FEMINIZATION OF LABOUR MARKET INEQUALITY IN NIGERIA AND UKRAINE

In this paper, the causes and nature of labour market inequality as factors of feminisation of poverty have been identified; their similarities and differences have also been represented and explained as they exist in Nigeria and Ukraine. The main aim of this research is to describe the current situation and to explain feminisation of poverty in the labour market with particular reference to gender gap in incomes. This is achieved by comparing the processes in each society; discovering the differences and similarities between both, the causes and possible effects if nothing is done to change the situation and remedies to reduce the problem. The research tries to unravel the situation and reasons behind the higher susceptibility of women to poverty. It identified factors that encourage the feminisation of poverty in each of the two countries. It investigates if the Nigerian and Ukrainian societies have factors that predispose women more to poverty; how these factors operate and how they are similar or dissimilar to each other. It explains that women’s disadvantaged positions due to their maternity roles, which leads to their labour being priced cheaper and wage gap between men and women, unequal domestic obligations, traditional patriarchal culture, unpaid domestic labour, attitude towards low wages, vertical and horizontal segregation and gendered educational career path are also causes of gender inequality in the labour market. It is concluded that the structure of the societies give room for higher female poverty and the Nigerian and Ukrainian labour markets are segmented with women facing some peculiar discrimination.

Key words: Labour market, inequality, horizontal segregation, vertical segregation, wage gap, patriarchy.
відповісти на питання, чому жінки є значно вразливішими до проблеми бідності, через встановлення чинників, що зумовлюють фемінізацію бідності у кожної з країн. Дана розвідка шукає відповідь на питання, чи існують в українському та нігерійському суспільствах чинники, що роблять жінок більш податливими до збідніння; як ці чинники діють і в чому їх схожі та відмінні риси. В статті доводиться, що підставою для нерівного положення жінок на ринку праці є їхнє вразливе положення, зумовлене такими чинниками як материнство, котре веде до зниження оплати праці та розриву в доходах між чоловіками й жінками, нерівномірний розподіл домашніх обов'язків, традиційна патріархальна культура, неоплачувана домашня праця, орієнтація на занижену зарплатню, вертикальна і горизонтальна сегрегація та гендерова освіта. Авторка доходить висновку, що сама структура суспільства в Нігерії та Україні створює умови для підвищеної бідності серед жінок, а ринки праці у цих країнах сегментуються внаслідок того, що жінки піддаються особливим формам дискримінації.

Ключові слова: ринок праці, нерівність, горизонтальна сегрегація, вертикальна сегрегація, розрив у доходах, патріархат.

В статье определяются сущность и причины неравенства на рынке труда, как факторов феминизации бедности; устанавливаются и объясняются схожесть и различия ситуации в Нигерии и Украине. Ключевая задача исследования – описать нынешнее положение дел и дать объяснение феминизации бедности с учётом гендерного разрыва в доходах. Эта цель достигается через сравнение соответствующих процессов в обоих обществах, раскрытие их подобия и отличий, определение причин и возможных следствий, которые будут иметь место, если данная ситуация не исправится и проблема не будет решена. В статье осуществлена попытка ответить на вопрос, почему женщины являются более предрасположенными к бедности, через определение факторов, которые обуславливают феминизацию бедности в каждой из стран. Данное исследование показывает, существуют ли в украинском и нигерийском обществах факторы, которые делают женщин более склонными к бедности, как эти факторы действуют, в чем они сходны и в чем различны. В статье показано, что причиной для неравного положения женщин на рынке труда является их неблагоприятное положение, обусловленное материнством, ведущим к заниженной оплате труда и разрыву в доходах между мужчинами и женщинами, неравномерное распределение домашних обязанностей, традиционная патриархальная культура, неоплачиваемый домашний труд, готовность к заниженной зарплате, вертикальная и горизонтальная сегрегация, а также гендерованное образование. Авторка приходит к выводу, что сама структура общества в Нигерии и Украине создает условия для более высокой бедности среди женщин, а рынки труда в этих странах сегментируются вследствие того, что женщины подвергают особым формам дискриминации.
Key words: labor market, inequality, horizontal segregation, vertical segregation, income gap, patriarchy.

