Women’s Employment in the Labor Market

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Introduction

Assessment of the situation with women’s employment is contradictory and ambiguous. In what way is it manifested? On the one hand, many government and alternative reports and academic reports by local and foreign authors note the deteriorating situation of women in the labor market and in employment. On the other hand, some data from sociological research, official statistics, daily practice, and life experience indicate that the positive trends in the area of women’s employment practically remain unnoticed or ignored.

Proposed Research Questions

- What is the role of women and their place in the labor market and in employment?
- What factors contribute to the feminization of poverty?
- What is the relation of the state and all social institutions to the problem of female employment?
- What is the contribution of women to the family?
- What is the income level of workers compared to men?
- What factors influence the increase in discrimination against women in the field of employment?
- What are the prospects for the development of women’s employment in America?

These issues require a comprehensive, objective approach to the analysis and assessment of the situation of women in the labor market and in employment. A one-sided, subjectivist approach cannot reflect the real picture because it does not take into account all aspects of the phenomenon under study. Perhaps, therefore, the conclusions are sufficiently standardized, but the recommendations do not have real power while remaining declarative. In this research report, an attempt has been made to find answers to these questions in order to understand the causes and mechanisms that generate the phenomenon under study, as well as the motives and needs, stereotypes, and attitudes of people in their social context.

Research Hypothesis

The feminization of poverty in America is associated with inefficient use of women's labor potential and existing gender discrimination in the labor market and employment.

Purpose Of The Study

Determine the impact of socio-economic conditions on the situation of working women and assess the extent of gender inequality in the labor market and in the sphere of employment in the U.S.

Objectives

- Analyze and give an objective assessment of the status of women in the labor market and employment;
- Conduct a gender measurement of the position of men and women in the labor market;
- Collect quantitative and qualitative data on the contribution of working women to the material support of their families;
- Identify sustainable links between discrimination against women in the labor market and the feminization of poverty in America;
- Identify positive trends that help improve the situation of women in employment;
- Get analytical information for further analysis of risk factors in the area of women's employment;

Literature Review

A study commissioned by the United Nations Development Program and supported by the Civil Service and Anti-Corruption Agency in 2017 showed that the reforms are changing the situation for the better, but there are still facts of tribalism, assault, and sexual harassment in the civil service. The study was conducted among 6,735 respondents in all 16 regions of the U.S.; it included ordinary citizens and entrepreneurs. It turned out that entrepreneurs highly appreciated the situation with the ethics of the behavior of civil servants, which, in comparison with previous years, is improving. 71% of respondents believe that the majority of civil servants comply with the rules of professional ethics in full, and 81% believe that their colleagues observe the generally accepted moral and ethical standards of conduct. However, there are still some issues, such as delays at work (more than half of the polled civil servants are detained daily for 1 hour and 20 minutes), 78% of cases of non-payment for overtime, and 41% who admitted to executing management orders not related to their own direct service duties. For 47% of the politicians, matters are not completely clear, but rather formally open; patronage, tribalism, and personal ties play a significant role in promotion. At the workplace, about 15% of civil servants faced cases of discrimination based on level of education, prestige of the

institution, origin, language, and socio-property; 17.9% participated in or observed conversations in high-pitched tones, personal attacks, and profanity in the resolution of work issues; 2% noted cases of assault and other forms of intimidation in the resolution of workers' conflicts; less than 2% reported unwanted attention with sexual overtones; and in 1.4% of cases, there was sexual harassment by superiors or other employees (O'Leary-Kelly et al., 2009; Zeigler-Hill et al., 2016; Welsh et al., 2006; Dekker & Barling, 1998; O'Donohue et al., 1998; Berdahl & Raver, 2011).

In general, according to her information, 44% of respondents were employees of central state bodies, and 47% were local employees. 93.1% noted that they were familiar with the content of the code of ethics, but for 32.2%, many items remained unclear in full. Almost 40% of respondents noted the need to clarify the main provisions of the code of ethics. On average, only 43.4% correctly answered questions about knowledge of the provisions of the code.

