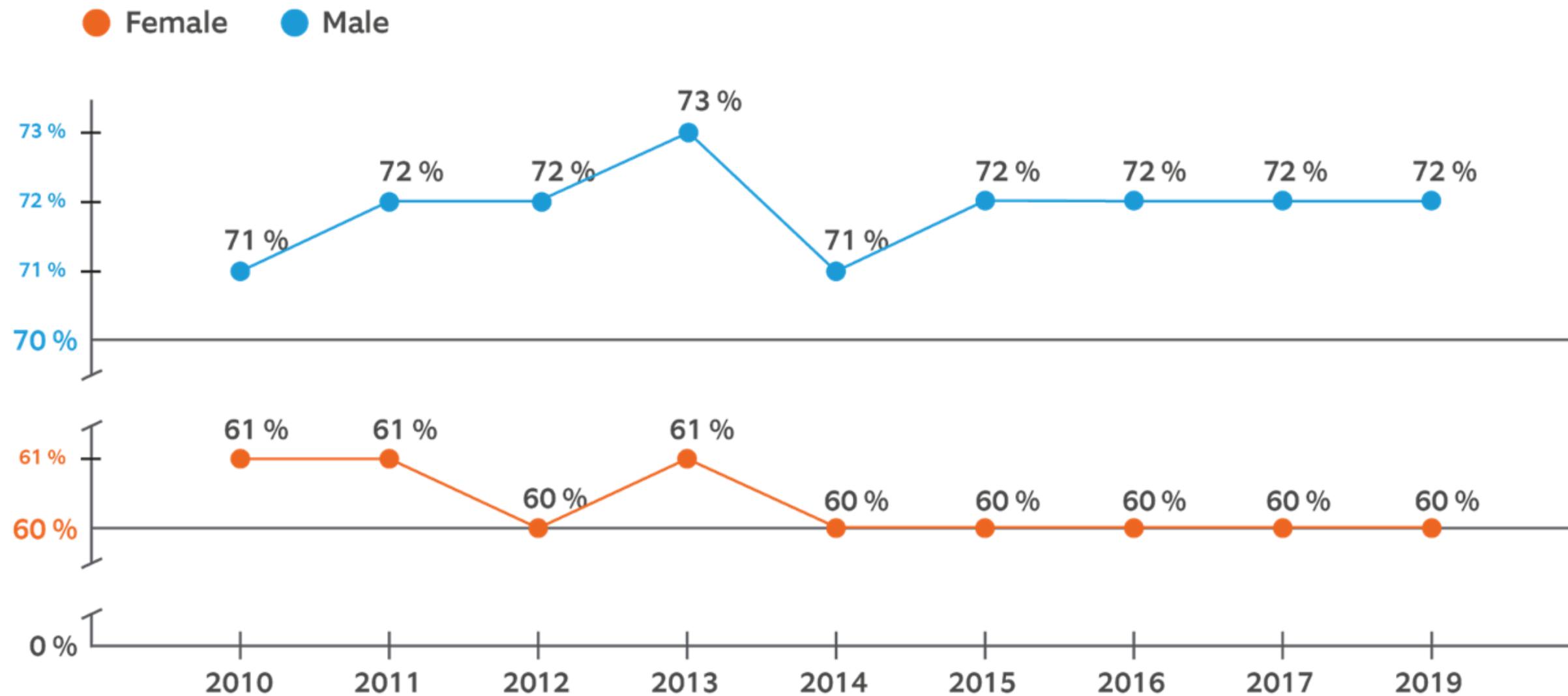


Gender employment and welfare study

Conducted by Info Sapiens in cooperation with Ring Ukraine

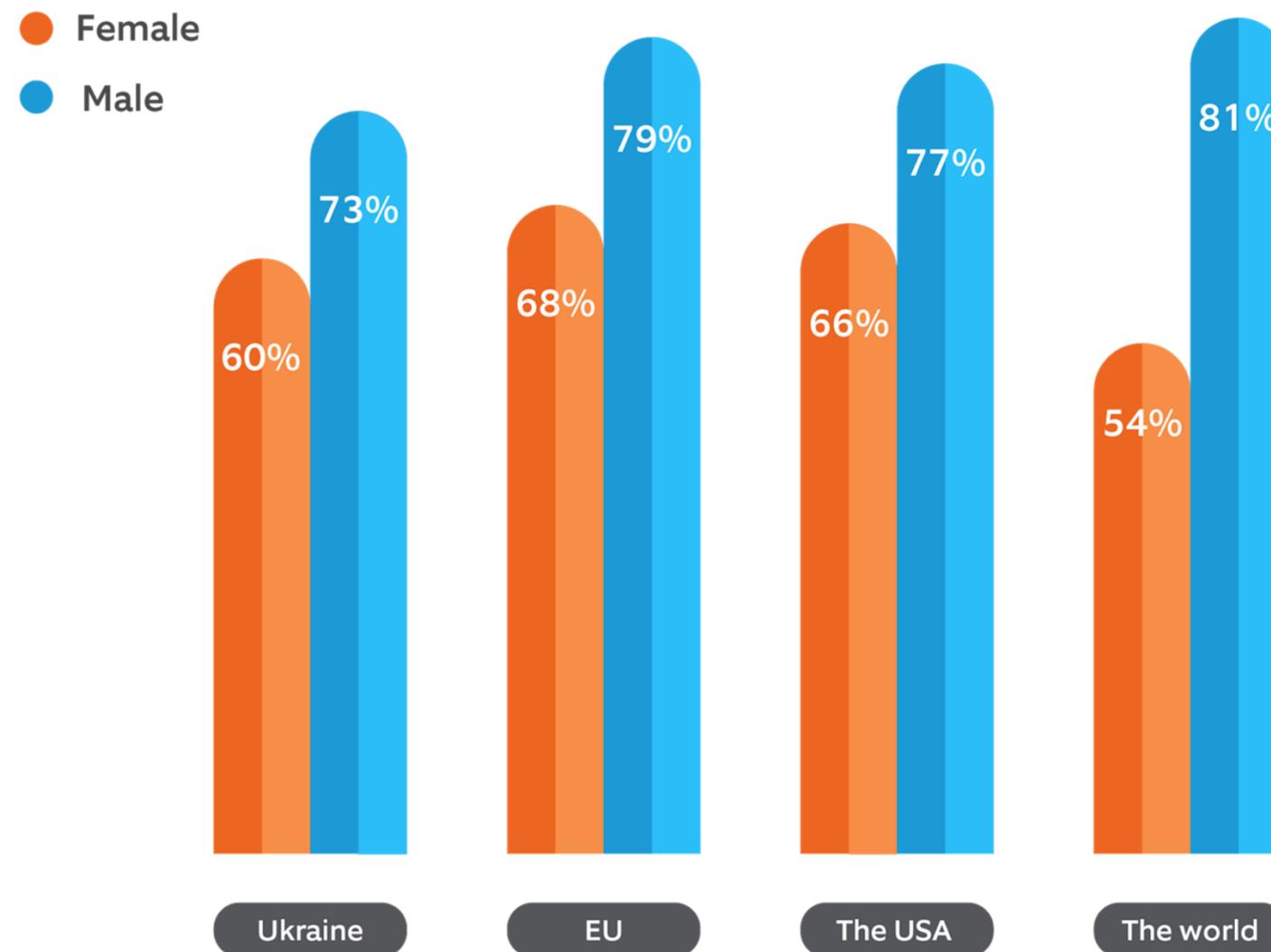
Employment is significantly higher for men than for women, and progress has stalled

The employment-to-population ratio for those employed for ages 15-64, by sex.