**Actuality.** This paper presents research results on Labour market inequality and exclusion as a factor of Feminisation of Poverty in Nigeria and Ukraine, which is a part of the researcher’s PhD Thesis titled: *Feminisation of Poverty: A Comparative Study of Nigeria and Ukraine*. It presents the gender dimension of workplace disparity and segregation and how it makes women in Nigeria and Ukraine more susceptible to poverty due to lower income.

The main **goal** of this research is to describe the current situation and explain feminisation of poverty in the labour market. This is achieved by comparing the processes in each society, discovering the differences and similarities between both societies, identifying the causes; the possible effects if nothing is done and making recommendations to reduce the problem of feminisation of poverty in Nigeria and Ukraine.

The research was done based on structured expert interview comprised of 11 questions was developed and administered to ten experts (five in each country) who have been researching on gender labour market relations and other related aspects of Gender Studies in both countries or have been involved in related activism for at least 5 years and their responses were analysed.

"The feminization of poverty" is a phenomenon which refers to the gap between women and men caught in the cycle of poverty has continued to widen in the past decade [UN Women, 2000]. It is a pattern that occurs when women bear a disproportionate percentage of the burden of poverty" [OpenStax College, 2014] it was coined in 1978 by Diana Pearce in the United States.

**Social inequality** refers to the ways in which socially-defined categories of persons are differentially positioned with regard to access to a variety of social ‘goods’, such as the labour market and other sources of income, the education and healthcare systems, and forms of political representation and participation [Charles Walker, 2009]. It is the existence of unequal opportunities and rewards for different social positions or statuses within a group or society.

While social exclusion is a concept used in many parts of the world to characterize forms of social disadvantage. It refers to processes through which individuals and entire communities of people are systematically blocked from rights, opportunities, and resources that are normally available to members of society and are key to social integration. These include housing, employment, healthcare, civic engagement, democratic participation, and legal due process [Boundless, 2016]. For [Silver, 1994] Social exclusion, or social marginalization, is the social disadvantage and relegation to the fringe of society. It is a term used widely in Europe and was first used in France.

Social exclusion refers to individuals being cut off from full involvement in the society through certain ways. It is a process through which individuals within a society are denied access to some of the benefits of that society or culture.

Labour market inequality and exclusion therefore refers to, the denial and hampering of participation and right to use opportunities in the workplace and the uneven distribution of resources and positions.
Anthony Giddens explains that both the structure of society and human agency are accountable for how things work within society [Giddens, 1984], this theory proffers a sound explanation gives good understanding of feminization of poverty in Nigeria and Ukraine due to its recognition of “duality of structure” [Beverley, 2013]. Going by this theory, it can be understood that there are structural factors such as economic/labour market factors which lead to unemployment/underemployment and low wages for feminized jobs; political factors- which results in low representation at top political positions and agency factors such as Choices of/to: economic activity to engage in, Wage bargain, course of study, time invested in domestic activities, adhering to stereotypes which are responsible for and encourage feminization of poverty in Nigeria and Ukraine. These structural problems highlighted constrain women and thereby necessitate women to make the choices they make while the choices the women make in turn sustain and encourage the existing structure which makes them more susceptible to poverty. This interconnection structure and agency perpetuates feminization of poverty. Women make choices based on the limited resources at their disposal while making a living. They thereby allow the structures of the society to keep operating/ be maintained. Feminization of poverty therefore, can be mitigated through various strategies such as increasing: participation of women in decision making processes such as their involvement in advisory roles in government, parliament and even the executive arm; their negotiating prowess at the labour market for better position and better pay and also in the domestic sphere to share more responsibilities.

Based on the data collected from the expert interview, the following were found about labour market inequality and exclusion in Nigeria and Ukraine.

