

## Target 5 (A): EQUAL RIGHTS TO ECONOMIC RESOURCES, PROPERTY OWNERSHIP AND FINANCIAL SERVICES IN UKRAINE

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### Abstract

The gender equality in organizations in Ukraine is analyzed; the impact of gender inequality at the labor market in Ukraine on the economic efficiency is defined. The last legislation on gender equality in Ukraine is learned. COVID-19 influence on gender equality and labor market in Ukraine is described.

**Keywords:** gender equality, labor market, COVID-19

### Introduction

Gender equality is one of the most important aspects of human development. Human development is the development of people by building their potential, realized by people through their active participation in the processes that shape their lives, and for people by improving their lives. The concept of human development is dedicated to the expansion of freedom for everyone and is related to the realization of the choice of a person who represents value to him or her. Ensuring gender equality and the empowerment of women is one of the seventeen global millennium development goals that adopted by the UN General Assembly in 2000. Ensuring gender equality and empowering women are fundamental to the development of society.

The task of the article is to research the legislation about gender equality in Ukraine, to identify the women's role in economic life, the dynamics of gender equality at labor market.

### **Gender equality in Ukraine: traditions and legislation.**

Traditionally women play very important role in Ukrainian families and society. At the same time, women are, first of all, wives, mothers and home keepers. Men are more active in employment and politics.

The Constitution and laws of Ukraine guarantee gender equality in all spheres of life. The country has also ratified all the major international agreements on gender equality and women's rights. On May 22, 2019, the Cabinet of Ministers of Ukraine adopted the Resolution on the New Ukrainian Orthography, which is important for ensuring gender equality in organizations, and in particular approved the use and models of creating femininities [1]. Official permission to use femininities gives the right to distinguish women

when designating a profession or position. It means, that since 2019, gender equality in Ukraine is also manifested at the language level.

According to the statistics, it is not real gender equality in Ukraine, because there are no effective mechanisms to enforce legislative obligations. But the situation is improving. For example, the share of women in Ukrainian Parliament steadily increased from 2.5 percent in 1990 to 20.9 percent in 2022 (Table 1, Figure 1).

Table 1. Share of women in Ukrainian Parliament, years 1990-2022 [developed by 2]

Convocation of deputies	1	2	3	4	5	6	7	8	9
Years	1990-1994	1994-1998	1998-2002	2002-2006	2006-2007	2007-2012	2012-2014	2014-2019	2019-now
Number of women deputies	12	18	38	28	42	42	46	56	87
Total number of deputies	475	436	439	509	483	541	478	468	423
Percent of women deputies	2.5%	4.1%	8.7%	5.5%	8.7%	7.8%	9.6%	12.0%	20.6%

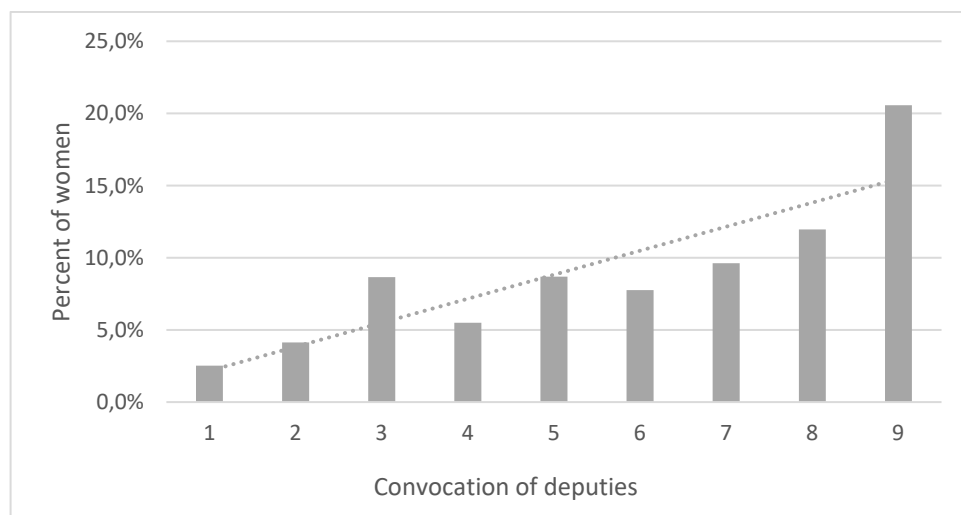


Figure 1. Share of women in Ukrainian Parliament, years 1990-2022 [developed by 2]