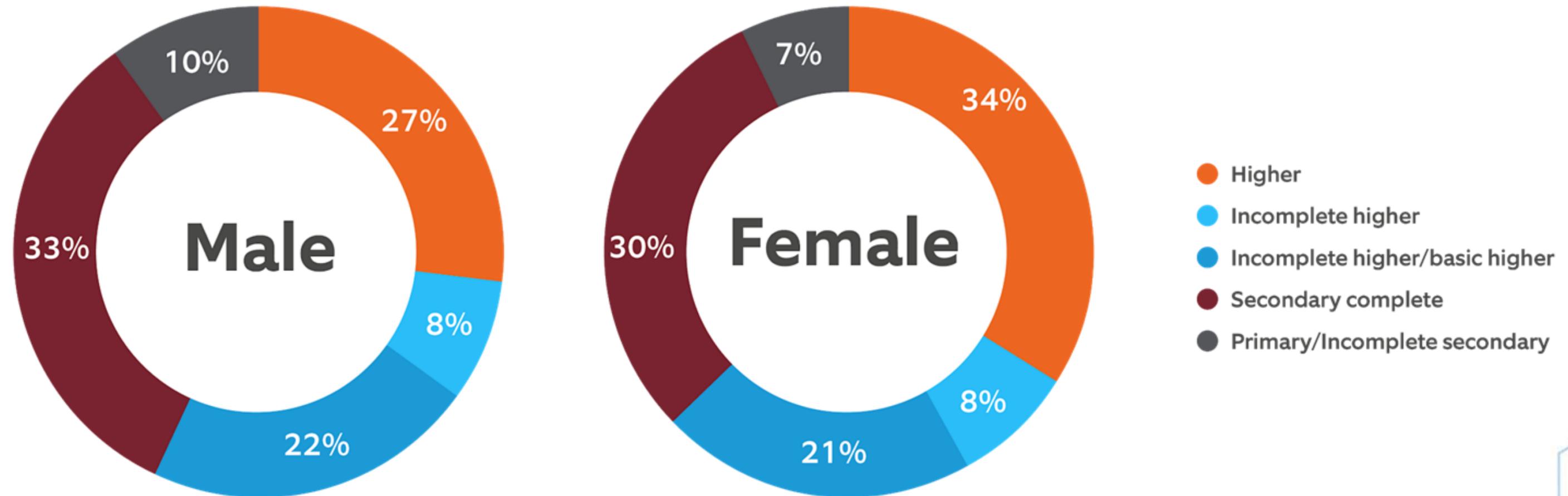
The gender gap of employment-to-population in Ukraine is similar to the EU and USA indicators

Comparisons of the employment-to-population ratios for those employed for ages 15-64 in Ukraine, the EU, the US and the world in total.



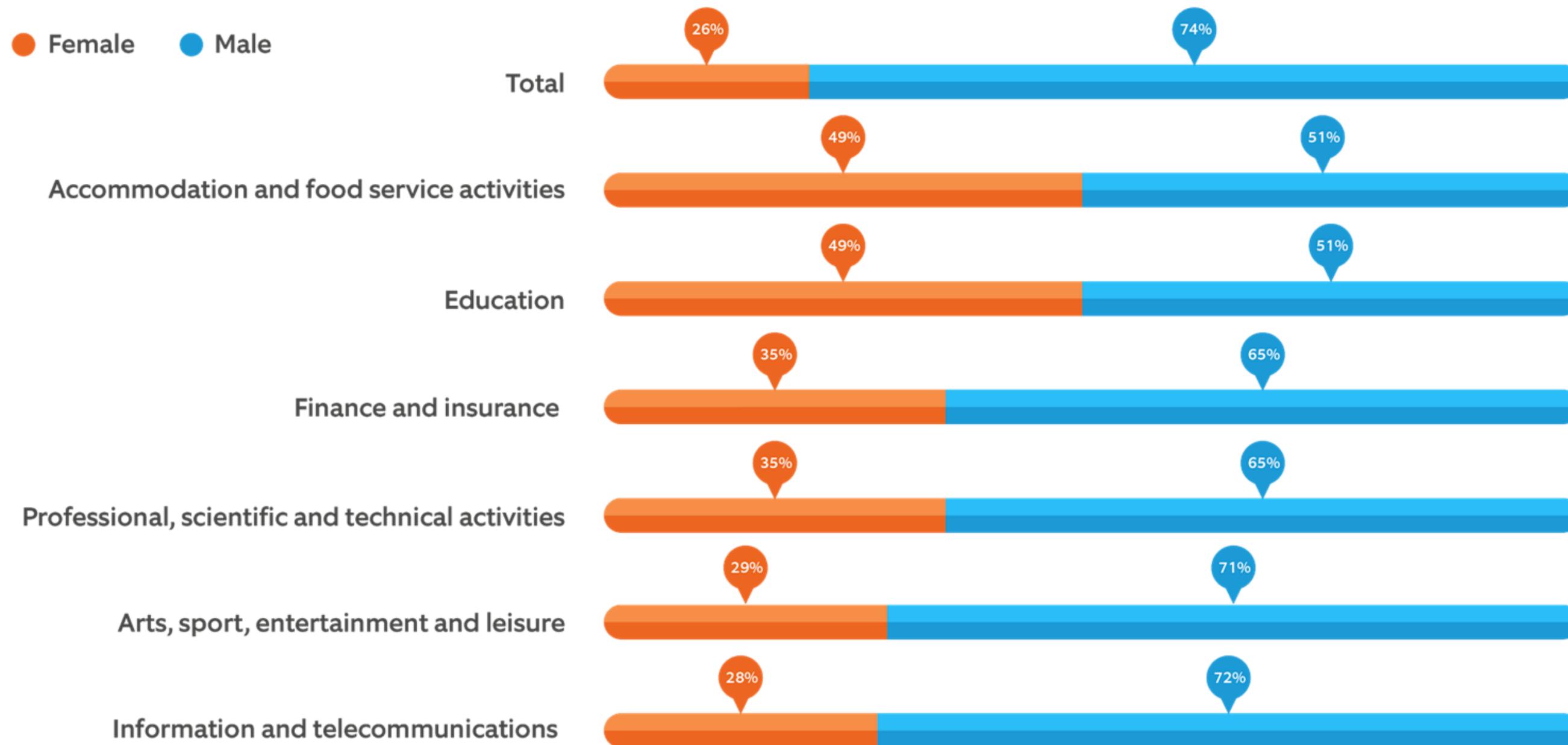
The level of education is higher among women than among men

