

Women and Men in Leadership Positions in Ukraine

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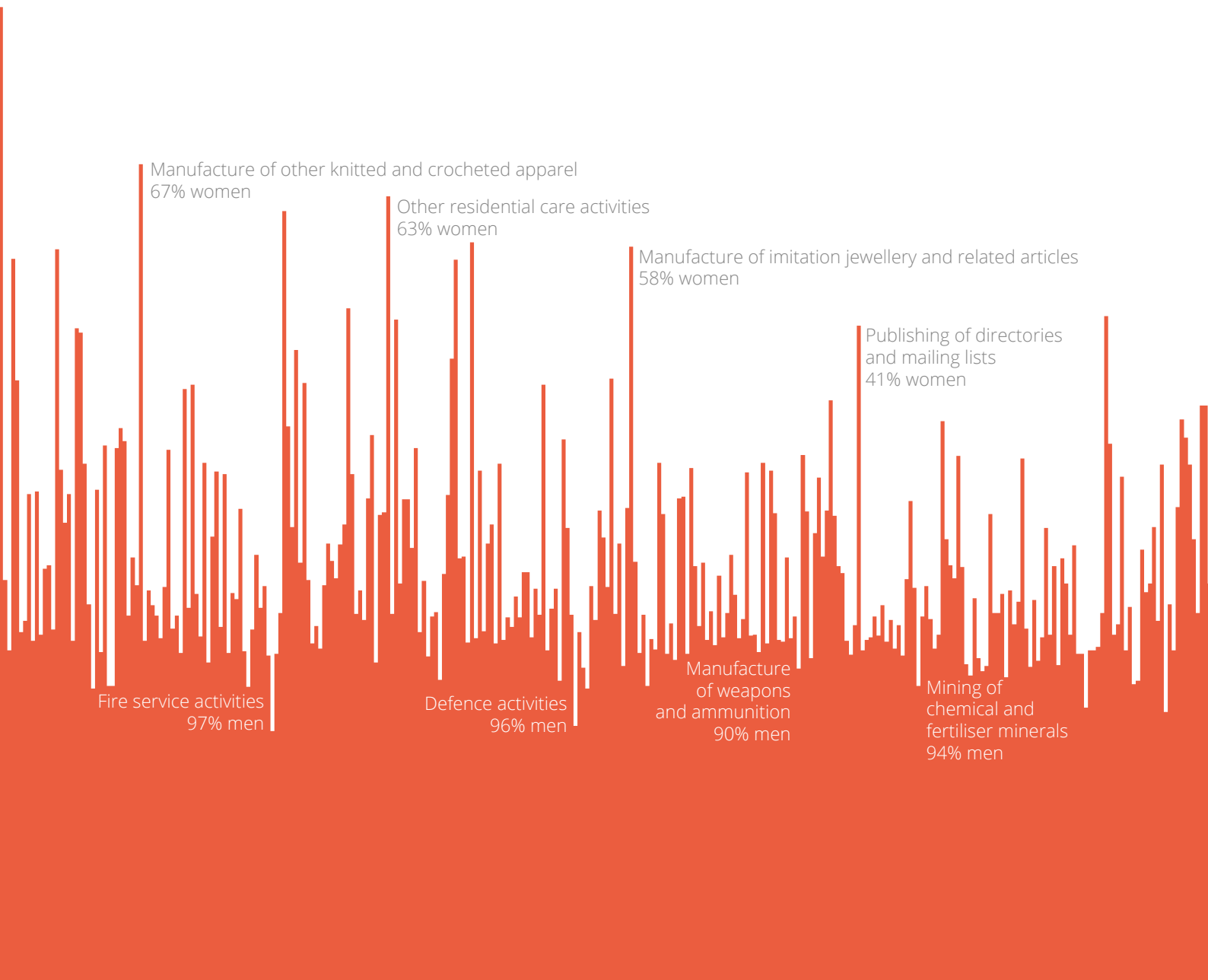
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Federal Department of Economic Affairs,
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Statistical Analysis of Business Registration Open Data

2017-2020

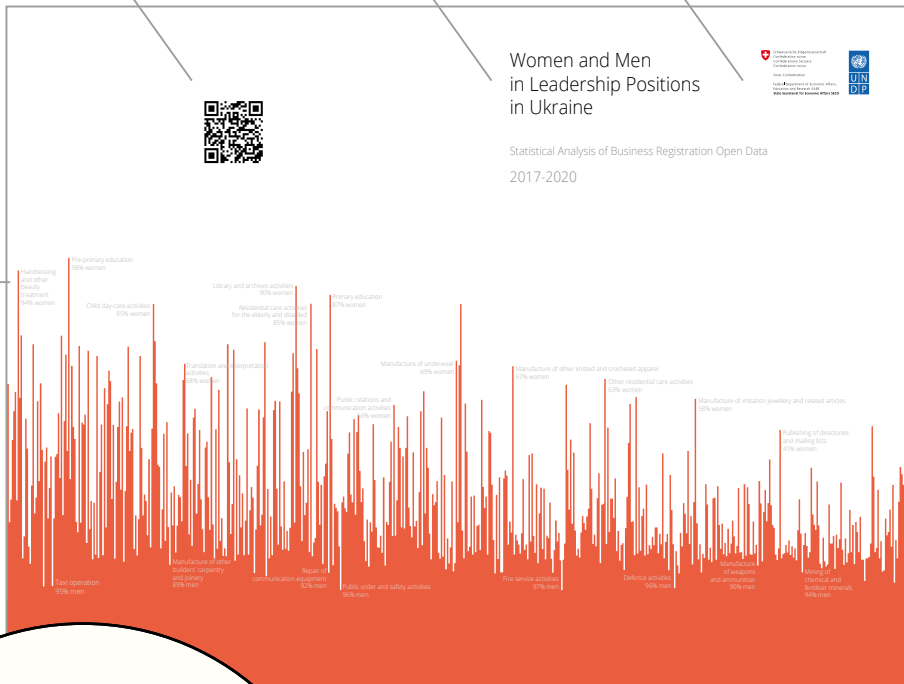


How to read the cover

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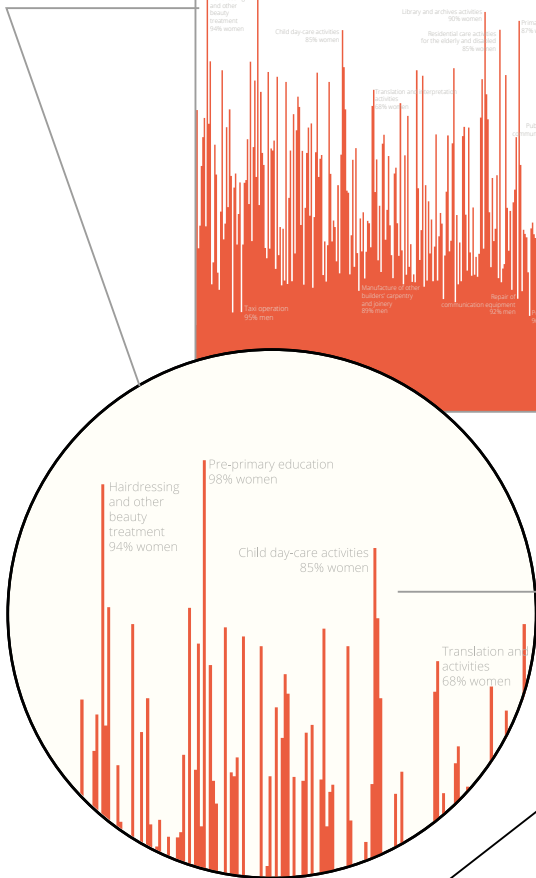
Report title

Logos of the Swiss Confederation and United Nations Development Program, which made this study possible



Women and Men in Leadership Positions in Ukraine

Statistical Analysis of Business Registration Open Data 2017-2020



Stylized **bar chart** showing the share of women and men among the directors of legal entities and private entrepreneurs for each NACE code (classifier of economic activities). All of the **615 NACE codes** are displayed like this:

Each "line" is a bar in the chart.

"Tall" red bars represent **activity types** where women predominate — as heads of legal entities or as private entrepreneurs (PEs).

"Deep" white pits are activities where men predominate among the heads of legal entities or private entrepreneurs.

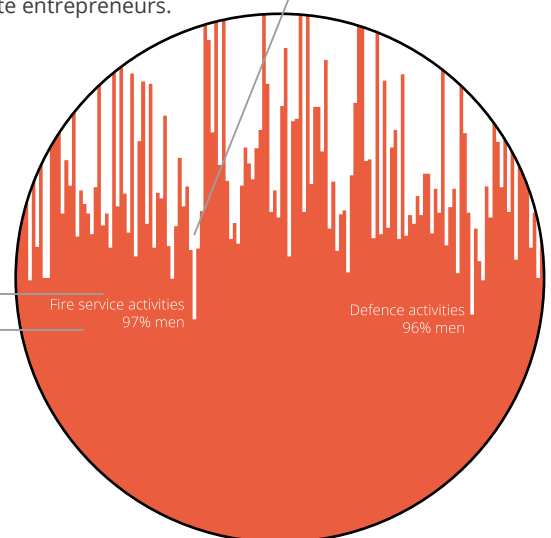
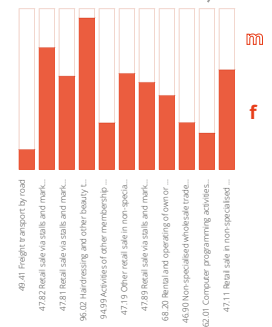
By "activity type" here we mean the NACE class, which is indicated as "main" for each legal entity and PE in the records of the Unified State Register of Legal Entities, Individual Entrepreneurs and Public Associations (also known as the **USR**).

More than one NACE class can be recorded for a legal entity or a PE, but in this study only those that are listed as "main" are analysed.

Why are only some "peaks" signed?

The cover should only draw attention to the problem, and interest the reader in reading this analytical report thoroughly.

Don't wait any longer — turn the pages further!



Name of the NACE class

Percentage of men (or women) among the heads of legal entities and PEs for this NACE class.

Fire service activities 97% men

Defence activities 96% men

Women and Men in Leadership Positions in Ukraine

Statistical Analysis of Business Registration Open Data

2017-2020

Kyiv 2021

Research carried out by:

Andriy Gorbal Project coordination, data preparation, processing and analysis, development of charts and visualizations, drafting report, cover and report design, translation.

Renat Nasridinov Obtaining, processing, cleaning and preparation of data, programming, drafting report, translation.

Andriy Protsiuk Preparation, processing and cleaning of data, development of interactive visualizations, programming.

Oksana Sydoruk Data analysis, preparation of charts, static and interactive visualizations, drafting report.

This research was carried out by experts of Ukrainian Center for Social Data, upon the initiative of the League of Business and Professional Women of Ukraine.

This publication was produced within the framework of the Swiss-Ukrainian Project “Strengthening Business Associations of Micro, Small and Medium Enterprises (Stage 2)”, implemented by the United Nations Development Program in Ukraine (UNDP) in cooperation with the Ministry of Economic Development, Trade and Agriculture of Ukraine, and with the support of Switzerland.

The contents of this publication are the sole responsibility of the authors, and do not necessarily reflect the views of the donor.

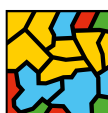


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The online version of this report is available at socialdata.org.ua

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Strengthening Business Associations of Micro, Small and Medium Enterprises (Stage 2)

The project is being implemented from 2020 to 2023 by the United Nations Development Program in Ukraine (UNDP) in cooperation with the Ministry of Economic Development, Trade and Agriculture of Ukraine, and with the support of Switzerland.

The aim of the project is to support the development of small- and medium-sized businesses in Ukraine and increase their competitiveness through participation in more professional and customer-oriented business associations. The project objectives are to strengthen the organizational development of business associations, improve SMEs' access to and use of business development services, and stimulate a more active and professional public-private dialogue between business associations and authorities at all levels.

The project partners with the seven business associations that were the focus of Stage 1 (2015-2018), as well as with one national and six regional chambers of commerce, 12 sectoral and eight universal business associations. Project activities include:

- Market research of business development services and assessment of SME needs;
- Supporting partner BMOs in the development of an optimal portfolio of business development services;
- Supporting the development of procurement groups for SMEs, on the basis of partner BMOs;
- Implementing sustainable development principles and relevant business practices in BMOs and SMEs;
- Supporting partner BMOs in the development of advocacy strategies, and providing institutional support for them;
- Supporting networks and partnerships in promoting their interests;
- Supporting the development and implementation of voluntary industry standards;
- Promoting a public-private dialogue.

Ukrainian Center for Social Data

Analytical, training and development center, founded in Kyiv in 2015. Services and activities:

- Collection, systematization, cleaning, and structuring of data;
- Preparation of analytical reports based on comprehensive data analysis;
- Development of online and offline systems for convenient and visual presentation of data, online tools for working with data;
- Data training and education.

Our donors and partners: USAID, OSCE, International Renaissance Foundation, UNDP, National Endowment for Democracy (NED), and others.

Foreword

Women's equality and empowerment is the fifth of the 17 Sustainable Development Goals (SDGs), and it underpins every dimension of inclusive and sustainable development. It is a tremendous catalyst and accelerator for achieving many of the other goals, seeking to empower all women and girls by fostering equal rights for women and men to economic resources, property ownership, and financial services, promoting the empowerment of women through technology, and encouraging the adoption, strengthening, and enforcement of legislation on gender equality.

However, despite the importance of gender equality being acknowledged worldwide, the data show that women remain underrepresented at all levels of decision-making around the globe, and the achievement of gender parity in political life is still far off.

Advancing gender equality and women's empowerment is central to the mandate of UNDP and its goal of delivering on the 2030 Agenda. In Ukraine, in line with its Gender Equality Strategy 2019-2022, UNDP is working to achieve gender equality and the empower all women and girls through its democratic governance initiatives, its inclusive and gender-responsive sustainable development programmes, and through its support for recovery and peacebuilding in conflict-affected areas. In all of these areas and more, the support of development partners – both bilaterally and through their strategic partnerships – is crucial.

The Swiss Government and UNDP first conducted a joint study on women and men in leadership positions in Ukraine in 2017. The research was based on a statistical analysis of open data from the register of enterprises in Ukraine. The results revealed gender disparity among organization managers and entrepreneurs in Ukraine as a whole, as well as wide variations in the gender distribution of managers and entrepreneurs across the country's regions and communities.

This report presents the second phase of the research "Women and Men in Leadership Positions in Ukraine", also supported by the Government of Switzerland. The results show there has been a slight improvement towards gender equality, but they also reveal that there is still much to do before the vision of SDG 5 is reached. In the last three years, the overall share of women in leadership positions in Ukraine has increased by nearly half a percentage point, to 40.48 percent. This is much higher than the global average of 29 percent, and higher than the average in the European Union, where 35 percent of companies have women in leadership. When you break the data down, nearly 47 percent of all private entrepreneurs in Ukraine are women. But while the country is doing better than most in this area, Ukrainian women still have lower incomes than men on average.

The data about women as entrepreneurs and organizational leaders in Ukraine is more than just a snapshot of the gender equality situation in the private sector – this research will be instrumental for building the appropriate support infrastructure for women's entrepreneurship and the development of women's business associations. The data also are important for measuring the success of our efforts. It is our hope that the results of this research will be useful to those actors and stakeholders, both governmental and non-governmental, who are working to empower women and to achieve full gender equality in Ukraine.



Dafina Gercheva
Resident Representative
UNDP in Ukraine



Nicole Ruder
Head of Cooperation
Embassy of Switzerland in Ukraine

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Problem and Research Questions

Problem

The lack of gender-disaggregated statistics is an obstacle to fully assessing the differences in the positions of men and women in the economic sphere in Ukraine. In particular, the authorities do not provide statistical information on the sex of owners and managers of enterprises or organizations, and therefore it is difficult to assess the prevalence of women in business, or the trends in the distribution of men and women in management positions or in the management bodies of organizations and enterprises.

The Cabinet of Ministers of Ukraine approved a list of indicators developed by the State Statistics Service for collecting data to monitor gender equality only on 2 December 2020.

A total of 226 indicators were identified, 104 of which will be compiled by the State Statistics Service, and the rest by other public authorities and institutions. Some indicators are already captured within the existing framework of statistical observations (for example, on the pay gap by gender). The rest, according to the State Statistics Service, will be obtained from administrative sources for the first time. The proposed list is based on indicators of gender equality in the UNECE database, Eurostat, and on global and national indicators of the 2030 Sustainable Development Goals. Their approval streamlines the conditions for collecting data for monitoring gender equality, making them comparable at the international level.

However, so far we have had to analyse this important issue by processing indirect data — in particular, open data from business registration (the Unified State Registry, or USR). In 2017, the first large-scale study in the area, “Women and Men in Leadership Positions in Ukraine”, was conducted as part of the UNDP project “Strengthening Business Associations of Micro, Small and Medium Enterprises”. It was initiated by the League of Business and Professional Women of Ukraine.

Data on women managers and women entrepreneurs are extremely important for the formation of an appropriate infrastructure to support women’s entrepreneurship and professional activities, including women’s business associations, development of specialized programs and services to support women’s entrepreneurship, and so on.

Research Questions

Analysing the ratio of men and women in leadership positions in Ukraine, we seek, first of all, answers to the following questions:

1. What is the ratio of women and men among the directors of legal entities and among private entrepreneurs (“in leadership positions”) in Ukraine?
2. What is the ratio of women and men in leadership positions at the national, regional and local (raion) levels?
3. What is the ratio of women and men by type of economic activity (according to the NACE) at the national, regional and local levels?
4. What is the gender distribution of managers and PEs by type of settlement (urban/rural)?

5. What comparisons can be made with other available statistics by gender (for example, with wage statistics for men and women)?
6. What is the place of Ukraine in terms of the ratio of men and women in leadership positions compared to other countries, including its European neighbours?
7. What has changed in the three years since the 2017 study?

At the same time, it is important to understand what information can be obtained from the USR in relation to these research issues, and what is impossible to obtain.

What does the USR data tell us, and what does it not?

Information is available on:

- The number of registered legal entities and individual entrepreneurs
- The fact that a certain activity has been registered as a PE activity
- The gender of managers and registered entrepreneurs
- In which sectors women are managers and registered entrepreneurs, to a greater or lesser extent

Information is not available on:

- The scale of activity (value of a business or number of employees), or the “informal sector”, as we only deal with registered organizations and individual entrepreneurs
- Whether a person is actually an entrepreneur and has their own business, or is simply an employee legalized as a PE
- The gender of legal entity owners, or interests owned by women; women’s participation in management in positions other than as managers
- In which sectors more women are employed, and how much they earn

Research Methodology

The study uses data from the Unified State Register of Legal Entities, Individual Entrepreneurs and Public Associations, which are published on the Unified State Portal of Open Data by the Ministry of Justice of Ukraine.

The dataset as of 7 August 2020 was used for the analysis, as there were no more recent data available, although the data should be updated immediately after the changes.

The data from the register are published in the form of separate sections for legal entities and private entrepreneurs, respectively. The data set consists of two XML files, the data from which were subsequently saved in JSON format for ease of processing.

In total, the published data of the Unified State Register contain 7,091,933 records, of which:

- 5,333,074 are for individuals
- 1,758,859 are for legal entities

Since the previous study, the Ministry of Justice has significantly expanded the list of information in the Unified Register published in the form of open data. In particular, in August 2019 an amendment to act № 897/5 of 28.03.2016 “On approval of the list of information to be published in the form of open data managed by the Ministry of Justice of Ukraine” was issued, expanding the list of elements of the register to be made public.

For the purposes of the study, the significant elements in the records were those that contained information about:

- the state of an entity (registered, terminated, suspended).
- a person’s last name, first name, patronymic (if any)
- main activities

During the processing of the registry entries and the extraction of relevant information, additional variables were added to the research dataset, namely:

1. the type of business entity (legal entity or PE);
2. the sex of a person;
3. the code of the classifier of objects of administrative-territorial organization of Ukraine (KOATUU) — making it possible to analyse the distribution of entities by region, as well as by raion, city, town and village, and by rural/urban population; in turn, the oblast, raion and settlement were separated from the entity registration address (where available). This variable was also added to the data from the previous study (2017);
4. the type of settlement — urban (city or town) or rural (all other types of settlements) determined on the basis of the above KOATUU code;
5. populations of cities and towns;
6. the class of the settlement according to its population (A — up to 15,000 people, B — 15,000 to 70,000, C — 70,000 to 250,000, D — 250,000 to 900,000, and E — 900,000 or greater);
7. year — to distinguish the data from the 2017 and 2020 studies (the variable was also added to the data from the previous study).

The following information was deleted from the data:

- all records on business entities that had a state other than “registered” (3,358,186 records on PEs and 549,725 records on legal entities were deleted)
- records that are obviously not real records of (for example, those that contained information like PPPROR or NEAPORMROMORTMRO RSHSHCHGOSHS) — 7 records
- records that contained incorrect information on the main activity (absent in the NACE directories for 2005 and 2010, as well as in the 2005-2010 transition tables) as those that cannot be fully used for research purposes — 1,312 records (0.04% of the total records that have a “registered” status).

After cleaning, 3,182,710 records remained for analysis. Compared to the dataset of 2017, the number of records had increased by 579,982, or by 22.3% (legal entities by 326,760 records, or 19.8%, and PEs by 253,222 records, or 26.5%).

Limitations of the Methodology

Despite the improvement in information processing and analysis methods, a significant increase in the amount of data available for analysis, and the development of open data in Ukraine, the presented methodology still has certain limitations that are directly related to the completeness and quality of the data:

- the impossibility of establishing the main type of economic activity for all entities in cases when it was incorrectly indicated (absent from the classification directories) or absent altogether;
- the impossibility in some cases of accurately establishing the place of registration of entities, as the address in the register may be missing, incomplete, or written with spelling errors;
- a lack of data on the status of PEs in the published records;
- it was not always possible to determine gender using the common method — based on the middle name or first name — mainly for Chinese, Vietnamese, as well as some Arabic and other names (e.g. ДІНЬ ТХІ МАЙ ЛАН, ЦЕНДЖАВ ДУЛАМСУРЕН, ОКОЛІЄ ЕМЕКА КІНГСЛІ, ЧУКВУДОРО МАКСВЕЛ УЗОМА, ШІ ЛЕЙ and others) — despite the fact that by using specially developed databases of Caucasian, Arab, and Western European names, as well as the directories of the State Register of Voters of Ukraine, the ability to determine gender has increased significantly: the share of persons with an unknown gender in the 2020 data decreased by 1.7 percentage points compared to the 2017 data, and constituted 0.9% of the total number of entities.

