

Gender Inequality Issues in the Workplace: Case Study of Armenia

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Abstract

This paper summarizes the arguments and counterarguments within the scientific discussion on the issue of gender inequality. The main purpose of the research is to find out gender discrimination issues that occur in workplaces in Armenia and suggest some steps for regulating them. Systematization of literary sources and approaches for solving the problem of gender inequality indicates that there are really problems concerning the selection, pay, promotion, evaluation, and other processes in workplaces depending on the gender of an employee. The relevance of the decision of this scientific problem is that female workers face discrimination more than male. Investigation of the topic proves that even in leadership positions men are promoted more than women. Analysis in the paper is carried out in the following logical sequence: the statistical data available are analyzed, and then a survey is done, which reveals some issues of gender inequality in Armenia. Methodological tools of the research methods were analysis and synthesis of the available data, survey, and statistical methods: cross-tabulation with Pearson Chi-square testing, which proves that there are significant relationships between some factors.

The object of the research is the gender inequality issues in Armenia. The paper presents the results of an empirical analysis, which shows that in Armenia women face discrimination in family and workplace, have less opportunities of career promotion, face issues connected with work restrictions, bad attitude, dress code, etc. The research empirically confirms and theoretically proves that the main steps for regulating the issues must be: raising the level of awareness of the people about the subject, making gender equality a component of the educational system, improving public policy, taking more coordinated efforts by non-governmental organizations, etc. The results of the research can be useful for state bodies, labor market, organizations, educational institutions, NGO's, researchers, etc.

Keywords: gender, inequality, discrimination, Chi-square testing, survey, index.

JEL Classification: D63, I2, J16.

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Introduction

Gender inequality issues really matter in workplaces. Women and men should have equal rights and working conditions, however, it is not always so. Many organizations give less salary to women; women have fewer opportunities to have a career promotion, etc. Gender barriers are in all aspects of life: school, university, workplace, family, etc. This article aims at revealing the gender inequality issues in Armenia, exploring the main reasons and finding some solutions. The article analyzes current data available from the Statistical Committee of the RA, discusses the data of Armenia in Gender Gap report, besides a survey among 200 participants reveals their experiences and faced problems. It states that many people had problems connected with low wages, career promotion, dress code, etc., only because they are female. Also, the statistics shows that there are differences in the labor market between some spheres and also wage rates. In some sectors of the economy women workers are more, and in some sectors male workers exceed. Besides, in all areas, women are paid less than men are. Another problem is that women employers are less than men. The Gender Gap report states issues connected with health and survival index, political empowerment index, the participation of labor force sub-index.

Literature Review

Gender issues may occur in HR policies, payment, promotion, etc. Here we will briefly introduce some results of different studies stating gender discrimination practices.

Gender discrimination in decision-making practices relating HR issues arises from gender inequalities in broader organizational structures and practices, such as: HR policies, strategy, structure, leadership, organizational climate, and culture. Besides, the levels of sexism of decision makers' in organizations may affect their probability of making gender-biased decisions about HR practices (Stamarski, Hing, 2015). Institutional discrimination against women may occur in each phase of HR policy from the recruitment and selection of an individual, through his/her role assignments, training, pay, performance evaluations, promotion, and termination (Hough et al., 2001). Studies show that women face personal discrimination during the selection process (e.g., Goldberg, 1968; Rosen and Jerdee, 1974). Agentic women, who behave in an assertive, task-oriented fashion, are less likable and less hireable than comparable agentic male applicants are (Heilman and Okimoto, 2007; Rudman and Phelan, 2008; Rudman et al., 2012). Besides, there is discrimination against pregnant women when they apply for jobs (Hebl et al., 2007; Morgan et al., 2013). Further, mother women are recommended for promotion less than women who are not mothers or men with or without children (Heilman and Okimoto, 2008).

According to research by Dodd-McCue and Wright (1996), once women have children, they cannot be committed to both work and family. However, they demonstrate that it is work experiences, not gender or family roles that predict commitment to work (Dodd-McCue and Wright, 1996). For men, full-time work schedules and family are seen as compatible devotions while the same combination for women are viewed as competing for devotions (Epstein, 2004). Women and especially mothers are potentially held to stricter standards in the workplace compared to men (Correll et al., 2007; Fuegen et al., 2004).