Level of education for population ages 16-64, by sex.



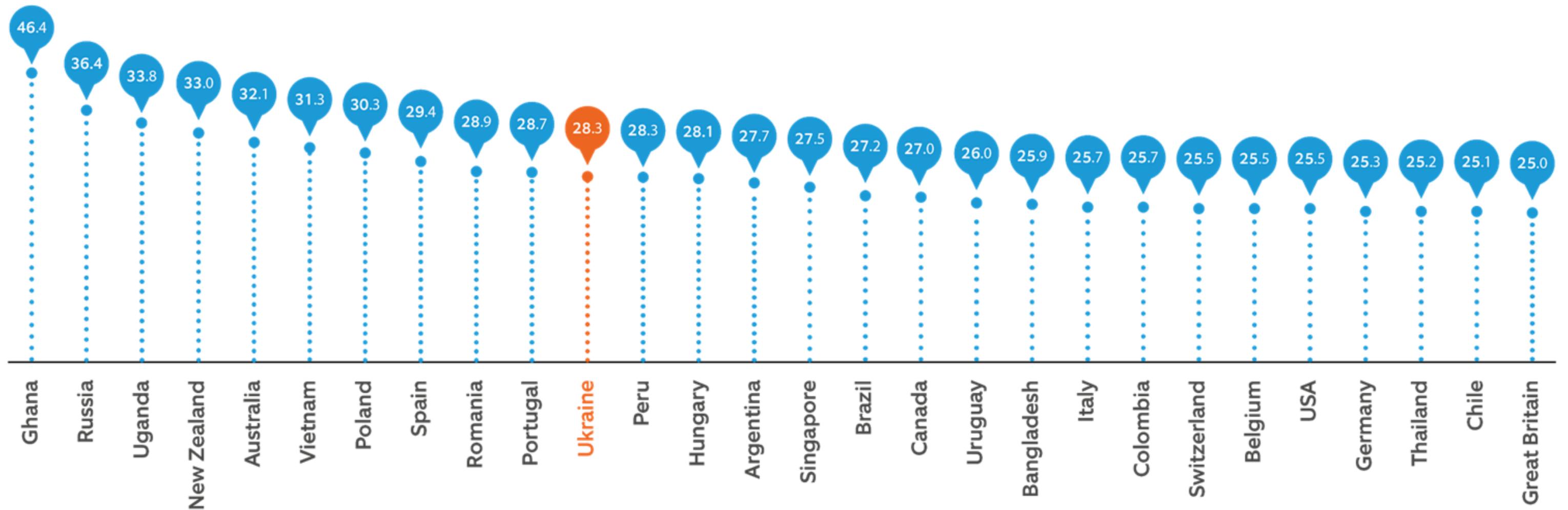
The proportion of female and male CEOs by KVED [Ukrainian Industry Classification System]

Despite the equal proportion of women and men in HoReCa and education, there is gender disparity in senior-level positions. Women comprise only 26% of top-managers in enterprises.



