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GENDER STEREOTYPES IN THE LABOR MARKET

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Abstract. This paper analyzes gender stereotypes in the labor market and identifies their causes. The regulatory acts that counter gender and other types of discrimination in the labor market and in wages are written. To describe the current situation on the labor market of Yekaterinburg city, the author collected data and analyzed them. It was revealed that gender and age are indicated in job advertisements and in resume forms for candidates; Inconsistency of salary intervals revealed by applicants in the male and female sections is revealed. The correlation of male and female resumes is analyzed in such professional areas as accounting, law, information technology, medicine, construction and real estate, transport and logistics, science and education, as well as the level of requested wages. Occupational segregation and wage discrimination have been identified. The correlation of the male and female resumes in the “Top Management” professional field and their salary expectations are analyzed; conclusions are made about the situation on the labor market in Yekaterinburg. The main gender stereotypes identification made it possible to formulate the reason for their presence - the legislation imperfection to combat labor discrimination. The existing legal acts shortcomings description allowed the author to identify possible solutions to the problem of discrimination and the gender stereotypes elimination.

Keywords: gender discrimination; gender stereotypes; occupational segregation; wage discrimination; labor market.

JEL codes: J 16; J 20.

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