Women and men among the leaders of legal entities and private entrepreneurs

In the 2020 dataset, there are records of 3,153,951 heads of legal entities and private entrepreneurs for whom it was possible to determine their gender.

In total, the number of women in the array is 1,276,788, and men — 1,877,163.

Compared to the 2017 study, the number of active private entrepreneurs and legal entities in the register has increased significantly. Thus, the number of analysed records from the USR has increased over three years by more than 600,000 people.

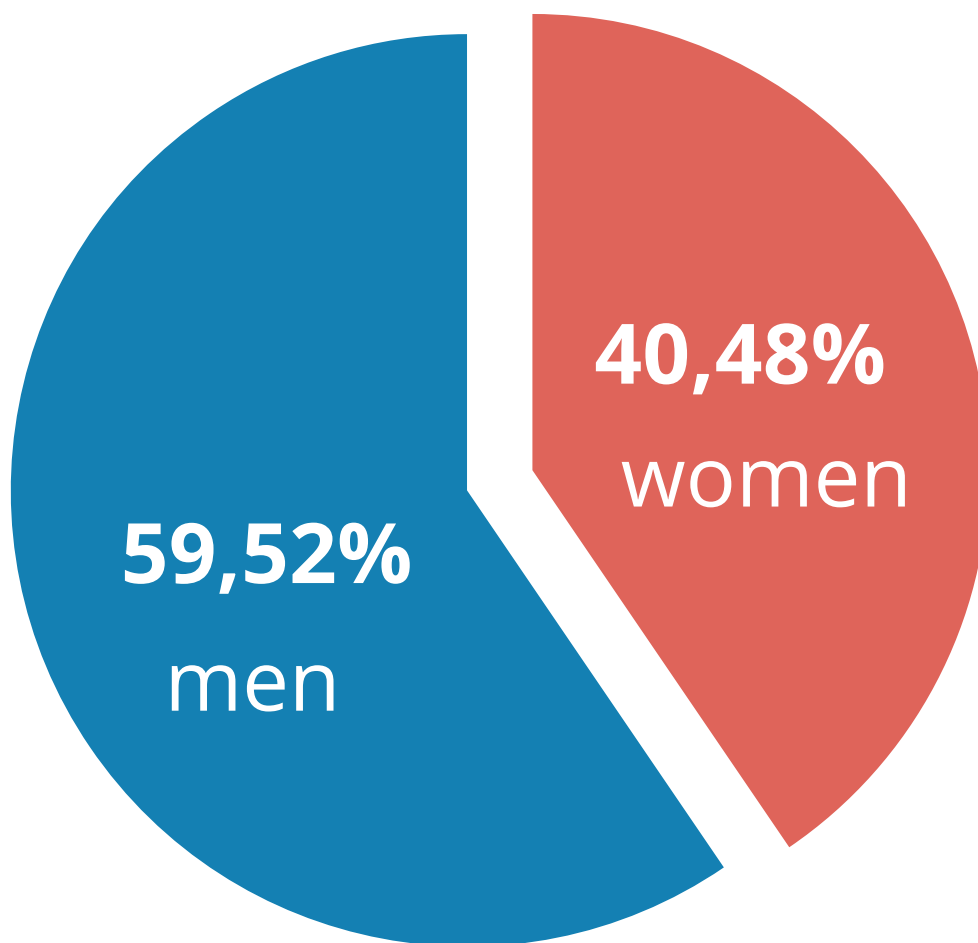


Chart 1

Share of men and women among managers of legal entities and private entrepreneurs, 2020

At the same time, the ratio of men and women remained almost the same as three years ago: 60/40.

The gender distribution for managers of legal entities and private entrepreneurs is practically unchanged.

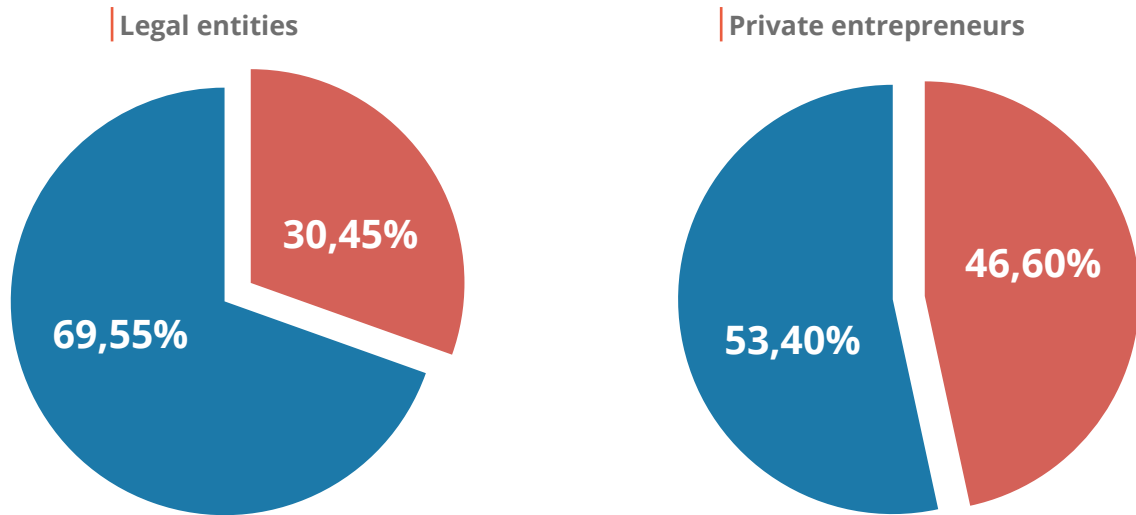


Chart 2 | **Share of men and women among managers of legal entities and among private entrepreneurs, 2020, separately**

The share of women in both cases increased from 2017 to 2020 by about 0.5 percentage points.

The chart below shows how the structure of the dataset — the part of the USR being studied — has changed.

The number of women among heads of legal entities and private entrepreneurs has increased more than the corresponding number of men in three years.

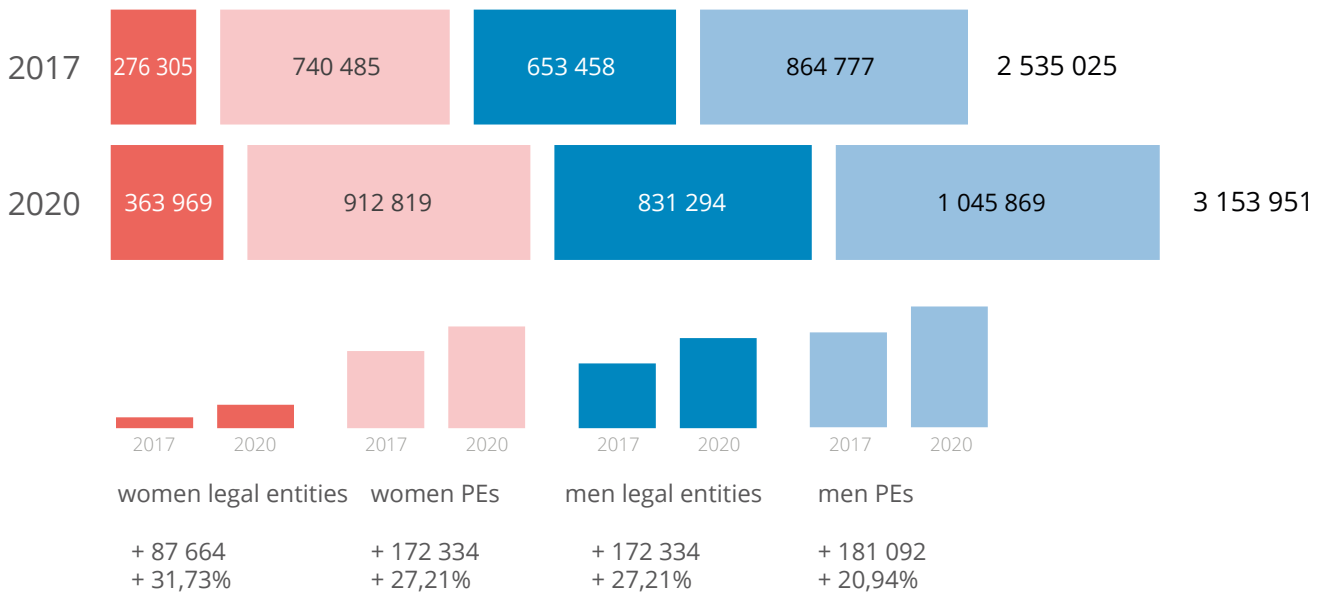


Chart 3 | **Comparison of the number of men and women among PEs and heads of legal entities in the studied arrays of processed data of the USR in 2017 and 2020**

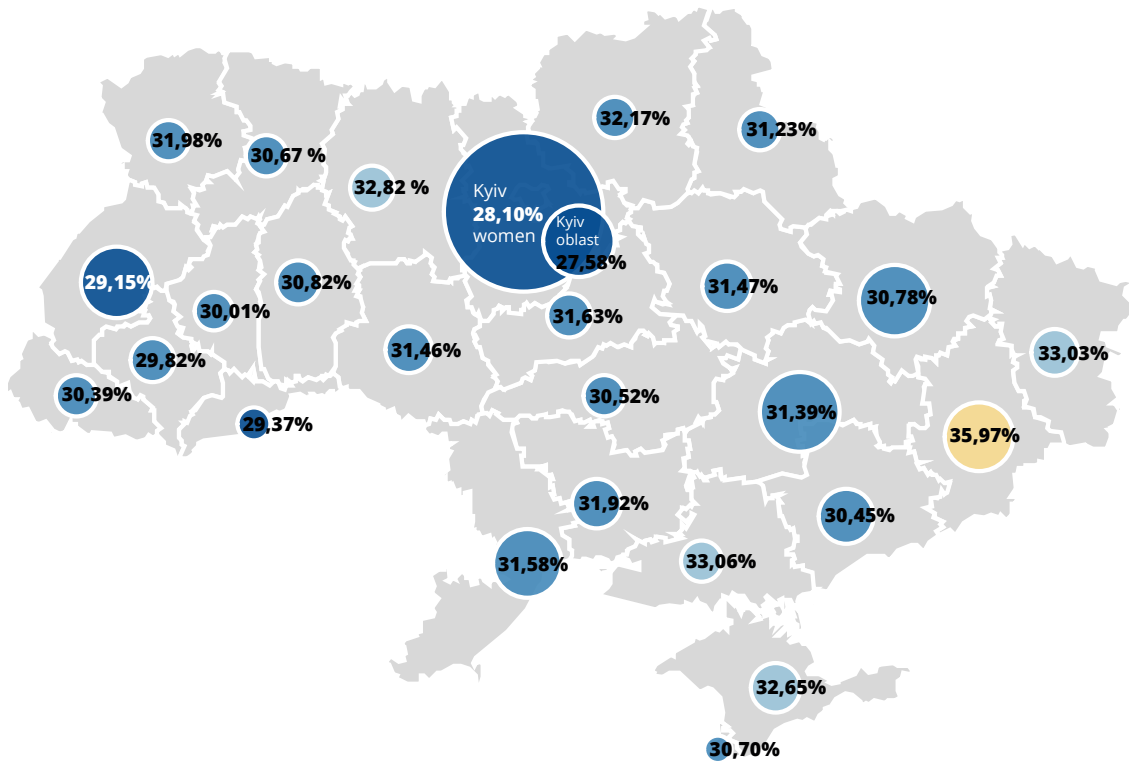


Chart 5 Share of men and women among the heads of legal entities, by region of Ukraine

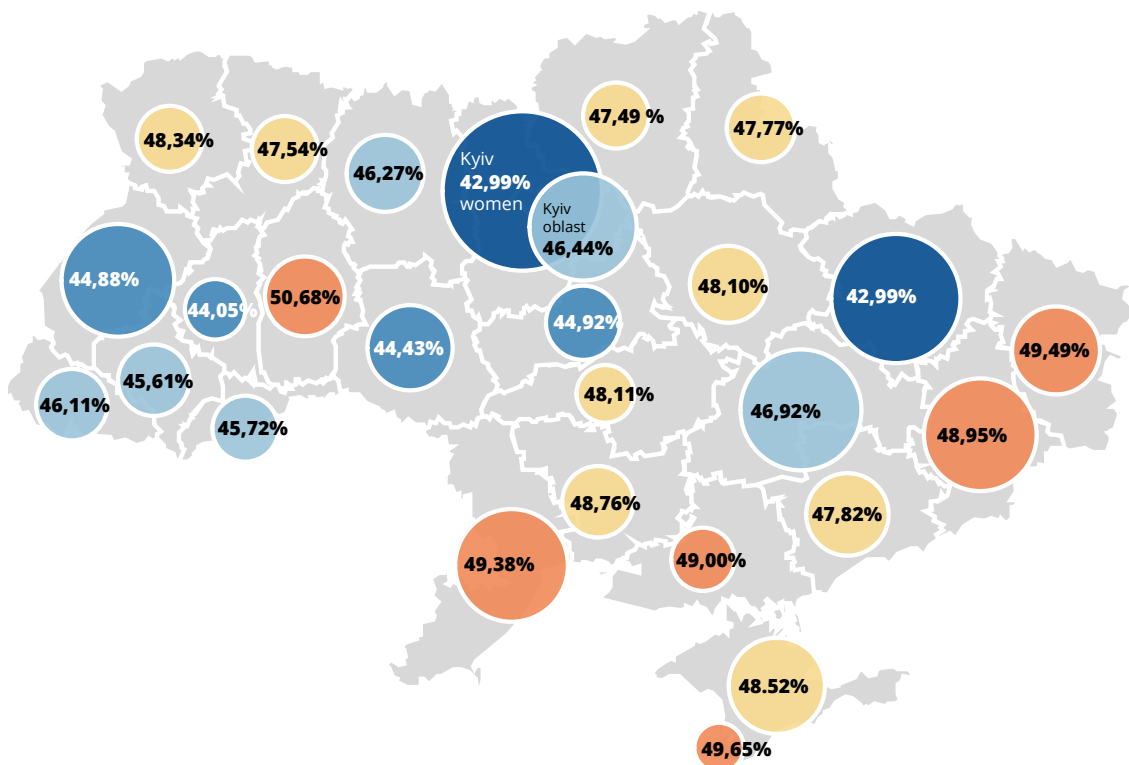


Chart 6 Share of men and women among private entrepreneurs, by region of Ukraine

Peculiarity of Kyiv

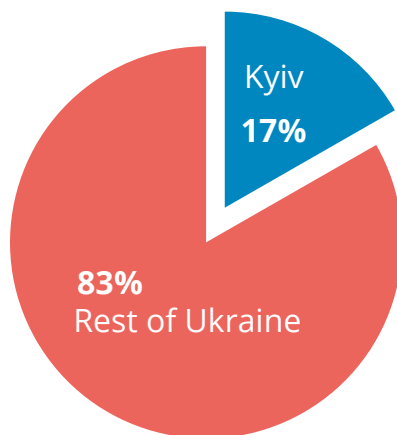


Chart 7 **Ratio of legal entities and PEs registered in Kyiv and in the rest of Ukraine**

Kyiv stands out among all other regions of Ukraine.

First, 17% of all legal entities and private entrepreneurs of Ukraine are registered in Kyiv.

Second, the gender imbalance among managers and entrepreneurs in the capital is much more pronounced compared to the national average.

Kyiv is also in the top ten districts and cities with the lowest share of women among managers and PEs.

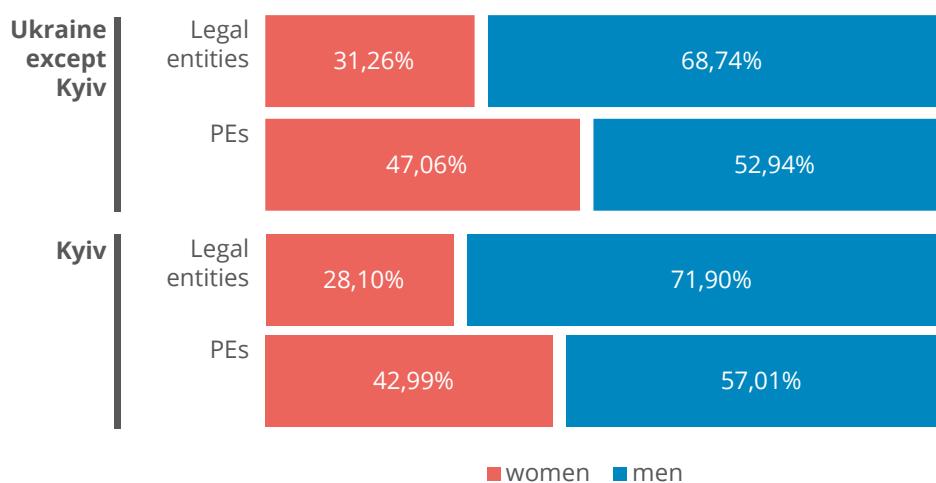


Chart 8 **Ratio of men and women (heads of legal entities and PEs) for all regions of Ukraine except Kyiv, and Kyiv, separately.**

Urban, Rural and the Size of Settlements

In the distribution between urban and rural settlements, the share of women in both types of settlements coincides to around two tenths of a percentage point.

However, at the same time there are significant differences between cities and towns of different sizes.

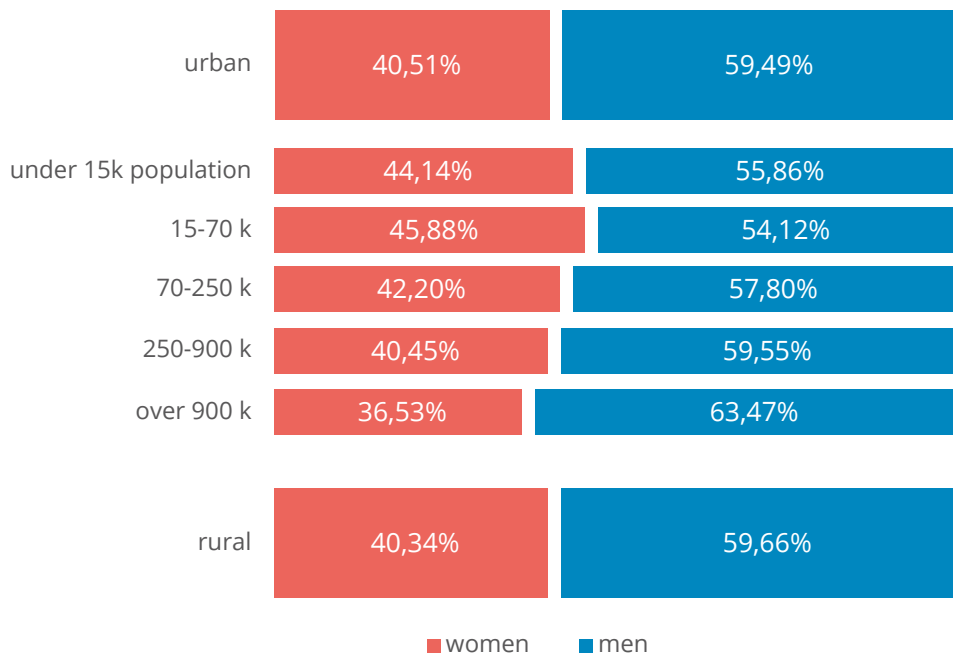


Chart 9

The share of women and men among the heads of legal entities and PEs, by type of settlement

The share of women among managers and PEs is smaller in larger cities and towns, and higher in smaller ones. The largest share of women is in cities and towns of populations of from 15,000 to 70,000 people.

Among PEs in such cities and towns, women make up even more than 50%.

