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## **UKRAINIAN GENDER POLICY AT THE STAGE OF TRANSFORMATION CHANGES**

*The article considers the condition of gender policy. The main gender experience in Ukrainian and European policy has been presented. Urgent problems of gender regulation have been revealed and discussed.*

**Key words:** *gender, policy, gender inequality, labor, wage gap*

In the XXI century gender equality was a priority policy area of the world development. Due to Ukrainian legislation, gender equality is defined as the equal legal status of men and women and equal opportunities for its realization, which allows persons of both sexes to participate equally in all spheres of society. So equal rights for women and men mean the absence of privileges or restrictions based on sex. And equal opportunities for women and men – are equal conditions for the realization of equal rights for women and men.

At the international level to the number of international acts of the discrimination's prohibition are [1]:

Declaration of fundamental rights and freedoms;

Charter of Fundamental Social Workers Rights and the Charter of Fundamental Rights, provided at European Union level;

European Convention of Human Rights Protection (within the Council of Europe);

The Inter-American Convention of Human Rights;

African Charter on Human and Peoples' Rights;

Convention of Human Rights Protection and Fundamental Freedoms of the Commonwealth of Independent States (CIS);

number of other acts, aimed at special protection for the most vulnerable groups of people.

State gender policy, is an activity (or inactivity in case of the conscious absence of such a policy) of public institutions, aimed on the direct or indirect implementation on ensuring equal rights, freedoms and opportunities for women and men, gender democracy statement and the formation of gender culture in society.

**State gender policy** can be understood as a strategic state activity, carried out by joint action of all stakeholders in order to provide equal opportunities for women and men in the use of guaranteed rights and freedoms, creating conditions for self-identity and it's a component integrating all areas of state personnel policy [2].

Ukraine has a number of international obligations that must fulfill, including the respect of equal rights and opportunities for women and men. Due to the Millennium Development Goals [3], set at the UN Millennium Summit in September 2000, which were binding till 2015, Ukraine among six of their goals defined also «gender equality providing».

As part of this goal task №1 till 2015 was to ensure gender ratio of at least of 30 to 70 of a particular sex in representative bodies and high-level executive power, and the task №2 was to reduce the gap in incomes between women and men till 2015. These objectives are intended to ensure gender equality in politics and at the Ukrainian labor market.

Ukraine nowadays has two specific problems in the field of gender relations and identified specific metrics for their solution. As of 2016, in particular, there should be at least 30% of women in the Verkhovna Rada, which is sounds unrealistic without introducing special temporary measures, such as gender quotas.

Other important Ukraine's commitments concerning ratification in 1980 famous international document regarding providing women's rights – the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) [4]. Ukraine is obliged periodically (every four years) to report the Committee on the implementation of the Convention obligations about performance of their duties. The results of previous National and Alternative report of

the Convention on Elimination of All Forms of Discrimination implementation in Ukraine have been noted that the issue of equal rights and opportunities for men and women in Ukraine are contradictory.

From the one side, Ukraine made real steps for creation a mechanism of the proving rights and freedoms of women due to the general international standards of human rights. From the other side, our country is at the stage of ideology and economics transformation in the sphere of sex conditions in society due to the international tendencies of development.

However, over the past decade, researchers conducted a gender fundamental scientific work, revealing the social nature of gender, refuting the thesis of innate subordination of women, their biological inability to make decisions, deal management activities, including in the public administration. But for now in this sphere in Ukraine is most pronounced relay of the male power.

Nowadays in Ukraine there are obvious factors of providing advantages that men have when entering the power structure and managerial positions: traditionally established male dominance in executive power structures and managerial positions; economic foundations – ownership and management of the economy are in the hands of men; the limitations of gender ideology in the male population of the country; the executives' limitations in gender and political views of a large part of women's organizations; traditional views of a large part of Ukrainian human potential on the private woman and public man.

Gender politics in the Ukrainian system is aimed at ensuring balanced participation of women and men in decision-making to facilitate the formation of a new outlook on the role of women in management and therefore strengthening gender equality. And as stated in the Strategy of personnel policy for the years 2012-2020, gender equality is one of the priorities of state personnel policy implementation.

