



Ministry of
Agrarian Policy and
Food of Ukraine

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ORGANIC
INITIATIVE

GENDER STUDY OF THE ORGANIC SECTOR IN UKRAINE



KYIV, 2024

METHODOLOGY

2 METHODS:

Quantitative survey
In-depth interviews

16 IN-DEPTH INTERVIEWS

to reveal and clarify the data obtained during the quantitative analysis.

NUMBER OF RESPONDENTS:

219 organic market operators, which is 47% of the total number of operators on the market.

DATES:

the surveys were conducted in December 2023 - January 2024.

QUANTITATIVE SURVEY METHODS:

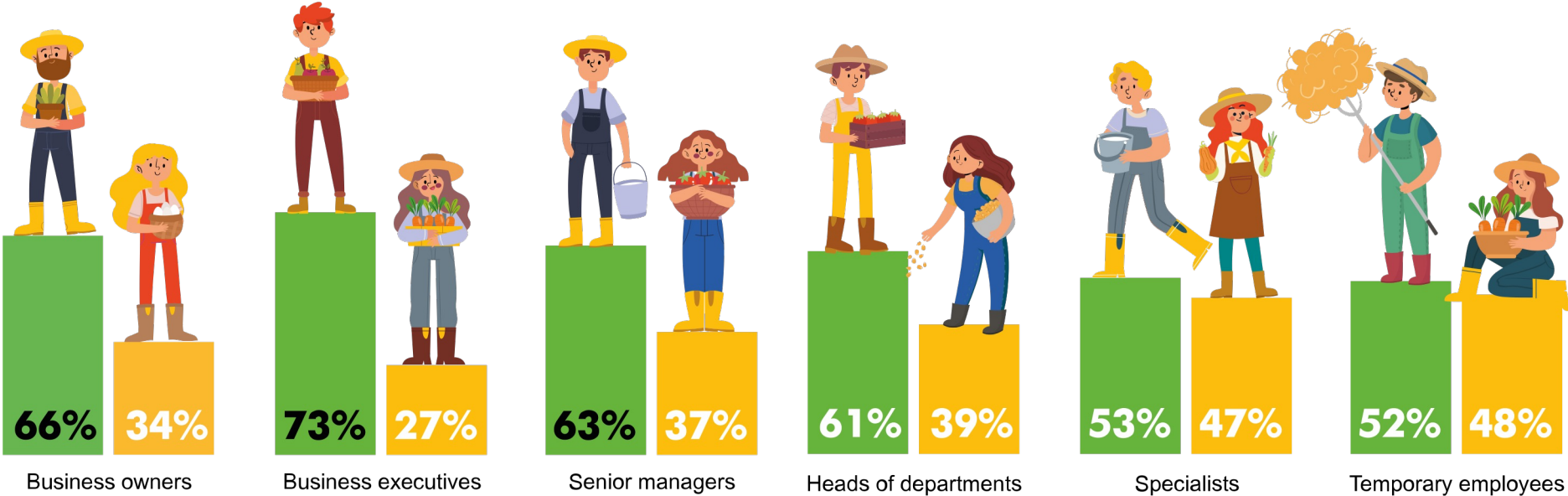
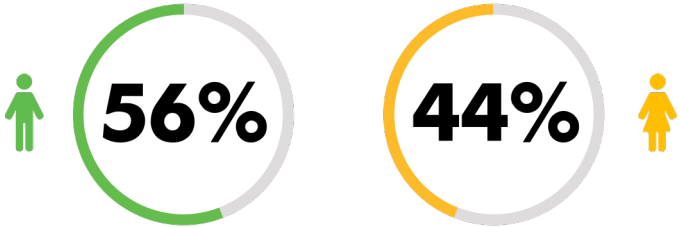
electronic questionnaire, telephone survey

GEOGRAPHICAL DISTRIBUTION OF RESPONDENTS:

All regions of Ukraine

GENDER BALANCE

THE OVERALL RATIO OF MEN TO WOMEN AT THE SURVEYED ENTERPRISES IS



STEREOTYPING OF PROFESSIONS

There is a stereotyping of professions and a division of roles into male and female in the sector. This situation is characteristic of the sector as a whole, and equally for men and women.