Legal entities

Private entrepreneurs

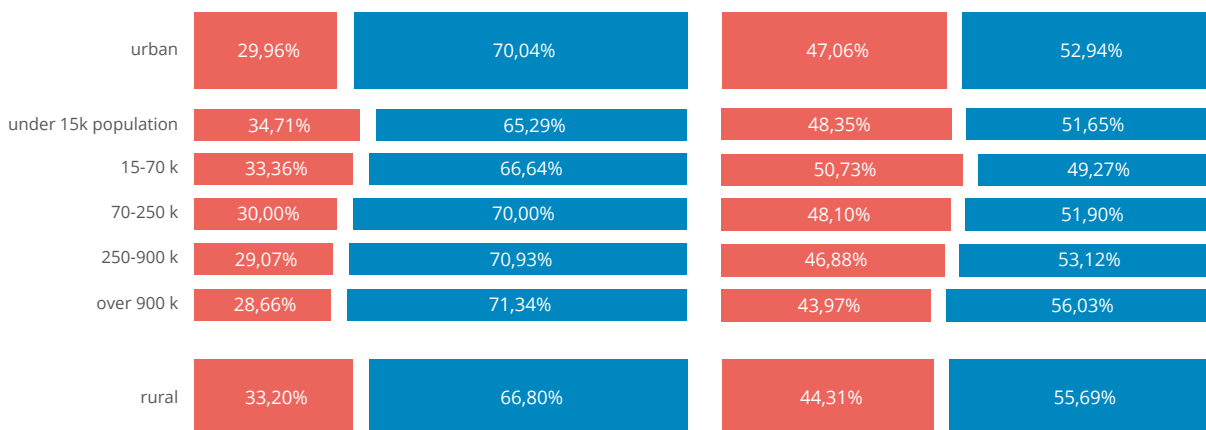


Chart 10

Distribution of shares of women and men among heads of legal entities and PEs, by type and size of settlement, separately

Raions and Cities of Oblast Significance

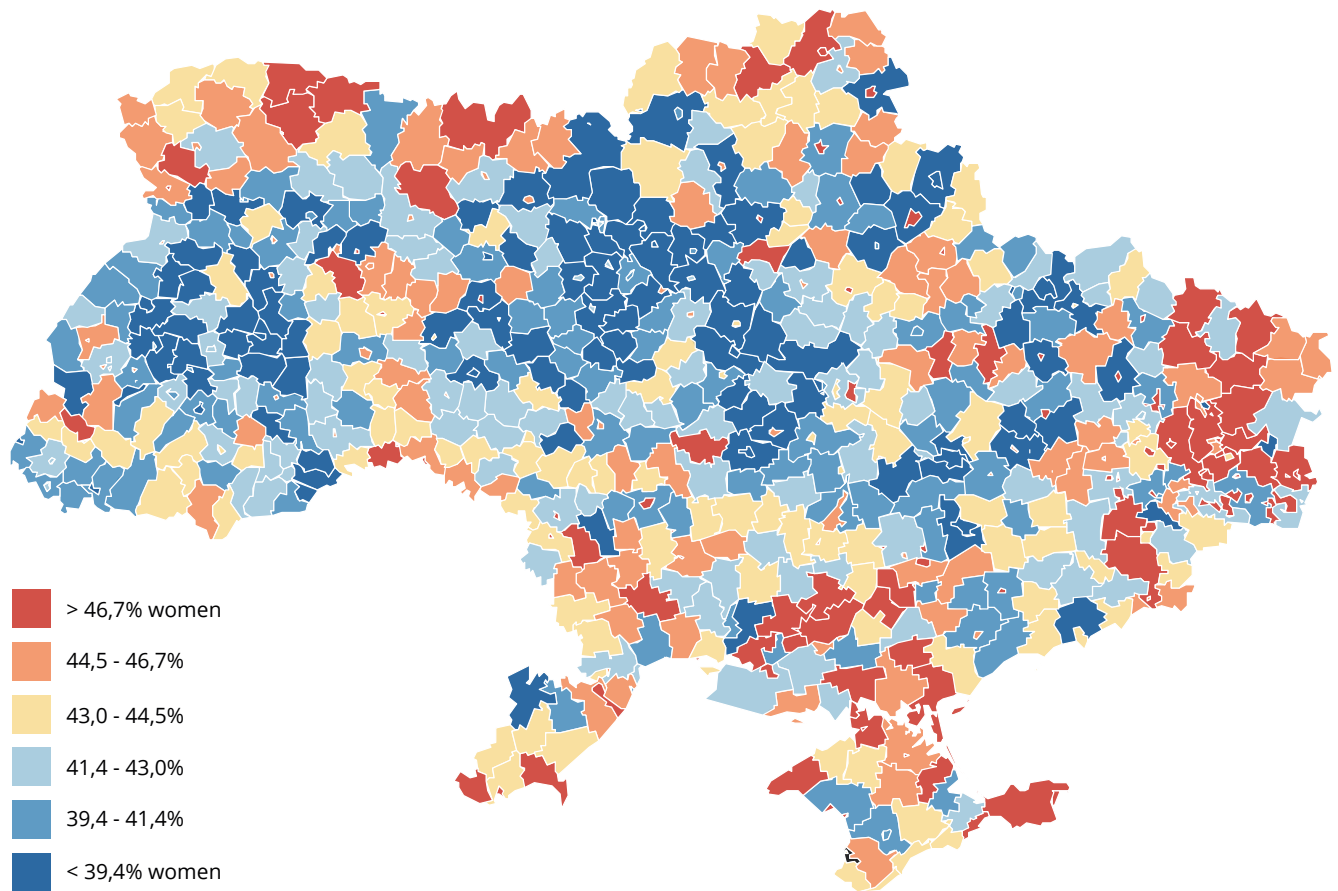
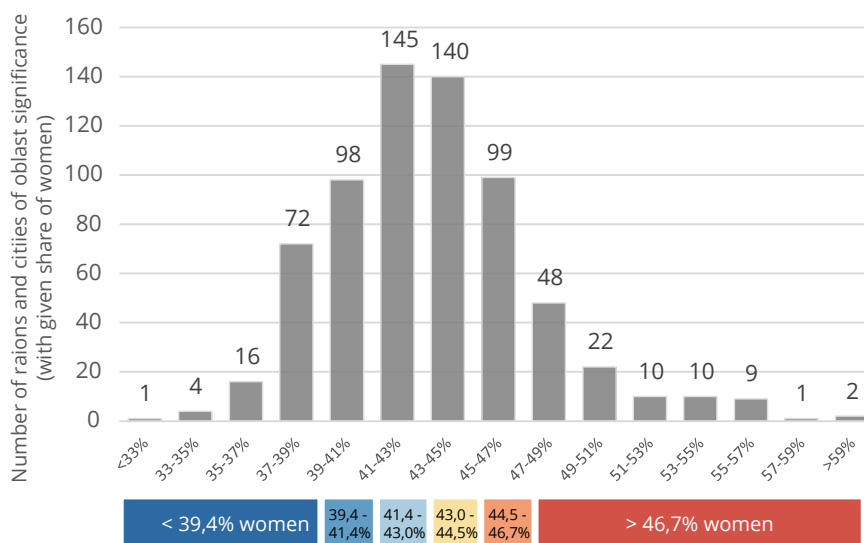


Chart 11

Gender distribution among heads of legal entities and PEs, by raion and cities of oblast significance of Ukraine



Share of women among PEs and legal entities' heads in each raion and city of oblast significance of Ukraine, 2020

Chart 12

Number of raions and cities of oblast significance with a certain share of women among the heads of legal entities and PEs

Regional features are quite pronounced when considering raions and cities of regional significance in Ukraine. The share of women in management positions varies between 39-47% in most raions of Ukraine. But there are also areas where the proportion of women can be less than 35%, or greater than 53%.

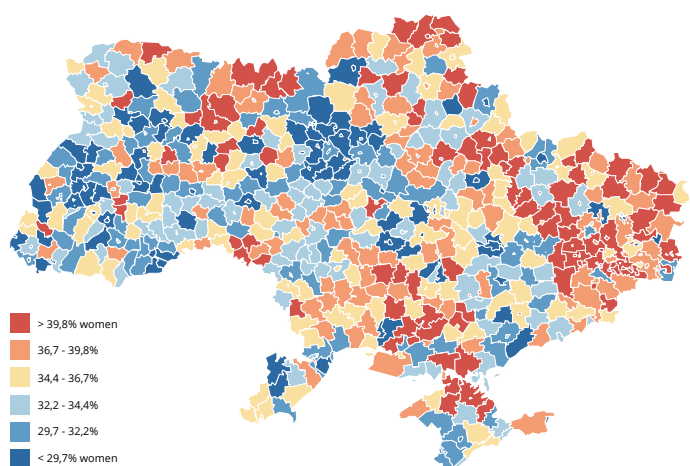
Raions and cities of oblast significance with the largest share of women

Oblast / region	Raion / city of oblast significance	Women	%	Men	%	Total legal entities and PEs
Donetsk	Vugledar	541	60,51%	353	39,49%	894
Donetsk	Novogradivka	382	59,41%	261	40,59%	643
Donetsk	Myrnohrad	1245	57,35%	926	42,65%	2171
Luhansk	Rovenky	1554	56,57%	1193	43,43%	2747
Luhansk	Golubivka	505	56,42%	390	43,58%	895
Dnipropetrovsk	Ternivka	487	55,85%	385	44,15%	872
Luhansk	Sorokyne	2241	55,79%	1776	44,21%	4017
Donetsk	Selydove	1326	55,76%	1052	44,24%	2378
Dnipropetrovsk	Pershotravensk	649	55,52%	520	44,48%	1169
Donetsk	Toretsk	1227	55,40%	988	44,60%	2215

Raions and cities of oblast significance with the smallest share of women

Oblast / region	Raion / city of oblast significance	Women	%	Men	%	Total legal entities and PEs
Kirovohrad	Svitlovodsky raion	170	31,54%	369	68,46%	539
Ivano-Frankivsk	Rogatynskiy raion	639	34,04%	1238	65,96%	1877
Kyiv city		181027	34,33%	346363	65,67%	527390
Ternopil	Zborivsky raion	512	34,76%	961	65,24%	1473
Kyiv	Zgurivsky raion	329	34,81%	616	65,19%	945
Vynnytsia	Kozyatynsky raion	564	35,01%	1047	64,99%	1611
Kyiv	Boryspilsky raion	1657	35,37%	3028	64,63%	4685
Kharkiv	Pervomaisky raion	175	35,43%	319	64,57%	494
Dnipropetrovsk	Yuriivsky raion	163	35,59%	295	64,41%	458
Kyiv	Brovarsky raion	1771	35,78%	3179	64,22%	4950

Legal entities



Private entrepreneurs

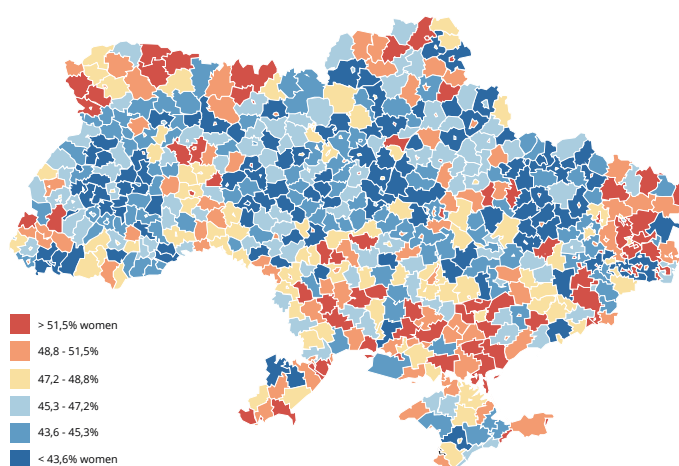


Chart 13

Gender distribution among raions and cities of oblast significance of Ukraine — separately for heads of legal entities and PEs

Dynamics by Raions, 2017-2020

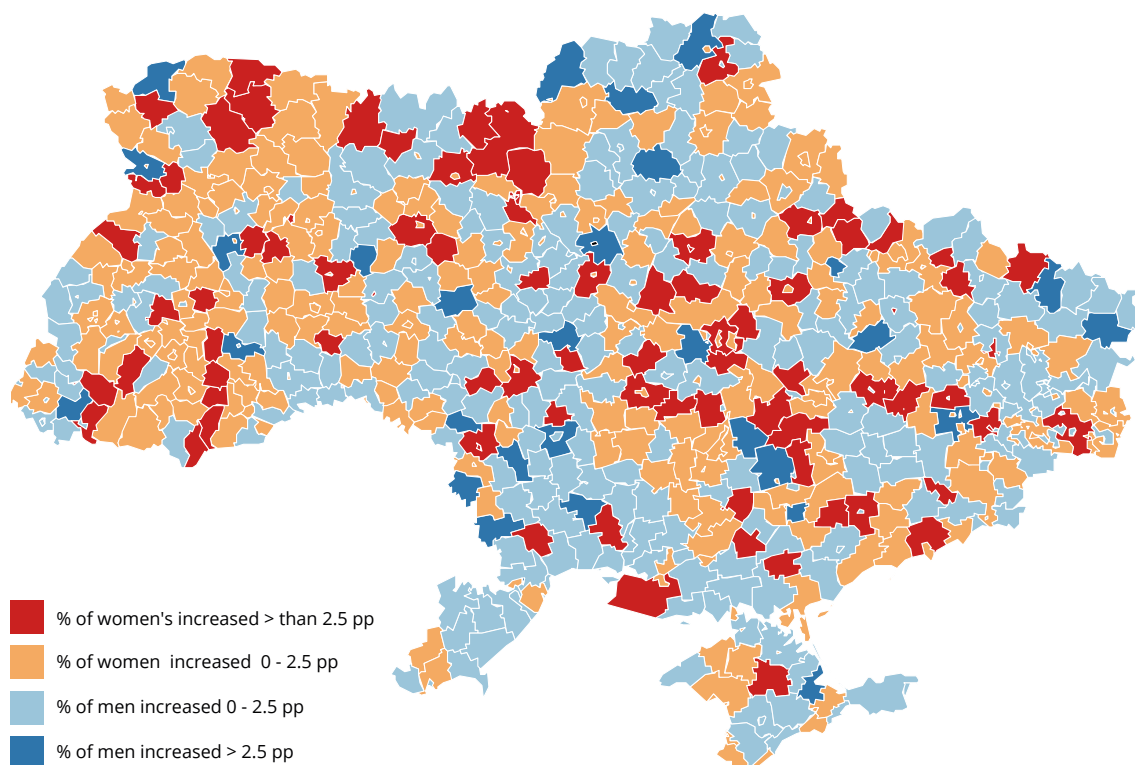


Chart 14

Change in ratio of women and men among the heads of legal entities and PEs, in raions and cities of oblast significance, 2017-2020

Raions and cities of oblast significance with the largest increase in the share of women

Oblast / region	Raion / city of oblast significance	Total LEs and PEs 2017	% women 2017	Total LEs and PEs 2020	% women 2020	Change, pp
Kirovohrad	Vilshansky raion	116	31,03%	538	44,42%	13,39%
Rivne	Zarichnensky raion	174	38,51%	980	50,51%	12,00%
Kherson	Ivanivsky raion	442	36,65%	701	47,50%	10,85%
Luhansk	Triotsky raion	126	38,89%	690	49,57%	10,68%
Sumy	Okhtyrsky raion	501	37,13%	720	45,97%	8,85%
Kharkiv	Pervomaisky	2989	43,09%	1258	50,72%	7,62%
Odesa	Baltskiy raion	178	35,96%	780	42,56%	6,61%
Rivne	Volodymyretsky raion	797	43,16%	1603	49,41%	6,25%
Kharkiv	Shevchenkivsky raion	238	38,66%	802	44,89%	6,23%
Zaporizhya	Mykhailivsky raion	340	34,41%	959	40,56%	6,15%

Raions and cities of oblast significance with the largest decrease in the share of women

Oblast / region	Raion / city of oblast significance	Total LEs and PEs 2017	% women 2017	Total LEs and PEs 2020	% women 2020	Change, pp
Mykolaiv	Pervomaisky raion	74	48,65%	1165	40,86%	-7,79%
Dnipropetrovsk	Sofiivivsky raion	910	47,69%	1050	41,33%	-6,36%
Zakarpatska	Chop	529	45,56%	543	40,33%	-5,23%
Donetsk	Pokrovsky raion	1382	48,05%	902	42,90%	-5,14%
Vynnytsia	Pogrebyschynsky raion	874	42,45%	1396	37,68%	-4,77%
Odesa	Lyubashivsky raion	923	43,55%	1215	38,85%	-4,71%
Vynnytsia	Chechelnytsky raion	717	44,21%	863	39,86%	-4,35%
Zaporizhya	Velykobilozersky raion	268	44,40%	294	40,14%	-4,27%
Odesa	Okniansky raion	566	46,64%	797	42,66%	-3,98%
Volyn	Volodymyr-Volynsky raion	1002	50,10%	897	46,15%	-3,95%

In general, the share of women among the heads of enterprises or PEs has changed very little over the last three years in raions, or in cities of regional significance — literally within percentage points.

The largest increase in the share of women (i.e., not absolute values, but the ratio of women to men) occurred in areas with a very small number of entities.

At the same time, in the city of Pervomaiskyi, Kharkiv Oblast, the share of women increased against the background of a decline of more than two times in the number of legal entities and entrepreneurs.

However, the share of women as heads of legal entities increased in a higher number of districts compared to the share of women private entrepreneurs.

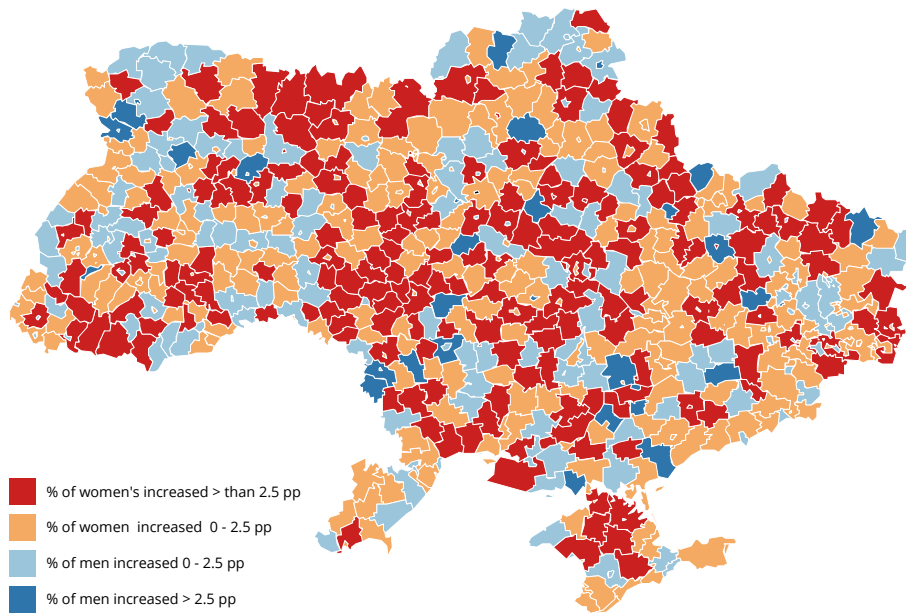


Chart 15 **Change of ratio of women and men among the heads of legal entities in raions and cities of oblast significance, 2017-2020**

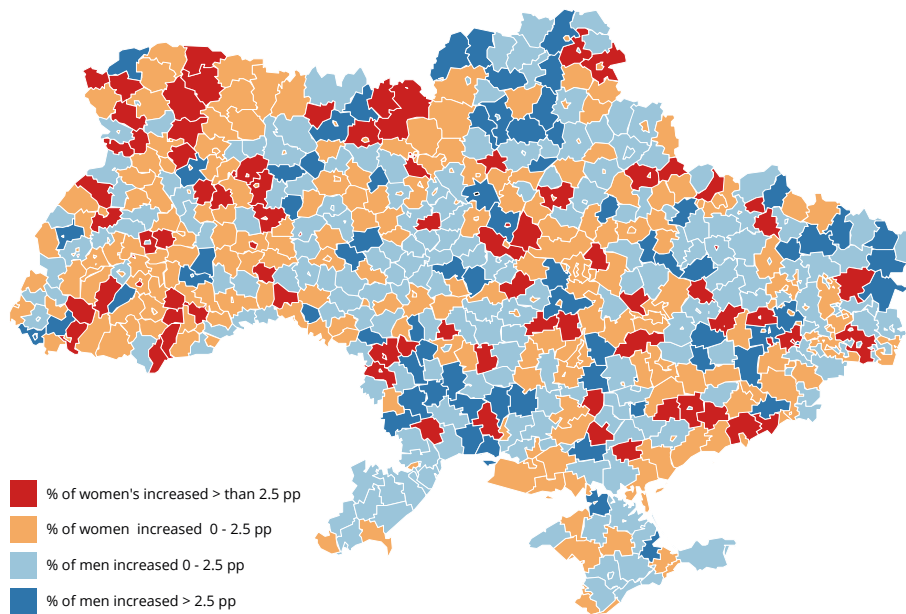


Chart 16 **Change of ratio of women and men among private entrepreneurs, in raions and cities of oblast significance, 2017-2020**

Economy Sectors: NACE Sections

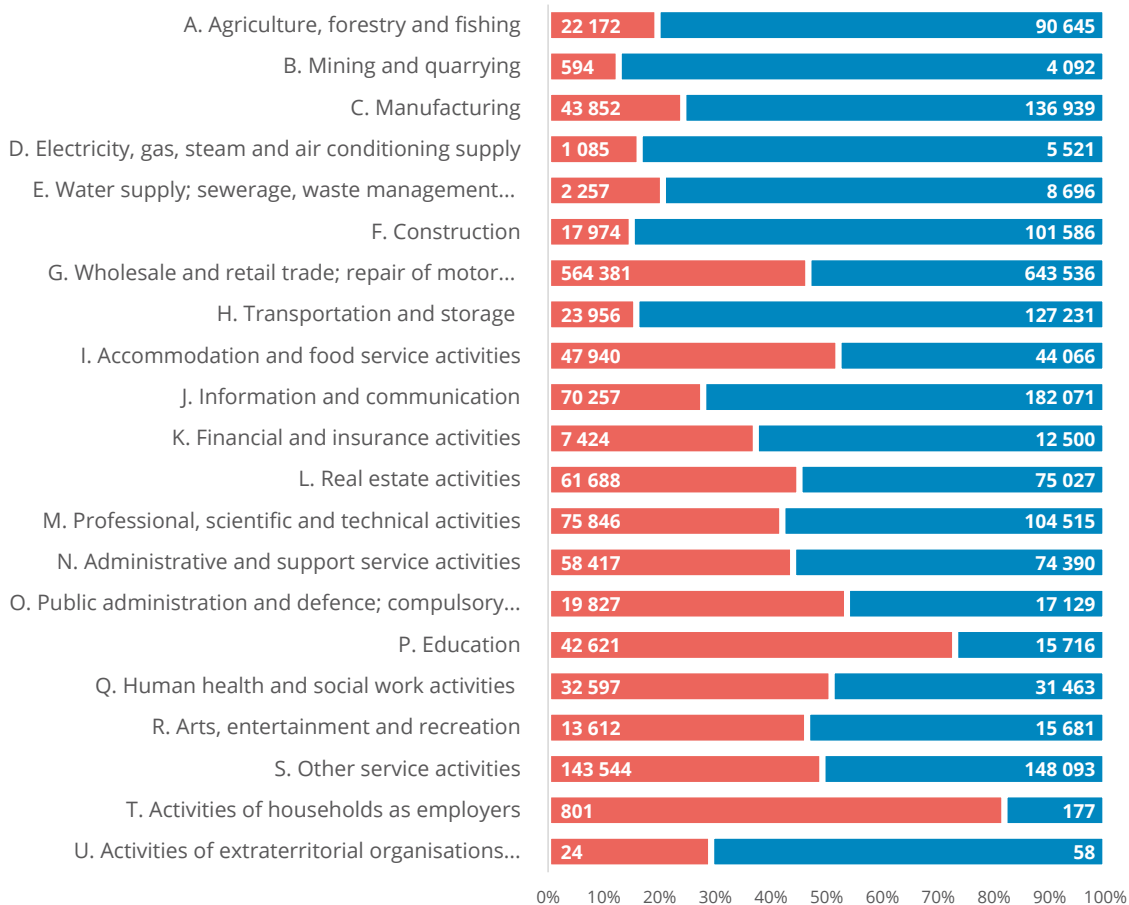


Chart 17 **Ratio of men and women by NACE sections, 2020**

For about 64,000 (63,950) legal entities and private entrepreneurs, the main NACE code was not indicated in the USREOU register. Therefore, the records of these 64,000 (or about 2% of active legal entities and private entrepreneurs) were excluded from further analysis of the share of women and men by type of economic activity.

Men predominate as directors and PEs in most sectors of the economy, which, in this case, are represented by the sections of the NACE (Statistical Classification of Economic Activities in the European Community).

