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TOMALIA T., RYBINSKA A.
Khmelnitskyi National University**GENDER EQUALITY ISSUES IN EUROPEAN COUNTRIES AND IN UKRAINE**

Gender issues have been updated. The effects of gender inequality that hinder the development of society are highlighted, in particular: decrease in labour productivity, slowdown of economic growth, decrease in standard and quality of life, etc. In order to improve the gender policy of the countries, it was analyzed. The need to broadly involve women's potential in public administration is argued. The article explores gender equality in Ukraine and EU countries. The main indicators of gender policy in EU countries and Ukraine's place in the overall ranking of the global gender gap are analyzed. The biggest problems of gender equality and the most critical areas for Ukraine are identified. A comparative analysis of the main methodological tools used to measure the current gender inequalities in use between men and women (WPS and GGR) and outlines key strategies for improving gender policy.

Keywords: gender, gender equality, global gender development index, global weighted average, gender gaps, ministers, gender policy strategies, mainstreaming, gender quotas.

ТОМАЛЯ Т.С., РИБІНСЬКА А.П.
Хмельницький національний університет**ПРОБЛЕМИ ГЕНДЕРНОЇ РІВНОСТІ
У ЄВРОПЕЙСЬКИХ КРАЇНАХ ТА В УКРАЇНІ**

Актуалізовано проблемами гендерної рівності. Виокремлено наслідки гендерної нерівності, які гальмують розвиток суспільства, зокрема зниження продуктивності праці, сповільнення економічного зростання, зменшення рівня і якості життя тощо. Для покращення гендерної політики країн проведено її аналіз. У статті досліджено гендерну рівність в Україні та країнах ЄС. Проаналізовано основні показники гендерної політики у країнах ЄС та місце України в загальному рейтингу глобального гендерного розриву. Визначено найбільші проблеми гендерної рівності та найбільш критичні сфери для України. Проведено порівняльний аналіз основних методологічних засобів до вимірювання існуючої нерівності в можливостях між чоловіками і жінками, які використовуються останнім часом (індекс WPS та GGR), а також розглянуто основні стратегії для покращення гендерної політики.

Ключові слова: гендер, гендерна рівність, індекс глобального гендерного розвитку, глобальна середньозважена, гендерні розриви, міністерки, стратегії гендерної політики, мейнстрімінг, гендерні квоти.

Introduction. First of all, N. Hrytsyak, M. Bilynsky, M. Bilynsky, V. Hoshovsk, who considered gender policy formation in Ukraine, analyzing problems of theory, methodology, practice, and O. Kulachek, who revealed mechanisms for implementing state policy of equal rights and opportunities, emphasizing attention to obstacles to women's career growth in the civil service, gender imbalances in Ukraine's power structures. Also worth mentioning are: O. Vilкова, who analyzes current models of gender policy; I. Tukalenko, who studies equality of rights and opportunities of women and men; V. Sokolov and M. Saprykina, who highlight gender policy trends in Europe in Ukraine.

The purpose of the research is to consider and compare gender equality in Ukraine and the EU countries, and to identify priority areas for overcoming gender inequality in Ukraine through the EU example.

Results. According to scientists, the situation in public administration reproduces what we have in society. If there is a low level of understanding of gender equality in society in terms of stereotypical social roles, then this is reflected in public administration. Today, in Ukraine, there are obvious factors to ensure the benefits that men have when entering power. A man is considered to be a more stable worker than a woman who is considered "unprofitable" for the organization: he spends more time with his family, takes maternity leave, and so on.

All these arguments convincingly prove the need to involve women's potential more widely in public administration. Traditional ideas about the role of women in Ukrainian society, the traditionally low level of communication between men and women, stand in the way. There is no doubt that in married life, a man is perceived as a breadwinner and a woman as a mother and a housewife. It can be argued that inequality between men and women is embedded and exists primarily at the level of everyday consciousness, in everyday life.

Gender policy in the public service system of Ukraine should be aimed at ensuring balanced participation of women and men in decision-making, which will help to create a new outlook on the role of women in the management sphere, and thus the promotion of gender equality.