According to the Report of the global gender gap in 2016 (Global Gender Gap Report 2016) [5], provided by the World Economic Forum, Ukraine occupies 69th place (for comparison – in 2012 Ukraine took 64 position among 144 countries of the world) on the largest gender gap in four critical areas of inequality between men and

women: economic participation and opportunity, educational attainment, political empowerment and health sphere (Table 1). Moreover, of the four indicators, the worst place (107 seats) Ukraine took for political empowerment.

Table 1

Ukrainian position in Global Gender Gap Index  
(comparison of indexes in 2006 and 2016) [5]

Key Indicator	Rank to compare	
	2006 (out of 115 countries)	2016 (out of 144 countries)
<b>Global gender gap index</b>	<b>48</b>	<b>69</b>
Economic participation and opportunity	24	40
Educational attainment	26	25
Health and survival	40	1
Political empowerment	97	107

The Global Gender Gap Index reveals that all countries can do more to close the gender gap. Across the Index, there are only five countries that have closed 80% of the gap or more. In addition, there are 64 countries that have closed between 70% and 80% of their gender gap. A further 65 countries have closed between 60% and 70%, while 10 countries have closed between 50% and 60%. In 2016, no country had closed less than 50% of their overall gender gap. However, there is wide variety in progress on closing the gender gap in every world region, with both success stories and underperforming countries in each.

**1. Economic Participation and Opportunity [6].**

Female, male labor force participation rate, age 15-64 (%). Measures the proportion of a country's working-age population that engages actively in the labor market, either by working or looking for work. Labor force data doesn't take into account workers employed abroad. The dataset includes data as reported and ILO estimates for missing data.

**2. Educational Attainment [6].**

Female, male literacy rate (%): Percentage of population aged 15 years and over who can both read and write and understand a short simple statement on his/her everyday life.

Female, male net primary education enrolment rate (%): Total number of students in the theoretical age group for primary education enrolled in that level, expressed as a percentage of the total population in that age group.

Female, male net secondary education enrolment rate (%): Total number of pupils or students in the theoretical age group for secondary education enrolled in that level, expressed as a percentage of the total population in that age group.

Female, male tertiary gross enrolment ratio (%): Total enrolment in tertiary five-year age group starting from the official secondary school graduation age. Tertiary gross enrolment data should be examined within the context of a country structure regarding military service as well as propensity of students to seek education, regardless of age, expressed as a percentage of the population of the abroad.

### **3. Health and Survival [6].**

Sex ratio at birth (%): Refers to the number of boys born alive per 100 girls born alive. Data is converted to a female-over-male value.

Female, male healthy life expectancy (years): Average number of years that a person can expect to live in full health, calculated by taking into account years lived in less than full health due to disease and/or injury.

### **4. Political Empowerment [6]**

Women in parliament (%): Percentage of women in the lower or single house. Source is the Inter-Parliamentary Union, Women in National Parliaments.

Women in ministerial positions (%): Percentage of women holding ministerial portfolios. Some overlap between ministers and heads of state that also hold a ministerial portfolio may occur.

Years with female head of state (last 50 years): The abbreviation “female head of state’ is used to describe an elected female head of state or head of government.

**The specificity of problems in the field of gender policy** is in the condition of transformational change consist in implementation of constructive action on gender equality in government and managerial positions, which provides:

realization of the rights and freedoms for women and men and equal opportunities in the exercise of those rights and freedoms;

guarantee equal social status of men and women;

creation of equal conditions for self-realization, leadership development and acquisition of human social status according to the needs, interests and abilities of women and men;

recognition that should be taken into account the specific interests of women and men in the programs and projects development;

fair treatment of women and men and to the evaluation of their performance;

ensuring equal opportunities for women and men to the political, social, economic and cultural development contribution;

guaranteeing the rights of access of men and women to the economic and social resources distribution;

promoting the development of partnerships between women and men based on the principles of democracy;

creation of prerequisites of gender balance in the state personnel system, especially its management structure.

Thus, we can conclude that without gender equality that makes sense from an economic, social and political points of view, sustainable development today seems impossible. The increase in the economically active population by increasing the participation of women in all spheres of society, using the potential of both sexes contributes to economic growth and sustainable community development. Gender equality is a purely economic sense, as a country that does not use the full potential of the population, can't be successful economically.

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