Women predominate in the sections “Accommodation and Food Service Activities”, “Public Administration and Defence”, “Human Health and Social Work Activities”, and are most predominant in the section “Education” (as well as in the section “Activities of Households as Employers”).

In addition, the ratio of men and women is close to parity (share of women is above 45%) in the “Wholesale and Retail Trade”, “Real Estate Activities”, “Arts, Entertainment and Recreation”, and “Other Service Activities” sections.



Chart 18

Ratio of men and women by NACE sections, separately for heads of legal entities and private entrepreneurs

The increased share of women managers in certain sections of the NACE is formed largely of private entrepreneurs: there are nine sections where women make up more than 50% of entrepreneurs. Instead, among legal entities, there are only two sections with a predominance of women as managers: "Education" and "Public Administration and Defence".

The sections in which men dominate are the same for legal entities and PEs. In particular, among the sections with the highest share of men are "Construction" and "Mining and Quarrying".

Type of Activities: NACE Classes

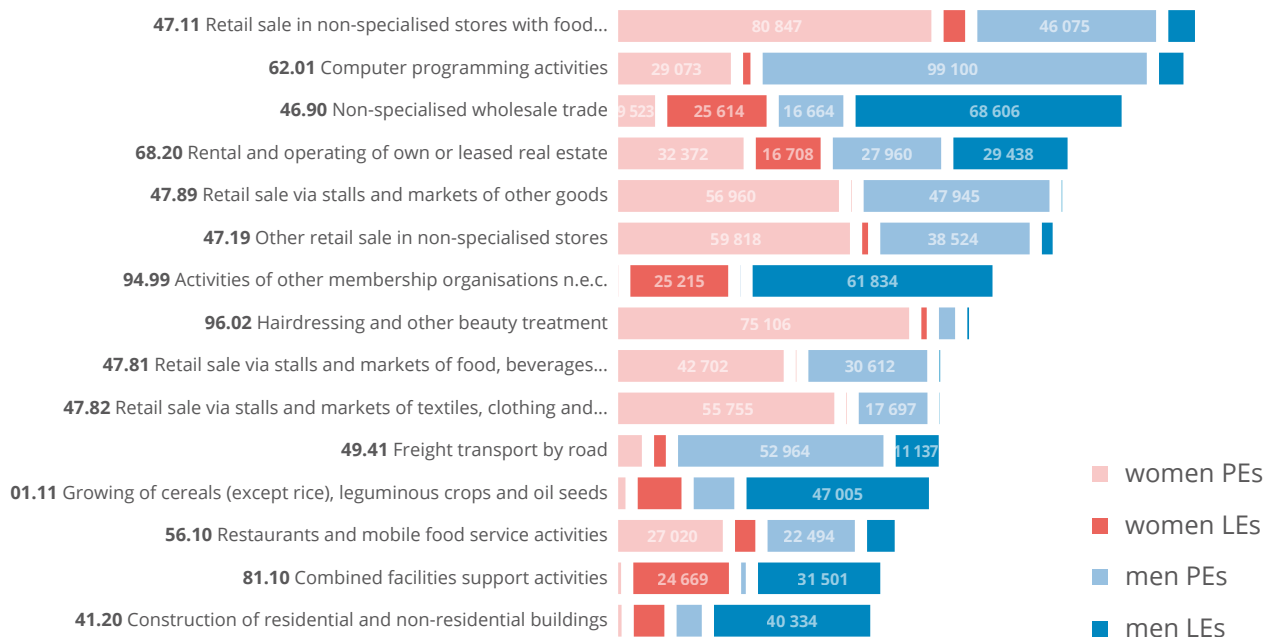


Chart 19

Gender distribution among heads of legal entities and private entrepreneurs, for the 15 most common NACE classes

The most popular of the 615 particular economic activities (NACE classes) include those dominated by male managers (“Computer programming activities”, “Non-specialised wholesale trade”, “Activities of other membership organisations (n.e.c.)”, “Freight transport by road”, “Growing of cereals”), as well as those where women make up the majority (certain types of retail trade and “Hairdressing and other beauty treatment”).

At the same time, in classes where women predominate, their share makes up an absolute majority of private entrepreneurs. In contrast, in the classes with the highest proportion of men, a significant or even predominant share of these men are the heads of legal entities (except for “Computer programming activities”, where the share of legal entities is relatively small).

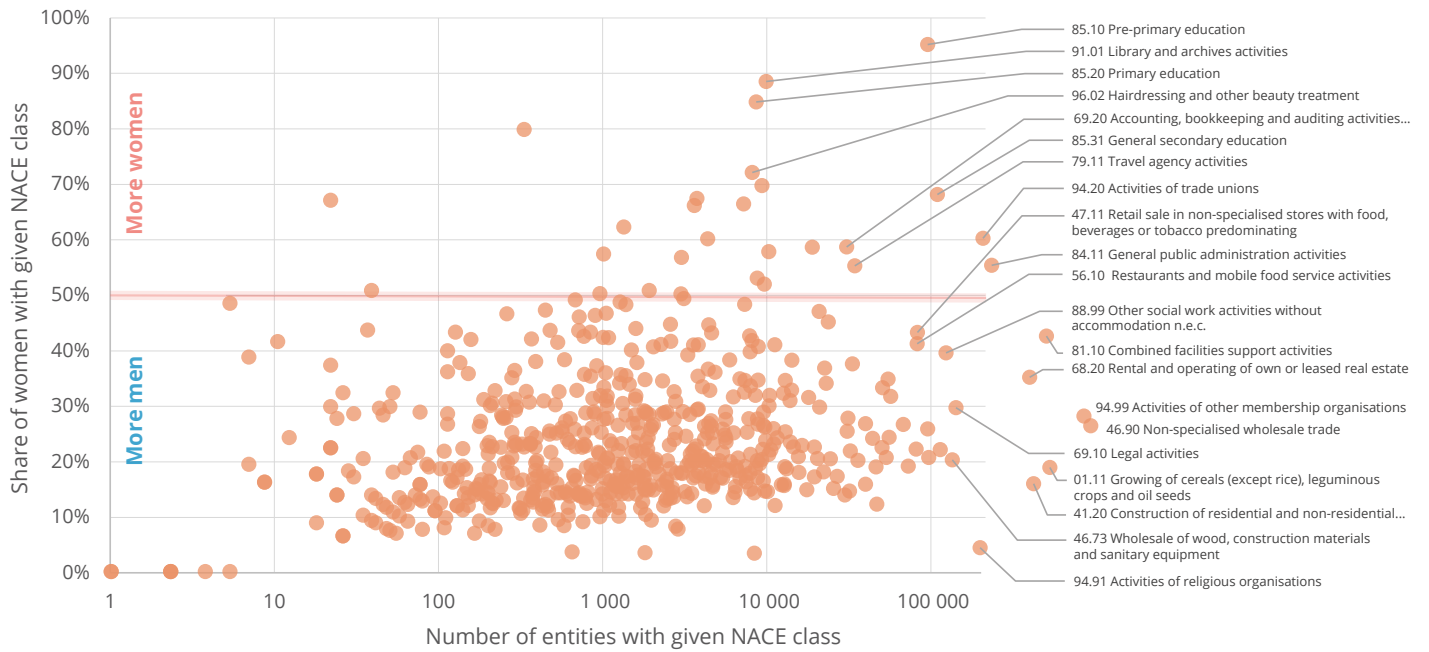


Chart 20

Comparison of the share of women among the heads of legal entities and the number of legal entities for each NACE class

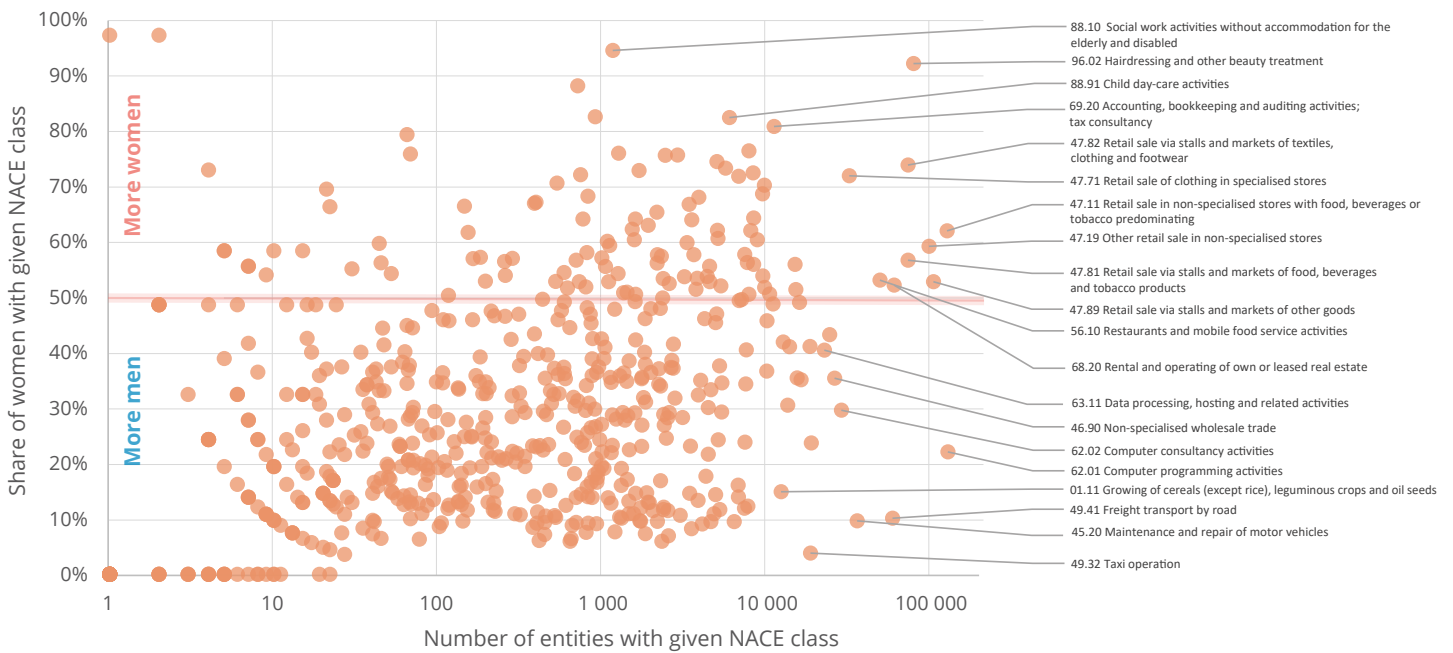


Chart 21

Comparison of the share of women among PEs and the number of PEs for each NACE class

Computer Programming

In 2020, the most popular main class of NACE for private entrepreneurs became 62.01 “Computer programming activities”.

Three years previously, this type of economic activity was only the fifth most popular among PEs. The most popular main NACE code among PEs in 2017 — 47.89 “Retail sale via stalls and markets of other goods” — fell to third place in 2020.

At the same time, the number of PEs with the main NACE 62.01 “Computer programming activity” has almost doubled — from 64,776 in 2017 to 128,173 in 2020.

NACE 62.01 “Computer programming activity” is characterized by the absolute predominance of PEs, who account for more than 94% of the total number of entities, and the concentration of this type of activity in large cities.

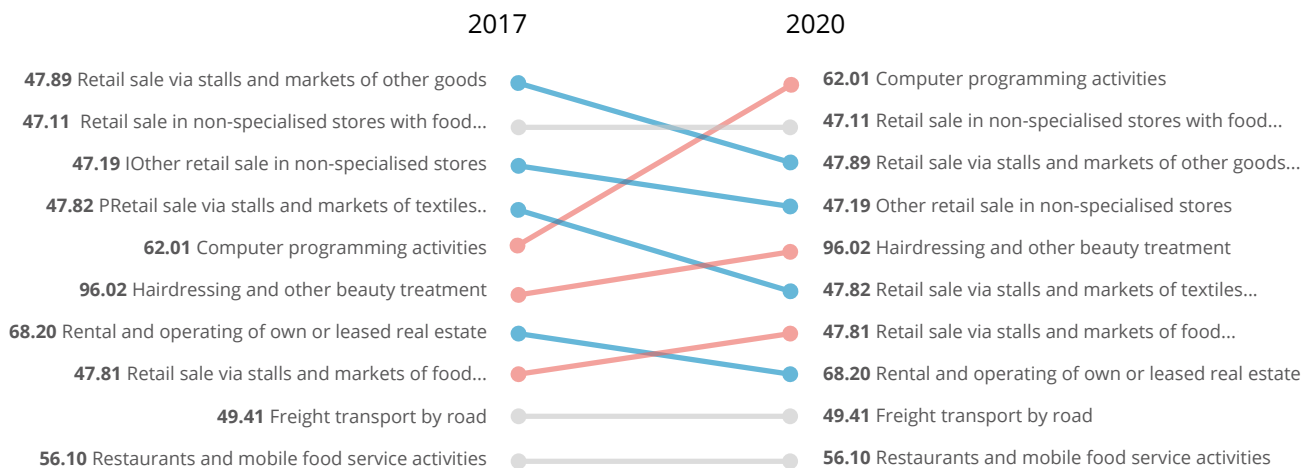


Chart 22

Dynamics of the most common NACE classes for private entrepreneurs, 2017-2020

The gender structure is characterized by the relatively low representation of women (the lowest among the 10 most common activities), which was 22% in 2020 (however, this is 3 percentage points more than in 2017).

The highest share of women is observed in large cities (where this NACE class is more common), while in areas where the activity is less common, the predominance of men among managers and PEs is more prominent.

From 2017 to 2020, the number of subjects with this NACE class almost doubled, with the share of women growing rapidly, +125%, compared to +86% growth among men.

Growth of two or more times was observed in all developed regions. The leader in growth is the city of Kyiv — the number of PEs in NACE 62.01 has doubled — from 14,500 to 29,700.

The top five regions are Kharkiv (9,200 business entities, an increase of 85.8%), Lviv (7,700, 102%), Dnipropetrovsk (4,800, 93.5%), Kyiv (3,600, 142.3%), and Odesa (3,000, 114.6%).

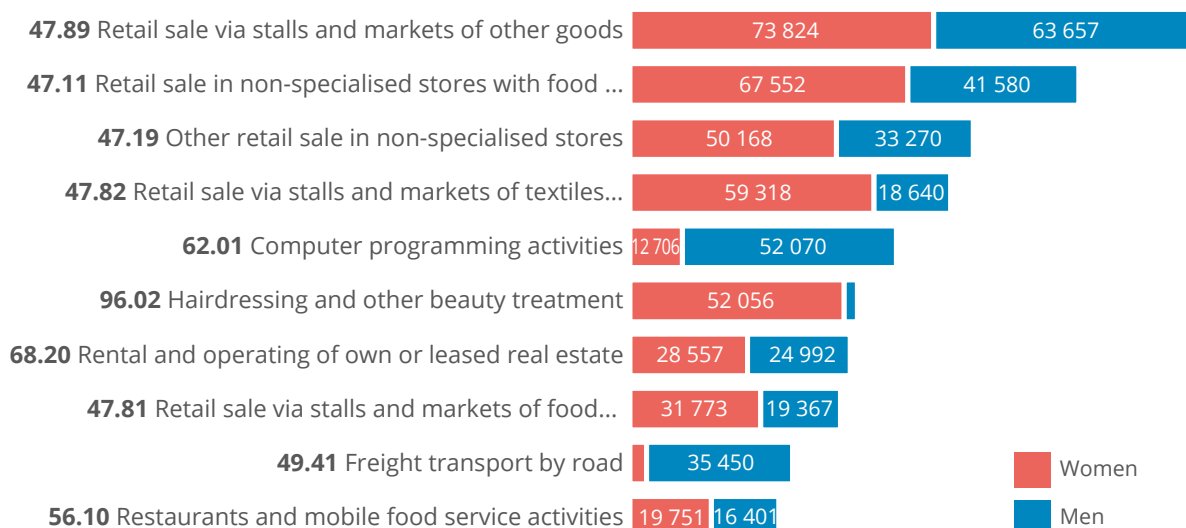


Chart 23 | **The most common NACE classes for private entrepreneurs, 2017**

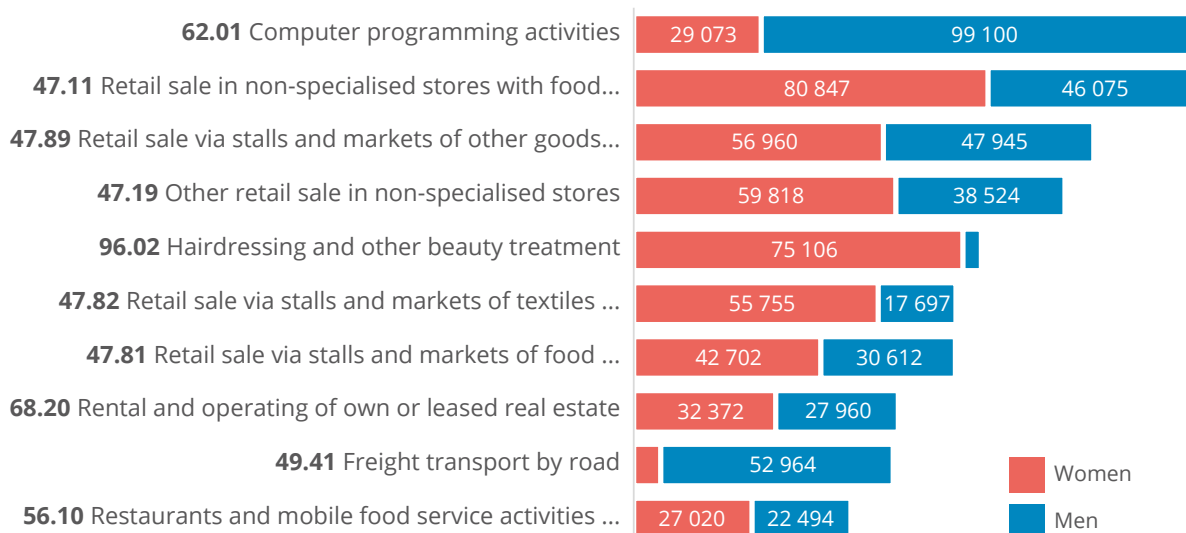


Chart 24 | **The most common NACE classes for private entrepreneurs, 2020**

The growth of the share of women among PEs in these regions even exceeds the average Ukrainian level. Thus, in the city of Kyiv and in Lviv Oblast the share of women increased by 3.9 percentage points, while in Kyiv and Odesa oblasts the shares rose by 3.2 and 3.6 percentage points respectively.

In the Dnipropetrovsk Oblast there was also a slight increase — the share of women PEs in this type of activity increased by 1.91 percentage points.

At the same time, the number of “active” entrepreneurs in NACE 47.89 “Retail sale via stalls and markets of other goods” decreased from more than 137,000 to almost 105,000. The share of women did not change.

NACE class 62.01 is characterized by a very high rate of growth in the number of subjects. Given the trend of previous years, it can be expected that in the near future it will become the most popular type activity not only among PEs — as it is now — but also in general.

Education

Education is the only field in which the vast majority of heads of legal entities are women. At the same time, the gender distribution of leaders in the various types of education differs significantly, depending on the age of students.

In particular, in preschool education 98% of leaders are women, in primary — 88%, and in secondary — 70%. On the other hand, in adult-oriented institutions, men predominate: the share of women is 33% for vocational and technical education, 29% for higher education. At the same time, in some specialized types of education (“Cultural education”, “Other education n.e.c.”) women leaders also make up the majority.

The geographical analysis of the share of women in the field of education revealed an interesting pattern — in the NACE class “General secondary education” — which echoes a somewhat stereotypical division of Ukraine: In the south and east, a significantly higher proportion of the principals of secondary schools are women.