Women receive fewer opportunities at work, compared with men, resulting in their under-representation at higher levels of management and leadership within organizations (Martell et al., 1996; Eagly and Carli, 2007). Managers give women fewer challenging roles and fewer training opportunities, compared with men (King et al., 2012). Men are more likely to be given key leadership assignments (e.g., Maume, 1999; De Pater et al., 2010). Men are also more likely than women to be viewed as effective leaders when occupying roles that are defined in masculine terms, such as in the military (Eagly, Karau, and Makhijani, 1995; Paustian-Underdahl, Walker, and Woehr, 2014) or in corporate leadership positions (Lyness and Heilman, 2006).

Women are slightly more likely than men to be seen as effective leaders in female-dominated industries like education and social work (Eagly et al., 1995; Paustian-Underdahl et al., 2014).

Managers rate women as having less promotion potential than men (Roth et al., 2012). Given the same level of qualifications, managers are less likely to grant promotions to women, compared with men (Lazear and Rosen, 1990). Thus, men have a faster ascent in organizational hierarchies than women (Cox and Harquail, 1991; Stroh et al., 1992; Blau and DeVaro, 2007).

Another research showed that men and women produced gaps in gender payment in their ratings of fairness (Auspurg, Hinz, and Sauer, 2017).

Cohen and Huffman (2007) in their study suggest that the presence of high-status female managers has a much larger impact on gender wage inequality. The promotion of women into management positions may benefit all women, but only if female managers reach relatively high-status positions.

The study of Plickert and Sterling (2017) shows that work schedules significantly vary by gender, parental role, and experience of workplace discrimination. Although all parents experience types of discrimination, there are still major differences in work schedules between mothers and fathers.

Gender standards of leaders restrict women's access to higher positions and the effect of gender increases when there are marital relationships (Yang, Aldrich, 2014).

Discussion

There are many differences in the types of inequality that face women in different parts of the world - from cultural representation to domestic burdens and child marriage (Whiting K., 2019, an article from www.weforum.org, cited in the references):

1. Women are 47% more likely to suffer severe injuries in car crashes because safety features are designed for men.

2. 33,000 girls become child brides every day. Globally, 12 million girls each year get married before the age of 18 – roughly 33,000 every day, or one every two seconds. There are some 650 million women alive today who child brides were. The reasons behind it vary between communities, but it's often because girls are not valued as highly as boys and marrying them off at a young age transfers the 'economic burden' to another family.
3. Women in rural parts of Africa spend 40 billion hours a year collecting water.
4. It will take 108 years to close the gender gap.
5. Only 6 countries give women equal legal work rights as men. The World Bank's recent "Women, Business and the Law" report measured gender discrimination in 187 countries. It found that only Belgium, Denmark, France, Latvia, Luxembourg and Sweden scored full marks on eight indicators – from receiving a pension to freedom of movement – influencing economic decisions women make during their careers. A typical economy only gives women three-quarters the rights of men in the measured areas.
6. 22% of Artificial Intelligence professionals are women – and it could be down to lack of confidence. A 2015 PISA report found even high-achieving girls underachieved when they were asked to 'think like scientists'. Girls were less confident at solving science and maths problems and reported higher levels of anxiety towards maths. In a study of students at Cornell University in 2003, psychologists found that women rated their scientific abilities lower than men, even though they performed roughly the same in a quiz.
7. For every female film character, there are 2.24 men. The Geena Davis Institute analyzed 120 theatrical releases between 2010 and 2013 in 10 countries – and found that of the 5,799 speaking or named characters, less than a third (30.9%) were female and more than a third (69.1%) were male (Whiting K., 2019, an article from www.weforum.org, cited in the references).

The Global Gender Gap Index was introduced by the World Economic Forum in 2006 for capturing the magnitude of gender-based disparities and tracking their progress over time. This year the report benchmarks 149 countries on their progress towards gender parity on a scale from 0 (disparity) to 1 (parity) across four thematic dimensions – the sub-indexes "Economic Participation and Opportunity", "Educational Attainment", "Health and Survival", and "Political Empowerment" (The Global Gender Gap Report, 2018, http://www3.weforum.org/docs/WEF_GGGR_2018.pdf). It's going to take 108 years to close the Global Gender Gap, which is now 68% (Western Europe-76%, North America-73%, Eastern Europe and Central Asia-71%, Latin America and the Caribbean-71%, East Asia and the Pacific-68%, Sub-Saharan Africa-66%, South Asia-66%, Middle East and North Africa-60%).