### Gender inequality at the labor market in Ukraine.

The ratio of female-to-male labor force participation rate in Ukraine is 78.89 percent in the year 2020 (Table 2), which is very close, for example, to USA.

Table 2. Ratio of female-to-male labor force participation rate, % [developed by 3]

Country	2000
China	85.30
Nigeria	85.13
Pakistan	19.18
Russian Federation	79.07
Ukraine	78.89
United States	79.54

As for the share of firms with female top managers as percent of firms, 17.7 percent in the year 2019 is very close to the average European and world levels (Table 3).

Table 3. Firms with female top manager (% of firms) [developed by 3]

Country		
Afghanistan	2008 0.70	2014 4.70
India	2014 8.90	2014 8.90
Ukraine	2008 27.90	2019 17.70
World	2019 21.41	2020 18.01
Euro area	2019 14.00	2020 18.23

According to official statistics, employed women are more likely to work for hire and, accordingly, are less likely to be employers and self - employed persons compared with men. Among women, 87 percent are employed employees (against 82 percent among men). At the same time, there are fewer women self-employed (12 percent vs. 16 percent among men) and employers (0.8 percent vs. 1.5 percent). Horizontal segregation takes place in the labor market: women make up the majority of full-time employees in the following areas: temporary accommodation and catering (67.3 percent); postal and courier activities (84.6 percent); financial and insurance activities (71.9 percent); education (78.0 percent); health care (82.8 percent); art, sports, entertainment and recreation (68.0 percent), activities in the field of creativity, art and entertainment (67.8 percent), functioning of libraries, archives, museums and other cultural institutions (79.1 percent) [4] – Figure 2.

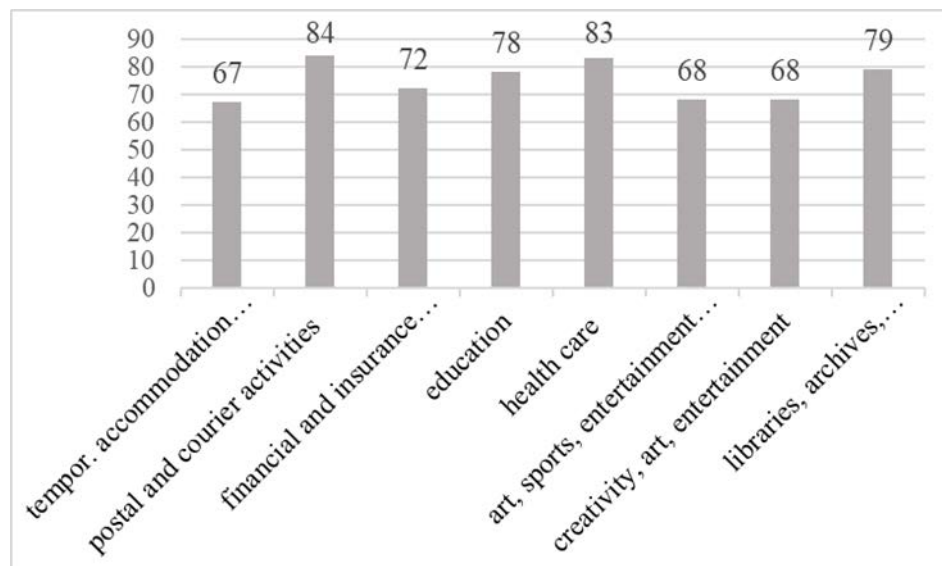


Figure 2. The share of women among full-time employees in different areas in Ukraine  
Source: [4, p. 14]