Significant progress has been made in the EU Member States in addressing gender inequalities at the legislative level, however, in the daily life of women and men the realization of their equal rights is still facing problems. Constant low representation of women in power branches, violence against women, etc. demonstrate that structural gender inequality still exists. To remedy the situation, the European Commission considers it necessary to integrate the principle of gender equality into strategies that have a direct and indirect impact on the lives of women and men. Gender policy is not self-sufficient. It needs to be combined with social and other policies. But gender politics can claim its original existence, since it has the interest of actors - men and women, aimed at its realization.

The involvement of women at the level of men in politics is one of the important features of gender equality. Not for nothing at international level, in various reports, women's access to resources and power is an important criterion for equal opportunity and economic.

EU countries differ significantly in the level of women's involvement in major politics.

Among the 28 EU countries, Sweden, Finland and Spain are the first women in the national parliament. The worst is the situation of the representation of women in top politics – in Hungary, Cyprus, Malta, Romania, Ireland, Latvia, Slovakia and the Czech Republic, that is, in the countries that have become recent EU members and have belonged to the so-called. socialist space.

As we can see, the best thing about women's participation in policy-making at the decision-making level is the situation in Sweden, which has for decades developed state-level mechanisms to ensure gender equality in order to improve the unequal distribution of rights and opportunities for men and women. Sweden is an example of an incremental track as opposed to a fast track in the implementation of gender policy, ie a step-by-step improvement of gender equality in the country. It is worth mentioning separately the active women's movement, which managed to put gender issues on the political agenda and bring private issues into the public sphere.

According to the Global Gender Index (GGR or Gender Gap Report), which has been published annually at the World Economic Forum for over 10 years, Ukraine ranks 65th out of 149 countries. Both indices agree on the worst situation for women in Yemen, which ranks last in both rankings. However, the top ten differs significantly (table 1).

Table 1

Top 10 countries according to WPS and GGR reports [4]

Top 10 by rating WPS	Rating according to GGR	Top10 by rating GGR	Rating according to WPS
Norway	2	Iceland	16
Switzerland	20	Norway	1
Finland	4	Sweden	9
Denmark	13	Finland	3
Iceland	9	Nicaragua	88
Austria	53	Rwanda	65
United Kingdom	15	New Zealand	14
Luxembourg	61	Philippines	-
Sweden	3	Ireland	5
Netherlands	27	Namibia	62

Such a difference in the assessment of countries by similar problems is a sign of the use of different methods and sources of information. Therefore, the first question that arises is not why Ukraine is rated so low, but which approach is credible.

Before analyzing the logic of the index, I would like to point out that the countries for it were grouped as "developed countries" and the rest of the world, divided into geographical regions, which is an example of the unreflected colonial optics of the research team.

The WPS Index covers three main dimensions: inclusion (economic, social and political); justice (formal laws and informal discrimination); and security (at the family, community, and community levels) - which are displayed and evaluated using 11 indicators.

Index – captures women's well-being in three dimensions: inclusion, justice and security. This is the geometric mean of the arithmetic mean of each of the three dimensions.

$$WPS = \sqrt[3]{\text{inclusion}} \times \sqrt[3]{\text{justice}} \times \sqrt[3]{\text{security}} \quad (1)$$

By comparison, the GGR calculation methodology includes 4 areas (economic participation and opportunities; access to education; health care; political power) and 14 indices, but the main difference is the use of weighting factors that take into account the importance of each index for achieving gender equality, the latter available data and usage of statistics, not survey results.

The WPS index is calculated using a less sophisticated and controversial methodology than the global gender gap index, leading to significant information distortions and sometimes diametrically opposite estimates of a country's success by two indices.

The Global Gender Gap Report 2018 shows indicators from 149 countries that ranked on a scale from 0 (inequality) to 1 (equality) in four thematic dimensions: women's economic participation and opportunities, education, health care, political life. Such rankings are needed to shape the global picture of gender inequality and the problems that arise through gender differences, as well as the opportunities created by reducing them.

The main conclusions of this year's report. The global weighted average (adjusted for population) distance to parity is 68.0% (ie the gap between men and women is 32 %), which is an insignificant improvement over last year. Progress was observed in 89 countries out of 144.

Among the four topics that make up the general index, the largest gap is observed in politics – 77.1 % are missing; in economic life, the gap is 41.9 %. Meanwhile, the gender gap is almost bridged in education and health, leaving only 4.4 % and 4.6 %, respectively. Only in economic life has the gap been narrowed compared to last year.

