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# ECONOMIC AND LEGAL FOUNDATIONS OF ENSURING GENDER EQUALITY IN UKRAINE AND THE COUNTRIES OF THE EUROPEAN UNION

## ABSTRACT

The purpose of the article is to study the economic and legal foundations of ensuring gender equality in Ukraine and the countries of the European Union. In the process of the research, it is established that the strengthening of the processes of globalization and reformatting of the world economic order lead to the need to ensure gender equality in the context of international human rights activities. The problem of equalizing the rights and opportunities of men and women for a long time has been the object of legal regulation, as there are processes of strengthening gender asymmetry, manifested in gender violence, significant gender gaps in the labor market, in terms of wages and pensions, gender segregation, a significant level of gender inequality in the economy and critical in politics, as well as in individual inconsistencies in the legal provision of countries with European norms. It is found that highly developed countries have a better potential to ensure high indicators of gender equality, as evidenced by the high values of the Global Gender Gap Index, while countries with a lower level of development are able to ensure a minimal gender gap in access to education and health care, and in relation to women's participation in economic life and politics, there are significant problems and obstacles. It is found that the current legislation of Ukraine needs improvement in terms of strengthening criminal liability for committing gender-based violence, and at the European level, the need to find and justify effective methods of ensuring gender equality regarding women's access to political life is noted. In order to identify common features of ensuring gender equality in the countries of the European Union and distinguish Ukraine's place among them according to the Global Gender Gap Index, it is proposed to conduct a cluster analysis, the results of which indicate the division of the countries of the European Union into three groups depending on the level of gender equality in them: countries with high level, medium level countries and low-level countries. Indicators of gender equality in Ukraine showed that it belongs to the third group, which indicates the deepening of the problems of gender inequality.

**Keywords:** gender policy, Global Gender Gap Index, gender asymmetry, gender inequality, equality in the exercise of rights

**JEL Classification:** K10, J16

## INTRODUCTION

One of the most important tasks of the law-making activity of the state in the conditions of increasing global socio-political instability is to ensure gender equality. Modern realities testify to a situation in which society does not fully understand the importance of this problem from the point of view of implementing the principles of democracy and guaranteeing individual freedom. Ensuring gender equality in society as a whole and in institutions, in particular, requires the affirmation of the values of gender equality, effective counteraction to gender discrimination, and the implementation of equal rights for men and women. The democratic development of the countries of the European Union and the aspiration of Ukraine to integrate into the European space makes it necessary to observe the basic principles of democracy and equality of all before the law, guarantee equal rights and opportunities for men and women and their participation in the formation of civil society. Taking into account the negative trends regarding social

stereotypes that promote gender inequality and restrictions on women's rights, as well as their opportunities to realize themselves as full-fledged members of society on a par with men, the issue of ensuring the normative and legal principles of ensuring gender equality and regulating the legal protection of women's access to participation in public administration on the principles of equality with men becomes urgent.

## LITERATURE REVIEW

The problems of ensuring the protection of human and citizen rights for a long period of time have been the focus of attention of both scientists and practitioners. They became especially acute during the period of democratic transformations that took place in Europe and were aimed at strengthening the role of a person in society and at the desire to stop the intensification of the processes of discrimination based on gender. Unfortunately, it was not possible to achieve the desired effect, taking into account the active international and national law-making activity and the presence of a number of normative and legal acts on strengthening the protection of human and citizen rights. In particular, it is worth noting the adoption by the Council of Europe of such a strategic document as the Gender Equality Strategy of the Council of Europe for 2018-2023 [1], in which the main emphasis is placed on the protection of human rights, the creation of conditions for the establishment of democracy and ensuring the principles of the rule of law. This document provides for the approval of European standards for the introduction of equal rights and opportunities for men and women in society, and gender equality is defined as the equality of the rights of men and women, their equal importance, the provision of equal opportunities for participation in all spheres of personal and social life, as well as the fulfillment of equal obligations. At the same time, it should be noted that positive changes regarding the legal status of women in society are observed both in the countries of the European Union and in Ukraine, however, the facts are that the achievement of full gender equality has not occurred, which is confirmed by monitoring data that testify to the political participation of women, their access to justice and the eradication of negative gender stereotypes. One of the biggest unsolved problems of gender equality remains violence against women and the concealment of the facts of its commission.

