ECONOMIC, SOCIAL AND LEGAL STATUS OF WOMEN IN THE AGRICULTURAL SECTOR OF THE REPUBLIC OF BELARUS

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Women make a significant contribution to the prosperity of the Republic of Belarus. However, rural women in particular encounter problems of achievement of equal status with men in labour activity. Our research used data concerning equality of men and women for the period 1990-2008 to investigate the demographic, economic, social and legal factors affecting the status and rights of women working in agriculture in Belarus. We observed a discrepancy in the supply and demand of labour in the labour market in rural territories of Belarus in vocational and in gender measurement. Gender stereotypes exist which lead to discrimination by employers. Programmes of employment of the population have been developed in Belarus for maintenance of employment and social protection from unemployment annually. These measures will lower female unemployment, will involve long-term unemployed women in work, will lower the duration of unemployment and will improve this situation in the labour market finally.

The research aims are to investigate demographic, social, legal, the business factors mentioning the status and the rights of women, working in agriculture; to analyse problems of achievement of the equal status of men and women in labour activity, to offer mechanisms of their decision.

Object of research. Rural population of the Republic of Belarus, the women working in agriculture.

Research methods. Information base for research concerning equality of men and women are materials of the theoretical and methodical plan in labour sphere. Monographic, abstract-logic, statistical methods of research, and also a method of the comparative analysis are put in a basis of working out and a material statement.

Key words: agricultural sector, agricultural economy, women, labour, gender.

JEL code: J16

Introduction

Women make a significant contribution to the prosperity of the Republic of Belarus. They work in material production and in the service sector. The formation of an innovative and socially oriented economy in Belarus is linked to the realization of society’s intellectual potential, irrespective of gender; all the more so since in total quantity of labour resources women prevail.

Since at least 1990, population growth has been negative in Belarus i.e. the number of deaths has exceeded the number of births. From a total of 10.188.900 at the start of that year, the population declined to 9.689.800 at the beginning of 2008 (Statistical Yearbook, 2008). The concentration of economic and cultural activity in the big urban centres is increasing. Although 90% of the territory of Belarus is rural, the percentage of the population living in rural areas declined from 33.9% in 1990 to 26.6% in 2008 (Statistical Yearbook, 2008).

Rural inhabitants ensure the food security of the country. Over the last 20 years there has been a reduction in the percentage of the Republic’s economically employed population in agriculture from 17.4% in 1990 to 9.8% in 2007 caused by different reasons including reducing the turnout, social and economic structure downgrade in rural territories (Statistical Yearbook, 2008). The problem of rural and agricultural industry is one of the biggest in social and economic development and strengthening of the State security. The need for its solution has been determined by social and economic importance and nationwide meaning.

The important condition of development of labour resources in rural territories is efficient and stable agricultural organizations. Those organizations act as employers. In accordance with the Civil Code of the Republic of Belarus, subjects of different organization and legal forms have the right to work in the agricultural industrial complex of Belarus (Civil Code of Belarus, 2005). On 1 January 2008 there were 1548 agricultural organizations in the Republic. The main features of the organization and legal structures are: legal form, a body of founders and contributors, the principles of establishment and activity, bylaw fund backgrounds and its format, the order of voting at the session of contributors, and profits distribution. The largest proportions of agricultural organizations are production cooperatives – 61.4% (950 units), State unitary enterprises – 27.2% (421 units) and joint stock companies – 7.2% (112 units).

Opportunities to choose the place of work and status of employment for women are limited in rural territories. Women mainly are employed in agriculture, the social service sphere and at the processing enterprises. In the modern world the function of agriculture is not only production. The sector has become a sphere of generation of moral values, a national cultural centre and a way of living. The woman in agriculture has many tasks; her activity includes

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housekeeping, family, traditions, reproduction and child care, and keeping the continuity of peasant generations.