Iceland is in the index's top, then come Norway, Sweden, Finland. Iraq, Pakistan, and Yemen are at the end of the index (The Global Gender Gap Report, 2018).

Table 1. Global Gender Gap Index of Some Countries, 2018

Country	Global Index		Economic Participation and Opportunity		Educational Attainment		Health and Survival		Political Empowerment	
	Rank	Score (0–1)	Rank	Score (0–1)	Rank	Score (0–1)	Rank	Score (0–1)	Rank	Score (0–1)
Iceland	1	0.858	16	0.793	39	0.999	121	0.968	1	0.674
Norway	2	0.835	11	0.806	41	0.999	95	0.972	3	0.563
Sweden	3	0.822	9	0.808	52	0.998	115	0.969	7	0.512
Finland	4	0.821	17	0.786	1	1.000	60	0.977	6	0.519
Nicaragua	5	0.809	69	0.679	36	1.000	1	0.980	2	0.576
Rwanda	6	0.804	30	0.743	109	0.961	90	0.973	4	0.539
New Zealand	7	0.801	23	0.761	1	1.000	107	0.970	9	0.472
Philippines	8	0.799	14	0.801	1	1.000	42	0.979	13	0.416
Ireland	9	0.796	43	0.725	57	0.996	111	0.970	8	0.493
Namibia	10	0.789	12	0.804	42	0.999	1	0.980	20	0.375
Azerbaijan	97	0.680	47	0.716	33	1.000	146	0.941	137	0.063
Armenia	98	0.678	73	0.675	35	1.000	148	0.939	115	0.099
Georgia	99	0.677	85	0.654	60	0.996	123	0.967	119	0.093
Turkey	130	0.628	131	0.466	106	0.968	67	0.976	113	0.101
Iran, Islamic Rep.	142	0.589	143	0.376	103	0.969	127	0.966	141	0.046
Iraq	147	0.551	149	0.264	136	0.829	76	0.975	90	0.135
Pakistan	148	0.550	146	0.318	139	0.810	145	0.946	97	0.127
Yemen	149	0.499	147	0.299	146	0.718	126	0.966	149	0.014

Source: The Global Gender Gap Report 2018, World Economic Forum, Geneva, pp. 3-73, URL: http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

Azerbaijan (97) and Armenia (98) see improvements in closing their education gender gap, despite remaining among the worst-performing countries globally on the Health and Survival sub-index. In particular, they record some of the lowest female-to-male sex ratios at birth in the world, just above China's. They are followed closely by Georgia (99) – which also improves on Educational Attainment yet reverses previous gains in wage equality and women's share of senior leadership positions (The Global Gender Gap Report, 2018).

Table 2. Global Gender Gap Index of Armenia, 2018

	Rank	Score	Average	Female	Male	f/m
Economic participation and opportunity	73	0.675	0.586	-	-	-
Labor force participation	84	0.762	0.669	5707	75.7	0.76
Wage equality for similar work (survey)	38	0.709	0.645	-	-	0.71
Estimated earned income (PPP, US\$)	99	0.545	0.510	6.926	12.714	0.54
Legislators, senior officials and managers	86	0.419	0.329	29.5	70.5	0.42
Professional and technical workers	1	1.000	0.753	61.6	38.4	1.60
Educational attainment	35	1.000	0.949	-	-	-
Literacy rate	49	0.999	0.882	99.7	99.8	1.00
Enrolment in primary education	69	0.999	0.978	92.0	92.1	1.00
Enrolment in secondary education	1	1.000	0.967	88.1	87.5	1.01
Enrolment in tertiary education	1	1.000	0.939	58.7	46.1	1.27
Health and survival	148	0.939	0.955	-	-	-
Sex ratio at birth	148	0.886	0.921	-	-	0.89
Healthy life expectancy	1	1.060	1.034	68.7	63.6	1.08
Political empowerment	115	0.099	0.223	-	-	-
Women in parliament	96	0.221	0.284	18.1	81.9	0.22
Women in ministerial positions	109	0.125	0.208	11.1	88.9	0.12
Years with female head of state (last 50)	71	0.000	0.189	0.0	50.0	0.00

Source: The Global Gender Gap Report 2018, World Economic Forum, Geneva, pp. 3-73, URL: http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

So, we have problems with health and survival index, political empowerment index, Labor force participation, Estimated earned income (PPP, US\$), Legislators, senior officials and managers sub-indexes.

Now we will discuss the statistical data available in Armenia about the above-mentioned issues.