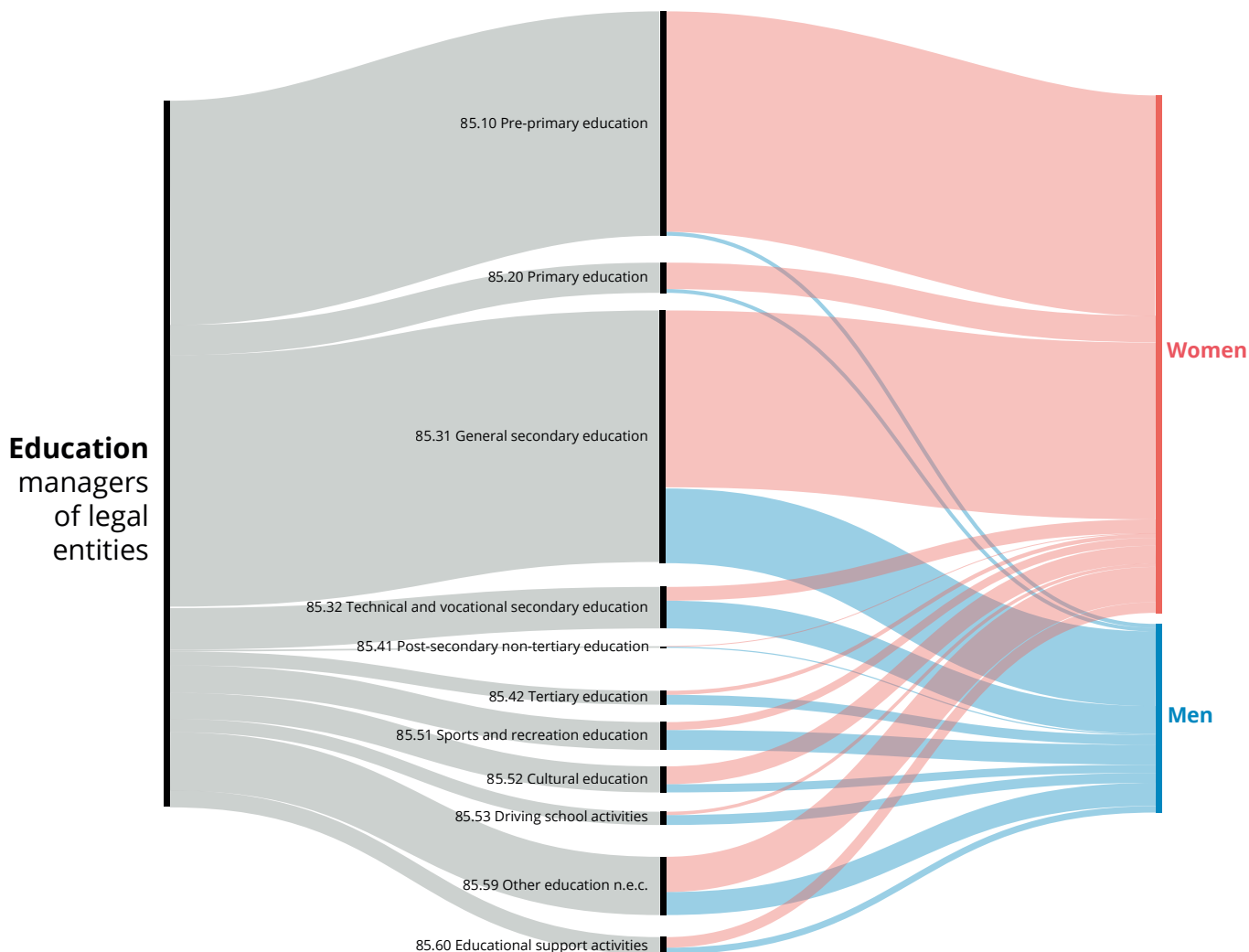


Chart 25

Share of men and women among the heads of legal entities in education, by NACE classes

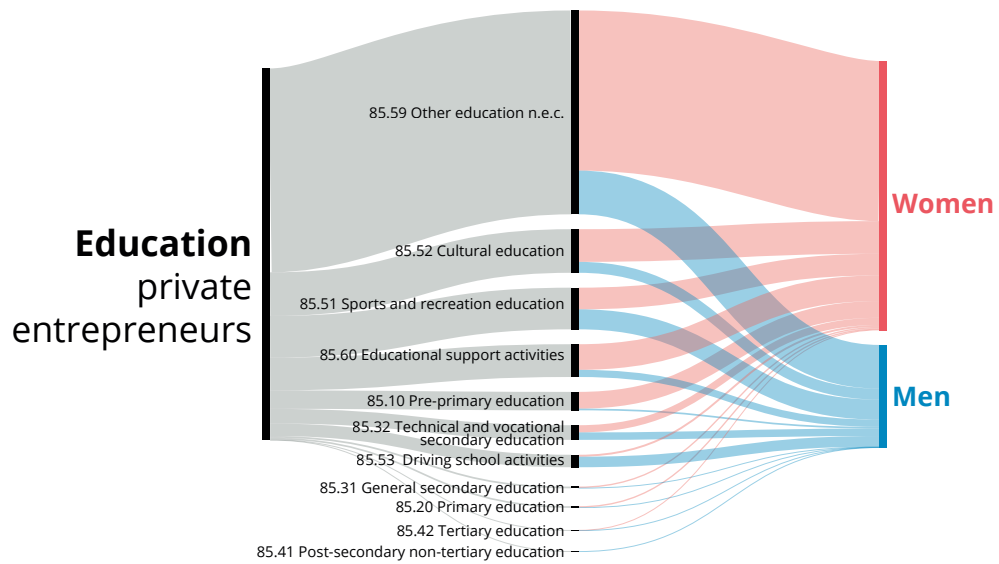


Chart 26

Share of men and women among private entrepreneurs in education, by NACE classes

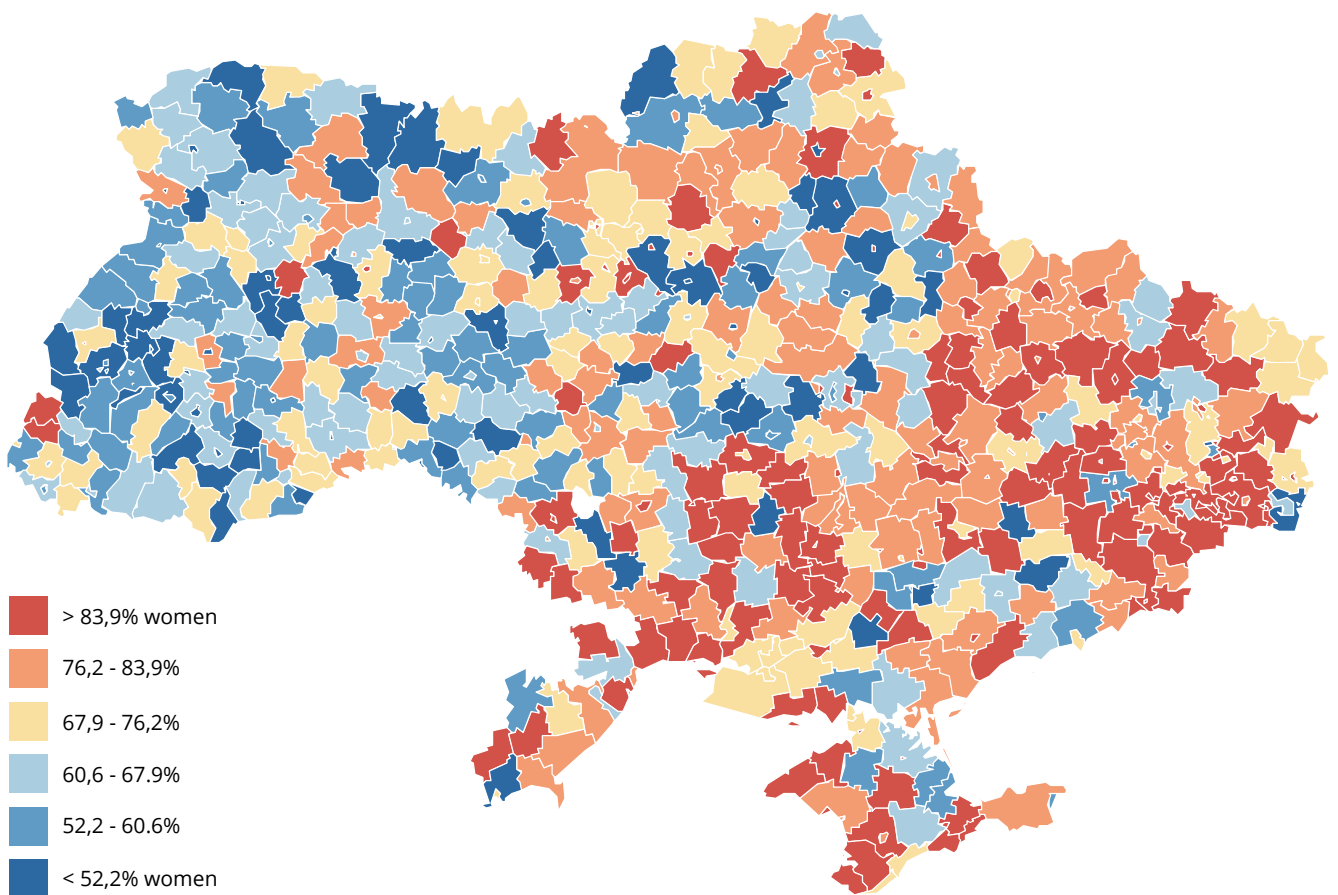


Chart 27

Share of women among private entrepreneurs and legal entities managers with NACE class 85.31 "General secondary education"

Retail Trade

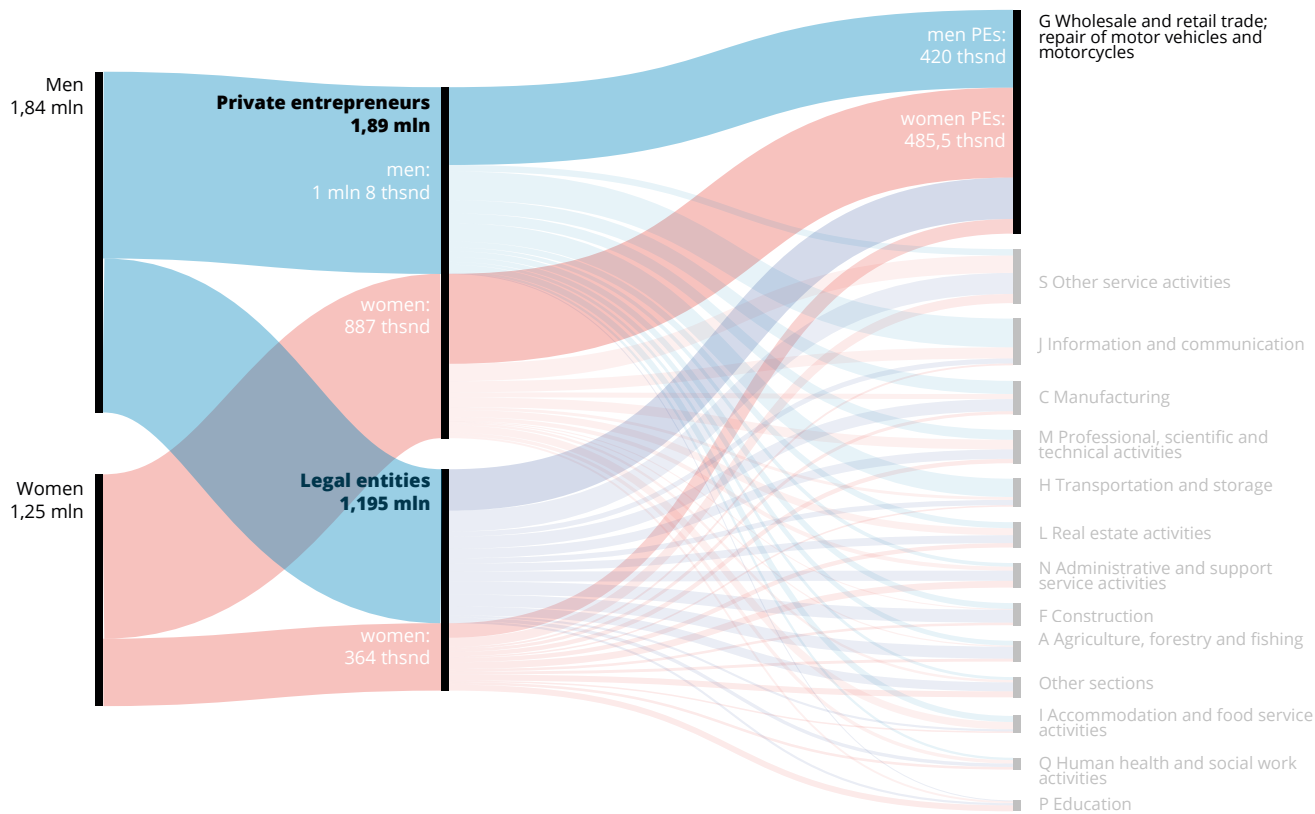


Chart 28 | **Share of men and women among the heads of legal entities and PEs, by NACE sections**

Among men in the USR register who are the heads of legal entities and private entrepreneurs, a significant part (44%) are the heads of legal entities, while the vast majority of women in the register (71%) are private entrepreneurs.

The NACE class “Wholesale and retail trade” is the largest in the register in terms of the number of entities. Among PEs, it is even more common as the main activity: in the entire register, 38% of entities fall under this section, and among PEs — 46%.

And it is this section that makes the largest contribution to the overall gender balance in the register: the ratio of men to women is close to parity (53% / 47%). Instead, in all other sections taken together, the share of women is 37%.

Thus, thanks to women entrepreneurs, and in particular those who work in the largest sector of “Wholesale and retail trade ...”, the overall ratio of men and women in the register is close to balanced (60% / 40%).

Wholesale and retail trade is the main activity for 46% of private entrepreneurs in Ukraine.

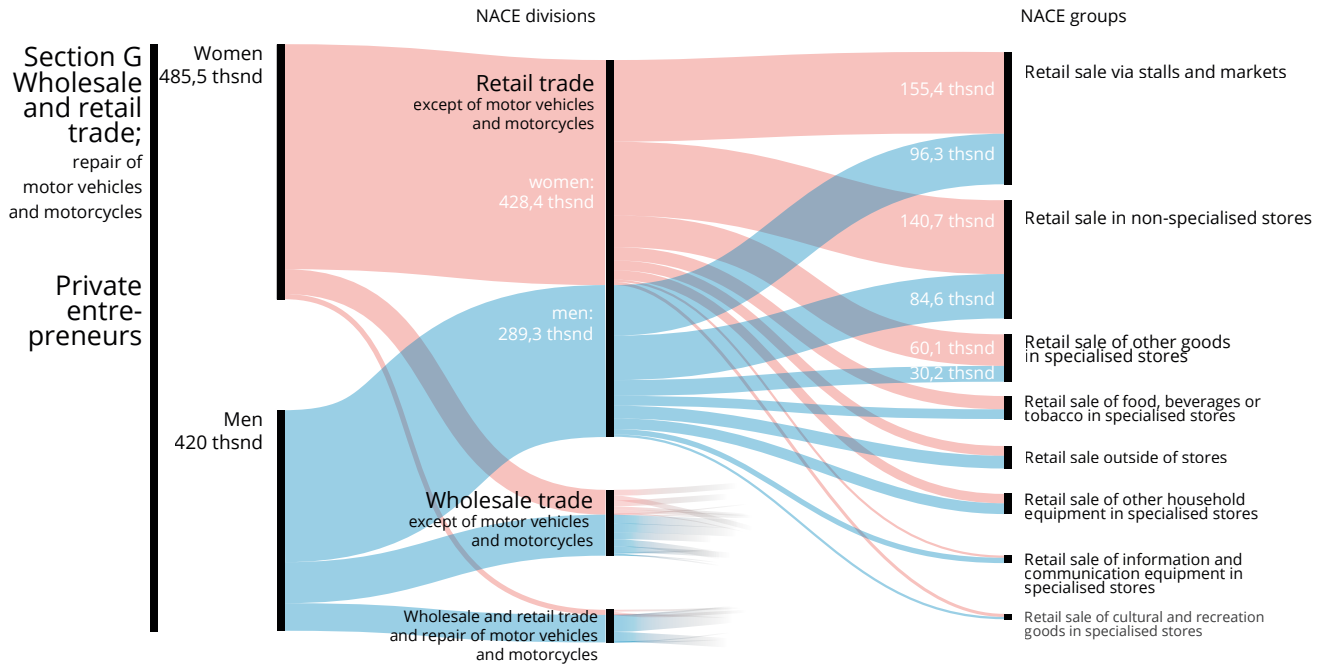


Chart 29

Ratio of men and women among private entrepreneurs for the NACE section “G Wholesale and retail trade ...”, by divisions and groups within the division “Retail trade ...” of this section

At the same time, it is important to understand that for PEs “Wholesale and retail trade” mainly entails retail trade (primarily via stalls and markets and in non-specialised stores from trays in markets and non-specialized stores), and it is significantly dominated by women.

In the wholesale trade, the share of men is higher, and in the trade in motor vehicles, men have absolute predominance.

The following 10 NACE classes cover 81.3% of all sole proprietorships, whose main NACE class belongs to division 47 “Retail trade, apart from motor vehicles and motorcycles”.

NACE class	women	men	total
47.11 Retail sale in non-specialised stores with food, beverages or tobacco...	80 847	46 075	126 922
47.89 Retail sale via stalls and markets of other goods	56 960	47 945	104 905
47.19 Other retail sale in non-specialised stores	59 818	38 524	98 342
47.82 Retail sale via stalls and markets of textiles, clothing and footwear	55 755	17 697	73 452
47.81 Retail sale via stalls and markets of food, beverages and tobacco products	42 702	30 612	73 314
47.71 Retail sale of clothing in specialised stores	23 803	8 395	32 198
47.91 Retail sale via mail order houses or via Internet	10 864	13 588	24 452
47.99 Other retail sale not in stores, stalls or markets	7 823	10 683	18 506
47.52 Retail sale of hardware, paints and glass in specialised stores	5 901	10 465	16 366
47.78 Other retail sale of new goods in specialised stores	8 033	7 171	15 204

Chart 30

NACE classes in the section “Retail trade ...” with the largest number of private entrepreneurs, with distribution by sex

Retail Trade in the Regions

Retail trade, as the area most common among private entrepreneurs, and which, at the same time, is dominated by women, also has its own regional features. The maps presented here show the regional distribution in Ukraine of seven NACE classes from division 47 “Retail trade...”. These classes are the most common in their division, and together cover almost 75% of private entrepreneurs in the division.

The geographical distribution of private entrepreneurs registered with the main NACE class 47.82 “Retail sale via stalls and markets of textiles, clothing and footwear” clearly demonstrates the centres of such trade.

These are, first of all, Khmelnytsky — where one of the largest non-food markets in Ukraine (and Eastern Europe) is located, as well as markets in Kharkiv (Barabashovo), Odesa (Seventh Kilometre), and Chernivtsi (Kalynivsky Rynok).

For NACE 47.89 “Retail sale via stalls and markets of other goods” Kharkiv stands out again, while for NACE 47.71 (retail clothing) and NACE 47.91 (online stores) Kyiv is the leader in terms of number of private entrepreneurs.

It is also worth noting the relatively higher proportion of women in smaller cities and districts than in large cities.

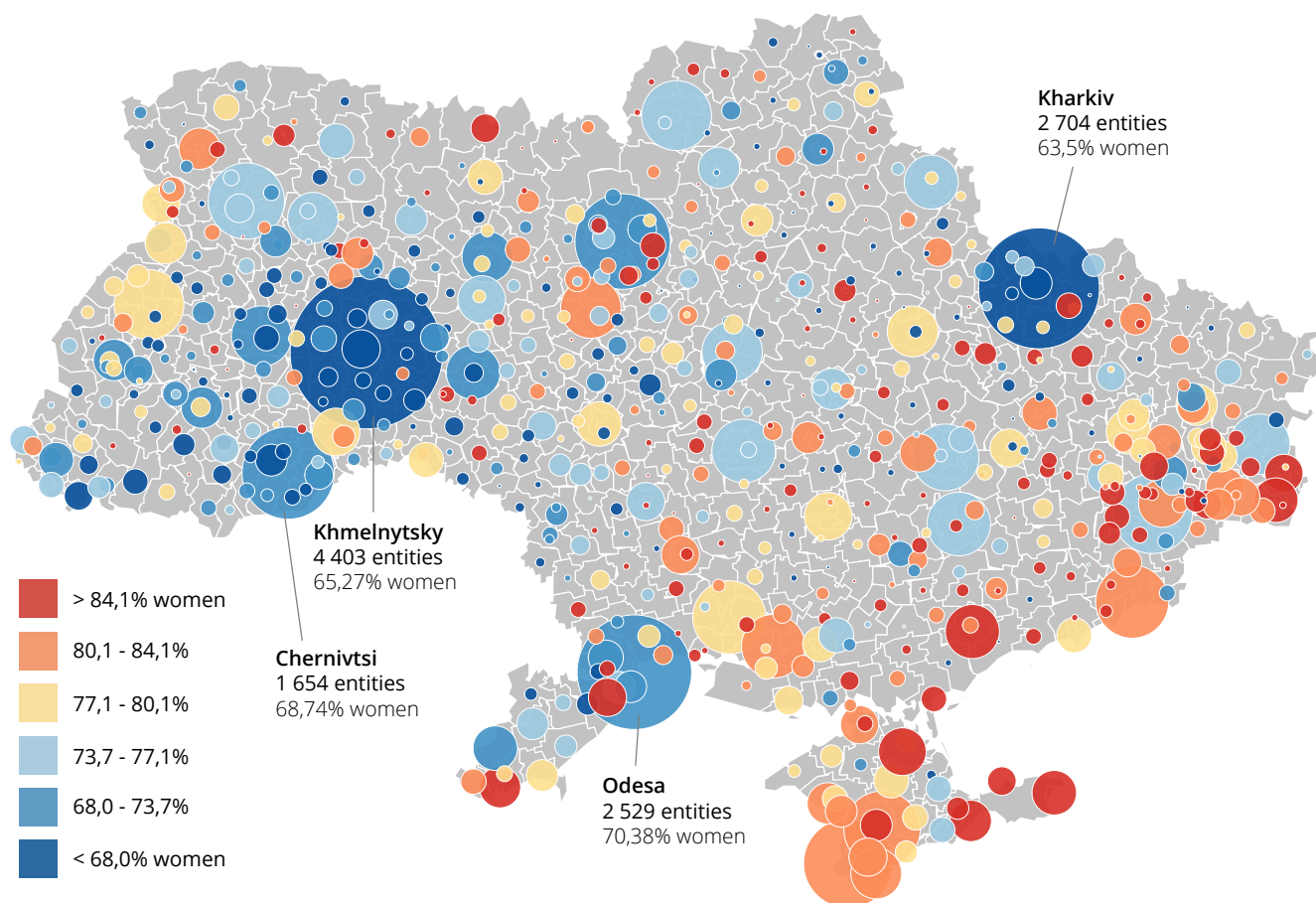
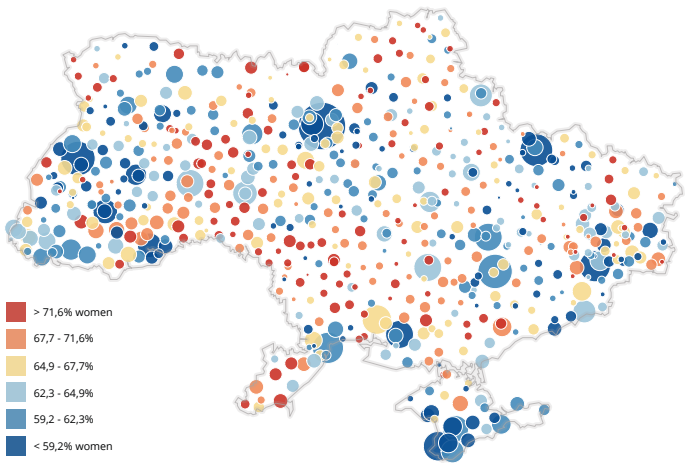
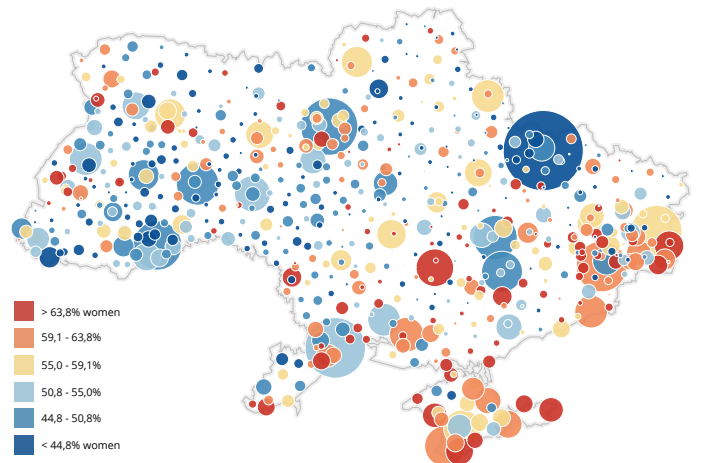