It is vertical segregation in the labor market: there are less women among the leaders of all enterprises and organizations – 40 percent. At the same time among legal entities the

share of women leaders is lower: they are heads of 30 percent of enterprises and organizations. Women are the top managers at more than 60 percent of legal entities in the field of tourist services, functioning of theaters and concert halls, education, beauty salons. There are 60-76 percent of women-individual entrepreneurs in of retail trade, mostly of food products. In the field of hairdressing and beauty salons, women make up 94 percent of individual entrepreneurs. Industries, where the majority (almost or more than 80 percent) of managers are men – it's transport, construction, agriculture, mining and energy industry.

The employment rate of women with children aged 3–5 is significantly lower than that of women aged 25–44 (59 percent vs. 71 percent). The gender pay gap in 2018 averaged 22.3 percent. This gap varies in different areas of the economic activities: from 3.6 percent in education to almost 40 percent in postal and courier activities. In Ukraine, as in the rest of the world, women spend much more time doing housework and care. According to UN Women, they perform unpaid work in 2.6 times more than men. Due to the disproportionate division of responsibilities for unpaid work, women have lower incomes, less property and more rely on public services and social security.

### **COVID-19 influence on gender equality in Ukraine.**

The COVID-19 pandemic significantly affects the human rights and gender equality. The study, conducted by Kyseliova O. [5], yielded the following results. Firstly, there are more women in industries, where the state budget financing was reduced: culture and art, education and science, physical culture and sports. Secondly, due to the introduction of quarantine measures disproportionately high losses experienced retail businesses trade in non-food products, hotel and tourism sector, education and restaurant business. Traditionally there are more women employed in these industries. Thirdly, public transport passenger traffic stopping significantly affected employment and levels income of men, who are the main working force in this industry. Fourthly, among the registered unemployed during January-April, 2020 women make up 57.0 percent, while among the employed – only 25.0 percent. At the same time, taking into account the existing gender gap in wages, women who have lost work and income, have much less savings, than men have. For this reason, women entrepreneurs have limited access to credit due to lack property as collateral. Fifthly, women have been subjected to a greater burden through additional homework during quarantine. Then, during the isolation the level of gender-based violence increased. Because the most of medical staff are women, they are most at risk for COVID-19. Women make up the majority among infected with coronavirus in Ukraine.

According to a 2010 survey [6], Ukraine became a leader among European countries in the workload of women aged 20-49, who were officially married, had children and were engaged in paid activities outside the home. Excluding the care of children and relatives, Ukrainian women spent an average of 24.6 hours a week (in European countries an average of 20 hours a week) on housework. The average time spent on housework by Ukrainian men was also the highest among European countries (14.5 hours per week). But the difference between the load of unpaid work of Ukrainian women and men is more than 10 hours a week. In Ukraine, after marriage, men start spending less time on homework, which is indicating, that part of such work, which before marriage was performed directly by men, was taken over by women.

In the long run, the introduction of quarantine limitations will have impact on the size of future pensions and the retirement age of women and men who have lost their jobs and incomes during pandemic.

In order to prevent such negative long-term effects, the government have to provide targeted support for the entrepreneurs and employees of those industries, that have suffered the greatest losses under quarantine time; create working places for employment of women. Employers have to develop friendly to family policy, which includes flexible work schedule: remote work, part-time week or providing a guaranteed long-term leave in order that employees have the opportunity to take care of children; provide distance psychological support for working parents and their children, which may include conversations, exercises, games and other activities. The education about professional, family and private life harmonization is necessary; equal distribution of home labor and active participation by men in the parental responsibilities.