The problems related to the labour market in rural territories have been defined by the State Programme on Revival and Development of Rural Territories for the period 2005-2010 (SPRDRT, 2005). In accordance with this Programme the agricultural economy must be stabilized, the food security of the country maintained, and the growth of standards of living of rural population ensured in accordance with new requirements for labour quality and its intensity (SPRDRT, 2005). The social orientation of the labour market means that employment may be considered as the main goal of macro economic agricultural and food policy in accordance with the SPRDRT.

In programming documents of the Republic of Belarus on ensuring equal opportunities, gender equality in the social and labour spheres takes a special place (PSED, 2005; SPRDRT, 2005; NPDS, 2006). Traditionally, most attention is paid to the industrial and professional structures of women’s engagement, conditions of reimbursement, career and qualification growth possibilities, and reducing unemployment. The main condition for an effective solution to the labour equality problem is to understand the scale and character of gender differentiation of labour, as well as related aspects of engagement and unemployment. The solution is in the implementation of the equal economic status of women and men, development of a mechanism for an equal competitive ability in the labour market based upon an equal access to job, career, professional skills, and new methods of economic activity, social insurance programmes and other resources.

In this paper we firstly use gender disaggregated statistics to quantify the position of women in the agricultural sector of the Republic of Belarus and secondly describe how the woman’s legal labour status is recognised. We explain why measures to maintain gender equality are needed, then review initiatives being implemented by the State to support the status and rights of women working in agriculture. Finally we draw some general conclusions.

Gender disaggregated statistics on women in agriculture in Belarus

Gender disaggregated statistics allow a comparison of the status of women and men in all spheres of social life, as well as showing their contribution to the social and economic development of the country. In the Republic of Belarus gender statistics cover a wide range of topics: population, family, public health, education, employment, labour activity, economy, social activity, etc. Gender statistics have been developed continuously; the comparison analyses methods for men’s and women’s status are given in the Statistical Yearbook (2008).

The number of women per 1000 men has tended to increase in the population as a whole since 1990 (Table 1) but in rural areas the number has declined (Table 2). In both data sets, the number of women continues to exceed 1000 and this is mainly linked to longer duration of their life compared to men (urban population 77.1 and 66.2 years; rural population – 73.9 and 60.3 years).

Table 1. Distribution of population of the Republic of Belarus by sex (beginning of year)

<table>
<thead>
<tr>
<th>Years</th>
<th>Men and women, thous.</th>
<th>Of which</th>
<th>In total population, per cent</th>
<th>Women per 1000 men</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>10188.9</td>
<td>4777.5</td>
<td>46.9</td>
<td>53.1</td>
</tr>
<tr>
<td>1995</td>
<td>10210.4</td>
<td>4779.6</td>
<td>46.8</td>
<td>53.2</td>
</tr>
<tr>
<td>2000</td>
<td>10019.5</td>
<td>4703.2</td>
<td>46.9</td>
<td>53.1</td>
</tr>
<tr>
<td>2002</td>
<td>9950.9</td>
<td>4666.4</td>
<td>46.9</td>
<td>53.1</td>
</tr>
<tr>
<td>2004</td>
<td>9849.1</td>
<td>4610.2</td>
<td>46.8</td>
<td>53.2</td>
</tr>
<tr>
<td>2006</td>
<td>9750.5</td>
<td>4555.3</td>
<td>46.7</td>
<td>53.3</td>
</tr>
<tr>
<td>2008</td>
<td>9689.8</td>
<td>4521.4</td>
<td>46.7</td>
<td>53.3</td>
</tr>
</tbody>
</table>


Table 2. Distribution of rural population of the Republic of Belarus by sex (beginning of year)