The path to equality in terms of leadership in economics and politics is also very long: in 17 of the 149 countries, the head of state is a woman, with only 18 % and 24 %, respectively, of ministers and parliamentarians worldwide. The share of women in leadership positions is 34 % (in countries where information was available) and does not reach even 7 % in least-gender-equal countries such as Egypt, Saudi Arabia, Yemen and Pakistan. At the

same time, five countries – the Bahamas, Colombia, Jamaica, Lao PDR and the Philippines – have made gender equality a reality, and in 19 countries, at least 40% of women hold senior positions [4].

In the economic life of society, the biggest problems with gender equality arise in the control of financial assets and time spent on unpaid work. In 60 % of countries, women have the same access to financial resources as men, and only 42 % of countries have access to land. In addition, in 29 countries for which data are available, women spend on average twice as much unpaid housework and maintenance work as men.

Despite significant progress in closing the gender gap in education, in 44 countries, 20 % of women are unable to write. Almost equal participation of men and women in secondary education does not counterbalance the problem of access to higher education. On average, 65 % of girls and 66 % of boys enroll in general secondary education institutions worldwide, and only 39 % of women and 34 % of men receive higher education. This fact cannot be ignored, for better development of human capital both women and men with higher education are needed.

The report focuses on the rapid changes that are currently taking place in the labor market, and looks at gender imbalances in AI development, one of the key and critical industries in the future. Based on a collaboration with LinkedIn, it was found that only 22 % of professionals worldwide are women. This leads to a gender gap of 72 %, it has not changed in recent years and there is no reason to hope for a positive trend in the future. The report said that we should act now. First, gender differences in artificial intelligence can exacerbate gender differences in economic participation and opportunities in the future. Second, the gender gap means that the development and deployment of IT and AI technologies in many industries is one-sided, limiting innovative and inclusive opportunities. Third, the low involvement of women in the human resources potential of the industry, even in sectors and geographies with a relatively high proportion of women in IT, indicates a significant loss of opportunities in the professional field where there is already a shortage of skilled labor.

An analysis of current trends shows that the global gender gap will be bridged in 108 years in 106 countries. The most difficult gender gaps to overcome are the provision of equal economic opportunities and political involvement (202 and 107, respectively). Progress has been made in gaining economic opportunities for women, but it is very slow, especially against the backdrop of the growing share of women in the workforce. There is a distortion of the economic space: women have more opportunities for economic self-realization and earnings, but their level of access to use and disposal of financial resources is almost unchanged. Also important is the fact that, despite the general positive trends in reducing the gender gap in political participation, Western countries are stagnant and even regressed in this area. The gap in education will be bridged over the next 14 years. Health inequalities can be considered to be eliminated, although this indicator has slightly worsened compared to 2006, but in almost the whole world the gender gap has been closed and in a third of the countries evaluated it is closed completely (it is about access, not quality of medical care). services, and health care efficiency).

The most gender-equal country today is Iceland, which has overcome more than 85 % of the total gender gap. Next are Norway (83.5 %), Sweden and Finland (82.2 %). Top 10 countries dominated by northern countries include Latin American Nicaragua (5th place), two countries south of Sahara (Rwanda – 6th place, Namibia – 10th) and one country from East Asia (Philippines – 8) place). New Zealand (7th place) and Ireland (9th place) also got in the top ten. All eight geographic regions estimated in the report reached at least 60% of gender parity, and two of them overcame the 70 % barrier. Western Europe, on average, is the region with the highest level of gender parity (75.8 %), North America is second (72.5%), and Latin America is the third (70.8%). They are followed by Eastern Europe and Central Asia (70.7 %), East Asia and the Pacific (68.3 %), Sub-Saharan Africa (66.3 %), South Asia (65.8 %), and the Middle East and North Africa (60.2 %). In 2018, five new entrants were added to the 149 countries represented in the report: DRC, Iraq, Oman, Sierra Leone and Togo. Sierra Leone is in 114th place, with other new entrants even lower.

If current trends continue, the global gender gap will be bridged in Western Europe in 61 years, in 70 years in South Asia, in 74 years in Latin America and the Caribbean, in 135 years in sub-Saharan Africa 124 years in Eastern Europe and Central Asia, 153 years in the Middle East and North Africa, 171 years in East Asia and the Pacific, and North America in 165 years.

