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FEMINIST TO THE PROBLEM OF GENDER INEQUALITY IN THE LABOR MARKET THEORETICAL ANALYSIS OF THE APPROACH

Summary

How the income created in the market economy will be divided among the factors participating in production or among individuals, the effects of this distribution on the economic system and whether it is fair or not has been a subject of discussion throughout the discipline of economics. Within these discussions, the shift of the unit of analysis from social classes based on the ownership of factors of production to the individual has created a broader basis for discussing the dynamics within the labor market. Thus, the effects of gender-based discrimination in the labor market have become more visible. However, this visibility has been realized to the extent permitted by the dominant economic approach's definition of discrimination. Feminist approach against the narrow and abstracting approach of dominant economics, By presenting a gender analysis, it offered a more holistic and comprehensive perspective on the nature and nature of discrimination. In this study, where the feminist approach is the starting point, the disadvantaged position of women in the labor market and discrimination against women in the labor market are read as gender-based discrimination / inequality. In this context, the effect of gender inequality in the labor market on individual income distribution is investigated through wage-salary inequality. While decomposition methods investigating the effects of gender-based discrimination in the labor market present important findings, the impact of the dominant economic approach narrows the field of these findings considerably. The disadvantaged position of women in the labor market and discrimination against women in the labor market are read as gender-based discrimination/inequality. In this context, the effect of gender inequality in the labor market on individual income distribution is investigated through wage-salary inequality. While decomposition methods investigating the effects of gender-based discrimination in the labor market present important findings, the impact of the dominant economic approach narrows the field of these findings considerably. The disadvantaged position of women in the labor market and discrimination against women in the labor market are read as gender-based discrimination/inequality. In this context, the effect of gender inequality in the labor market on individual income distribution is investigated through wage-salary inequality. While decomposition methods investigating the effects of gender-based discrimination in the labor market present important findings, the impact of the dominant economic approach narrows the field of these findings considerably.

Key words: Income Distribution, Labor market, feminist

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Entrance

The fact that classical and Marxist economics base their analysis of distribution on classes and discussions centered on capital accumulation causes the social relations within factor groups and the inequalities based on them to remain largely invisible in these approaches. However, distribution is not just a class issue. Individual inequalities, privileges

and discriminations within the factor group shape the distribution, as well as the production factor owned by individuals and the share it receives from the income generated. Although the neoclassical approach's consideration of the individual in distribution analysis seems like an opportunity to discuss the impact of individual differences and discrimination, the abstractions in neoclassical analyzes and virtues attributed

to the competitive market mechanism prevent the questioning of social relations that are the source of differences.

Gender-based discrimination in the labor market in institutional and Marxist economics

The analyzes of the institutional approach on discrimination are based on the Segmented labor market theories. The starting point of SLM theory stems from the idea that both classical and neoclassical theory leave unexplained important problems such as wage inequality in the labor market and the resulting income distribution, unemployment and discrimination, and this criticism is at the center of SLM theory. At this point, the SLM approach especially criticizes the neoclassical theory of human capital and draws attention to the fragmented nature of the labor market and the impact of institutional-social factors on wages and employment. While neoclassical theory bases the wage and employment structure in the labor market on productivity differences and preferences, It largely ignores the changes in preferences and the details of the institutional structures of the markets. SLM theory, on the other hand, questions this relationship established by neoclassical theory. The SLM approach deals with labor market problems in a dynamic framework, and in this framework, maximization behaviors, as far as they exist, are considered less important and less effective than the neoclassical approach (Leontaridi, 1998: 63-65). According to the SLM approach, the main actors that determine the employment and wage structure in the labor market are large-scale companies or unions. In addition, the labor market consists of different parts rather than a single competitive market, and it has a structure where wage differences exist between these parts. The most disadvantaged groups may be trapped in the lower strata of the labor market, and demand pressure may not equalize wages due to severely hindered mobility. More importantly, for the SLM theory, labor supply is not shaped by free and rational choices, contrary to what neoclassicals claim, and it is not possible to explain the functioning of the labor market in isolation from the rest of society (Özkaplan, 2013: 4). In other words, the distinction

between occupation and wages in the labor market does not correspond to the free choices of individuals or to differences in qualifications. The existence of institutional factors precludes the free competitive market functioning of the neoclassicals. Moreover, these institutional barriers appear before market entry and prevent the population as a whole from enjoying equal education and training opportunities.