According to Table 3, in each and every area of occupation women are paid less than men, and there is no other sector that women are paid more. Analyzing the data, we can conclude that average differences between the earnings of men and women are nearly 32.5% and the biggest differences are in the sector of finance and insurance – 39.8%. As you can see, the highest payment rent is in the areas where the difference between men' and women' salaries is the biggest.

The situation is more or less better in the sectors of electricity, gas, steam and air conditioning supply, the difference is not much, only 3.6%, on the second place comes sector of water supply with the difference of 9.9%. In other areas, the difference becomes even drier (Women and Men in Armenia 2018 Statistic Booklet, The Statistical Committee of the Republic of Armenia 2018: 87).

Table 3. Average Monthly Nominal Wages/Salaries by Types of Economic Activity, 2017

	Women (AMD)	Men (AMD)	W/M %
Total	143 016	211 720	67.5
Agriculture, forestry and fishing	101 838	128 614	79.2
Mining and quarrying	295 257	429 210	68.8
Manufacturing	124 461	183 155	68.0
Electricity, gas, steam and air conditioning supply	261 504	271 149	96.4
Water supply; sewerage, waste management, and remediation activities	152 157	168 823	90.1
Construction	154 617	176 771	87.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	114 891	147 981	77.6
Transportation and storage	132 829	162 049	82.0
Accommodation and food service activities	104 126	124 991	83.3
Information and communication	305 397	441 329	69.2
Financial and insurance activities	321 343	533 885	60.2
Real estate activities	119 209	155 490	82.5
Professional, scientific and technical activities	158 591	213 964	74.1
Administrative and support service activities	123 982	158 727	78.1
Public, administrative and defense; compulsory social security	200 412	233 065	86.0
Education	114 253	142 526	80.2
Human health and social work activities	131 408	190 164	69.1
Arts, entertainment and recreation	107 301	119 852	89.5
Other service activities	112 525	132 315	85.0

Source: Women and Men in Armenia 2018 Statistic Booklet, The Statistical Committee of the Republic of Armenia 2018: 87

Now, let us look at the salaries of men and women by institutional sectors. As we can notice, women are more exploited in the public sector rather than in the non-public sector. In the public sector, men are paid 32.9% more than women are. In the non-public sector, the difference is 28.6%. And all this disparity is displayed in everyday life, whereas the state has an obligation to pursue a policy that protects the rights of women and gender equality. Additionally, we have to point out that even the main law, that is the Constitution of Armenia, in its article 86 states that one of the main objectives of state policy in the economic, social and cultural spheres shall be promoting actual equality between women and men. However, equal payment for the equal job is still an issue and the payment gap between men and women is still an everyday occurrence. Moreover, this disparity is more obvious in the public sector.

Table 4. Average Monthly Nominal Wages/Salaries by Institutional Sectors of Economy, 2017

	Women (AMD)	Men (AMD)	W/M %
Total	143 016	211 720	67.5
Public	131 885	196 595	67.1
Non-public	157 695	220 937	71.4

Source: Women and Men in Armenia 2018 Statistic Booklet, The Statistical Committee of the Republic of Armenia 2018: 88

The difference of average nominal wages (earnings) of women and men decreased by 8.3 percentage points over the last ten years. In 2017, the women's earnings amounted to 67.5% of men's earnings, so the gender pay gap is amounted 32.5%. Even there is the progress but still the pay gap amount is too enormous, and numbers are not encouraging.

In Armenia the unemployment rate is high, and even though women are paid less than man doing the same job, long-term unemployment rate is especially high among the former, reaching up to 57% of unemployed female population (Women and Men in Armenia 2018 Statistic Booklet, The Statistical Community of the Republic of Armenia 2018: 90).

There are various laws that protect women's rights in gender equality. The National Assembly of the Republic of Armenia has adopted a law in 2013 about "The Insurance of Equal Rights and Equal Opportunities for Women and Men" (The low of the Republic of Armenia "The Insurance of Equal Rights and Equal Opportunities for Women and Men" 2013). In another document "The Electoral Code of the Republic of Armenia", there is a provision article 83 that states that the number of representatives in the National Assembly of the Republic of Armenia each gender should not exceed 70 percent (The low of the Republic of Armenia "The Electoral Code of the Republic of Armenia", 2016), so in 2017 from 105 members only 19 were females. In 2018 from 132 deputies only 32 elected are women.