Although these estimates indicate the pace of gender equality, policy makers and other parties have the potential to significantly accelerate these processes, as achieving gender equality has a positive impact not only on equity and greater social equality, but also on opportunities for economic growth and more efficient use of human capital.

Ukraine ranks 65th out of 149 countries, with a parity estimate of 70.8 %. Progress in achieving gender equality is more properly judged by grade rather than rank, as the number of countries has increased from 110 to 140 over the years, so the best result is the 48th place Ukraine had in 2006. At the same time, over the 12 years of existence of the Gender Assessment Report, the distance to parity has decreased from 32.03 % to 29.2 %.

The worst situation in Ukraine (as in most countries of the world) is with equal participation of women in politics. Interestingly, in the 12 years of greatest progress, Ukraine has reached a gap in the economic (5.6 %) and political (5.7 %) spheres (although, to reach parity of women and men in politics, we still have 89.3 %), and in healthcare there was even a setback of 0.2 %.

Let's look at the most critical areas for the country - the economy and politics.

Labor market participation is a percentage of the population actively participating in the labor market, working or seeking employment. In 2018, it was 0.829, which means that there are only 83 women for every 100 active labor market participants.

Income equality (in purchasing power parity, in dollars) is estimated as the amount of income earned by women and men, taking into account the share of men and women employed, their relative wages and GDP, and is 0.631, ie for every \$ 100 of men's income, women will earn only \$ 63.1.

Participation in senior management at all levels: the ratio of women and men in senior positions as defined by the International Labor Organization (positions that affect the planning, coordination, lawmaking and evaluation of overall activities in government and other organizations or organizational units), and therefore, there are 70 executives per 100 top-level executives. It should be understood that this indicator does not illustrate the breakdown by industry, as well as by the influence of positions and businesses / organizations on the market (the head of the Google Representation in Ukraine and the director of mini-bakeries comparisons in the calculation of the indicator and disproportionate in influence).

Professionals and technicians – the ratio of women and men engaged in professional and technical positions (by ILO definition, it is those who increase the available stock of knowledge, apply scientific or artistic concepts and theories, or those who perform technical and related tasks that require high knowledge and skills). There is gender equality here in Ukraine.

Involvement in political life is assessed by the following parameters.

The presence of women in parliament - as a representation of women in parliament, which is 0.14 in Ukraine, that is, there are only 14 parliamentarians working alongside one hundred men.

Ministers – Percentage of women holding ministerial positions, sometimes such positions may coincide with government chairmanship (data are updated every two years). The figure is 0.15, ie out of 100 ministers 87 people are men, 13 people are women.

The years when women have led the country (for the last 50 years, the positions of the head of state or government are taken into account) – for Ukraine it is 2.8 years for the period of accounting.

In general, the situation can be seen as a very slow progress, mainly due to the greater involvement of women in the economic and political spheres. Therefore, it is precisely these aspects of social life that need the greatest attention when developing programs and policies, as well as when evaluating presidential and parliamentary candidates.

To remedy the situation, the European Commission considers it necessary to integrate the principle of gender equality into strategies that have a direct and indirect impact on the lives of women and men. The European Union's gender strategy addresses, first and foremost, those areas where gender discrimination exists and offers specific mechanisms to address it. The EU's strategy in this area includes increasing women's employment, reducing women's unemployment, reducing labor market segregation and equal pay for equal work. An important part of the EU Strategy is the policy of reconciliation between work and family life of women and men, especially through the creation of child and dependency services. Also important is the policy of reintegrating women returning to work after maternity leave. The strategy provides for the integration of the principle of gender equality into all employment strategies.

Equal pay for equal work. Equal pay for equal work of equal value for male and female workers is a basic principle for the EU. Despite this, women continue to earn less than men. The gender pay gap in recent years remains quite high in 25 EU countries. It is higher in the private sector than in the public sector. Therefore, eliminating this difference remains a priority of European policy. The principle of equal pay for equal work was enshrined in the Rome Agreement, which became the first legislative provision on gender equality. This concept has been more widely interpreted in the European Court of Justice as equal pay for equal work of equal value. This definition was used in legislation in 1975, which prohibited gender discrimination in all areas of equal pay. Thus, in the EU, the gender pay gap is forbidden. Gender balance in decision making. The European Commission places great emphasis on achieving gender balance in decision-making. Women are still underrepresented in the political and economic spheres. This demonstrates a lack of democracy both at European level and in the broader international context. The number of European countries in which women have reached senior political positions can be counted on one hand. Across Europe, only one in five ministers is a woman.