SLM theory in the labor market is often expressed with dualist market models and is sometimes even used synonymously. Because both models have the same basic logic. In both SLM and dualist models, the workforce is segmented; While the dualist model focuses on two basic divisions, primary and secondary labor markets, the stratified labor market model emphasizes more divisions. The most influential work in the development of the dualist model was made by the American economists Doeringer and Piore (1971) to explain the problems of low wages and unemployment in ghetto labor markets. According to Doeringer and Piore(1971), many firms have an internal labor market structure in which the pricing and allocation of labor is governed by a set of administrative rules and procedures. Internal markets created by firms differ from classical external labor market theory, in which pricing, allocation and training decisions are directly controlled by economic variables. The internal labor market is seen as the more stable and administratively well-organized part of the economy. The workers here are better-educated, qualified, job-safe, better-organized workers. The most important feature of internal labor markets is the stability of employment, which is maintained by both employers and workers. In this market structure, employers attach importance to on-the-job training and strive for more stable employment by considering its cost (O'Donnell, 1984:151-154). In internal labor markets, wages are set for jobs, not independent workers. In these markets, companies over time, it creates a fee structure outside the market; The resulting wage structure reflects norms against historical development and tradition. In the dualist model, primary labor markets have this internal

structure. Every firm in the primary labor market needs an internal labor market for employment and wages. That is, primary labor markets offer better “good jobs” for workers, with better guarantees and higher wages.

Firms in the primary market usually have high technology and a capital-intensive mode of production. Structures outside these markets are called secondary labor markets. Secondary labor markets are characterized by low-quality, least demanded jobs, no employment security, and low wages. Secondary employment conditions are associated with small firms in the most remaining sectors of the economy. In this sense, it is the surplus of the primary sector, and it is a technologically backward and competitive sector. Therefore, there is more unstable employment and worker turnover is very high. In these markets, workers' organizations are insufficient and discrimination is high. It seems difficult for a worker in the lower tiers to ascend to the upper tier.

While these precarious and low-skilled jobs offered by secondary labor markets for workers are generally allocated for disadvantaged groups such as women and minorities, jobs in the primary market are reserved for men, especially those belonging to the majority. In this sense, both in the SLM approach and in dualist models, women are exemplified in the lowest layers of the labor market. Contrary to primary markets, wages in these layers are formed by supply and demand conditions, and as labor supply increases, in other words, as the number of people trapped in layers increases, both wages and job security decrease. The existence of institutional barriers prevents or complicates the mobility between layers, forcing groups to stay in the layers they are in. Thus, wage and employment conditions in the upper tiers are insulated from competitive pressure. As a result, the professional position or wage differentiation between men and women with equal productivity capacity but in different layers maintains its continuity with the help of institutional barriers; women generally work in low-wage and insecure jobs in the lower strata.

Although stratified labor force models offer an alternative proposition to the classical

theory regarding women and other disadvantaged groups, placing these groups in secondary labor markets creates a static result. Models include women, immigrants, minorities, etc. it tries to discuss why these groups occupy these positions, placing them in jobs in the secondary market without any problems. However, little explanation is given as to how groups take their positions in the labor market. The static nature of the models sheds little light on why some jobs are seen as women's work and others as men's, and what the forces are that change gender stereotypes of jobs (O'Donnell, 1984:151-160). However, the models assume that labor supply does not play a direct role in shaping the employment structure and inequality. It is accepted that the labor supply will adapt to the predetermined segments created by the demand in the labor market. Moreover, these models are, in practice, only a partial challenge to orthodox economic theory. Because unlike the primary sector, it is accepted that the secondary sector is characterized by competitive labor markets corresponding to the traditional model (Craig et al., 1985: 267).