However, in the executive branch, which is not regulated by any legislative norms there was only one female minister, and there were only 2 female deputy ministers from 57 deputy ministers.

Table 5. Ministries and Deputy Ministers, 2017

	Women (Person)	Men (Person)	Women (%)	Men (%)
Total	3	72	4	96
Ministers	1	17	5.6	94.4
Deputy Ministers	2	55	3.5	96.5

Source: Women and Men in Armenia 2018 Statistic Booklet, The Statistical Committee of the Republic of Armenia 2018: 96-100

It should be noted that there was no other female among the heads of 10 provinces and among the mayors of 49 cities in 2017, however among 502 heads of local communities 8 were female. So, to sum up, we can affirm that women have little involvement in state and local governance.

Table 6. Marz Governor (Marzpet) Head and Council Members of Community, 2017

	Total	Women (Person)	Men (Person)	Women (%)	Men (%)
Marzpet (Head of the province)	10	-	10	-	100
Head of community	502	8	494	1.6	98.4
Of which; Yerevan city	1	-	1	-	100
Council members of community	3 830	401	3429	10.5	89.5
Of which; Yerevan city	65	20	45	30.8	69.2

Source: Women and Men in Armenia 2018 Statistic Booklet, The Statistical Committee of the Republic of Armenia 2018: 96-100

According to Figure 1, there are many women among the middle and low-skilled civil service employment. Among junior posts, 72% are female, among leading posts only 59%, and so higher we ascend – less women there are in power positions, among chief posts 48%, and among highest posts only 15%.

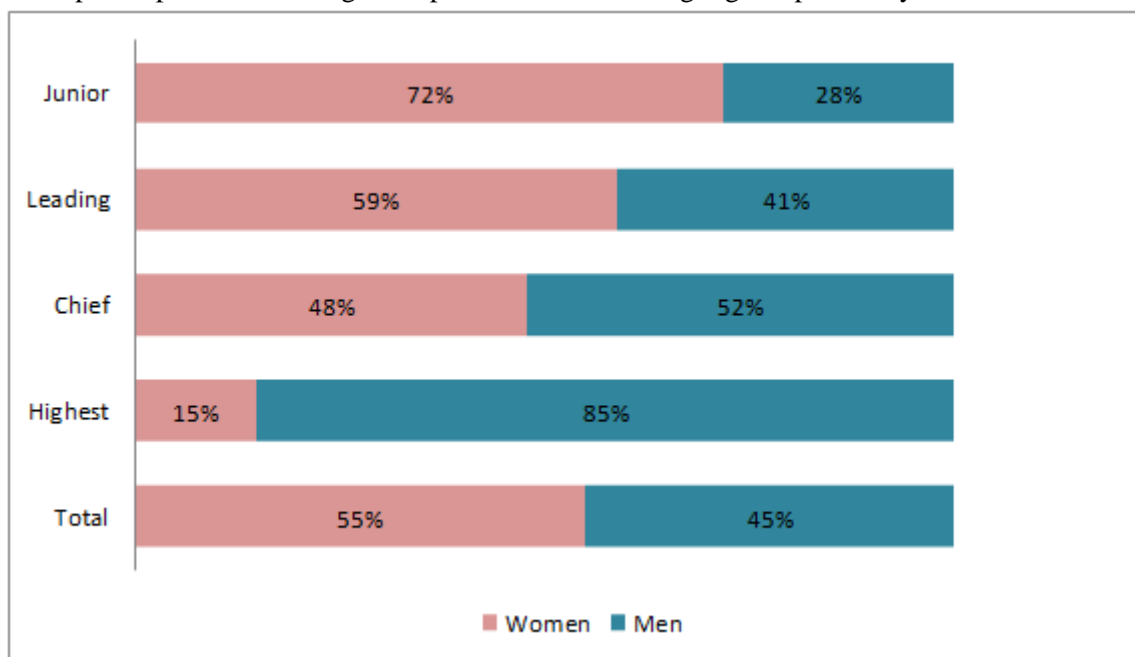


Figure 1. Posts of the Civil Service of RA, 2017

Source: Women and Men in Armenia 2018 Statistic Booklet, The Statistical Committee of the Republic of Armenia 2018: 103

Contrary to this, it should be mentioned that women are more educated.