The Factors of Poverty in Nigeria and Ukraine (Including in the Workplace). What most of interviewed experts found similar in their explanation of the current labour market both in Nigeria and Ukraine: These include that patriarchy affects women in all spheres and at all levels. It affects their place in the society as second fiddle player and this is reinforced and maintained by stereotypes; the media propagates patriarchy through its content and represents women in the light of stereotypes; the state prefers and encourages women to handle domestic duties than to fund social policies that are children serving like kindergartens and after school services while the parents are actively at work (Martsenyuk Tamara); women as a group have cheaper skill sets and earn lower wages for their labour although this is gradually improving; there exists unequal/unpaid engagement in domestic works which is time and energy consuming; women face employment discriminations which begin from the point of advertisement; older women and single mothers are more prone to poverty; rural women are more engaged in small scale agriculture because they are not as socially mobile as men as to engage in formal employments in nearby urban areas; women make choices that leave them more likely to be poor (Ivaschenko Olga). From the course they choose to study, to their career path and finally the skills they develop. They also do not negotiate more sharing of domestic chores and duties; women do not push hard enough to change the status quo (Dmtriyeva Maria), they prefer to be seen
as good women, mothers and wives as stereotypically expected (Martsenyuk Tamara).

Expert view on differences:
The experts were of the view that these differences exist- In Nigeria women have lower level of education than the men (Osita-Njoku Agnes). They also have lower education than women in Ukraine while in Ukraine women have high level of high education, and have higher level of education than men; there is higher level of early marriage in Nigeria which increases feminisation of poverty. This can be found mostly in the Northern and in rural areas of Nigeria (Uzoma Priscilla); In the case of Ukraine the rate of early marriage is low and can be found mostly among the Roma people and rural people as well (Martsenyuk Tamara); In Nigeria, female children are disinherited of parent’s properties and assets, as inheritance is done patrilineally (Eboyehi Friday). This is not applicable to Ukraine and Religion plays a stronger role in the subordination of women in Nigeria.

Grounds:
The patriarchal structure of the society has engendered the sense of male superiority and control over women. It has justified this through religion, women's biology and stereotypes to create a deep sense of dependence on the men by the women which has bred inequality. This had made women in the process of playing supportive role to handle the domestic roles or raising the family which attracts no financial benefit while the men venture into the labour market to make money to support the family. Women are also favourably discriminated against for biological reasons despite the fact that these reasons serve the men and the society through procreation which leads to continuity and socialization which breeds peaceful coexistence and stability.

In the labour market, absence of opportunities affects both genders but the sense of dependence has made women settle for less and made men feel entitled to most positions especially the privileged ones while leaving the less prestigious ones/“feminine ones” for the women. This makes women bargain less and accept less (Dmitryeva Maria). Women also prefer to key into the prescribed good mother, woman and wife picture than to build their career and personal life. They tend to pick family functions over jobs and this influences their choice of career and affects them differently from the men. Women’s choices have partly led to their poverty both within and outside the labour market.

Factors that Affect Women’s Employment, Employment Discriminations and Hindrances in Nigeria and Ukraine. Expert view on similarities:
The existence of gender requirements for specific jobs. During advertisements to fill certain positions, gender and other requirements are spelt and this serves to discriminate against women more; conditional employments are also discriminatory, a situation where an employer gives conditions applicable to only women such as not being allowed to marry until they put in a certain number of years to work. Women are less considered for jobs due to their biology, the fact that they get pregnant and have children require special permissions off work put them in this position. Marital status has been found to another reason, single women are given preference over married women and younger women over older women as they are perceived to have not time and less responsibilities at home.
Women with young children and many children are as well considered to have less time and more likelihood to need several permissions off work. The socialization that leadership is for men and better handled by men has given rise to the “escalator effect”. Boys are prepared to be bold and strong and to lead while girls are raised to be detailed, patient, caring and supportive. This sets them on their life path and roles and causes glass ceiling. According to (Kutsenko Olga) it behoves the women to work against this ceiling. Domestic responsibility was found to be a reason why woman were not preferred for employment except in the fields labelled theirs. Employers believe these responsibilities will interfere with the discharge of their duties at work. Horizontal and vertical segregation and gendered career paths have led most feminine courses or female dominated to be lower paid. Women hold far less decision making positions in senior management of public and private sectors including politics. Societal attitudes, perception and stereotypes about women in certain sectors also impedes their going into those sectors and when they do, they have to prove themselves as capable and outstanding to gain grounds. Rural women are less mobile to access jobs outside their environments than men due to their responsibilities (Atanda Yemi).

Expert view on differences:

The main difference discovered in this area based on the interviews conducted with the Experts is fact that women have less education than men in Nigeria which makes them unable to meet some requirements for employment.