An economic approach that draws attention to the fragmented structure in the labor market was developed by radical Marxists. Although Marxist labor analysis, which has a more dynamic structure than the institutional approach, has many common aspects with dualist or SLM models, it tries to place its theories in a broader ideological framework and historical perspective. Accordingly, the fragmented structure in the labor market emerges as a strategy of the capitalist accumulation process. In other words, the fragmented labor market is a part of the capitalist production system (Peck, 1989:122). In considering the distribution of workers across sectors, occupations, and industries in the capitalist production process, Marx argued that new skills would make old ones redundant, and that the process argues that it will lead to the homogenization of the workforce, that is, its unqualification. But according to radical Marxists, there are several tendencies that will hinder homogenization in the workforce. These are the struggle over surplus value and workers' resistance to deskilling. The division between

workers is part of the struggle between labor and capital over surplus value. These divisions enable the capitalist to negotiate with each group of workers separately, to use one group against another, making it possible to impose lower wages or more unfavorable working conditions on the workers. Capital does its best to fragment the workforce and prevent any collective political or economic action. On the other hand, the resistance of workers to unskilling also preserves the hierarchy in the labor market. With the participation of female and child workers in the workforce, machines have reduced the resistance of male workers to the tyranny of capital. Women and minorities have become part of the industrial reserve army. The inclusion of women and other groups in the workforce has triggered men's efforts to preserve the hierarchy. Thus, discrimination is not a result of externally determined preferences and tastes, but an integral part of the extraction of surplus value in the capitalist mode of production (Lord, 1979: 225-228).

For the radical-Marxist analysis, the stratification of the labor market is seen as a policy of "divide and rule". This policy is a competitive profit maximization strategy and in this context is fully consistent with the methodological individualism of neoclassical economics. However, it is difficult to reconcile the radical Marxist approach that focuses on racial discrimination, especially with the professional separation between men and women. This constitutes a final and very serious point of objection to the radical-Marxist model. The radical-Marxist approach fails to explicitly address discrimination against women in the labor market (King, 1990: 124-126). The Marxist approach focuses on exploitation, inequality, the systematic tendency of the market to create social hierarchies. Although it provided a broader framework for discrimination, it fell short of addressing the gender questions underlying discrimination. Questions about gender inequality remained in the background within the accumulation-centered content and the male-dominated analysis approach was continued (Beneria, 1995: 1841).

Gender discrimination in the labor market

When gender discrimination is mentioned, the first thing that comes to mind is discrimination against women, because women are often at a disadvantage compared to similarly positioned men. In cases of discrimination, women are paid less than men for jobs of the same or similar nature, and their chances of advancement to higher positions are often hindered. On the contrary, men can climb the career ladder more easily and faster, and in the performance evaluations of these employees, their work performance is prioritized, not their gender. In the case of gendered jobs, the so-called women's jobs become low-quality and low-income jobs. This inequality between men and women in the market continues in the private sphere, albeit in a different way. Even if men and women do not spend the same amount of time in paid work outside the home, there are inequalities in housework and care work done by a woman compared to her husband. However, domestic labor, which is seen as the natural responsibility area of women, is excluded from the concept of economic value. As a result of all these, the share of women in both national income and property rights remains quite low compared to men. According to the feminist perspective, the main reason behind this inequality is gender inequality. The division of labor established by gender between men and women, while subordinating women's labor in the labor market, marginalizes their domestic labor by pushing them out of the economic field. Gender inequality, which leads to different positioning of women and men, is not an individual issue; It is an inequality deeply embedded in the structure of societies. Inequality is built and embedded in the language we speak, in the institution of marriage, in the family, in business and economics, in politics, religions, arts and other cultural activities (4). Gender relations are one of the basic regulative relations in every social formation. It will not be possible to conduct accurate research in any field without complementary studies on how gender relations are shaped or shaped. When these