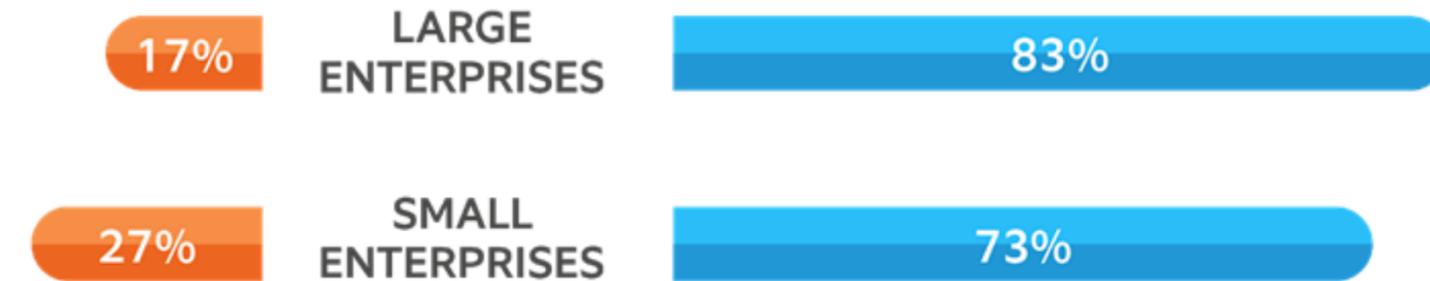
The share of women among business owners, by country

According to delo.ua and YouControl data, as of 2016, women comprise only 28.3% of business owners. Info Sapiens Omnibus data shows that women are still underrepresented, as of 2019 women own 28% of businesses in Ukraine.

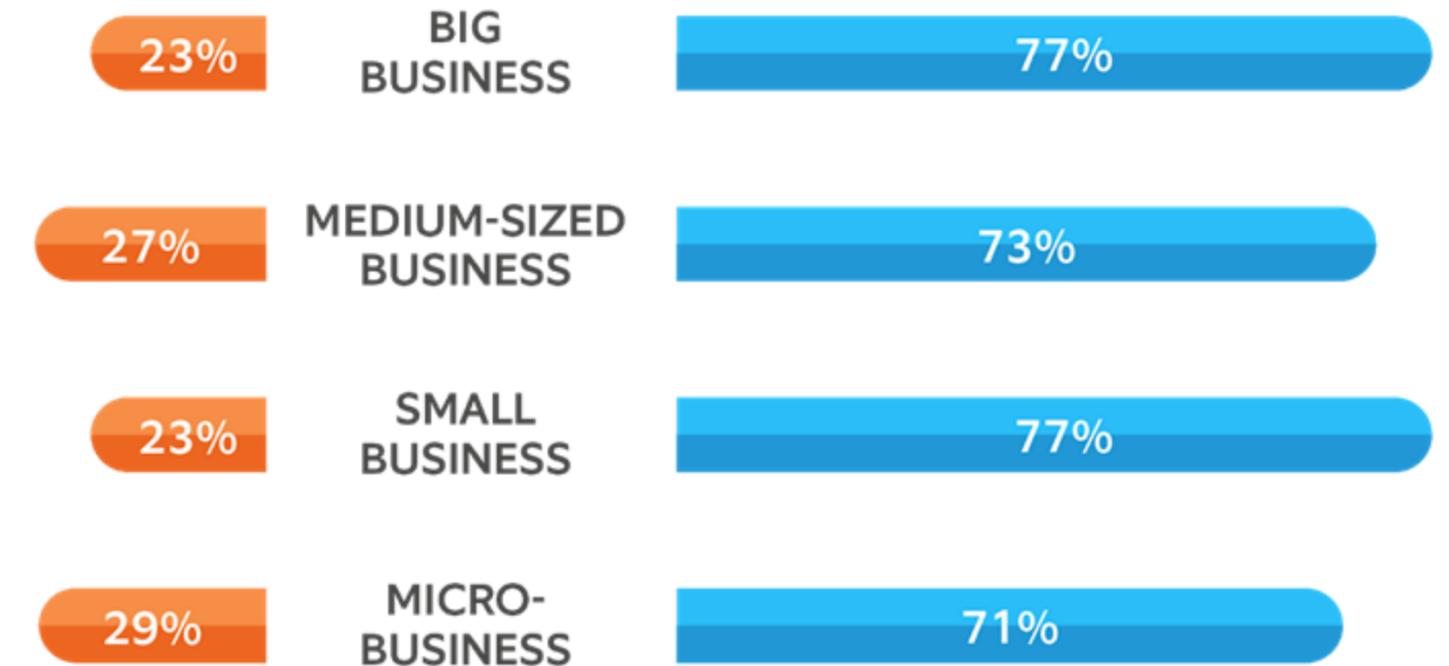


The share of women as top-level managers and business owners is at the lowest within large enterprises