Chart 31

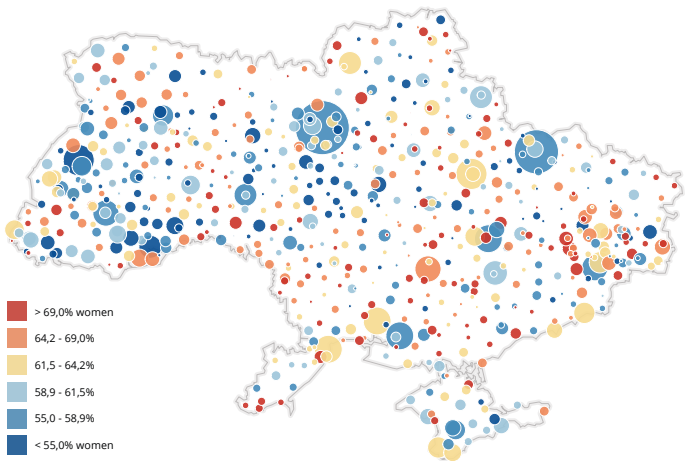
Number of entities with NACE 47.82 “Retail sale via stalls and markets of textiles, clothing and footwear”



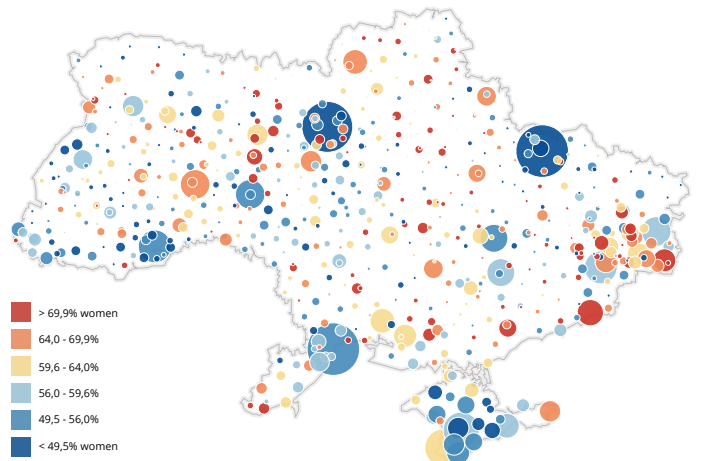
NACE class 47.11 – Retail sale in non-specialised stores with food, beverages or tobacco predominating



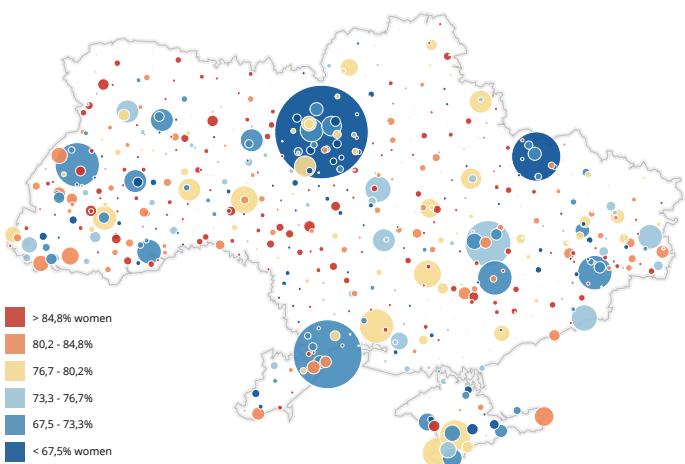
NACE class 47.89 – Retail sale via stalls and markets of other goods



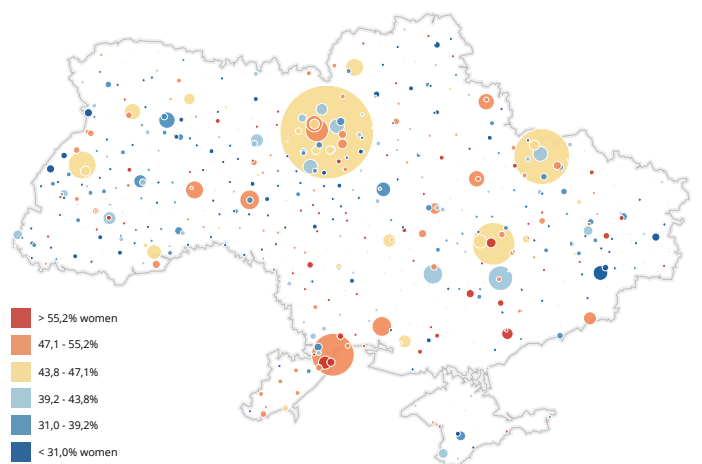
NACE class 47.19 – Other retail sale in non-specialised stores



NACE class 47.81 – Retail sale via stalls and markets of food, beverages and tobacco products



NACE class 47.71 – Retail sale of clothing in specialised stores



NACE class 47.91 – Retail sale via mail order houses or via Internet

Chart 32

Number of subjects with NACE classes 47.11, 47.89, 47.19, 47.81, 47.71, 47.91, in raions and cities of oblast significance and the share of women in them

Religious Organizations

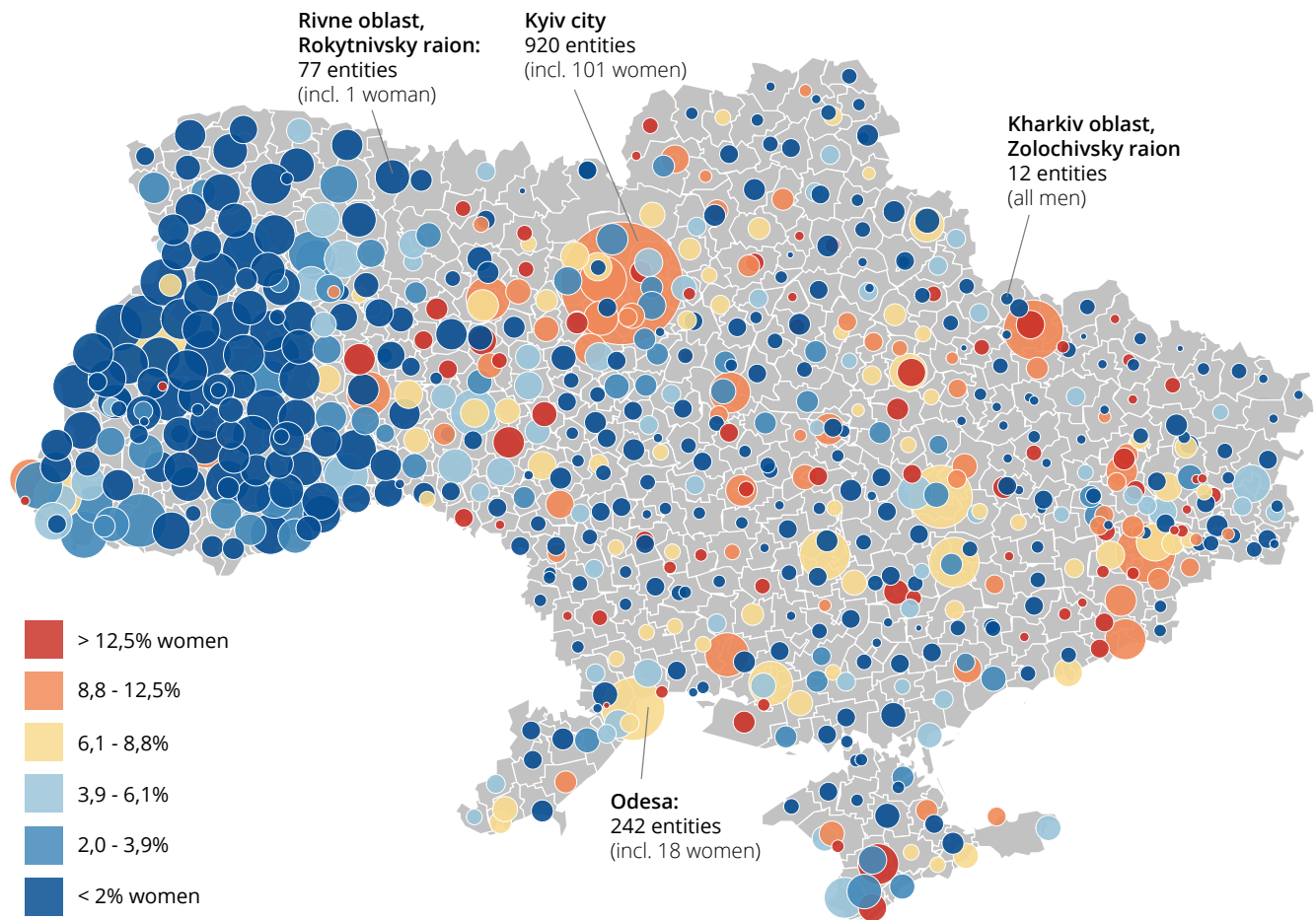


Chart 33

Number of entities with NACE 94.91 “Activities of religious organizations” in raions and cities of oblast significance and the share of women in them

The data of the Unified State Register make it possible to identify interesting and important regional features in various industries — ones that are not limited to purely economic activities.

For example, a geographical analysis of the NACE class 94.91 — “Activities of religious organizations” demonstrates how concentrated religious organizations are in western Ukraine, and in Galicia in particular.

This type of activity is one of the most “masculine” of all: the share of men among legal entities and PEs is 89.02%.

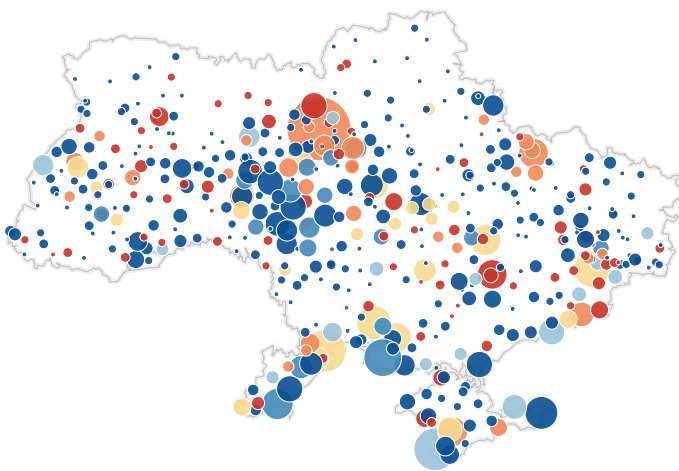
At the same time, in most districts of western Ukraine, the share of men among the leaders of organizations with this type of activity reaches

100% — this obviously reflects the number of church parishes and their leaders — who are traditionally men.

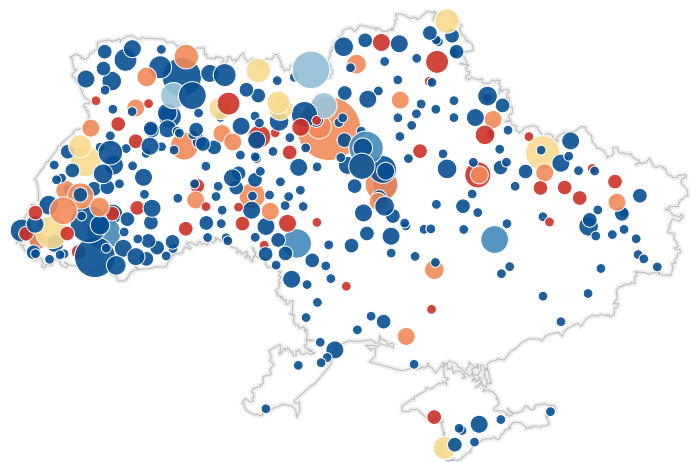
Other Sectoral and Regional Features

An interactive tool developed as part of this research allows everyone to analyse the dataset across many dimensions: separately by oblast and district (cities of oblast significance), by type of subject (legal entity, PEs), by NACE sections, divisions, groups and classes; as well as in the form of a choropleth map, bubble map, etc.

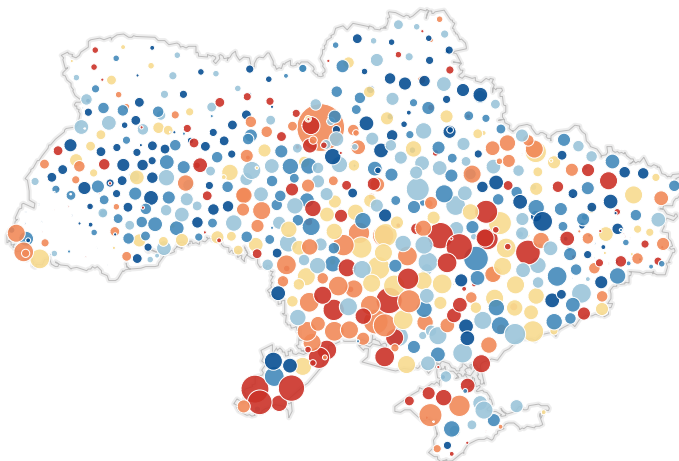
Sometimes such an analysis gives an indication not so much of the gender balance in a particular industry or territory, but of the regional distribution of entities with different NACE codes (which are recorded as their “main activity” in the registration data of the USR).



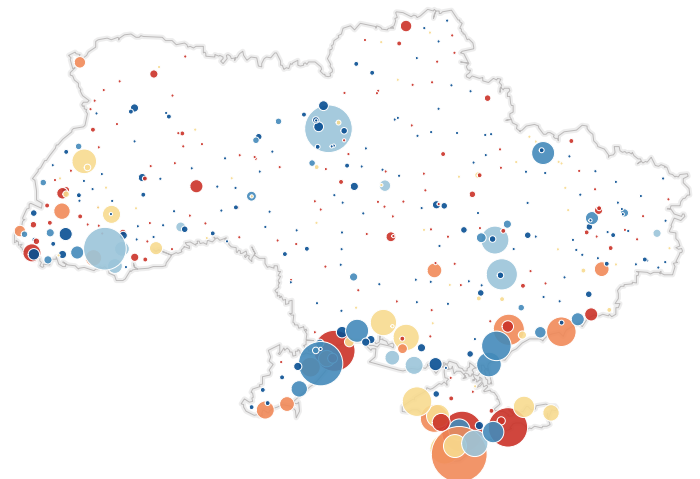
NACE group 03.1 – Fishing



NACE group 02.1–Silviculture and other forestry activities



NACE group 01.11–Growing of cereals (except rice), leguminous crops and oil seeds



NACE group 55.20–Holiday and other short-stay accommodation

Chart 34

Number of subjects and share of women, in raions and cities of oblast significance, for NACE group 03.01, NACE group 02.01, NACE class 01.11, NACE class 55.20

Industries and Types of Settlements

There are certain trends in the gender ratio among the heads of legal entities and among private entrepreneurs according to the type of settlement (urban/rural, city category by population) where enterprises and PEs are registered.

Across the register as a whole (legal entities and private entrepreneurs together), in many industries the share of women managers is higher in large cities, while (for some industries) it is higher in villages. This is more typical for those sections where the gender balance is generally more equal. In particular, this is observed in the areas of "Wholesale and retail trade", "Other Service Activities", "Accommodation and Food Service Activities", and "Education".

However, there are also industries that have a higher share of women managers in cities with a population of up to 250,000. In particular, these are often the sections of the NACE that are currently dominated by men: "Transportation and storage", "Construction", and "Agriculture, forestry and fishing".

For legal entities, a similar trend generally persists. For individual entrepreneurs, in industries where women are generally scarce, their share is also higher in small towns.

However, among industries where there are many women entrepreneurs, there is no significant correlation with the size of the settlement: for example, in education and finance, there are more women leaders in large cities, while in health care there are more in smaller cities.

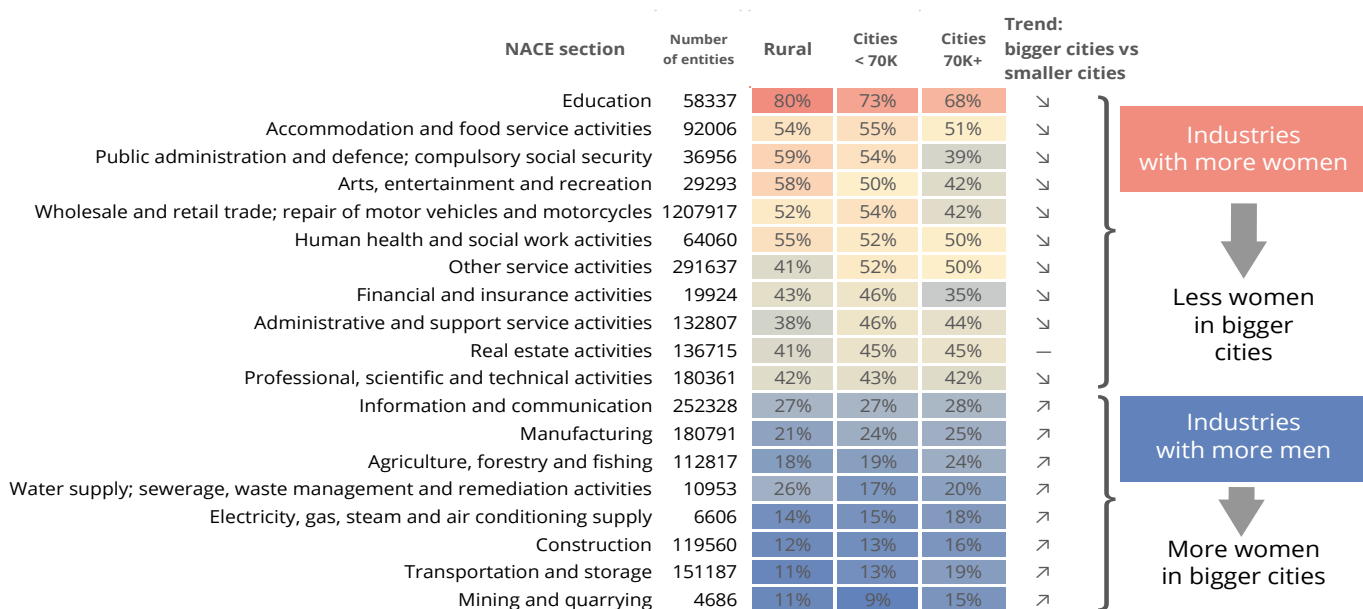


Chart 35

Share of women among the heads of legal entities and PEs, by NACE sections, in terms of type (urban/rural) and size of settlement

Women and Men in Leadership Positions in Ukraine: 2017-2020

NACE section	Number of entities	Rural	Cities < 70K	Cities 70K+	Trend: bigger cities vs smaller cities
Education	44003	81%	72%	65%	↘
Arts, entertainment and recreation	13301	69%	56%	32%	↘
Public administration and defence; compulsory social security	36787	59%	54%	39%	↘
Human health and social work activities	32612	48%	47%	41%	↘
Accommodation and food service activities	19665	38%	43%	41%	↘
Administrative and support service activities	91355	35%	44%	40%	↘
Real estate activities	66273	32%	39%	35%	↘
Wholesale and retail trade; repair of motor vehicles and motorcycles	302421	28%	27%	26%	↘
Financial and insurance activities	11644	27%	31%	28%	↘
Professional, scientific and technical activities	74364	27%	34%	31%	↘
Water supply; sewerage, waste management and remediation activities	8022	27%	15%	17%	↗
Information and communication	37108	26%	32%	27%	↘
Other service activities	162991	21%	33%	32%	↘
Transportation and storage	36751	21%	20%	24%	↗
Agriculture, forestry and fishing	80332	19%	19%	22%	↗
Manufacturing	82520	18%	20%	21%	↗
Construction	83836	15%	15%	17%	↗
Electricity, gas, steam and air conditioning supply	6458	13%	14%	18%	↗
Mining and quarrying	4520	11%	9%	15%	↗

Industries with more women

↓

Less women in bigger cities

Industries with more men

↓

More women in bigger cities

Chart 36

Share of women among heads of legal entities, by NACE sections, by type and size of settlement

NACE section	Number of entities	Rural	Cities < 70K	Cities 70K+	Trend: bigger cities vs smaller cities
Education	14334	71%	76%	72%	↘
Other service activities	128646	75%	74%	72%	↘
Accommodation and food service activities	72341	56%	57%	54%	↘
Wholesale and retail trade; repair of motor vehicles and motorcycles	905496	54%	57%	52%	↘
Human health and social work activities	31448	60%	55%	61%	↗
Financial and insurance activities	8280	46%	53%	49%	↘
Real estate activities	70442	49%	52%	55%	↗
Administrative and support service activities	41452	45%	51%	54%	↗
Professional, scientific and technical activities	105997	46%	47%	50%	↗
Arts, entertainment and recreation	15992	39%	44%	48%	↗
Public administration and defence; compulsory social security	169	15%	26%	42%	↗
Mining and quarrying	166	9%	17%	25%	↗
Information and communication	215220	27%	27%	28%	↗
Manufacturing	98271	22%	27%	29%	↗
Electricity, gas, steam and air conditioning supply	148	37%	23%	26%	↗
Agriculture, forestry and fishing	32485	16%	21%	28%	↗
Water supply; sewerage, waste management and remediation activities	2931	22%	19%	26%	↗
Transportation and storage	114436	9%	12%	16%	↗
Construction	35724	9%	11%	13%	↗

Industries with more women

↓

Less women in bigger cities

Industries with more men

↓

More women in bigger cities

Chart 37

Share of women among private entrepreneurs, by NACE sections, by type and size of settlement

NACE Classes and Types of Settlements

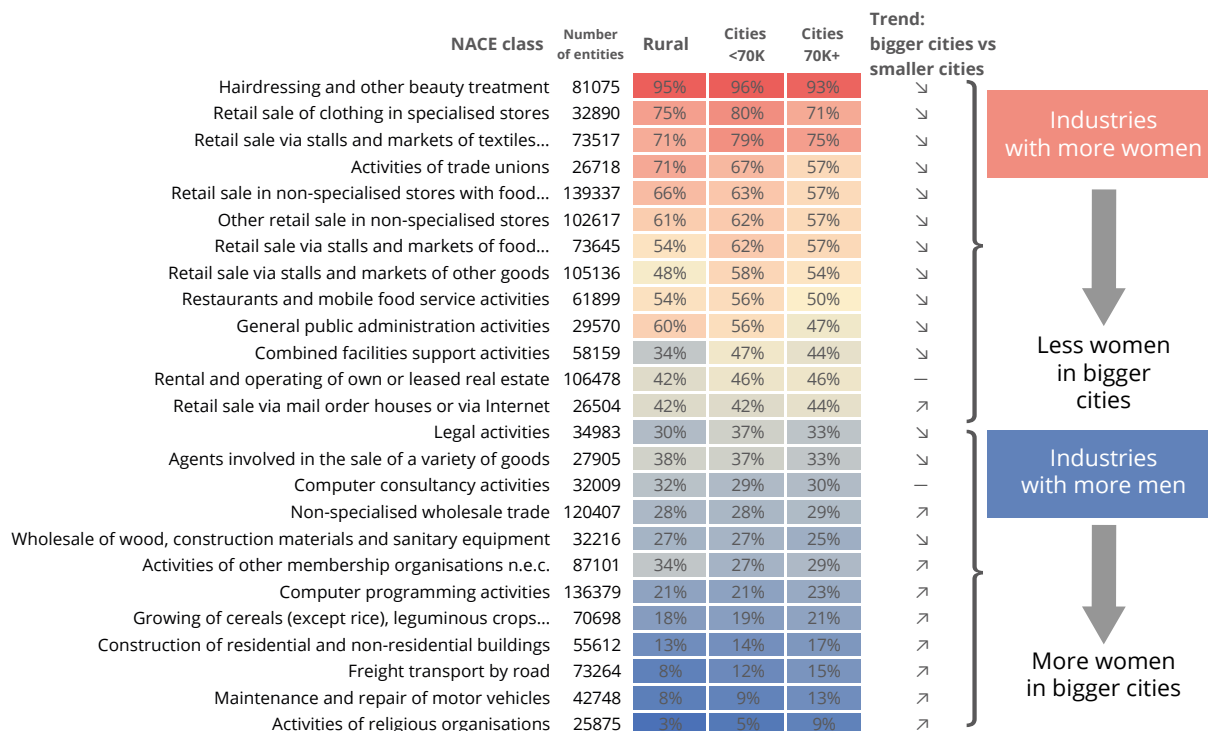


Chart 38

Share of women among the heads of legal entities and private entrepreneurs, by the most common NACE classes, by type (urban) and size of settlement

For certain activities (NACE classes), in general, the trend of there being a higher share of women in large cities and (sometimes) in villages is more common. For legal entities, this trend is also observed.