BA programs have been offered in 61 state and non-state Armenian institutions with their 12 branches during 2017/2018 academic year. In these institutions, during 2017/2018 academic year, 15538 people (women – 49.4%) were admitted, during the same period totally 17787 people graduated and women among them were 61.3%. The total enrollment rate of students in the universities is 56.4% (women – 61.8%, men – 51.5%). It is interesting that there are many men among those who have adopted a free educational system, 60% are male students in bachelor studying system. But at the end of their education, the situation changes and among all the graduates 62.4% are female (Higher Professional Education, Social status of the Republic of Armenia 2017).

In Armenia Master programs have been offered in 20 state higher educational institutions with their 9 branches and 3 scientific organizations during 2017/2018 academic year. This institutions admitted 5881 people (women – 70.6%), and graduated 4376 (women – 58.3%). In the above mentioned institutions female professorial staff makes only 52% (Higher Professional Education, Social status of the Republic of Armenia 2017). Among students who receive post-graduate education, women again are more inclined to apply than men. During 2017, 265 people were accepted as postgraduate students and 57.7% were women. Among the graduates again women are more than men – 51.7% (Postgraduate education, Social status of the Republic of Armenia 2017). As you can see, women study better, make more effort, receive higher qualified education, study more languages, but at the same time something goes wrong and they don't get to have higher positions in their job and don't get the same payment as men.

It also should be noticed that women who have a higher educational level are employed more than women who have elementary, basic or secondary education. Among those women who have tertiary, post graduated and secondary specialized and vocational education employed women in 2016 were 55%, in 2017 were 57.9%, men accordingly were 49.7% and 46.9%.

Table 7. Employed Persons by Educational Attainment 2016/2017

	Total		Men		Women	
	2016	2017	2016	2017	2016	2017
Total	100	100	100	100	100	100
Tertiary, postgraduate	29.1	29.6	28.1	27.6	30.3	31.8
Secondary specialized, vocational	23.1	22.5	21.6	19.3	24.7	26.1
General secondary	42.2	43.6	43.3	47.9	41.0	38.8
General basic, primary and lower	5.6	4.2	7.0	5.1	4.0	3.3

Source: Employment 2016-2017, The Statistical Committee of the Republic of Armenia 2018: 79

Table 8. Employed Persons by Status in Employment 2016/2017

	Total		Men		Women	
	2016	2017	2016	2017	2016	2017
Total	100	100	100	100	100	100
Employee	58.0	59.6	57.1	58.6	59.0	60.8
Employer	1.0	1.2	1.6	1.9	0.4	0.5
Own-account worker	34.9	36.8	37.7	38.2	31.9	35.2
Contributing family workers	6.0	2.4	3.6	1.4	8.7	3.4

Source: Employment 2016-2017, The Statistical Committee of the Republic of Armenia 2018: 85

Among employed people in 2017 employer women were only 0.5%, nearly four times less than men, but women do household, daily chores in total 3.4%, by 58.8 percentage points more than men. Thus, women are more engaged in household chores, they face all their daily needs, they do not have time for self-actualization, they do not have time for their career, promotion, and as a result, they lose a huge potential.

Methodology

The aim of the research is exploring gender inequality issues in Armenia. For that purpose, statistical data were used by the Statistical Committee of the RA, also Gender Gap report was analyzed.

The main findings were based on a sociological survey among the population, the results of which were analyzed by statistical methods. After formulating a database, the key results were obtained by using Crosstabulations with Pearson Chi-square coefficient testing (setting significance level $\alpha = 0.05$). The value of the Chi-Square statistic provides a test of whether or not there is a statistical relationship between the variables in the cross-classification table.

Data Analysis and Findings

For exploring the current situation in workplaces connected with gender equality issues and revealing the opinions and experiences of people, we have conducted a survey among 200 people in Armenia, during March 2019.

The results of the survey are as follows: 89% of the participants were female, 48% were up to 25 years old and 43% – 26-35 years old, 74% had higher education, working in different spheres of the economy.

Table 9. Main characteristics of survey participants

	Quantity	Share in the total, %
Gender		
Female	178	89
Male	22	11
Age		
up to 25 years old	96	48
26-35 years old	86	43
36-50 years old	16	8
51 and older	2	1
Education		
Higher	148	74
Post-graduate	25	12,5
Vocational	19	9,5
Secondary	8	4
Occupation		
Student	10	5
Financial sector	20	10
Health sphere	11	5,5
Trade	15	7,5
Tourism	11	5,5
Culture	7	3,5
Education sphere	39	19,5
Journalism and media	3	1,5
Public sphere	7	3,5
IT	7	3,5
Other	70	35

Source: Own adjustment based on the analysis of the survey

56% of the participants believed in gender equality, 72% was thinking that gender inequality is an issue in Armenia, however, only 25.5% mentioned that there is gender inequality in the place he/she studies or works. 46% has ever faced gender inequality himself/herself.