Top-level management of enterprises



Business owners



● Female ● Male

Data source for the top-managers: EDRPOU [Unified Register of Businesses and Organizations] as of 2017, coding of the enterprises made by Info Sapiens research staff

Data source for business owners: delo.ua and YouControl data is available via the following link:
<https://delo.ua/business/buti-bilshe-nizh-30-zhinki-u-biznesi-v-ukrajini-ta-sviti-346550/>

Gender pay gap statistics

Difference between average gross earnings of male and female employees as % of male gross earnings



24%



21%



16%

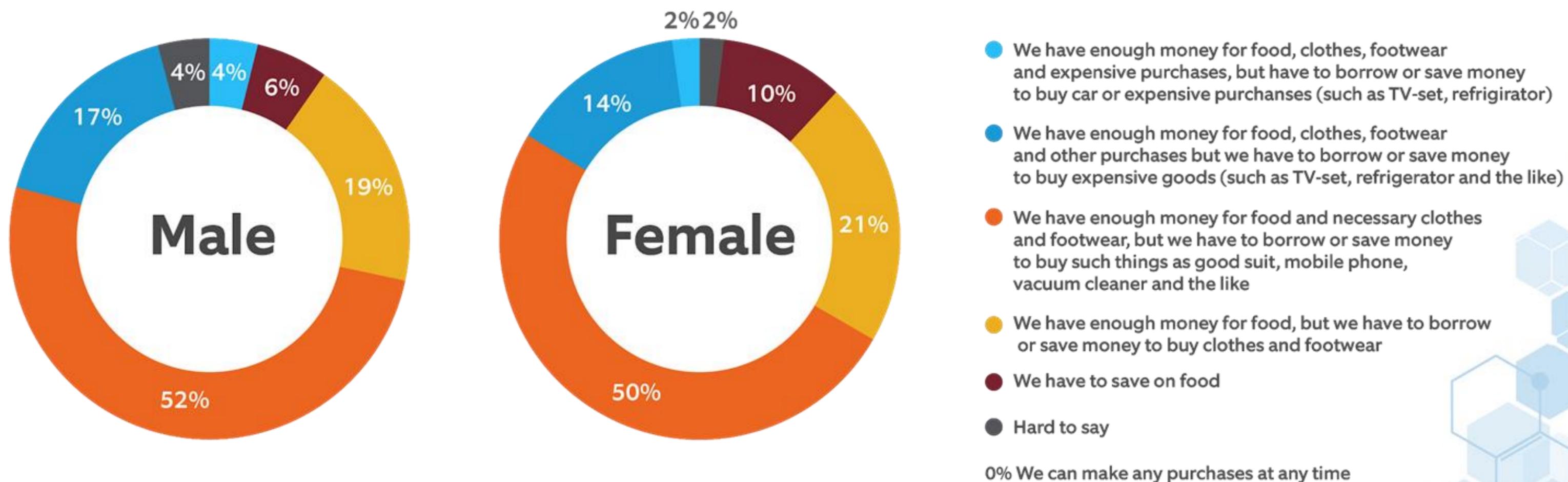
Source for Ukraine: State Statistics Service of Ukraine, Q3'2018