However, for some activities (particularly those where male leaders generally make up the vast majority), the situation is the opposite: women are more likely to be managers or entrepreneurs in these areas in small towns.

For example, this is observed for such activities as “Construction...”, “Maintenance and repair of motor vehicles”, “Freight transport by road”, and “Computer programming activities”, and it applies primarily to private entrepreneurs.

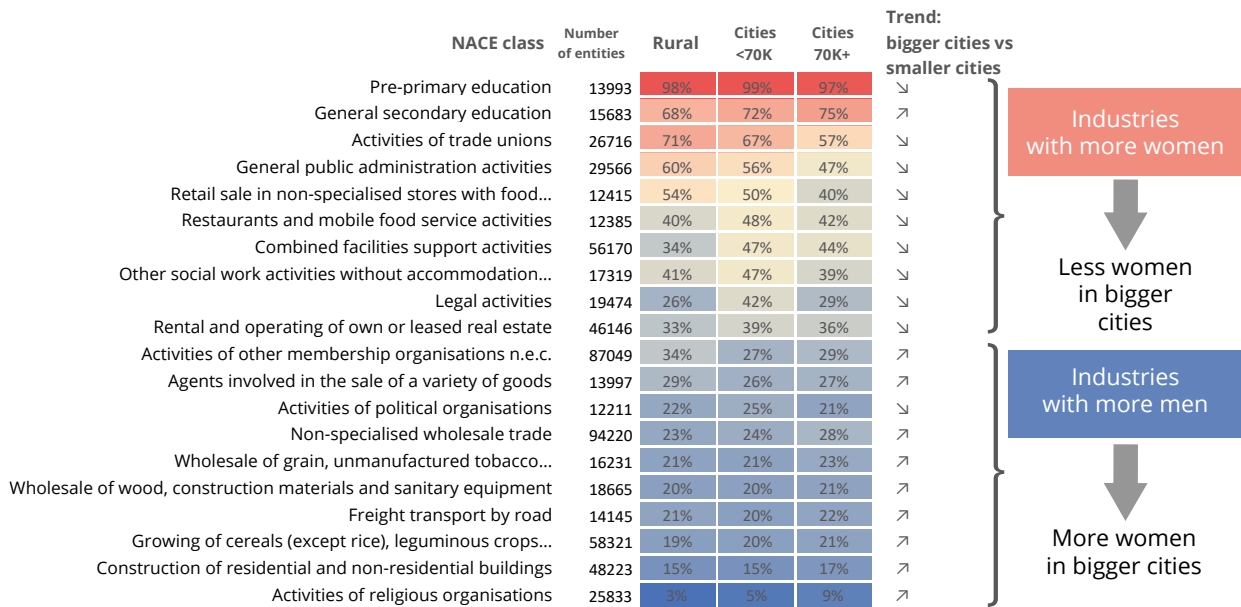


Chart 39

Share of women among the heads of legal entities, by the most common NACE classes, by type and size of the settlement

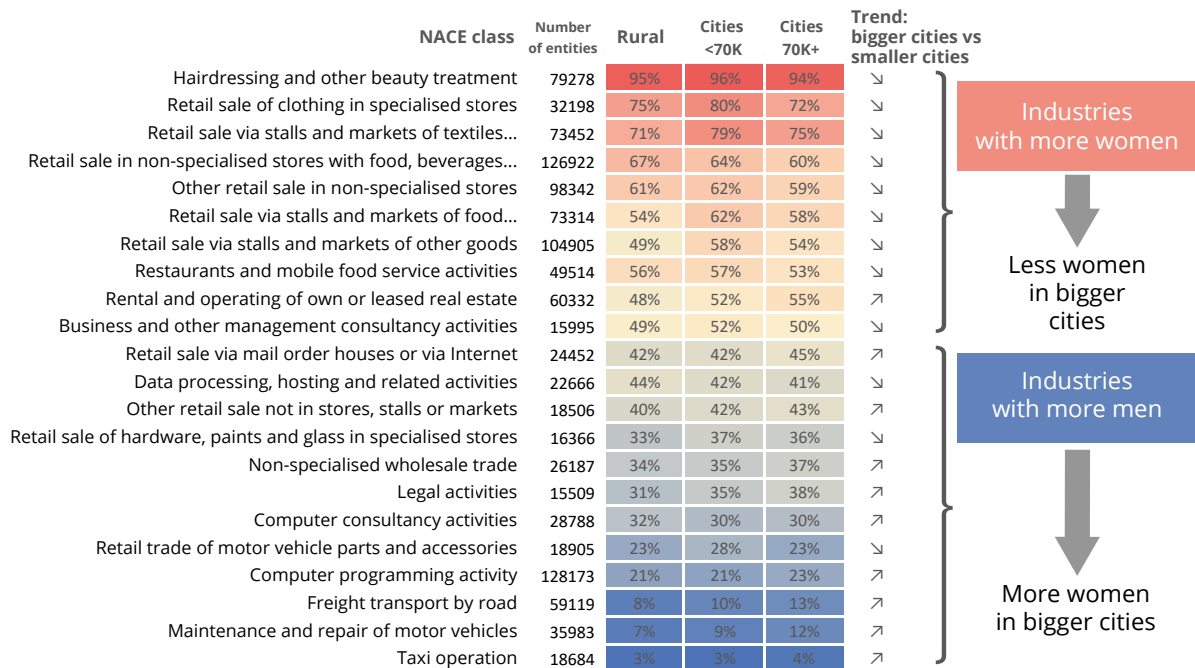


Chart 40

Share of women among PE, by the most common NACE classes, by type and size of settlement

Dynamics in NACE Sections: 2017-2020

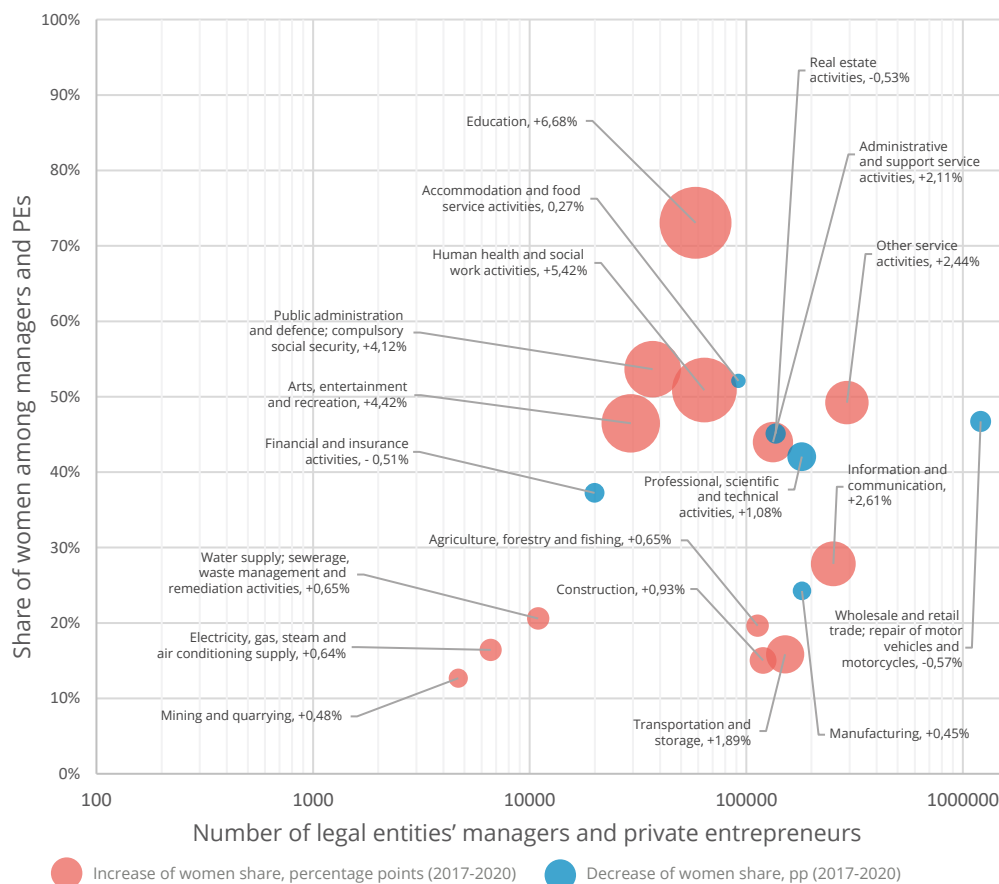


Chart 41

Change in the share of women among managers of legal entities and PEs by NACE section, 2017-2020

The share of women is growing in those sections where it was already high — in education, health care, and others.

Among legal entities, there are two sections where the gender balance is shifting in favour of men (“Accommodation and food service activities”, and “Financial and insurance activities”). Meanwhile, the prevalence of women in the “Education” section is further increasing — currently 73% of managers are women, their share increasing by 6 percentage points. The share of women in areas close to gender parity is also growing: in “Arts, entertainment and recreation”, and in “Public administration and defence; compulsory social security” their share increased by more than 4 percentage points.

The sections with the largest increase of the share of women entrepreneurs (PEs) are the same as for the register as a whole: “Education”, “Human health and social work activities”, “Public administration and defence; compulsory social insurance”, “Arts, entertainment and recreation”, “Other service activities”, and “Administrative and support service activities”, as well as “Information and communication”). In these industries, the share of women increased by 3 percentage points or more.

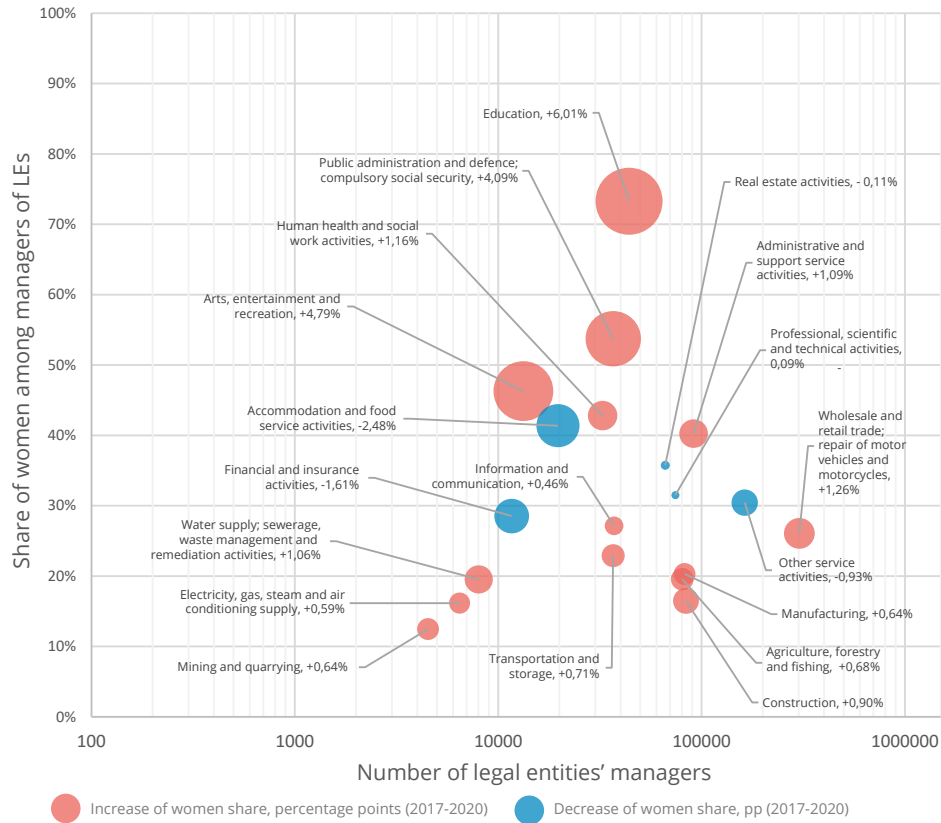


Chart 42

Change in the share of women among heads of legal entities by NACE section, 2017-2020

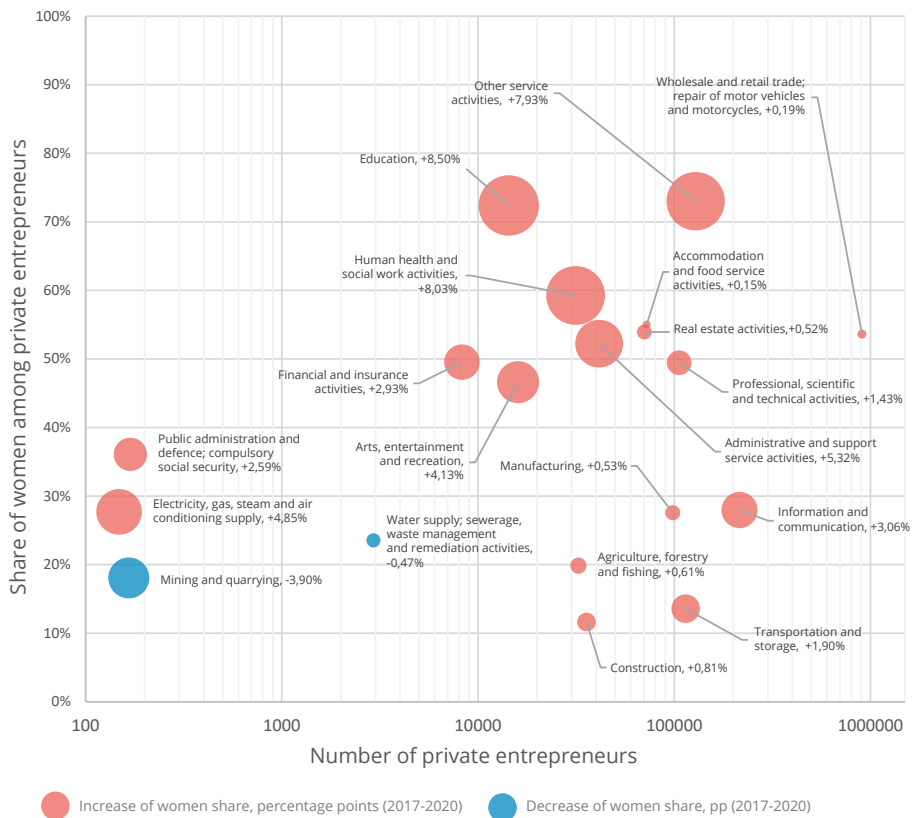


Chart 43

Change in the share of women among private entrepreneurs by NACE section, 2017-2020

Dynamics in Sections, by Type of Settlement

NACE section	Number of entities	Women share (total)	Women share change, 2017-2020		
			Rural	Cities <70K	Cities 70K+
Education	58337	73%	6%	4%	-2%
Public administration and defence; compulsory social security	36956	54%	3%	3%	0%
Accommodation and food service activities	92006	52%	1%	0%	-1%
Human health and social work activities	64060	51%	9%	6%	-2%
Other service activities	291637	49%	-2%	4%	5%
Wholesale and retail trade; repair of motor vehicles...	1207917	47%	0%	0%	0%
Arts, entertainment and recreation	29293	46%	8%	5%	-3%
Real estate activities	136715	45%	0%	0%	1%
Administrative and support service activities	132807	44%	4%	3%	-1%
Professional, scientific and technical activities	180361	42%	1%	1%	0%
Financial and insurance activities	19924	37%	3%	1%	-2%
Information and communication	252328	28%	1%	3%	2%
Manufacturing	180791	24%	-1%	1%	2%
Water supply; sewerage, waste management and remediation activities	10953	21%	1%	0%	0%
Agriculture, forestry and fishing	112817	20%	0%	1%	1%
Electricity, gas, steam and air conditioning supply	6606	16%	-1%	2%	3%
Transportation and storage	151187	16%	1%	2%	1%
Construction	119560	15%	-1%	1%	3%
Mining and quarrying	4686	13%	0%	0%	0%

Chart 44

Change in the share of women among heads of legal entities and private entrepreneurs by NACE sections, 2017-2020, by type and size of settlement

An interesting trend identified in the distribution of the share of women among managers and entrepreneurs by NACE sections (industries), as well as by the size of the settlement, is reflected in an analysis of changes in the share of women in the register over the past three years.

In sections where women prevail, or where the gender balance approaches parity, the share of women is smaller in cities with populations of up to 250,000. Also, in male-dominated industries, the proportion of women in such cities is relatively higher (than in cities with populations of more than 250,000 and in rural areas).

Looking at the dynamics of 2017-2020, a similar picture is observed. Thus, in sections where there are relatively more women, in smaller cities their share has mostly decreased. Conversely, in industries where the share of women was small, in smaller cities their share has increased more than in large (populations of more than 250,000) cities and in villages. This trend is especially noticeable if private entrepreneurs and the heads of legal entities are considered together.

Among private entrepreneurs, there has been not so much a decrease in the share of women (in the more “female” industries), but rather a slightly smaller increase in their share — as, for example, can be seen in the sections “Education” and “Human health and social work activities”.

The reverse trend — a larger increase in the share of women in smaller cities in more “male” sections is visible for both legal entities and private entrepreneurs, in, for example, the “Agriculture, forestry and fishing” section.

Women and Men in Leadership Positions in Ukraine: 2017-2020

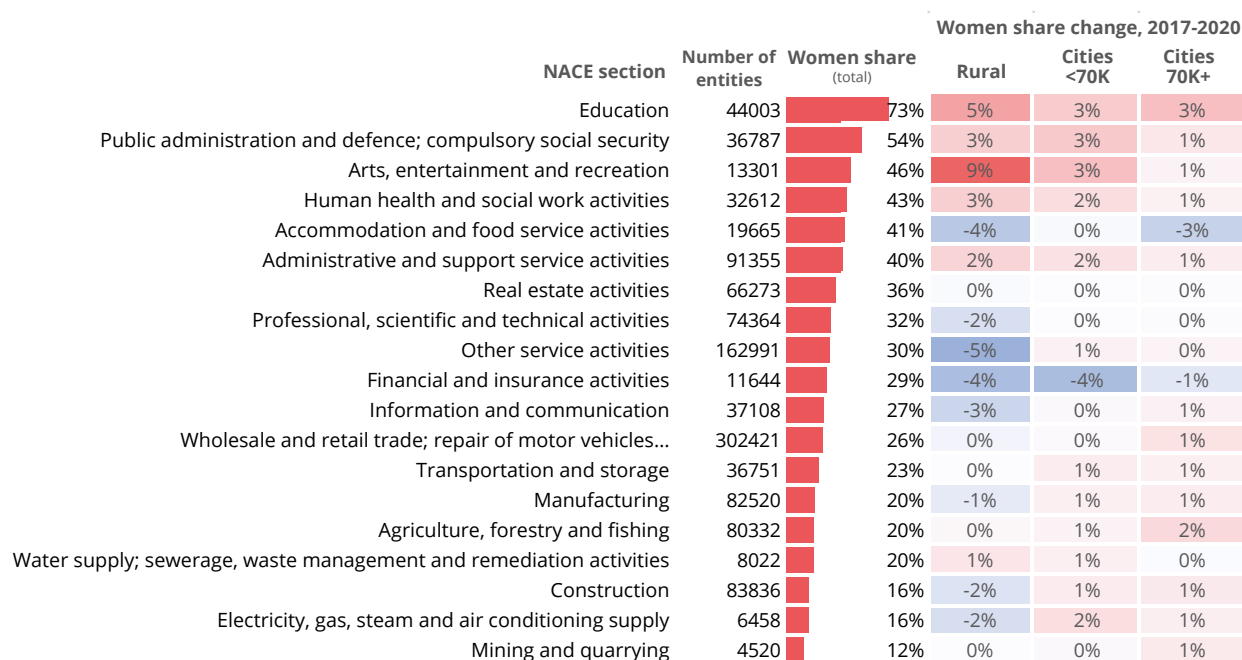


Chart 45

Change in the share of women among heads of legal entities by NACE sections, 2017-2020, by type and size of settlement

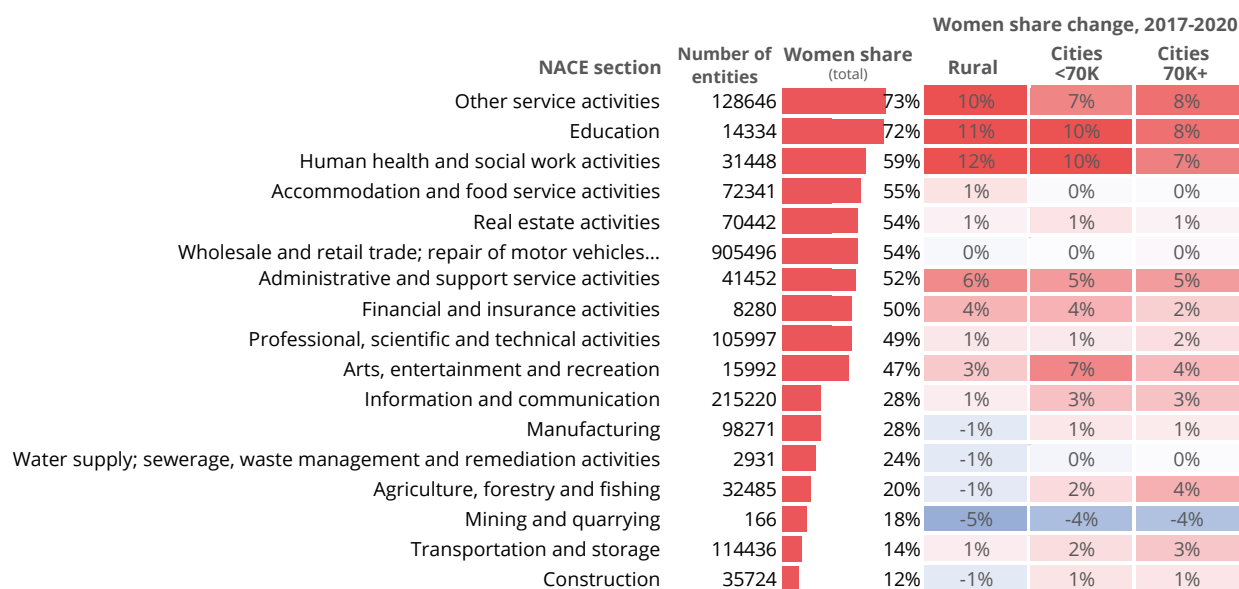


Chart 46

Change in the share of women among private entrepreneurs by NACE sections, 2017-2020, by type and size of settlement

Dynamics in NACE Classes, by Type of Settlement

The structure of the dataset, in terms of the share of women by industry or by specific activities, has not changed dramatically since 2017. Mostly, the dynamics have been in the range of 0-1 percentage points. While at the level of individual sections (industries), which include thousands of subjects, the increase or decrease in the share of women is noticeable (and certain patterns corresponding to the size of a city can be seen), for certain activities — NACE classes — the patterns are not so evident.