<table>
<thead>
<tr>
<th>Years</th>
<th>Men and women, thous.</th>
<th>Of which</th>
<th>In total population, per cent</th>
<th>Women per 1000 men</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>3034.1</td>
<td>1416.2</td>
<td>46.7</td>
<td>53.3</td>
</tr>
<tr>
<td>2002</td>
<td>2919.8</td>
<td>1365.6</td>
<td>46.8</td>
<td>53.2</td>
</tr>
<tr>
<td>2004</td>
<td>2803.6</td>
<td>1313.3</td>
<td>46.8</td>
<td>53.2</td>
</tr>
<tr>
<td>2006</td>
<td>2691.5</td>
<td>1262.3</td>
<td>46.9</td>
<td>53.1</td>
</tr>
<tr>
<td>2008</td>
<td>2581.7</td>
<td>1212.9</td>
<td>47.0</td>
<td>53.0</td>
</tr>
</tbody>
</table>


Thus the gender structure of the population is characterized by an excess of women – 53.3% compared to 46.7% of men in the country as a whole, whilst in rural territories the figures are 53% and 47%. The low portion of men in the rural population detracts from the number of rural labour resources as the legal and practical period of men’s labour activity is higher than for women.

Gender analysis of agricultural employees in Belarus shows that men prevail in the structure (Figure 1).
This is caused by the fact that in the conditions of mechanization and automation of agriculture the demand for women’s labour is declining taking into consideration the limited opportunities to work in other spheres in rural territories. This makes the problem of women’s employment to the region more dramatic. In spite of this, the number of women employed in agriculture is still high. Women’s labour is used in agriculture more than in other branches of material production (179,400 women in 2007).

The percentage of women amongst agricultural employees in 2007 was 40%, whilst in construction and transport the figure was 20-28 %. Amongst working professions, women are mainly represented by employees (74%), working with cattle and full grown cattle at feeding up, and machinery milking operators (Figure 2). Amongst the specialists, there are chief agronomists, accountants, economists and personnel inspectors.

Statistical information on quantity of vacant workplaces for women in the agricultural organizations of Belarus has shown that the countryside needs operators of milking machines and cattle breeders, agronomists, veterinary doctors and zootechnicians. The real estimation of an economic component of the given vacancies shows that it is workplaces with adverse working conditions and a low level of wages. They do not provide economic conditions for simple reproduction of labour and therefore they are not filled for long periods of time. The market of agrarian labour is oversaturated by accountants and economists. These specialists are superfluous in the labour market.

Education is an important instrument for equality in the labour sphere. The efficiency of agricultural production depends on the educational and skills level. Women employed in the agricultural industry have a higher educational level than men. Amongst them, women with higher education make up 8.4%, those with secondary education 20.6%; while men make 7.3% and 11.9% respectively. Amongst women in the agricultural sector, 11.5% do not have complete secondary education, whilst amongst men this figure is 13.2%. Comparing analyses of the educational level of men and women employed in agriculture, there are more graduated specialists among women rather than among men. Thirty per cent of women employed in agricultural industry have higher and special education compared to 54.5% in the economy as a whole (Figure 3).

The level of registered unemployment for women was 1.2% in 2007, having decreased since 1996 by 3.8 percentage points. Women compose 65.6% of the registered unemployed (Table 3).

The rate of unemployment among women is higher than men. Jobless women search for work longer and more difficultly than men. The average duration of unemployment of women is 6.2 months (for men it is 4.9%). The middle age of women registered in state bodies on work, employment and social protection of the population is 34 years.
Table 3. Shares of unemployed men and women registered with
the agencies for labour, employment and social protection
(end of year)

<table>
<thead>
<tr>
<th>Years</th>
<th>Share in total number of unemployed, %</th>
<th>Level of the registered unemployment, %</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>men</td>
<td>women</td>
</tr>
<tr>
<td>1991</td>
<td>20.0</td>
<td>80.0</td>
</tr>
<tr>
<td>1996</td>
<td>36.2</td>
<td>63.8</td>
</tr>
<tr>
<td>2001</td>
<td>39.7</td>
<td>60.3</td>
</tr>
<tr>
<td>2003</td>
<td>33.9</td>
<td>66.1</td>
</tr>
<tr>
<td>2005</td>
<td>31.1</td>
<td>68.9</td>
</tr>
<tr>
<td>2007</td>
<td>34.4</td>
<td>65.6</td>
</tr>
</tbody>
</table>


There are 38.2% of women having general secondary education and 20.4% having secondary specialized education among the unemployed women (Statistical Yearbook, 2008). The part of jobless women leaves a labour market or further is employed with a reduction of the social status.

