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Gender balance in the Ukrainian organic sector: the impact of the war and post-war recovery

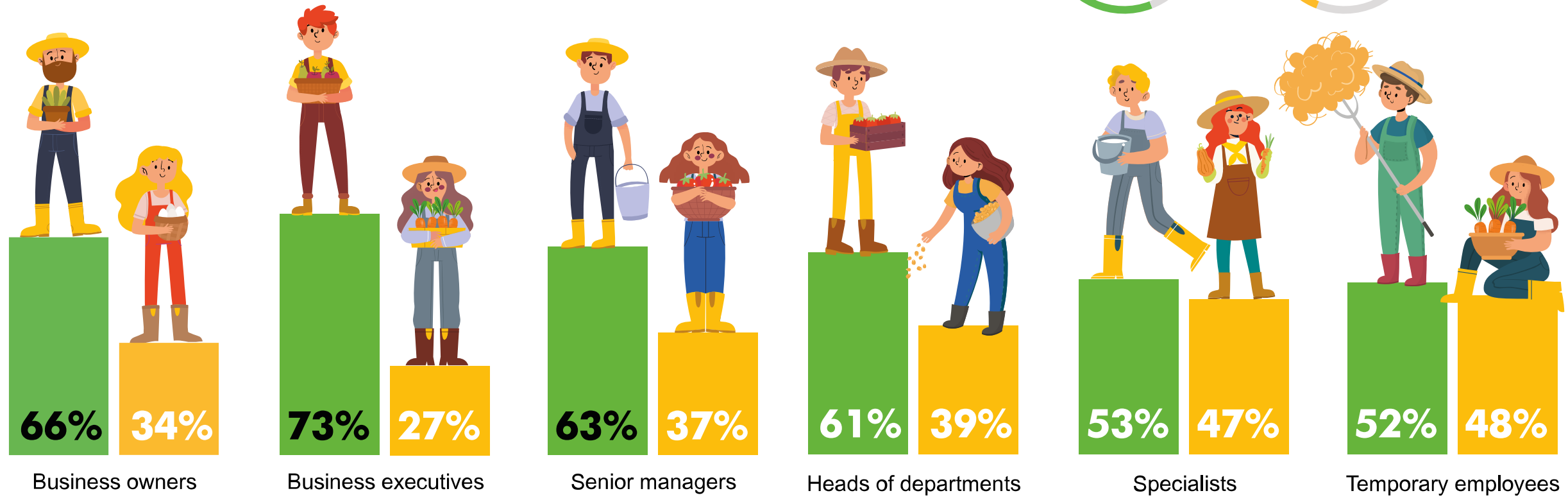
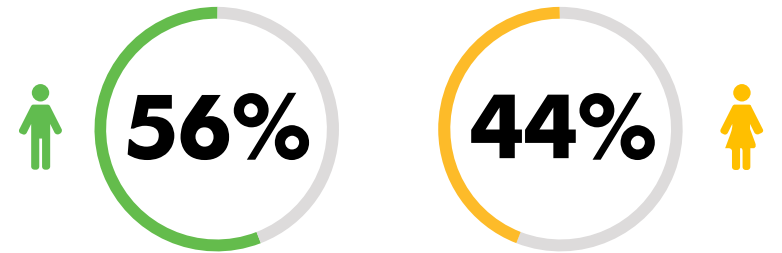


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Gender balance in organic sector



• THE OVERALL RATIO OF MEN AND WOMEN



* [The Gender Study of the Organic Sector in Ukraine](#) was conducted recently by Organic Initiative Public Association (Ukraine) with the support of Switzerland within the framework of the Quality FOOD Trade Program.



Stereotypes in organic agriculture



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Stereotypes clearly distinguish between men and women in companies:

most women's positions are in the office,

most men's positions are in production, in particular, "in the field".

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

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

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

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



Why gender issues important?



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

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



Key recommendations



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- Provide positive examples of women working in "men's jobs"
- Traditionally "male" specialities should be promoted among the parents of girls and the girls themselves – future agricultural professionals
- Development of the infrastructure in the agricultural (organic) sector important to assist and support women

Encouraging gender equality in the agricultural sector could contribute green transformations and recovery of Ukraine.





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Thank you!



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