Source for the US: The State of the Gender Pay Gap, 2019

Source for the EU: Eurostat, 2017

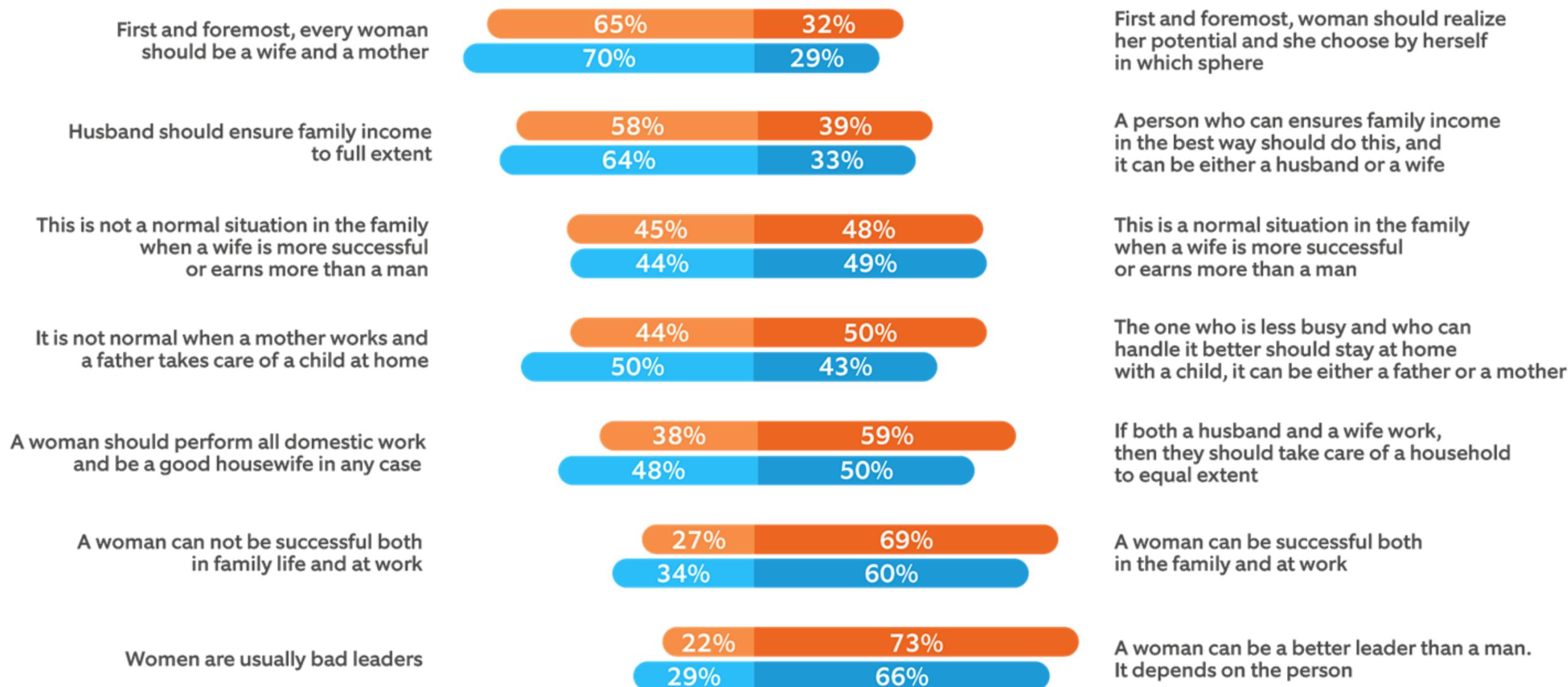
Population financial standing

Due to the difference in wages, 31% of women ages 16-64 need to save on food and/or clothing, comparing to 25% of men alike.



Gender stereotypes are among the reasons that contribute to gender inequality within leadership positions, and the gender pay gap