**Recognition of a woman’s legal labour status**

In the conditions of variety of organizing and legal forms of management, women can work in agricultural organizations on Working Contract based upon Civilian Law Agreement, or they may act as owners (members of cooperative) or founders (joint stock companies). Working Contract is an agreement between an employer and an employee set to establish, change or suspend laws and obligations in the sphere of labour that means regulations of labour and other related relations. The procedure and particularities of conclusion, changing and suspension of the Working Contract are subject to the articles of the Labour Code of Belarus (1999) and the Decree of the President of the Republic of Belarus № 29 «On additional measurements to improve labour relations, strengthening of working discipline», an employer has a right to employ staff on the basis of Contract.

A contract in this meaning is a labour agreement to be concluded in written form for the period specified thereto. The Contract contains some differences compared to general provisions of labour legislation and provides an aforesaid minimal compensation for deterioration of an employee’s legal status. The parties can foresee to the Contract additional labour and social preferences and guarantees compared with the legislation, as well as additional conditions which are not to prejudice an employee’s status.

In accordance with the current legislation part-time and seasonal employees may be taken to work in agricultural organizations. The Labour Code of Belarus (1999) regulates the labour particularities of such employees. Part-time employees are those who are taken for a work for a period of up to two months and to fill the position of a temporarily absent employee (whose position has been reserved after him) for up to four months. Seasonal workers are those who due to natural and climatic conditions do a job not the whole year, but only during the specific period (season), not exceeding six months. Whilst concluding labour relations between an employer and an employee as part time or seasonal activity, such type of relations must be specified in the Contract.

Payment equality plays the important role in ensuring the equal rights and opportunities for men and women. The right for an equal remuneration is stipulated in Article 42 of the Constitution of the Republic of Belarus (2000), as well as to be provided by Labour Code of Belarus (1999) and the number of legal acts. However, in practice there are some departures. Salary in the agricultural sector is 62.6% of the average level in Belarus. The average salary of women in the agricultural sector is 98.4% of the average men’s salary. There has been a tendency to reduce the gender difference in this aspect of men’s and women’s labour (Table 4).

**Table 4. Nominal gross average monthly wages and salaries by in agriculture by sex, thous. Rubles**

<About the statement of regulations about the order and conditions of the conclusion of contracts of employers with workers») relating to execution of the Decree of the President of the Republic of Belarus № 29 dated 26 July 1999 «On additional measurements to improve labour relations, strengthening of working discipline», an employer has a right to employ staff on the basis of Contract. A contract in this meaning is a labour agreement to be concluded in written form for the period specified thereto. The Contract contains some differences compared to general provisions of labour legislation and provides an aforesaid minimal compensation for deterioration of an employee’s legal status. The parties can foresee to the Contract additional labour and social preferences and guarantees compared with the legislation, as well as additional conditions which are not to prejudice an employee’s status.

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The need for measures to maintain gender equality

The policy for equality of rights and equal opportunities for women and men means equal participation of women and men in taking decisions at all levels. Women’s participation in taking decisions is the most complex aspect of gender equality. Practically, however, there is a so called “glass ceiling” which is an obstacle for a woman on her way to managing and leading positions and acts as an additional factor for gender inequality in the social and economic spheres. There only 12.100 women business managers in agricultural enterprises in Belarus compared to 16.100 men.