Grounds:

When advertisements are made for vacancies, employers especially in the private sector specify the gender and in some cases the age in addition to the academic qualification and skill set required. This places women at a disadvantage. Women due to their biology and maternity are usually not preferred except for jobs considered as women’s jobs. These jobs usually pay less to women’s disadvantage. Although younger and unmarried women have a better advantage than other women, they too are seen as potentially pregnant. Some employers specify time limits within which a female employee is not expected to be married or be pregnant. If she refuses or acts contrary to this, she risks losing her job.

Most people in Nigeria and Ukraine feel leadership positions and leading is for men. This forms stereotypes which encourage glass ceiling and escalator effects in all sectors. It also pushes men to work extra and makes women likely to depend on men. The time and energy resource invested in domestic work which happens to be unpaid for, deprives women of full participation and optimum productivity and this is a reason for some discrimination against them.

Why some courses like pedagogic studies are still labelled feminine courses is because majority of those who study them are women. These courses lead women to career paths which give them time to run their homes and attend to their children but pay less. They lower education, qualification and skills of women in Nigeria create an avenue for them not to compete favourably in the labour market. It delays or denies them of ascending to decision making positions.

The labour markets in the two countries are segregated. Some sectors are female dominated while some are male dominated. The female dominated sectors
are lower paid and usually have men at their top while the male dominated sectors which pay better usually has females at their base.

**Factors of Labour Market Inequality in Nigeria and Ukraine.** These include inequality in the work place, income gap, glass ceiling in the work place, inequality in retirement and ways to reduce labour market inequalities. The following similarities were gotten from the expert view:

Institutionalized obstacles such as official policies as in case the military enlistment could lead to inequality in the terms and conditions of service of male and female employees; women have lower presence in high paid jobs and this is an indicator of inequality; wage gap which exits in both countries is a result of inequality; women mostly negotiate lower pay; profit orientation of the private sector prompts employers not to want to hire women for several positions; women are prohibited from several jobs even when they feel willing and able to do them; most men own means production and; labour market inequality could be realised from recruitment, promotion and occupation of positions of decisions. It also reflects on salary and pension.

**Expert view on Differences:**

Women in Ukraine do not have the same official retirement age as men. They retire three years earlier unlike in Nigeria where they have the same; women in Ukraine have higher education yet do lower jobs while women in Nigeria have lower education and lower jobs as well.

**Grounds:**

Certain Institution set barriers against women because they consider them weaker and not disposed to handle some responsibilities which the men can, as is seen in the military. The state laws also prevent women from engaging in certain activities and working night shifts. This is a paternalistic tendency of protection of women to their disadvantage because in most cases these jobs pay well and some women are willing and able to do those jobs.

Women's low presence in high paying jobs and relative lower pay to men is partly due to the existing segregation in the labour market and discrimination from certain fields of labour. The huge requirements of domestic labour explained also apply here.

Due to the fact that private sector is driven by profit, women who seek employment are sometimes seen as not disposed to work towards the achievement of this main goal. Men in Nigeria and Ukraine own most of the big and high employing companies and this also creates inequality.

**Reasons for the Similarities and Differences:** The gender order and norm which exist in both societies- both societies are patriarchal and the patriarchal division of labour and prescription of roles are such that are advantageous to men. The society's institutions in developing patriarchal societies are also more male serving and this creates similar causes as seen in Nigeria and Ukraine.

The main difference is in the level of education of women in favour of Ukraine. This is could be traced to the fact that Ukraine has a different cultural disposition towards women’s education. Religion which reinforces gender inequality Nigeria plays a less role in Ukraine.
Discussion of Findings. It was gathered in this research that, like in most developing countries, gender inequality exists in Nigeria and Ukraine and the dimensions with which they do have been x-rayed in the research.

Based on available information gather on education, it can be concluded that there is no gender discrimination when it comes to quality or access to education in Ukraine unlike Nigeria but in both countries, women mainly study courses which are regarded as feminine and take up jobs that are less prestigious and rewarding due to gender roles. The non discrimination creates a better opportunity for Ukrainian women to achieve equality in all spheres of life if they delve more into the traditional male fields.

Domestic responsibility which requires a lot time and energy was found to affect women in both countries more since they are mostly carried out by them. This is because chores are unpaid for. Upon investing the resources required to carry out the duties, women are left with less time and disposition to participate fully in the public sphere. Traditional practices, societal structure (male dominated) and general societal perception held by even the women themselves have also resulted in low participation of women at all levels.