Preventive work, in general, has its advantages. As an example, in the summer of 2017, not a single state of emergency was allowed at the exit of civil servants to the EXPO exhibition, but today, it is not known about the facts of Khan's behavior toward civil servants when visiting entertainment centers. However, problems directly remain in detail, which greatly affects the efficiency of work.

Life shows that in terms of shortsightedness, some workers of local executive bodies are tough nuts. They do not take preventive talks and examples seriously until their careers break down. In 2017, in our region, corruption cases were brought against a number of officials, including managers at the official level. It is necessary to take measures to end this.

To this end, it is necessary to strengthen the responsibility of the leader for the actions of his subordinates and the responsibility of the whole team for the actions of any of its members. As the ethics commissioner noted, on the one hand, any employee will know that the entire collective will suffer from unethical actions and will remain without bonuses, and on the other hand, this will increase the role of ethics. As an example, a question was posed with anonymous letters to a certain person.

I think that this evil greatly damages our nerves and damages our work. The word hurts more painfully than a knife. For example, a civil servant is working honestly and is on the rise according to the principle of meritocracy, but on the eve comes a letter from a certain person who writes differently and pours dirt. It begins to be checked and pulled by this employee, who must prove that he is not guilty. It turns out that the sender of the letter does not live at the specified address, and if he lives there, he did not write any letter, and the anonymous author used his data. The sediment remained.

Such situations, in his opinion, can be significantly reduced by changing the procedure for sending such messages, as well as protecting the honor and dignity of the civil servant in case the complaint was unreasonable.

Commenting on the issue related to sexual harassment, in such cases, civil servants should report the

incident. Commenting on the problem of tribalism, she noted that today, out-of-competition movements in the civil service have been reduced 18 times. The methods of combating unsightly phenomena will be further improved in the future (Barak, 2005; Uggen & Blackstone, 2004; Mohipp & Senn, 2008; Avina & O'Donohue, 2002; Dougherty & Smythe, 2004).

The former bodyguard of Donald Trump, Keith Schiller, said that in 2013 in New York, after the Miss Universe contest, the current US president allegedly tried to send five American prostitutes into the room. Schiller said this during a private meeting of the Intelligence Committee of the House of Representatives of the US Congress. Curiously, according to Schiller, he took this proposal as a joke, and Trump laughed at the situation and went into the room alone, according to NBC News. However, the guest of the Miss Universe contest, which was held in New York in 2013 (Hill & Kearl, 2011).

Is Trump not a man? Well, they called him prostitutes; well, they did not need them – so what? It seems that prostitutes are not people or women. Even if he was called to prostitutes so that he could have fun with them – and what? With the same success, Valeria (Prigogine's wife – NOS).

Something they are picking on sexual topics today. What is going on in the world? Man is a living organism. Today, he is a janitor, and tomorrow he is a president. Today, he is president, and tomorrow – again, a janitor. Life is unpredictable. Trump was a businessperson. It is important to understand how he will behave as president. Americans should show maximum respect to their leader. However, their media are trying to slander the nonexistent stories of their president. The people who today run into Trump do not suffer a loss. They are afraid that he can make a good country and build relations with America.

We add that Trump's opponents in the United States are sure that there is dirt in America, with the help of which pressure on Donald Trump is possible. A dossier on the current president of America was compiled by the research company Fusion GPS. In it, for the first time, information was presented that Trump could hire prostitutes when he was in America.

Proposed Research Methods

Methodology of research: To obtain more accurate, complete, and reliable empirical material, several methods of collecting information will be used simultaneously, a technique known as triangulation. The method of in-depth interviews will be the main method of collecting information, while documentary research and a survey of experts will be used as additional methods.

In-Depth Interviews

For in-depth interviews (UI) with working women, a standardized questionnaire (blank interview) will be developed, consisting of several relevant issues. The interview form will include 60 open, 45 closed, and 35 semi-closed questions. 191 women will be interviewed individually in a face-to-face

format.

Sample

The sample will be established in accordance with the parameters: age, place of residence (city/village), region, education, marital status, availability of children, and nationality. In addition, the prevalence of socio-occupational groups in regions, proportionality in spheres of employment, qualified and unskilled labor, and the presence and absence of qualifications and experience will be considered.

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