| | Male respondents (N=140) | Female respondents (N=70) |
|---|-----------------------------|------------------------------|
| Think that there are positions or areas of responsibility in the enterprise where men perform better than women | 71% | 70% |
| Think that there are positions or areas of responsibility in the enterprise where women perform better than men | 71% | 73% |

STEREOTYPING OF PROFESSIONS AND GENDER DISTRIBUTION OF RESPONSIBILITIES

- 1

Stereotypes clearly distinguish between men and women in companies:

most women's positions are in the office,

most men's positions are in production, in particular, “in the field”.
- 2

Men lead in the key departments of companies, including production, agronomy and technical, mechanical, commercial, and logistics.

Women have roles in such departments as financial (chief accountant is the most common managerial position in organic companies that can be held by a woman), commercial, quality, human resources, and laboratory management.
- 3

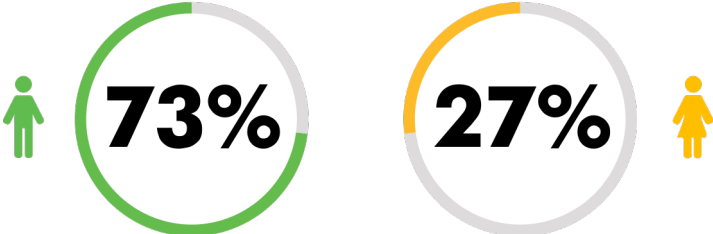
Stereotypes are also manifested in the **description of the differences between men and women and their abilities** to perform different types of work.

A significant number of interviewed experts of both genders describe women as weaker, less capable of hard overtime work, of bearing the responsibility of a chief executive, and of hard intensive work "in the field» etc.

GENDER DISBALANCE: MALE AND FEMALE TOP MANAGERS

MEN AND WOMEN IN SENIOR POSITIONS:

RATIO OF MEN TO WOMEN IN
TOP MANAGEMENT POSITIONS:



Only **19%** of companies name such top positions as director, general director, CEO, deputy director, etc. as positions for women.

Representatives of **48%** of companies consider these positions to be male.

GENDER DISTRIBUTION OF LABOUR REMUNERATION IN THE ORGANIC SECTOR OF UKRAINE

- **Gender pay inequality exists because of the distribution of positions in companies.**
- Women generally hold less important positions in companies, mostly administrative positions that are not related to management or profit generation, and therefore are not highly paid.
- **Although, in general, men and women receive almost the same salaries, bonuses, social and other benefits for the same position and, in principle, there are no different job descriptions for employees of different genders in the sector, the result is still inequality in pay.**
- Overall, men have higher income than women in the organic sector.

Challenges related to wartime

HOW HAS RUSSIA'S FULL-SCALE INVASION OF UKRAINE AFFECTED THE DISTRIBUTION AND ROLES OF MEN AND WOMEN IN THE ENTERPRISE?

| | Company owner – woman (N=75) | Company owner – man (N=125) |
|---|------------------------------|-----------------------------|
| Shortage of male labour force | 72% | 80% |
| Shortage of technical specialists | 63% | 63% |
| Remuneration for men and women in the same positions has become less different or equal | 50% | 52% |
| Women began to perform parts of the work/tasks that were previously purely «male» | 37% | 32% |
| Shortage of female labour force due to women leaving the settlement or country | 29% | 33% |
| Women are more likely to hold senior positions | 38% | 19% |
| The level of pay for men has increased significantly | 28% | 16% |
| A woman heads an enterprise instead of a man | 15% | 8% |

THE KEY MESSAGES WE WOULD LIKE TO CONCLUDE WITH:

Positive examples of women working in "men's jobs" are becoming more and more common; myths are being destroyed, and successful examples are being created that should be supported and disseminated.

In order to increase the share of qualified female professionals in previously traditionally "male" specialities, such specialities and faculties of universities and colleges should be promoted among the parents of girls and the girls themselves – future agricultural professionals.

In order to stimulate positive trends in the industry, it is necessary to promote the formation of an infrastructure in the organic sector to unite, share experiences, mutually assist and support women — potential managers and entrepreneurs.

THANK YOU FOR ATTENTION!



**ORGANIC
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