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According to Ann Oakley (1987), gender is the psychological and cultural one as opposed to the biological concept of sex. Being male or female is associated with a certain reproductive organ and with clothing, gestures, occupation, social relations and personality. Unlike biological sex, gender characteristics differ from culture to culture; no culture fully agrees with the other on the characteristics that distinguish one gender. Moreover, each culture has the idea that its definition fits perfectly with biological sex. In definitions of male and female identities, gender is often more visible than biological sex (4). According to West and Zimmerman, gender is produced through interaction by men and women in society with the authority of being a member of a society; Gender is something that is created and reproduced by an individual's interaction with others. Creating gender means creating natural, fundamental or non-biological differences

between boys and girls or between men and women. Gender behaviors arise from belonging to gender classification (female-male) and support this claim of belonging. Gender class and gender are managed aspects of behavior that are designed to depend on the idea that others will judge and respond to us in certain ways. As long as gender class is used as a basic category for differentiation, The establishment of gender is inevitable. Generating gender constitutes the normal and natural representation of social arrangements based on gender class, that is, the legitimate way of regulating social life. Gender is a powerful ideological tool that produces, reproduces and legitimizes the choices and boundaries set in the category of gender.

According to Scott (2017), who stated that the most recent use of the concept was discussed among American feminists for the first time, the place of the concept in feminism is its rejection of biological determinism that is implicit in terms such as “gender” or “spiritual difference” and reveals the relational aspect of normative definitions of femininity. is to put. The concept of gender offers a new way against biological determinism to understand the complex connections between different forms of human interaction. Relationships built on gender roles do not only exist within households or kinship. These relationships are; It is a structure that needs to be addressed more comprehensively, including education, politics and gender-based discrimination in the labor market in modern societies.

When it comes to discrimination based on gender in the labor market, the preference made between men and women with similar qualifications basically turns into a preference between genders. The gender-based distinction between occupations reflects stereotypes about the types of jobs suitable for men and women. Although the density of men or women in the professions may change over time, the channels that resist this change continue to exist. Administrative rules and requirements for skills and experience limit women's competition with men for better jobs. Men compete among themselves for higher-paying jobs that offer better career opportunities. Women entering male-dominated occupations

may face harassment and isolation; activities are limited and sometimes they may have to leave the job eventually. As occupations become more "feminine", women are increasingly seen as the rallying ground for the workforce. In these professions, women's skills are often overlooked, devalued and educational opportunities are limited. All these dynamics result in low wages and inability to access managerial positions for women. However, more representation of women in managerial positions is an important condition for ensuring equality in labor market returns (3). There are obstacles in front of more representation of women in managerial positions, which are called glass ceilings in the literature. It is increasingly seen as the gathering ground for the female workforce. In these professions, women's skills are often overlooked, devalued and educational opportunities are limited. All these dynamics result in low wages and inability to access managerial positions for women. However, more representation of women in managerial positions is an important condition for ensuring equality in labor market returns (3). There are obstacles in front of more representation of women in managerial positions, which are called glass ceilings in the literature. It is increasingly seen as the gathering ground for the female workforce. In these professions, women's skills are often overlooked, devalued and educational opportunities are limited. All these dynamics result in low wages and inability to access managerial positions for women. However, more representation of women in managerial positions is an important condition for ensuring equality in labor market returns (3). There are obstacles in front of more representation of women in managerial positions, which are called glass ceilings in the literature. However, more representation of women in managerial positions is an important condition for ensuring equality in labor market returns. There are obstacles in front of more representation of women in managerial positions, which are called glass ceilings in the literature. However, more representation of women in managerial positions is an important condition for ensuring equality in labor market returns. There are obstacles in front of more representation of