Table 10. Main perceptions of gender inequality of survey participants

	Quantity	Share in the total, %
Do you believe in gender equality?		
Yes	112	56
No	52	26
It is difficult to answer	31	15,5
Other	5	2,5
Do you think that gender inequality is an issue in Armenia?		
Yes	144	72
No	39	19,5
I do not know	13	6,5
in some cases	4	2
Is there gender inequality in the place you study or work?		
Yes	51	25,5
No	129	64,5
I do not know	17	8,5
Other	3	1,5
Have you ever faced gender inequality yourself?		
Yes	92	46
No	90	45
It is difficult to answer	18	9

Source: Own adjustment based on the analysis of the survey

The most frequent issues of gender inequality that the participants had ever faced were: low opportunity of career promotion (28.5%), dress code (15.5%), bad attitude (12.5%), some work restrictions (11.5%)

Table 11. What gender inequality cases have you faced in your University or workplace?

	Quantity	Share in the total, %
<i>low opportunity of career promotion</i>	57	28.5
<i>dress code</i>	31	15.5
<i>I have not ever faced any case of gender inequality</i>	26	13
<i>bad attitude</i>	25	12.5
<i>some work restrictions</i>	23	11.5
<i>low wages</i>	22	11
<i>have not mentioned anything</i>	9	4.5
<i>sexual harassment</i>	4	2
<i>other (for example, the fact of being married)</i>	3	1.5

Source: Own adjustment based on the analysis of the survey

The participants were subject to gender discrimination by the manager, family member, colleague, lecturer.

Table 12. By whom were you subject to gender discrimination?

	Quantity	Share in the total, %
<i>no one</i>	108	54
<i>manager/director</i>	27	13.5
<i>family member</i>	27	13.5
<i>Colleague</i>	14	7
<i>Lecturer</i>	14	7
<i>Other</i>	8	4
<i>Customer</i>	2	1

Source: Own adjustment based on the analysis of the survey

50% of the participants thought that the educational system changes the attitude towards gender discrimination, and 27.5% thought that it changes very slowly.

Only 27% has mentioned that their gender has disrupted their professional promotion.

73% thought that it is wrong that women are less paid than men for the same work.

Table 13. Some issues of gender inequality by participants

	Quantity	Share in the total, %
Do you think that the educational system changes the attitude towards gender discrimination?		
<i>Yes</i>	100	50
<i>it is difficult to answer</i>	15	7.5
<i>No</i>	24	12
<i>changes, but very slowly</i>	55	27.5
<i>Other</i>	6	3
Has your gender ever disrupted your professional promotion?		
<i>Yes</i>	54	27
<i>it is difficult to answer</i>	20	10
<i>No</i>	126	63
Do you know that only 0.5% of employers in the Armenian labor market are women?		
<i>Yes</i>	30	15
<i>No</i>	56	28
<i>I thought even more</i>	107	53.5
<i>I thought even less</i>	7	3.5
In your opinion, is it right, that women are less paid than men for the same work?		
<i>yes, it is right</i>	10	5
<i>no, it is wrong</i>	146	73
<i>it is right partly, in some cases</i>	39	19.5
<i>Other</i>	5	2.5

Source: Own adjustment based on the analysis of the survey

The main steps mentioned by the participants for regulating the issue of gender inequality were: raising the level of awareness of the people about the subject, making gender equality a component of the educational system, improving the public policy, taking certain actions against employers, etc.

Table 14. How do you think this issue can be regulated?
(the participants could mention more than one option)

	Quantity	Share in the total, %
<i>to improve public policy</i>	63	31.5
<i>certain actions against employers</i>	39	19.5
<i>the result of lobbying by deputies</i>	13	6.5
<i>more coordinated efforts by non-governmental organizations</i>	43	21.5
<i>to make gender equality a component of the educational system</i>	97	48.5
<i>raise the level of awareness of the people about the subject</i>	130	65
<i>Other</i>	6	3

Source: Own adjustment based on the analysis of the survey

It was also interesting to reveal if there is any relationship between some factors. That is why we have done Crosstabulations with Pearson Chi-Square coefficient testing using SPSS software. The significance level is more than 0.005, so we may consider that the relationship exists between the factors.