The continuously growing women’s educational level gives the possibility of taking an important place in the labour market. It is intended that advantage in education will allow women to compete equally with men in the labour market. It is supposed that all vacancies in the economy are gender-neutral, that is any workplace can occupy either a woman or a man. There are no restrictions for women in receiving of education in a particular profession either. However, women who bring up young children, the graduates of educational institutions who are not having practical experience, women of pensionable age, women invalids, and also women having professions where advantage is given to men have difficult positions in the labour market.

Thus, at present, women with higher educational levels are employed in lower paid positions, which require executive skills. The workers and clerks ratio among women in agriculture is 3:1. Women realize their professional potential in the sphere of unqualified, less prestigious and low paid labour. This is due to the fact that women combine professional and family roles, which leads to weakness of possibilities to execute more difficult, responsible and well paid work.

Discrimination in labour relations is a basis of a gender inequality in a society. Employers frequently refuse employment to women with children (or even in their absence, assuming that they will appear in the future). Frequently they want to see in a permanent workplace only a man.

In rural territories the social infrastructure does not allow the combination of industrial and family-household duties of women. Therefore, in agriculture most women work part-time. Women are in the majority among temporary workers because of their weaker position in the labour market.

Female labour is less competitive in comparison with a man’s labour because employers consider them as the potential recipient of social privileges and payments. For these reasons employers frequently force woman to carry out the same amount of work whilst holding a lower position and (or) receiving lower wages.

Social protection of women

In Belarus the most important attention is given to questions of the monetary support to families. The State guarantees the following payments to women working in agriculture:

- Pensions, grants (on time invalidity, on pregnancy, on a birth of the child and on care of the child, on children of needy families) - from the Fund of social protection of the population of the Ministry of Labour and Social Protection of Belarus;
- Unemployment benefits, monetary support on resettlement, giving of grants or loans to the unemployed on opening of their own business - from the State fund of assistance of employment of the population.

There is also support in the monetary and natural form, tax, housing, and medical and other privileges to parents and children. There is monetary support for families with children according to the Law of the Republic of Belarus\(^2\). There is social support for needy families and lone persons also.

Decrees of the President of the Republic of Belarus and Decisions of the Council of Ministers regulate the right of large families requiring improvement of living conditions, on extraordinary inclusion in lists for reception of soft loans on construction (reconstruction) or purchase of premises, and also the financial support in their repayment.

The problem of improvement of the position of women in the sphere of employment and kinds of activity bringing in income takes an important place in programmes of maintenance of equal opportunities. The Labour Code of Belarus (1999) regarding regulation of labour relations of family workers demands observance and the recognition of the public importance of reproductive function of women, and necessity of alignment of opportunities working on the gender and the marital status\(^3\). Thus it contains guarantees for pregnant women and women with children connected

\(^2\) Marriage and Family Code of Belarus as of 9 July 1999 № 278-Z. Available at http://www.tamy.info/kodeks/kobs.html
to their employment and dismissal, and improvement of working conditions. An incomplete working day or incomplete working week can be worked at the request of a pregnant woman, a woman with a child under the age of fourteen years or caring for a sick member of the family according to the medical diagnosis is established as agreed with the employer.

The Labour Code of Belarus (1999) contains features of regulation of work of women and workers having family duties:

- Application of women to heavy work and on work with harmful working conditions, and also on underground work is forbidden. The Government of Belarus defines the list of heavy work and work with harmful working conditions where work of women is forbidden
- Application of women is forbidden on work connected to lifting and moving of weights manually which exceed the limit rates established for them
- Attraction to work at night, to overtime work, work on state holidays and holidays, on days off and a direction in official journey of pregnant women and women having children under the age of three years is forbidden also
- Attraction of women having children between the ages of three and fourteen years (for disabled children – till eighteen years), to night, to overtime work, work on state holidays and holidays, to work on the days off and a direction in official journey is carried out only with their consent
- Pregnant women according to the medical diagnosis have low performance standards and norms of service. They are transferred to other work, adverse production factors easier and excluding influence. Average earnings from the former work are kept
- Mothers who bring up a disabled child - under the age of eighteen years have one day off from work every month with payment at a rate of average day time earnings due to means of the state social insurance. They have one day off in a week with payment at a rate of average day time earnings on the conditions determined by the Government of Belarus also
- Mothers who bring up two or more children under the age of sixteen years have one day off each month with payment in size and on the conditions stipulated in the collective agreement
- Mothers who bring up three or more children under the age of sixteen years and lone mothers, bringing up two and more children under the age of sixteen years have one day off in a week with payment at a rate of average day time earnings on the conditions determined by the Government of Belarus
- Women who have adopted a child under the age of about three months have holiday of 70 calendar days with payment for this period of the grant on the state social insurance. They have holiday for care of the child also
- Women who have children under the age of one and a half years and more than one have additional breaks for feeding the child also. These breaks will consist not less than 30 minutes in each three hours
- Women who have two and more children under the age of one and a half years have additional breaks for feeding the child of not less than one hour. Breaks for feeding the child are included in working hours and paid at average earnings

It is forbidden to refuse pregnant women or women who have children under the age of three years or a disabled child, or lone mothers who have a child under the age of fourteen years, a labour contract and to reduce their wages. The employer is to inform of the motives to refuse to conclude the Working contract in writing. Refusal in the conclusion of the labour contract is considered in court. The Working contract with pregnant women, women who have children under the age of three years, and lone mothers who have children between the ages of three and fourteen years (disabled children – till eighteen years) is not terminated. Liquidation of the organization, the termination of activity of the individual businessman and other bases of the Labour Code of Belarus (1999) are to be an exception.

The State pays big attention to the development of the reproductive health protection system. It pays the big attention to formation multi-level systems of rendering medical aid to pregnant women to reduce parent and infantile death rate also. Pregnant women can receive permits for a sanatorium and a rest house free-of-charge or on favourable terms, and also monetary support from an employer. There are children's day nursery and gardens, rooms for breast feeding children and personal hygiene of women in the organizations where women work more. There are also workplaces and kinds of works (including in-home) on which pregnant women work mainly.

Social services include social and economic, psychology-pedagogical, social-legal and other services for the population. There are various kinds and forms of social support (psychological, pedagogical and legal), consultation on questions of realization of legislative privileges, indemnifications and other payments for families.

Discussion

There is a discrepancy in the supply and demand of labour in the labour market in rural territories of Belarus in vocational and in gender measurement. Discrepancy of structure of vacancies with vocational structure of the unemployed has for women more expressed negative consequences than for men. There is a greater demand by employers for application of a man's labour. Jobless men find new work faster than do women and, as we have seen, the rate of unemployment is higher amongst women.
Although gender disaggregated statistics provide a lot of information about women in agriculture in Belarus, there are still missing data sets. The official statistics have no data on the annual labour contribution in days of men and women working in agriculture. There are data on the number of man-hours actually worked, including overtime and fulfilled in the state holidays, celebratory (non-working) and target (under the schedule) days and the number of fulfilled man-days – man-days of workers actually working in the organization, including working an incomplete working day or incomplete working week, the man-days fulfilled by way of overtime work on state holidays, celebratory (non-working) and the days off over the monthly norm. These parameters are calculated on the average of one worker on the average for a year on branch, without division into men and women.

The official statistics show that in agriculture in 2007 one worker worked an average 2156 hours, compared to 1820 hours in industry and 1904 hours in the economy as a whole (Statistical Yearbook, 2008). There are no data about working conditions and the number of persons using indemnifications for work in harmful and dangerous working conditions in agriculture. Such data are only in the industry, construction, transport and communication by results of inspection which is carried out once in five years.