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The concept of the glass ceiling is a metaphor used within feminist theory to indicate the vertical stratification in the labor market³⁵. The fact that the ceiling is glass is related to the invisibility of the obstacles that lead to vertical layering. Gender-based vertical stratification is a common and resilient feature of the labor market, where white-collar women working in the same workplace as men are trapped in middle or lower-level managerial positions, while senior management is largely held by men. Gender-based discrimination in senior management (CEO, general manager, etc.) manifests itself more strongly than in middle-level managements. In this respect, the glass ceiling metaphor refers to an increasing discrimination as one moves to senior executive positions. Women face glass ceilings for senior management positions, both under the influence of company (or business) policies/practices, and behavioral and cultural influences. When women become managers, they have to exhibit the gender roles defined for men (hardness, authoritarianism, competitive, assertive, unsentimental, goal-oriented), but while doing this, they are expected to be "measured". Gender roles defined for women are not sufficient for management; good manager is male. While high-income groups and relatively more qualified women are exposed to the glass ceiling effect in the labor market, a sticky floor effect occurs for low-income groups and low-skilled women.

According to the feminist approach, the disadvantaged position of women in the labor market and the gender-based division of labor behind it are left unquestioned by orthodox models/methods. Because these models/methods are shaped by gender ideology and highlight male-dominated activities and masculine (masculine) features. As a result, women's secondary position in the labor market is accepted as "natural" and extensive female labor in the social reproduction process is seen as non-economic and trivialized. It is implied that the social system can survive without the labor of women in the private sphere. However, it is assumed that women's care work and

social reproduction activities take place within heteronormative, conflict-free family dynamics. With such a perspective, alternative household forms and situations where women are the heads of households are ignored (6). This masculine and one-sided structure of the economics discipline is not independent of the beliefs, thoughts and ideologies of the economists who were influential in the development of the discipline. The dualistic, hierarchical and value-laden way of thinking has become a fundamental principle in economics. The development of economics, the ideal conception of science (especially classical and neoclassical) has been realized as the accumulation of "objective" and "facts" of autonomous individuals isolated from "value judgments". The positivist methodology and the ideological foundations of neo-classical economics did not allow for the consideration of power, the questioning of existing conditions, and the inclusion of individual concepts in the analysis (4). Gender ideology within the discipline, which problems will be selected for the research, how the research will be conducted and how the findings will be interpreted. In this way, the methods and contents that are claimed to be objective actually have a gender-biased/biased nature. Gender and gender perspective are embedded in the economic structure of society. Feminist approach tries to make this visible and raise awareness on this issue. The feminist approach puts gender relations at the center of its analysis and asks questions left out of the analysis. Gender and gender perspective are embedded in the economic structure of society. Feminist approach tries to make this visible and raise awareness on this issue. The feminist approach puts gender relations at the center of its analysis and asks questions left out of the analysis. Gender and gender perspective are embedded in the economic structure of society. Feminist approach tries to make this visible and raise awareness on this issue. The feminist approach puts gender relations at the center of its analysis and asks questions left out of the analysis.

According to Beneria (1995), the feminist approach tries to bring to light questions that are often seen as problematic, pushed out of the

field, difficult, risky and disturbing. The feminist approach, which has had a strong impact on many disciplines, has challenged existing definitions and broadened the field of knowledge by challenging "accepted/adopted" gender issues. The development of feminist theory and postmodern theories provided the necessary basis for transforming the economy and producing new theory-politics. The market-centered approach of the dominant neoclassical theory, the individual choice model that explains the asymmetry in the division of labor as maximization behavior compatible with the family, and other static models it uses are not suitable for asking and answering feminist questions about gender and asymmetric power relations.

According to Figart (2005), who summarizes the contributions of the feminist approach as "gender is more than a dummy variable", feminist approaches to discrimination in the labor market have some common points with Marxist (Radical) and institutionalist approaches in the criticism of neoclassical discrimination models, but the theory of gender has a unique role in development makes a contribution. In addition to the material and systematic elements of women's oppression, which is often integrated with patriarchal theories, postmodern and socialist feminists are challenged to reveal the power of culture and ideology in the construction of gender. The discrimination theory of feminism or gender theory sees labor market discrimination as a multidimensional interaction of economic, social, political and cultural forces both in the workplace and in the family. It focuses on the process by which gender shapes social institutions, including economic ones. The motivation of the feminist approach is the belief that we can understand and correct the discriminations faced by women and other disadvantaged groups. Thus, the feminist approach has enormous potential for public policy and political activism. In addition, the feminist approach recognizes the limits of static models of labor market outcomes and explores experiences of discrimination. It focuses on relative strength at work and the process by which employers act in the various competitive interests of workers.