Table 15. Chi-Square Testing

	Pearson Chi-Square	
	Value	Approx. Sig.
Gender * Have you ever faced gender inequality yourself?	2.082	.556
Do you believe in gender equality? * Have you ever faced gender inequality yourself?	12.859	.913
Do you believe in gender equality? * Has your gender ever disrupted your professional promotion?	22.858	.352
Have you ever faced gender inequality yourself? * Do you think that gender inequality is an issue in Armenia?	42.322	.012
Age * Have you ever faced gender inequality yourself?	6.981	.639
Education level * Have you ever faced gender inequality yourself?	7.436	.592

Source: The analysis in the table was done using SPSS software

Pearson Chi-Square coefficient testing shows that there is a significant relationship between the gender of participants and the fact that they had ever faced gender inequality. In particular, from 178 females 78 faced gender inequality. From 112 participants who believe in gender equality, 48 faced inequality. From 92 participants who had ever faced gender inequality 76 thought that gender inequality is an issue in Armenia. From 92 participants who had ever faced gender inequality, 43 were 26-35 years old and 37 were up to 25 years old. From 148 participants who had higher education, 70 faced gender inequality and 66 not.

Thus, our analysis shows that there is a real problem connected with gender discrimination in workplaces. There may be even people, who do not want to tell if they have ever faced that problem. That is why the awareness of the people must be raised, and they must not be afraid to tell about their bad experiences.

Conclusion

As a result of our analyses, here we can summarize the main issues connected with gender discrimination in the Armenian labor market and mention the main steps for the regulation of the problem.

Females are more involved in educational institutions than males; however, the situation changes in the labor market. The statistics states that there are more male workers than females and their salary is much higher. Besides, our survey reveals, that female workers frequently have some problems in workplaces due to their gender. These problems are various: low opportunities for career promotion, dress code, bad attitude, work restrictions, etc.

In order to solve gender inequality in the workplaces, the most efficient thing to do will be the installment of written policies of gender equality promotions. These policies should ensure that men and women have equal rights and they should be paid equally for the same work. Policies should ensure equality in all levels of HR development: recruitment, hiring, training, career promotion, payment, and rewards. These policies should make it possible to balance personal and professional lives of employees. Moreover, the most important thing is that these policies should include the prohibition of any kind of harassment, especially sexual harassment. And in the end, the policies should have a procedure for reporting gender discrimination cases without consequences or fear. These types of policies are a good step towards solving many problems in workplaces. But the state should adopt a law, which will force organizations to set up such policies, as many organizations will not follow the necessary steps if it is not mandatory.

Thus, as a summary, we may resume the main steps, which are necessary for improving gender inequality issues in Armenia. First of all the awareness of people about the subject should be increased. Gender equality issues must be a component of the educational system, children must learn from school that all people have equal rights. Another issue is the mentality of the population. Many people think that after education girls should marry and have children, as for work, it is for men. That is why employers tend to have male workers. Furthermore, females are not promoted to higher positions and are paid less. And here the educated women had to stay at home and lose their qualifications. Besides, there is a need to improve public policy, take some actions for employers. Likewise, the role of more coordinated efforts by non-governmental organizations is also important, as many women turn to NGO's when they have problems regarding gender discrimination. Men and women have equal rights to study and work, but gender discrimination is a real problem to be solved by the systematic effort of people, communities, NGO's, public and private organizations, states.

So we came to the following conclusions:

1. The first problem with gender inequality that must be addressed is changing the mentality of the population. To solve this problem gender equality must be a component of the educational system, in order to increase population awareness and to change their mentality,
2. There is a necessity for a regulation of the gender discrimination problem through legislative interventions. We can conclude from the analysis of the above mentioned data that the state is the most discriminatory body in Armenia, and until gender equality is a problem in public sector, we will not be able to regulate it in the private one.
3. According to the above mentioned analysis, there are only 0.5 percent women employees, so we must do some actions to stimulate female businesswoman so that they will start making changes on their own, and not wait for any benefactions from the government or someone else.
4. It is necessary to make TV, radio and online programs about gender equality to increase the legal consciousness of the people.
5. According to Global Gender Gap Index, Iceland is the best place to be a woman, it has closed 86% of its gap, the most remarkable thing is that both mother and father are given at least 3 months paid parental leave. In Armenia, such a change will be a good opportunity and will give women a chance not to stop working after having a baby.

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