



Understanding of the occupational prestige diversity in Ukraine and about the World

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This is the presentation of the results of two projects:

- **Monitoring of rates and factors of occupational prestige (2008-2009)**
- **Scientific and methodological principles of tracking the dynamics of occupational prestige of the professions that are in demand in the labor market (2010-2012)**

Introduction Inadequate quality of the labor force becomes more and more critical for Ukraine, as well as disproportion between employment market and educational services market. The deficit of workers' occupations is most acute. The development of entire career guidance system for young generation is one of the ways to solve this problem. The prestige of workers' and other mass professions should be further enhanced. While choosing the research methods we made an assumption that one of the factors which become the reason of imbalance between the employment market and educational market is public belief about occupational prestige.

Results

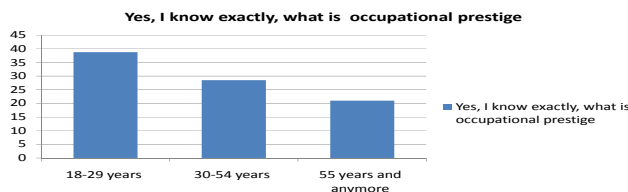
1. Prestige of the profession as an argument of its choice is much more actively used by senior pupils than adults. And the number of people using this argument, increasing during 2009 - 2010 years:

- from 36.8% to 49% - for high school students
- from 27.5% to 32% - for adults, respectively, in 2009 and 2010.

2. In general, the vast majority of the adult population of Ukraine (83.2%) and students (88.6%) believes that a picture of prestige occupations. During the crisis in 2009 the level of confidence in understanding the diminished prestige of the professions, and in 2010 observed increase in the number of those who know what is the prestige of the profession.

Distribution of the answers to the question "Do you have a notion what is occupational prestige?" (in %)

	18-29 years	30-54 years	55 years and anymore
Yes, I know exactly, what is occupational prestige	38,8	28,5	21,0



5. The trades are valued by young people 18-29 lower than by older generation. This highlights an important negative feedback influence public opinion of youth on the prestige of working professionals to the growing shortage of working personnel in the country and an effective change of generations in this field.

6. Starring as adults, the main factor prestige profession feel material. Students in contrast to adults over the concept of prestige associated with its usefulness to society and other non-material factors. Instead, a smaller share of students compared with adults to factors prestige attributes can receive benefits and privileges.

Teenagers	Adults	Believes about occupational prestige in 2010
72,1%	76,2%	It is high level of payment (salary, wages)
40,7%	45,6%	It gives the opportunity to be independent from anybody
40,1%	48,6%	It adds stabilize, confidence in the future, because it always will be in demand
40,4%	32,4%	It is if profession is useful to society
29,8%	40,5%	It gives an opportunity to have the privileges,
23,7%	14,1%	It requires many time for its mastering, good education

All data are available at <http://www.ispp.org.ua>

It's analyzed three cycles of representative across-country survey to define the status level certain occupations in Ukraine and about the world during 2008-2010. There is a difference in prestige conception and occupational prestige rates for Ukraine and about the world labor market within two big group categories: adult population of Ukraine and teenagers (14-17 years). Research reveals directions of changes in forming the ideas about prestige among youth who did not experience Soviet ideological system influence (socialization after Soviet era collapse). Solid prognosis has been made for the period of three to five years for the Ukrainian labor market dynamics with regard to popular amid masses occupations which are in deficit. Both objective and subjective reasons for occupational prestige were taken into consideration.

Method

All-Ukrainian survey of citizens by quota sampling, representing the adult population of Ukraine aged 18 and older by sex, age, type of residence (city, town, village) and place of residence (27 regions, which covered all country territory). All-Ukrainian survey of students by quota sampling, which represents students 9 - 11 grades in schools by sex, type of residence (city, town, village) and place of residence.

Procedure

Occupational prestige is rated by respondents using 9-point scale, and is represented through average values (Mean), calculated for the sample or for certain categories of population.

The questionnaire we used was compiled in line with the titles classifier currently acting in Ukraine based on ISCO-88 (as in Treiman's international scale).

For the analysis of social standards and stereotypes professional choice in the survey in 2009 we used a set of judgments about the scope of professional choice, the degree of support which indirectly proves the effectiveness of the state system of public regulation in the labor market. These data are presented as a percentage of those who choose the alternative to the proposed responses from those who have answered the question.

Samples by years	Teenagers		Adults		
	2008	2010	2008	2009	2010
Samples (N)	400	1204	2007	1997	1240

3. During 2008-2009 years, when financial and economical crisis took place in Ukraine, teenagers' beliefs about occupational prestige somewhat changed. More important became socio-psychological factors of occupational prestige, which reflect the peculiarities of relationships among peoples and their emotional meaningfulness for personality.

4. Among high prestige occupations included in the list, the highest prestige rating, according to adult citizens in 2010 took the following professions:

Prestige scores	Teenagers		Adults		
	2008	2010	2008	2009	2010
1. industrial enterprises	-	7,92	-	7,56	8,04
2. deputy of Ukraine	-	7,81	-	7,88	7,93
4. judge	-	7,59	-	7,83	7,68
3. bank manager	-	7,60	-	7,72	7,71
5. notary	-	6,95	-	7,05	7,18
6. dentist	-	6,62	-	7,1	7,14
7. civil servant	6,73	6,81	6,95	6,27	7,02
8. chief accountant	6,64	6,59	6,98	6,45	6,99
9. entrepreneur	-	6,75	-	6,66	6,77
10. software engineer	6,72	6,16	6,61	6,49	6,38

The first five of the most prestigious professions, as defined by the estimated high school students had not difference from the ranking drawn up by adults. Teenagers assessed the average value of occupational prestige below than adults for professions of top ten: dentist, chief accountant, software engineer.

Detail data are available at <http://www.ispp.org.ua>

Conclusions

Occupational prestige evaluation has a specificity in Ukraine compared with Treiman's international scale. The ideas about prestige are different between adult cohorts and youth who did not experience Soviet ideological system influence. Prognosis for the period of three to five years for the Ukrainian labor market: human resource deficit amid masses occupations will increase without serious state program of occupational prestige support for deficit professions.