Feminist approaches take into account the intersections between gender, race, class, and other social factors that affect the structural development of the labor market (3). Although the feminist approach in economics succeeds in bringing some of the issues that the dominant or heterodox economics are silent about, this situation does not seem to have provided a strong alternative to the feminist approach. This is partly due to the fact that the dominant dataset and analysis methods do not overlap with feminist approaches, and partly due to the deficiencies in this approach.

According to Macdonald (1995), feminist economists face multiple difficulties in the empirical field. These relate to the measurement/valuation of women's unpaid work, the intra-household distribution of income and resources, and the processes of gendering in the paid labor market. The data collection standards and analysis methods of the dominant economics create difficulties for feminist analysis. Issues such as power relations in households and the subtle processes that make up the glass ceiling in the business world are not easily researched and measured. According to feminists, the data collected by statistical institutions and made available for economic analysis bears direct traces of the male bias of the discipline. Feminist economists use survey research, case studies, and participant observation to obtain primary data. It uses methods borrowed from other social sciences. However, economists are generally not trained in these methods. The challenges of generating primary data, even survey data that may be amenable to econometric techniques, remain untouched. Although case studies are also useful in analyzing the workforce process in companies, they fall outside the traditional methodology and are criticized for being subjective. It is also problematic to make generalizations in this study methodology. Poorly conducted case studies do not gain prestige within the discipline of economics, as they do not provide a wide area of analysis for feminist implications. In-depth interviews, on the other hand, are useful for obtaining appropriate detail, but there is no limitation for later qualitative analysis. However, economists are

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Regarding the shortcomings in the approach, Blank (2013) draws attention to the definitions used, the modeling, and the criticisms of the feminist approach to the dominant theory. According to Blank (201), the feminist approach focused on expressing its dissatisfaction with the accumulated literature rather than creating an alternative in the economics literature. If this approach is to gain long-term legitimacy, it must move from criticism to construction. The feminist approach should be clear about what a broader definition of "economic space" would encompass. In order to show how the new models to be established produce a perspective for both macroeconomic and microeconomic behaviors, it should provide clarity when modeling the relationships between individuals. Feminist economists, they need to present concrete research examples that draw on broader methodologies to produce empirical results that are more informative and

convincing than traditional economic approaches. On the other hand, the rational choice principle, which is one of the main criticisms of the approach, has proven to be useful and durable in some cases (2). There is an empirical convenience provided by this principle, and the prevailing model has strong predictive ability in some situations in industrialized societies. In other words, there is reality in the standard economic model, but this is only a partial reality. As a representation of white, male, middle-income people in a democratic, industrialized and Westernized society, it is a good approximation of probable reality. On the other hand, these models are not only about gender, but also about gender. It also falls short of describing all the experiences of many low-income men, men and women of color, and many indigested immigrants, with many women not adequately describing all the forces that motivate their behavior. Therefore, the feminist approach will not be the only alternative in efforts to develop alternatives to standard economic models.

Although the feminist approach is subject to various criticisms in terms of the analysis methods, definitions and models it uses, the strong interaction it establishes between pre-labor market and intra-market discrimination makes it possible to deal with discrimination from a much broader perspective, freeing it from abstractions. The asymmetric and hierarchical division of labor created by gender between men and women sheds light on the reasons for the supply- and demand-side preferences put forward by neoclassical economics when explaining discrimination, and why women are concentrated in the secondary labor market under the institutional structure of the markets.

Conclusion

In this study, in which the effect of gender-based inequality in the labor market on individual income distribution is investigated, the feminist approach, gender analysis is adopted and gender-based discrimination/inequality is read as gender discrimination/inequality. In the continuation of the study, empirical analysis was applied by using the regression-based decomposition method in order to reveal the effect of gender-

based discrimination in the labor market on individual income distribution.