Harmonization of professional and family life. Another aspect of employment is life outside of work. Women cannot be attracted to the labor market without reviewing the domestic and family responsibilities of both women and men. A work-life balance - the harmonization of time spent on family and work responsibilities - is key to women's employment and men's domestic responsibilities. Helping people to harmonize their lives at work and at home increases the factor of paid employment. At the same time, it aims at combating social inclusion and reduces the risk of impoverishment.

Flexible labor system. The EU encourages employers and trade unions to introduce flexible working schedules in order to harmonize professional and private life. Particular attention should be paid to men in order to transform productive culture and support gender equality.

Social inclusion and social protection. As part of a strategy aimed at boosting the economy and employment, the EU is working to remove financial and non-financial barriers, helping to increase women's participation in the labor market. This strategy includes the removal of tax barriers and financial assistance that contribute to long career breaks and negative consequences for personal development and retirement benefits, as well as obstacles to the transition from paid assistance to paid employment. In this context, the European Commission presented successful national strategies that use social protection to strike a balance between work and family life.

Today, the world's most popular strategy is mainstreaming. The term “mainstreaming” refers to the integration of the gender dimension into the activities of government at all levels. achieving gender equality is not seen as a solution to an isolated, self-contained problem, but as a multi-faceted, long-lasting process.

Mainstreaming is a strategy that aims to introduce gender equality issues at all levels of public life by organizing a system for including them in political decision-making.

Recently, the concept of mainstreaming has been actively developing within the activities of various European intergovernmental and national organizations. There is considerable experience in implementing this concept in Norway, Sweden, the Netherlands, Denmark, Finland. A comprehensive approach to the issue of gender equality determines the organization, improvement and evaluation of decision-making by policy makers or those involved in its implementation, taking into account issues of gender equality.

Equally important is the global strategic objective of gender quotas. Gender quotas are defined as a political and legal way of mitigating the effects of gender discrimination in all public spheres by providing a legitimate political platform for the articulation, representation and realization of relevant social interests.

In today's context, gender quotas are a form of positive discrimination, that is, a system of benefits, incentives, bans and compensations aimed at enhancing women's social status. There are four main legal mechanisms for the introduction of quotas. they may in some cases be combined.

1. Constitutional provisions – The application of the principle of equal opportunity to determine parliamentary representation (reservation of seats in parliament) may be formulated in the constitution, indicating proportions.

2. Electoral law – the regulation of the application of the principle of equal opportunity by the subjects of the electoral process, the determination of the gender norm and the imposition of sanctions for violations of this principle in electoral laws or party laws.

3. A separate law on equality (equal status). in addition, the principle of equal opportunity may here be supported by the provisions of electoral law.

4. Statutes of political parties. About 200 parties in 61 countries regulate gender equality in this way.

Conclusions. Equality between men and women is not just a good idea, it is freeing up human potential, making the EU a place for free competition. Not only do they need more jobs, but they also need better jobs, as well as assistance for women in employment. Significant progress has been made in the EU Member States in addressing gender inequalities at the legislative level, however, in the daily life of women and men the realization of their equal rights is still facing problems. The continued low representation of women in the branches of power, violence against women show that structural gender inequality still exists. To remedy the situation, the European Commission considers it necessary to integrate the principle of gender equality into strategies that have a direct and indirect impact on the lives of women and men. Women's concerns, needs, expectations, as well as men's, should be taken into account in policy development and implementation. The European Union's gender strategy addresses, first and foremost, those areas where gender discrimination exists and offers specific mechanisms to address it. Today, the world's most popular strategy is mainstreaming. Mainstreaming is a strategy that aims to introduce gender equality issues at all levels of public life by organizing a system for including them in political decision-making. Recently, the concept of mainstreaming has been actively developing within the activities of various European intergovernmental and national organizations. There is considerable experience in implementing this concept in Norway, Sweden, the Netherlands, Denmark, Finland. Equally important is the global strategic objective of gender quotas. These questions will be the subject of further research.

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