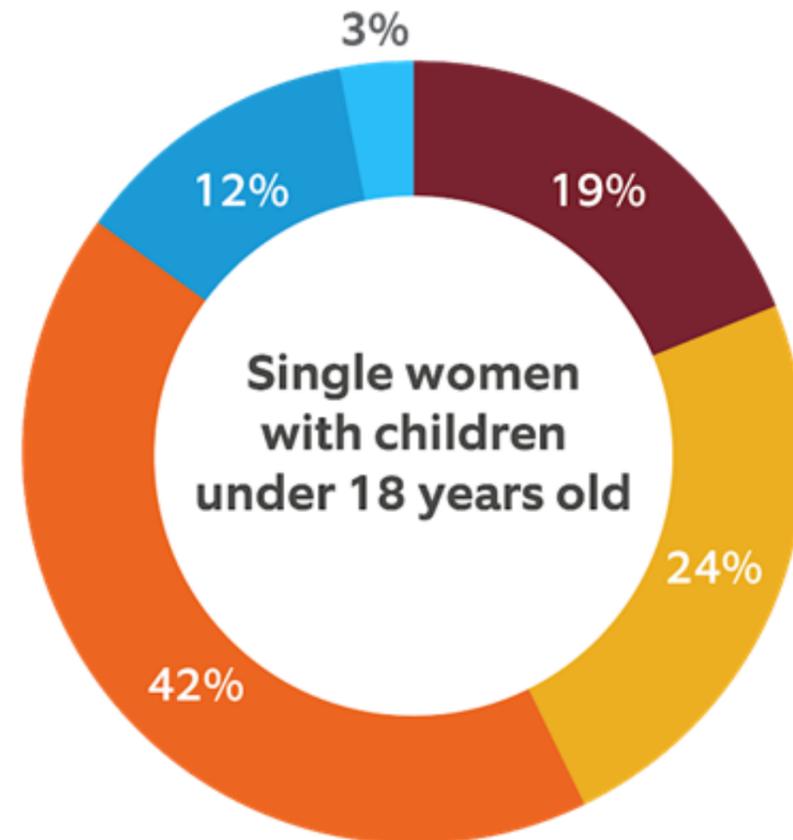
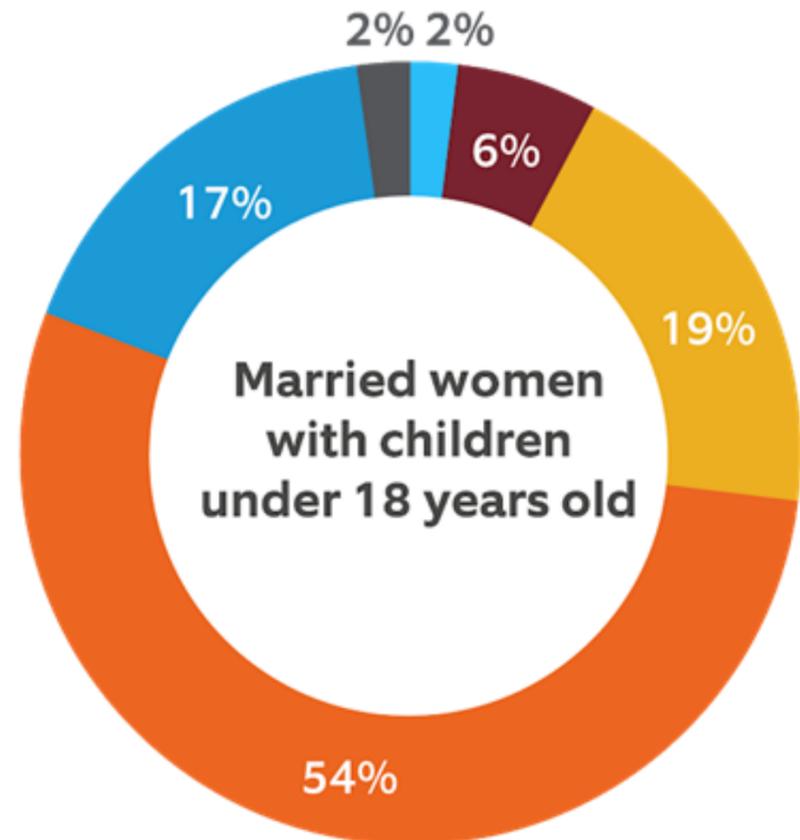
● Female ● Male



Source: GfK Ukraine data as of February 2018 for the population of Ukraine aged 16 years old and older. The sample size is 1000 people

Financial standing of married and single women with children under 18 years old

Further reasoning for poverty among women and lack of career growth, being 15% of mothers raise children without a husband. 43% of them have to save on food and/or clothes, comparing to 25% among the married mothers of minors.



- We have enough money for food, clothes, footwear and expensive purchases, but have to borrow or save money to buy car or expensive purchases (such as TV-set, refrigerator)
- We have enough money for food, clothes, footwear and other purchases but we have to borrow or save money to buy expensive goods (such as TV-set, refrigerator and the like)
- We have enough money for food and necessary clothes and footwear, but we have to borrow or save money to buy such things as good suit, mobile phone, vacuum cleaner and the like
- We have enough money for food, but we have to borrow or save money to buy clothes and footwear
- We have to save on food
- Hard to say
- We can make any purchases at any time

Conclusions

- The employment ratio among women and men ages 15-64 years of age in Ukraine is approximately the same as in the EU and the US.
- Women comprise only 28% of business owners, but in the US and most EU countries this figure is even lower.
- Data shows that in Ukraine, more women are receiving their education than men, but on average women earn only 76% of men's salary. In the EU and the US, gender pay gap is lower.
- Most men and women in Ukraine believe that women can be better leaders than men. At the same time, they believe that every woman should be wife and a mother first, and that the husband should be the provider and earn a higher income.
- Stereotypes about men's economic dominance and women's dependence, as well as the bias in household and childcare are some of the key factors of economic inequality.