Actual is a social support of women after retirement in Ukraine. Number of elderly women (65 years and older) is almost twice the number of men of this age group as of December 1, 2019. Women make up two-thirds of the total number of retirees in 2019. As of December 31, 2019, there were 11.3 million pensioners in Ukraine, of which 7.5 million were women. The gender gap in pensions is an average of 30 percent in favor of men and is greater, than the difference in wages. Women lead 92.2 percent of single-parent families with children. 58 percent of internally displaced persons in Ukraine are women. For the majority of the elderly people, pension is the only source of income. In Ukraine there is a joint pension system, which leads to negative results for women, because it is tied to the official employment, where it is gender inequality, and does not take into account reproductive work that is mostly done by women. During their working life women earn less than men, respectively, have smaller deductions to pension fund, do not have

significant savings, more conservative in investing. Women live longer than men, they are more often live in old age alone, sick longer and need more money for medicines, medical services and care. So, retirement is more expensive for women.

More than a third of the country's population is entitled to social benefits and privileges, which indicates a heavy burden on the budget. The right to receive social benefits from the state have: families with children; persons with disabilities; low-income and large families; citizens affected by the consequences of the Chernobyl disaster; participants in hostilities; internally displaced persons; persons affected by human trafficking; women who have been awarded the honorary title "Mother-heroine"; individuals who provide social services. Women make up the vast majority of social benefits recipients. Among low-income families, there are 15 percent of women, who are raising minor children without men. 43 percent of them save on food and / or clothing, while among married mothers of minor children such are 25 percent.

Since the beginning of the war in eastern Ukraine, more than 1 million 400 thousand people were forced to leave their homes and become internally displaced. Women make up the majority of internally displaced persons, they more often than men face violation of their housing rights, health care, social protection and pensions, employment, education, access to court etc. The vast majority (79 percent) unemployed internally displaced persons, who are actively seeking work, are women. Among those who encountered with difficulty finding a job, women predominate. During quarantine all these problems have only worsened since many internally displaced persons women have lost their jobs, their income has decreased or disappeared altogether, increased the load on home and maintenance work.

### **War and women in Ukraine.**

On February, 24, 2022 the Russian Federation invasion to Ukraine began. Civilians and mostly women with children are among the most suffered groups at this war. After twenty days from the beginning of the war there are more than 3.7 mln people crossed the border and went to Europe. The main of them are women with children and older people. At the same time, we have no clear statistics about the number of internally displaced persons, who went to the Western Ukraine from the North and East of the country. We may suggest, that their number is higher, than those, who went abroad. In this situation women with children are the most unprotected and vulnerable segments of population, which need protection and help. Many women, who stay at the country, work as volunteers and defenders of the country.

### **Conclusion**

Gender equality and women's empowerment are key dimensions of human development. Human development is closely linked to the issue of gender inequality in terms of the ability to fully realize the potential of each person in all corners of our planet now and in the future. Ensuring gender equality and women's empowerment are fundamental to human development. There is still a gender gap at the level of human potential and in the field of opportunities, and for half of humanity, the full realization of potential is still too slow.

Ukraine has already taken the first steps towards forming a system of gender legal norms. In our country there are special laws concerning gender equality in the field of labor relations, politics, business, social protection, education and family relations. However, Ukrainian legislation needs to be improved in the context of the implementation of European gender equality norms. Important levers for reducing gender discrimination in Ukraine lie in the field of effective application of gender legislation in practice, taking into account the experience of foreign countries.

The share of Ukrainian women, who take active part in political and social life of the country, steadily increase. It is an inequality at the labor market, when many industries with budget financing primarily have employed women. As a result, women have smaller income, which make them less active in opening own business. Women are more influenced by negative economic impact of COVID-19 quarantine limitations, the share of unemployed women is higher, than men. The task of Ukrainian parliament is to provide legislative support for working women. The task of the executive branch is to ensure legislation on the equal rights of women in the field of employment and economic rights.

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