Women are politically underrepresented in both countries and are there unable to wield the enactment and implementation of law and programs which will balance the existing gender gaps especially in employment prohibition in some sectors. Issues such as equal inheritance for the girl-child or gender equality bill would not be a problem in Nigeria with more women representation.

Other findings include: horizontal and vertical segregation, glass ceiling, wage gap, employment discrimination, choice of activity to engage in, gendered education and inadequate education in Nigeria, male domination, disposition and attitude produced by stereotypes and socialization, sector of labour, positions occupied, negotiation ability, location, lack of proper implementation of labour codes, stereotypes about female abilities, maternity leaves and responsibilities, and special working conditions during pregnancy, care sector domination, part time (short duration jobs), pin collar jobs, informal jobs, socio cultural stereotypes, religion in the case of Nigeria, patriarchal mentality, requisite skill set, self confidence, lack of litigation, weak enforcement system, capital driven labour market, among others.

It was therefore confirmed that feminization of poverty exists in the two countries and they have relatively similar causes except for a few causes existent in Nigeria which do not exist in Ukraine. Labour inequality as a factor of feminization of poverty was also found to exist and to be driven mainly by vertical and horizontal segregations.

In Nigeria, women therefore need to rise up and acquire requisite knowledge and skills in other to be at par academically and economically with their male counterparts (Mojirayo Afolabi). While in Ukraine women need to gain more of the technical skills required to go into male dominated fields which pay higher. Women in both countries need negotiate their roles and wages better and to get more involved in activism to help them get over the bottle necks set by patriarchy which sets them back. By ensuring equality in practice not only by laws or huge programs and initiatives the struggles of the Nigerian and Ukrainian women will
yield the same fruits as those of the men and feminization of poverty will be dismantled.

Some of the specific findings have been inputted into the figure below:

Figure 1. Core reasons of Feminization of Labour market inequality

**Recommendations.** There are several steps recommended to improve feminizations of labour market inequality and exclusion in the areas of study.

The government and policy makers In Nigeria should ensure that:

- For a stable economy, at least half the population should be economically productive and as well be empowered through any available mechanisms. Some of these mechanisms include:
  - Empowering women through education.
  - Offering equal job opportunities to both men and women.
  - Educating women on importance of manageable household sizes to avoid straining of the already economically strained households.
- Educating women on importance of manageable household sizes to avoid straining of the already economically strained households.
- All laws, cultural and even religious practices which discriminate against women should be abolished and steeper sanctions should be set aside for persons or groups who flout the abolition.
Women and girls should be included in the distribution of inheritance to enable them have investments and access to credit with the aid of their lands for instance as collateral.

To reduce these, the government should provide better social policies that are child and maternal friendly such as establishing and funding more public kindergartens and crèche to avail women more time to participate in the labour market and other socio-political activities.

The government and policy makers In Ukraine would reduce feminization of labour market inequality and exclusion by:

- Offering equal job opportunities to men and women rather than excluding women from the so called hazardous jobs.
- Promulgate the abolished of laws which discriminate against women and steeper sanctions set aside for persons or groups who flout the abolition.
- Provide better social policies that are child and maternal friendly such as establishing and funding more public kindergartens and crèche to avail women more time to participate in the labour market and other socio-political activities.

**To Employers.** The recommendations made to employers are applicable to Nigeria and Ukraine. It is recommended that:

- Equal job opportunities are offered to both men and women by advertising vacancies of employment not based on gender.
- They ensure that Promotion of employees is not biased by gender but given based on merit. Wages also should not be gender sensitive but determined by objective parameters.
- Initiate child friendly policies and provision for instance providing crèches for children of employees.
- They Increase the wages of the so called feminized sectors so as to attract more men and balance the gender formation of those sectors.
- Private organizations should be less gender bias and look at women from their potentials rather than their maternal nature and responsibilities.
- There should be the introduction of flexible working hours so that workers especially women, can organize their working hours in the best way to suit their home conditions especially child-care arrangements.