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ƏMƏK BAZARINDA GENDER BƏRABƏRSİZLİYİ PROBLEMİNƏ FEMİNİST YANAŞMANIN NƏZƏRİ TƏHLİLİ

Xülasə

Bazar iqtisadiyyatında yaranan gəlirin istehsalda iştirak edən amillər və ya fərdlər arasında necə bölüşdürülməyini, bu bölgüsünün iqtisadi sistemə təsiri və ədalətli olub-olmaması bütün iqtisad elmində müzakirə olunan bir mövzu olmuşdur. Bu müzakirələr çərçivəsində təhlil vahidinin istehsal amillərinin mülkiyyətinə əsaslanan sosial siniflərdən fərdə keçməsi əmək bazarı daxilində dinamikanın müzakirəsi üçün daha geniş zəmin yaratmışdır. Beləliklə, əmək bazarında gender əsaslı ayrı-seçkiliyin təsirləri daha çox nəzərə çarpır. Bununla belə, bu görünürlük üstünlük təşkil edən iqtisadi yanaşmanın ayrı-seçkilik tərifinin imkan verdiyi dərəcədə həyata keçirilmişdir. Dominant iqtisadiyyatın dar və mücərrəd yanaşması qarşısında feminist yanaşma gender təhlilini tətbiq etməklə ayrı-seçkiliyin təbiəti və mahiyyəti haqqında daha vahid və əhatəli perspektiv təqdim etmişdir. Feminist yanaşmanın başlanğıc nöqtəsi olduğu bu araşdırmada qadınların əmək bazarındakı əlverişsiz mövqeyi və əmək bazarında qadınlara qarşı ayrı-seçkilik gender əsaslı ayrı-seçkilik/bərabərsizlik kimi oxunur. Bu kontekstdə əmək bazarında gender bərabərsizliyinin fərdi gəlir bölgüsünə təsiri əmək haqqı-maaş bərabərsizliyi vasitəsilə araşdırılır. Əmək bazarında gender əsaslı ayrı-seçkiliyin təsirlərini araşdıran parçalanma üsulları mühüm tapıntılar təqdim etsə də, dominant iqtisadi yanaşmanın təsiri bu tapıntıların əhatə dairəsini daraldır.

Açar sözlər: Gəlir Bölgüsü, Əmək bazarı, feminist

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ТЕОРЕТИЧЕСКИЙ АНАЛИЗ ФЕМИНИСТСКОГО ПОДХОДА К ПРОБЛЕМЕ ГЕНДЕРНОГО НЕРАВЕНСТВА НА РЫНКЕ ТРУДА

Резюме

Как распределить доход, полученный в рыночной экономике, между факторами или лицами, участвующими в производстве, влияние этого распределения на экономическую систему и его справедливость — тема, обсуждаемая во всей экономической науке. В рамках этих дискуссий перенос единицы анализа с социальных классов, основанных на владении факторами производства, на индивида создал более широкую основу для обсуждения динамики рынка труда. Таким образом, последствия гендерной дискриминации на рынке труда более заметны. Тем не менее, эта видимость осуществлялась в той мере, в какой это позволяло определение дискриминации, даваемое преобладающим экономическим подходом. В противовес узкому и абстрактному подходу господствующей экономической теории феминистский подход обеспечил более целостный и всеобъемлющий взгляд на природу и сущность дискриминации путем применения гендерного анализа. В этом исследовании, исходя из феминистского подхода, невыгодное положение женщин на рынке труда и дискриминация женщин на рынке труда трактуются как гендерная дискриминация/неравенство. В этом контексте влияние гендерного неравенства на рынке труда на индивидуальное распределение доходов исследуется через неравенство заработной платы. Хотя методы декомпозиции, изучающие последствия гендерной дискриминации на рынке труда, позволяют сделать важные выводы, влияние доминирующего экономического подхода сужает рамки этих выводов.

Ключевые слова: распределение доходов, рынок труда, феминистка.