

Gender Inequalities in the Labour Market: Data Analysis of Armenia and Azerbaijan*

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Abstract

The problem of gender inequality in the labor market is still present in the 21st century and occurs in many countries of the world, including two post-Soviet countries, Armenia and Azerbaijan. This problem is rarely addressed by researchers. There is no study in the literature presenting gender inequality in these countries. The author of the following paper tried to fill this research gap by showing the difficult situation of women in the labor market in Armenia and Azerbaijan. The methods used in the study include: literature studies, analysis of statistical data, deductions and analysis of legal documents.

The results of the study proved that women constituting over 50% of the population of these countries are more likely to be dismissed from work, remain unemployed longer, have greater difficulties in finding employment and receive lower wages for the same work. The constitutions of both countries and strategies for gender equality ensure equal treatment of women and men in the labor market, in practice the situation of women in the labor market is worse. The lower professional activity of women results from social norms and traditional upbringing, according to which women after marriage become dependents on their husbands. Women who start university most often study pedagogy and medicine, and then undertake jobs in education, health care and social care. Disparities in gender pay are primarily due to occupational segregation. Men are employed in sectors where wages are higher, women in sectors where wages are lower. In addition, women are less likely than men to hold managerial positions

Key words: Armenia, Azerbaijan, gender inequality, employment, unemployment, wages

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