**To Non-governmental Organisations.** These recommendations made to Non-governmental Organisations are applicable to Nigeria and Ukraine. They include:

- Supporting government efforts to reduce the gender gap in the labour market by the enlightenment of the labour force on best practices.
- Advocating for adoption of legislation to minimize gender inequalities.
- Developing culturally sensitive instruments to curb harmful practices and Initiating gender balancing sensitization programs.
- More women empowerment programs and schemes should be developed and encouraged.

**To Society.** To reduce feminization of labour market inequality and exclusion in Nigeria and Ukraine, the following are recommended:
• All harmful cultural and religious practices should be reduced to the barest minimum by consciously increase the esteem and value placed on women.
• All forms of gender-based discriminations should be eliminated by instituting sanctions.
• The younger generation should strive for equity, equality and fairness rather than propagate the existing inequality thereby depriving the society of maximization of human resource and capabilities.
• the two societies should move beyond principles and laws to practice. Gender education should be introduced into the school curriculum from primary to tertiary levels to inculcate healthy gender perception/relations and encourage mutual opportunities and respect among both genders.

To women.
Women in Nigeria should:
• Increase their literacy level and those of their daughters as education is a key prerequisite to social, economic and political empowerment.

Women in Ukraine should:
• Utilise their higher level of education by negotiating for higher posts and wages as well as massive entry into stereotyped male occupational domain.

Women in Nigeria and Ukraine are recommended to:
• Curb the issue of poverty, women have to increase their involvement in government. Increased involvement will encourage fairness in job places in the areas of equal allocation of jobs as well as income.
• Women should select representatives who will help them get access to better social services and amenities like health care and other important needs.
• Adjust their value orientation on stereotyped gender roles; get empowerment by entry into political, managerial, technical roles/ sphere and get more involved in leadership.
• Women with their large population should endeavour to support other women who dare to participate in elective positions in other to change the position and plight of the average woman.
• Women should stand up to protect their rights and make relentless effort to achieve all their visions and ambitions as permitted by the law instead of settling for less.
• The women are expected to push more for better/equal jobs and wages, defy career/specialization stereotypes and study more rewarding courses.
• The women should demand more contributions from their partners in domestic activities and also be optimally productive at their jobs and not enjoying the paternalist protection from the society. They should plan their time and resources use well so as to be efficient.

Conclusion. In this paper, the causes and nature of labour market inequality and exclusion in Nigeria and Ukraine have been unravelled. It is concluded that both labour markets is segmented and women face some peculiar discrimination. From all the data gathered from the experts, it was generally agreed that there exists labour market inequality and exclusion in both countries. Although the trends are changing, the economic situation in the countries present
hard times for both men and women especially of the lower class which makes the work place gender discrimination seem to have less effect and seem opaque.

One contradiction what exists in the Ukrainian labour market is the fact that Ukrainian women are as educated as the men and even more educated yet they somehow manage to go into lower paying careers; accept lower positions and troop into the informal sectors. It is also gathered that right from the education process, career paths are gendered and so women are mostly expected and actually end up concentrating on the education (pedagogy) courses, medical courses, and secretarial studies and acquire skills related to hair dressing, catering and home economics/management. While in Nigeria, women due to their less education than men go into lower paying careers; accept lower positions and troop into the informal sectors. Their career paths are gendered as well from the education process and so women are mostly expected and actually end up concentrating in feminised fields. In the areas of study, when women venture into the so called male careers, such as engineering, construction, Information Technology; they still find their ways to the service and support aspects of the job which pay less. Differences in the level of education (peculiar to Nigeria) and occupations in which men and women engage in, that is occupational segregation has been identified as a cause of the gender wage gap. Women’s choice of gender role (field) and prescription or expectation of the gender role gives room for women’s high chance to be poor. As women conform, these roles continue to exist while when they defy these expectations or stereotypes, they are able to influence their social order to a large extent.

The process of recruitment is sensitive to women because of their motherhood tendencies which translate to disruption of service and maternity benefits, sick leaves and frequent needs to be absent due to family needs, inability to run night shifts often and non- flexibility to go on travel trips when necessary. This places women in a disadvantaged position and also affects their bargaining power especially in the private sector. In the state sector, women seem to be subtly excluded from certain position as the state by it paternalistic tendency want to protect the women from hard labour and hazards but in a lot of cases this also excludes them for better pays.