For this reason, only NACE classes that have more than 5,000 subjects are presented here. Additionally, only those with the most prominent dynamics have been selected from among — either those with an increase in the share of women of +3 percentage points or more, or those with a decrease of -2 pp or more.

In general, for private entrepreneurs and legal entities, the share of women increased the most in the NACE “Service activities incidental to land transportation” (+15 percentage points), and decreased most for the NACE “Retail sale of second-hand goods in stores”.

NACE class	Number of entities	Share of women (total in register)	Women share change, 2017-2020			
			All settl. types	Rural	Cities <70K	Cities 70K+
Service activities incidental to land transportation	7573	32%	15%	17%	14%	15%
Other information technology and computer service activities	6357	29%	6%	3%	5%	6%
Other personal service activities n.e.c.	11126	50%	5%	6%	7%	5%
Other amusement and recreation activities	6590	44%	5%	0%	8%	5%
Retail sale via mail order houses or via Internet	26504	43%	5%	4%	6%	5%
Computer consultancy activities	32009	30%	5%	4%	5%	5%
Retail sale of furniture, lighting equipment and other household...	11162	51%	5%	2%	4%	6%
Retail sale of meat and meat products in specialised stores	7878	57%	5%	1%	7%	5%
Data processing, hosting and related activities	25311	40%	5%	3%	7%	4%
Other retail sale of food in specialised stores	9269	61%	4%	3%	3%	4%
Other business support service activities n.e.c.	7199	43%	4%	9%	7%	3%
Retail sale of telecommunications equipment in specialised stores	8083	34%	4%	-4%	0%	8%
General public administration activities	29570	57%	4%	2%	3%	2%
Other education n.e.c.	11496	73%	4%	8%	7%	2%
Photographic activities	5605	39%	3%	2%	4%	3%
Computer programming activities	136379	23%	3%	1%	3%	3%
Non-specialised wholesale trade	120407	29%	3%	2%	2%	3%
...						
Retail sale of computers, peripheral units and software in specialised...	5115	21%	-2%	-4%	0%	-2%
Activities of religious organisations	25875	5%	-2%	-2%	0%	0%
Management of real estate on a fee or contract basis	9618	37%	-3%	-3%	-6%	-1%
Child day-care activities	6121	85%	-4%	-10%	-8%	1%
Retail sale via stalls and markets of food...	73645	58%	-4%	-3%	-3%	-4%
Retail sale of second-hand goods in stores	7754	58%	-9%	-7%	-8%	-10%

Chart 47

Change in the share of women among managers of legal entities and PEs, by the most common NACE classes, 2017-2020, by type and size of settlement

Women and Men in Leadership Positions in Ukraine: 2017-2020

NACE class	Number of entities	Share of women (total in register)	Women share change, 2017-2020			
			All settl. types	Rural	Cities <70K	Cities 70K+
General public administration activities	29566	57%	4%	2%	3%	2%
Non-specialised wholesale trade	94220	27%	4%	2%	2%	4%
Agents involved in the sale of a variety of goods	13997	27%	3%	2%	5%	3%
Computer programming activities	8206	23%	3%	1%	3%	3%
Wholesale of grain, unmanufactured tobacco...	16231	23%	3%	1%	2%	3%
...						
Management of real estate on a fee or contract basis	8805	36%	-2%	-2%	-5%	1%
Activities of religious organisations	25833	4%	-2%	-2%	0%	0%
Architectural activities	5461	26%	-3%	-7%	-4%	-2%
Restaurants and mobile food service activities	12385	42%	-4%	-5%	-1%	-4%
Travel agency activities	5964	57%	-5%	-4%	-3%	-5%

Chart 48

Change in the share of women among the heads of legal entities, by the most common NACE classes, 2017-2020, by type and size of the settlement

Among the heads of legal entities, the share of women increased the most for the NACE "General public administration activities", "Non-specialised wholesale trade" (+4 pp). The largest decrease was in the NACE "Travel agency activities" (-5 pp).

Among sole proprietors, the share of women increased the most in the class "Service activities incidental to land transportation" (+20 pp), decreased the most in the class "Retail sale of second-hand goods in stores" (-9 pp).

NACE class	Number of entities	Share of women (total in register)	Women share change, 2017-2020			
			All settl. types	Rural	Cities <70K	Cities 70K+
Service activities incidental to land transportation	5390	35%	20%	19%	18%	21%
Other business support service activities n.e.c.	5007	48%	7%	10%	7%	6%
Other personal service activities n.e.c.	9812	53%	6%	6%	7%	7%
Other information technology and computer service activities	5370	30%	6%	3%	4%	7%
Retail sale via mail order houses or via Internet	24452	44%	5%	4%	7%	5%
Computer consultancy activities	28788	30%	5%	4%	6%	5%
Data processing, hosting and related activities	22666	42%	5%	3%	7%	4%
Retail sale of meat and meat products in specialised stores	7684	58%	5%	1%	7%	5%
Other retail sale of food in specialised stores	8842	62%	5%	3%	3%	5%
Retail sale of telecommunications equipment in specialised stores	7514	35%	5%	-4%	0%	8%
Retail sale of furniture, lighting equipment and other...	10532	52%	5%	2%	4%	6%
Photographic activities	5218	39%	3%	3%	5%	3%
Computer programming activities	128173	23%	3%	1%	3%	3%
Wholesale of other household goods	7587	42%	3%	4%	8%	2%
Other education n.e.c.	7862	79%	3%	4%	6%	2%
...						
Advertising agencies	10147	47%	-2%	-8%	-5%	-1%
Retail sale via stalls and markets of food...	73314	58%	-4%	-3%	-3%	-4%
Child day-care activities	5996	85%	-5%	-8%	-10%	-1%
Retail sale of second-hand goods in stores	7424	59%	-9%	-7%	-8%	-9%

Chart 49

Change in the share of women among individual entrepreneurs, by the most common NACE classes, 2017-2020, by type and size of settlement

Average Salaries and the Share of Women Managers

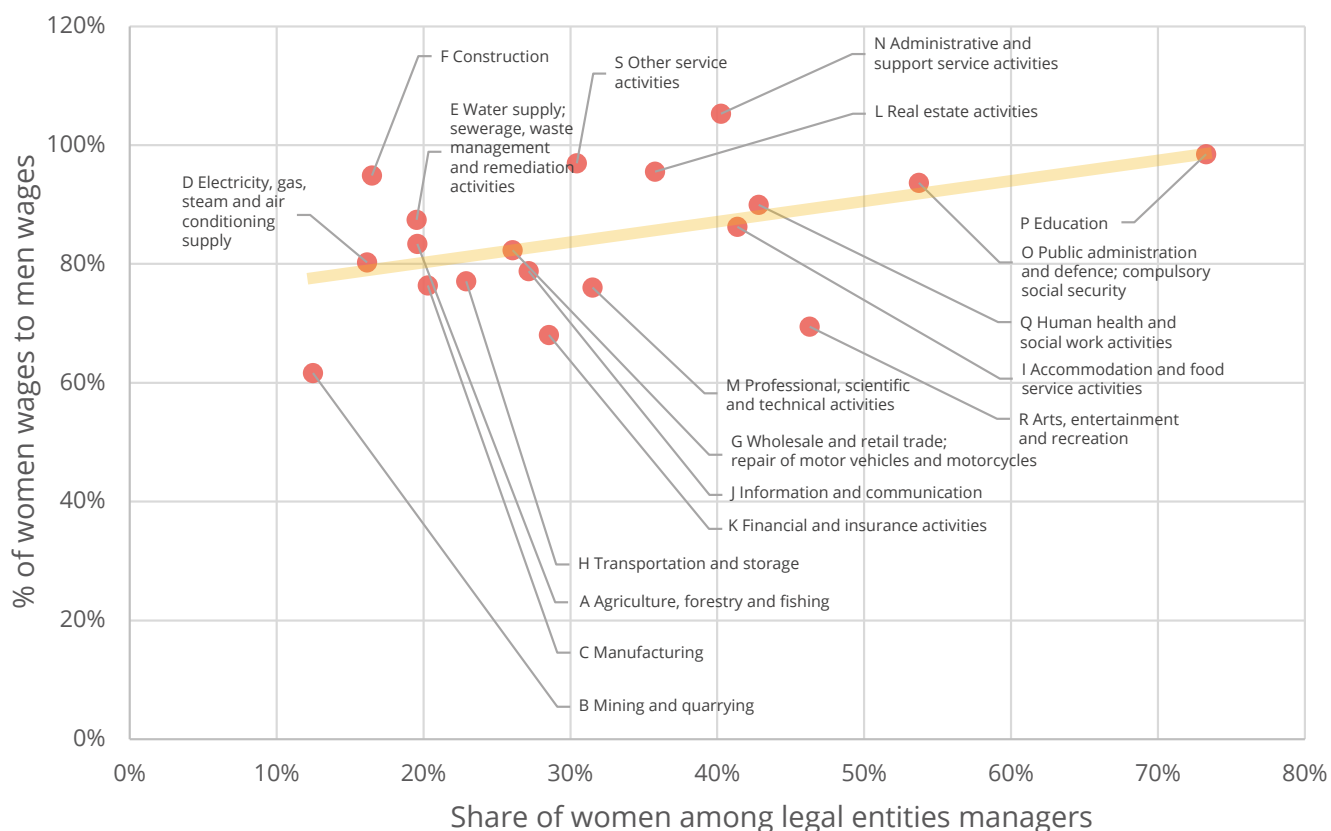


Chart 50

Comparison of the ratio of the average salary of women to the average salary of men by industry (NACE sections) in the first half of 2020, with the share of women among the heads of legal entities in 2020

The State Statistics Service of Ukraine collects and publishes data on average wages by industry (NACE sections) for men and women. At the time of preparation of data for this analysis, appropriate data for the first two quarters of 2020 had been published on the SSSU website.

For the purposes of this study, the indicators were averaged for the first half of 2020, and for each NACE section, the average wage of women was calculated as a share of men’s wages. In only one section - N (Administrative and support service activities) was the average salary of women higher than the salary of men.

The next step was to compare the share of women in each NACE section (only among the heads of legal entities) to the ratio of women’s salaries to men’s salaries.

There was a very weak positive correlation (correlation coefficient = 0.45) between the share of women managers in a NACE section and women’s average salaries (as the share of women managers in a NACE section rose, so did their average salary compared to men, though only in the case of NACE section N did this average rise above 100% (i.e. women were on average paid more than men in this NACE section).

Gender balance among managers and PEs in Ukraine and Europe

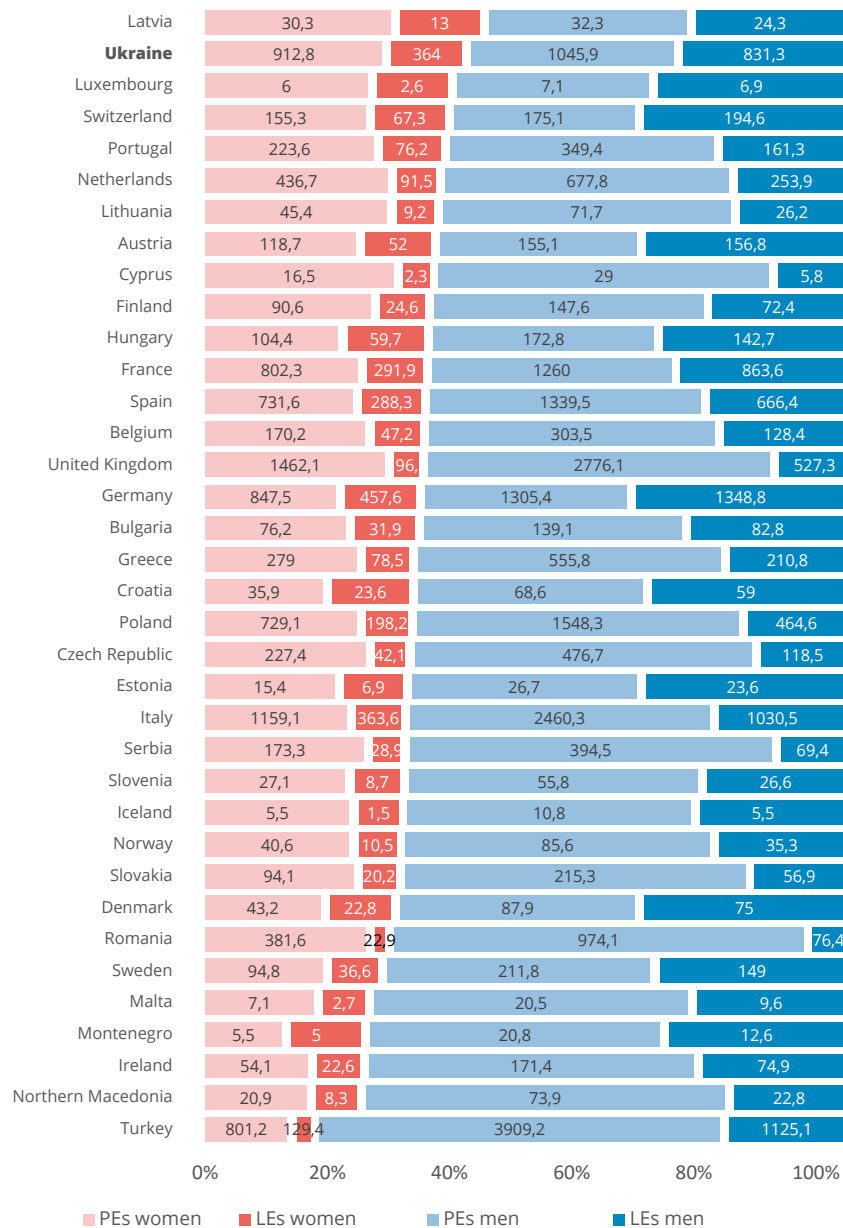


Chart 51

Ratio of men and women among PEs (own-account workers) and managers of legal entities (employers) in European countries, thousand people. Data for Ukraine: 2020, other: 2019, UNECE (United Nations Economic Commission for Europe).

The United Nations Economic Commission for Europe (UNECE) collects and publishes employment data by status and gender. The list of statuses includes “employers” and “own-account workers.” These terms are not complete equivalents for “legal entity” and “private entrepreneur” used in this report. However, when comparing the approximately equivalent data available on the UNECE website for European countries for 2019 with the data for Ukraine for 2020 (the next latest data available for Ukraine is for 2017), Ukraine ranks second in Europe — after Latvia — by share of women among the heads of legal entities (employers) and entrepreneurs (own-account workers). According to the UNECE data for 2017 (including Ukraine), the picture was the same — Ukraine was second by these indicators, again after Latvia.

Conclusions

- Open USR data provide an opportunity to conduct a comprehensive statistical analysis of the share of women and men in management positions in Ukraine.
- The overall ratio of men and women among managers and sole proprietors in Ukraine has remained virtually unchanged since 2017: about 60% men and 40% women.
- The array of data obtained from the USR has increased by more than 600,000 subjects.
- The share of women in general increased from 2017 to 2020 by 0.5 percentage points.
- Ukraine ranks second in Europe in the share of women among managers and entrepreneurs (self-employed people).
- There is a weak positive correlation between the share of women among legal entities in an industry, and the level of women's wages (relative to men's wages) in this industry.
- 17% of all legal entities and sole proprietors in the country are registered in Kyiv, with the gender imbalance in the capital being the heaviest among all regions.
- The share of women and men is equal in urban and rural settlements, but there are noticeable differences depending on the size of an urban settlement: the larger the city, the less active women are.
- In small towns (population of 15,000 to 70,000) the share of women entrepreneurs is 50.7%.
- NACE class 62.01 "Computer programming activities" has become the most popular among PEs - in three years number of such PEs has doubled.
- NACE class 47.89 "Retail sale via stalls and markets of other goods", the most popular for PEs in 2017, has since decreased by one third and dropped to third place.
- The field of education is completely dominated by women: 73% of managers and 72% of PEs in education are women.
- Wholesale and retail trade is the main activity for 46% of private entrepreneurs in Ukraine, as well as for 38% of all entities in the register.
- 35% of all women on the register (both managers and PEs) work in retail.
- The share of women is growing more in the spheres where women already have strong positions.
- At the level of industries (NACE sections), a clear trend was found: in industries with a higher share of women in smaller cities (populations of up to 250,000), the share of women is smaller than in larger cities and in villages. However, in spheres where men predominate, the share of women is slightly larger.

Recommendations

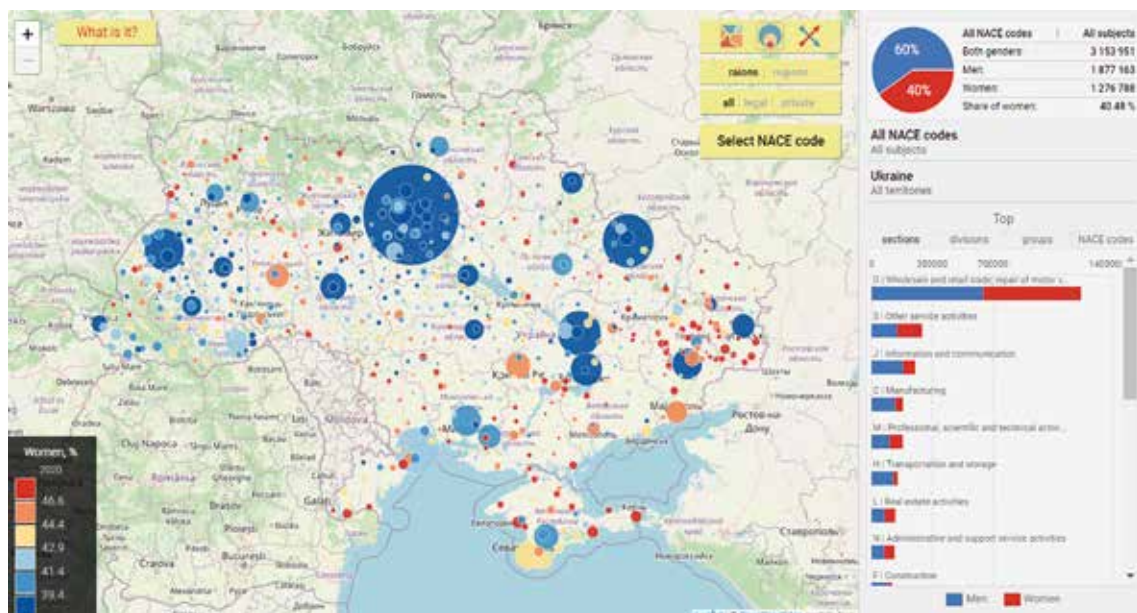
Since 2017, the situation with access to the data of the Unified State Register has significantly improved: the Ministry of Justice has changed its own regulations, as a result of which the amount of data on legal entities and private entrepreneurs available for analysis has significantly increased. Some data that were recommended to be published in the previous report, namely the organizational and legal form of entities, has now become available.

However, some aspects of the publication of the register still complicate the research and data analysis process. In order to improve the situation, it would be appropriate to implement the following changes:

- Bring the amount of data published as open data to the amount provided by state enterprise “National Information Systems” for a fee through the API, as this data is more complete and better organized. This “extended” version of the data could be provided no more than once a month, which would maintain the demand for access to registry data through the API.
- Add a “Sex” field, obtained from the registration number of the taxpayer’s account card, in all cases where such a number is indicated.
- Add a field with the KOATUU code for the unambiguous identification of a settlement (place of registration), its type, and its place in the hierarchy of administrative-territorial organization.

Analyse On Your Own

socialdata.org.ua/en/edrpou-gender-2020-en/



We could not explore all aspects of women and men in leadership positions in Ukraine, so we created an interactive visualization so that anyone can research the data themselves.

We hope you make many interesting discoveries!