There are gender stereotypes in society in Belarus; in accordance with them there are traditionally men’s and women’s professions, positions and spheres of activity. These have lead to maintenance of the disproportion of men’s and women’s employment and determine the gender misbalance to the branch’s cadre. There is no legislative practice of punishments for discrimination on the basis of sex in Belarus. In practice it is difficult to prove the facts of discrimination. It demands development of lawful tools of proofs of such facts.

Programming documents in the Republic of Belarus seek to improve the position of women in agriculture in a number of ways:

The low rate of unemployment in 2007 (1% of economically active population) is caused by some increase in the labour demand and also specific measures in the field of regulation of employment in Belarus. These measures of regulation of employment include: acts about prevention of mass staff reductions, priorities of a state policy of employment (restraint of mass unemployment of an open kind), collective-contractual agreements within the framework of social partnership’s institute. However, according to experts’ opinions, the level of unregistered unemployment can be much higher.

Programmes of employment of the population have been developed in Belarus for maintenance of employment and social protection from unemployment annually. The programme includes measures on maintenance of the employment of the population in the rural territories: creation of new workplaces, the organization of training and improvement of professional skills of the unemployed, resettlement of the unemployed in labour resource deficit regions of Belarus, assistance for employment and self-employment of the agricultural population, the organization of time employment as paid public works, maintenance of social support of the unemployed rural population, the organization of information for the agricultural population about conditions of the labour market and about the state guarantees of maintenance employment, the organization in separate settlements of reception of citizens having difficulties in reception of services on assistance in employment because of territorial remoteness and insufficient transport availability.

The programme separately allocates measures on improvement of position of women in the labour market also. They consist of the following: the organization and carrying out of the specialized fairs of job vacancies with primary use of female work, the organization of vocational training of women by the trades demanded by the labour market, carrying out of monitoring of the vacancies given about presence with a flexible operating mode for employment of women which have juvenile children (employment under urgent Working contracts, overtime works, manoeuvring by labour on the basis of professional mobility and overlapping of trades, moving of workers from one workplace to another, modes of part-time employment of workers), expansion of the sphere of home-based work.

In conclusion, the necessary conditions for the professional and labour activity of women, receipt of real opportunities by them for employment, the organization of individual enterprise activity, increase of their competitiveness and mobility in the labour market will be created as a result of realization of these actions. These measures will therefore lower female unemployment, will involve long-term unemployed women in work, will lower the duration of unemployment and will improve this situation in the labour market finally. The Employment Service together with bodies of the Office of Public Prosecutor, inspections on work constantly carries out monitoring of the observance of the legislation on work and employment of women.

Conclusions

- Sexual and age distinctions, the social and professional status, distinctions in positions of competitiveness on a labour market, in opportunities of access to imperious, financial, educational and information resources are factors and the contents of a gender inequality in a society. Participation in family and in work, low competitiveness on a labour market do not allow women to participate in social and economic transformations to the full;
- Gender discrimination at employment and dismissal, promotion on career which exist irrespective of patterns of ownership, cause position of women on a la-
bour market. The working labour legislation does not promote increase of competitiveness of women on a labour market because privileges make a female labour unprofitable for the employer. Legislative guarantees and privileges are realized in practice not to the full. It does not promote overcoming of traditional division of social roles of men and women;

- The rate of unemployment is the important parameter of absence of opportunities of employment on a labour market. This phenomenon on scales equally mentions also men and women. The level of the female registered unemployment exceeds a level of male’s unemployment. Women have more long period of search of work in comparison with men. Development of complete system of measures in the field of a social and economic policy and in legal sphere for overcoming these negative moments is necessary;

- The State carries out a main role in achievement of gender equality in sphere of work. It promotes formation of more open competitive environment, provides for a female part of a labour of training’s opportunities, equal access to financial services, creation of maximum safety working conditions, restriction of discrimination in a payment. Economic growth demands liquidation of the differentiated approach in social-labour sphere. Promotion and popularization of image of economically active woman is the factor of change of the attitude to working women on the part of employers, stimulations and supports at women of aspiration to the independent decision of economic problems.

References