On the average, Ukrainian women earn less than men for both the formal and in the informal sectors although it seems more obvious in the private sector than government sector. This discrimination does not take place through the segregation of women in the informal sector but more likely through different remunerations in the formal sector; different career opportunities and the exclusion of women from the better remunerated jobs at the top of the hierarchy. Yet in the informal sectors, women tend to follow stereotypical patterns of activities which they should engage in, and are also restrained by family responsibilities, leading to low incomes.

Generally in both countries, parenthood and motherhood seem synonymous. The women are expected to pay more attention to family than career. The absence of good public kindergartens slows women down as they have to look for ways to keep their children safe and engaged while they are at work or they have to resort to less working hours to be with the children. The
responsibility of caring for children, sick family members, old family members and even their partner has affected the level of women’s involvement and advancement in both the public and private sectors.

When it comes to understanding the cause and existence of this problem, some of the experts in Nigeria prefer to look at it from the difference in education levels and skill set while other experts recommend the analysis from the cultural and unpaid domestic responsibilities point of view. While for Ukraine, some of the experts prefer to analyse it from the Macro (structural), Meso (organizational), and Micro (individual/women) levels of analysis. While other experts recommend the analysis from the historical, cultural, attitudinal, economic situation in general and in the family in particular.

To reduce this problem the experts suggested that the government put in place better social policies that are child and maternal friendly such as establishing and funding more public kindergartens, increasing the wages of the so called feminized sectors so as to attract more men and balance the gender formation of these sectors. The private organization should be less gender bias and look at women from the point of their potentials rather than their maternal nature. The women are expected to push more for better/equal jobs and wages, defy career/specialization stereotypes and study more rewarding courses, believe in their leadership capabilities and support other women; sensitizations geared towards labour market inclusion, equality and balancing to help create a more equal labour market, demand more contributions from their partners in domestic activities and also be optimally productive at their jobs not enjoying the paternalist protection from the society. They younger generation should strive for equity, equality and fairness rather than propagate the existing inequality thereby depriving the society of maximizing its human resource.

For Nigeria specifically, the experts suggested a change in value system; raising male and female children equally in the areas of adequate education and skill exposure to promote inclusion and equality in the labour market and society; more female participation to increase the number of qualified women for leadership among others. The idea of establishing Women Ministries at both Federal and State levels is to influence women in positions of leadership, encourage girl education, discourage girl-marriage, fight against domestic violence and so on. These efforts by government are to ensure that women are considered in high positions of authority and responsibility in both public and private sectors of the labour market. It is a way of empowering women so they can be sustained economically while in active service, and in their retired age. It is also a way of curbing the imagined glass ceiling in Nigeria. More effort can be put in this regard.

There is a need for all stakeholders to keep sensitizing women and the public on gender issues in the area of study. This will give room for effective change of attitudes for both the society and the women. It also removes gender stereotypes attached to some fields of labour regarded as male or female. The dismantling of some obstacles, such as societal attitude that discourage female education especially in scientific careers, sex stereotyping and selection of subjects by gender, will surely increase participation of women in labour market.
This will lead to higher efficiency, more productive groups/sectors, and better labour outputs, and also lead to the full exploitation of human potentials. Importantly, positive attitudes towards women’s equality and inclusion will make life better for all and development goals better realized.

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СТРУКТУРА Й ЧИННИКИ СЕКСУАЛЬНИХ УПЕРЕДЖЕНЬ В УКРАЇНІ: ДОСЛІДЖЕННЯ СТАВЛЕНЬ ДО ЛГБТ!

Обґрунтовано перевагу поняття сексуального упередження над гомофобією. Виявлено латентну дворівневу структуру упереджень щодо різних представників ЛГБТ, виокремлено гетеросексизм як єдине базове сексуальне упередження, а також запропоновано комплексну модель його чинників. До останніх належать правий авторитаризм, контактуювання з ЛГБТ, релігійність, а також вік, статтю, освіта, матеріальне становище. Дані – опитування населення м. Київ і семи областей у 2016 році. Результати отримано методом моделювання структурними рівняннями.

Ключові слова: ЛГБТ в Україні, гомофобія, сексуальні упередження, моделювання структурними рівняннями, правий авторитаризм, теорія контакту

Обосновано предпочтительность понятия сексуального предубеждения перед гомофобией. Выведено латентную двухуровневую