It is obvious that the problem of ensuring gender equality remains important, and its solution requires the development of a set of measures aimed at achieving a parity position of men and women in politics, economy, and society. In order to eliminate imbalances regarding the provision of equal opportunities based on gender, the national legislation of the countries of the world provides for a number of legal norms. In particular, it is worth paying attention to the Law of Ukraine "On ensuring equal rights and opportunities for women and men" [2], which provides for the formation of directions and mechanisms of state policy in the field of ensuring equal rights and opportunities for men and women. At the same time, the legislative act regulates the legal principles for preventing and counteracting violence and defines special state bodies that are responsible for the implementation of gender policy.

Comparing the normative legal provision of gender equality in Ukraine with the European one, its kinship and similarity are noted, which indicates a sufficiently high level of legislative and executive acts and their harmonization with the norms of European law.

Article 21 of the Constitution of Ukraine [3] defines the equal legal status and equal participation of women and men in public life and the realization of their equal opportunities, which is inviolable and inalienable. At the same time, Article 24 of the Constitution of Ukraine ensures equality of constitutional rights among men and women, providing them with freedoms and opportunities to participate in public, political and cultural activities, exercise the right to education and professional training, freely and without coercion choose a place of work and pay, as well as the right of women to realize their opportunities in combination with maternity.

The study of the main trends in the implementation of the principles of gender equality allows us to single out such a feature that the prevailing opinion in society is that women should lead the household and cannot realize their own opportunities for achieving high career growth. Undoubtedly, in relation to women, there are significantly fewer incentives to invest in their own self-development and systematic improvement of the professional level, and periodic interruptions in activity lead to a reduction in the terms of building a career, which in some cases is interpreted as a manifestation of discrimination.

In order to reduce the impact of negative factors, the Law of Ukraine "On principles of prevention and counteraction to discrimination in Ukraine" [4] was adopted at the legislative level, which provides organizational and legal principles for combating discrimination based on gender and establishes various types of liability for violations of the Law. It is worth noting that in accordance with the provisions of national and international legislation in the field of ensuring gender equality, domestic violence is considered one of the types of criminal crimes, however, in Ukraine, criminal liability for committing domestic violence is quite loyal [5], which requires a revision of the current legislation and strengthening of

liability. The outlined changes will allow reducing the level of violence against women, their discrimination and economic dependence on men.

Among other problems of ensuring gender equality in Ukraine and the countries of the European Union, the low progress in terms of women's participation in politics, their access to justice, the fight against gender stereotypes and manifestations of sexism is highlighted, which is connected with the late processes of popularizing gender equality, the actualization of which falls on the end of the 20th century. In order to eliminate certain gender gaps in Ukraine, the Concept of communication in the field of gender equality [6] was approved, according to the provisions of which women received the right of access to more than 450 professions and positions, in particular, in the field of security and defense. It is important to note that in the countries of the European Union, it is women who have a growing role in peacekeeping activities because they perform a set of special measures to prevent conflicts.

However, as research by I. Tinker [7] proves, certain progress in the labor market was achieved thanks to the adoption of such a normative act, however, gender gaps remain quite significant and tangible. Some scientists, in particular K. Cotroneo, O. Brown, and I. Karwod [8, p. 7] studied that the countries of the European Union need at least sixty years to ensure full equality between men and women, which requires the formation and implementation of a balanced gender policy today and the inclusion of strategic priorities for reducing the gender gap into its directions.

As for the countries of the European Union, gender-developed legislation is observed in most of them, on the basis of which the legal systems of the member states take into account gender differences and ensure the equality of the social status of men and women. The legislation of the European Union on gender equality is implemented in the domestic legislation of all member states and candidate states [9]. However, the European practice of ensuring gender equality has minor shortcomings, which are manifested in the lack of comprehensive implementation of the principles and basic foundations of gender equality. Therefore, in order to eliminate such shortcomings, the Strategy for Gender Equality 2020-2025 [10] was adopted, which is designed to fulfill the obligations of the European Commission to achieve significant progress and ensure equality between women and men and ensure the achievement of such goals as (1) ending gender-based violence; (2) effective counteracting gender stereotypes; (3) combating gender gaps in the labor market, wages, and pensions; (4) ensuring gender balance in politics and public life.

In this context, O. Golovinov and Yu. Golovinova [11], investigating the effectiveness of the European approach to ensuring gender equality, concluded that in such countries as Germany, Italy, Spain, Finland, and Sweden, one of the ways to ensure gender equality is the creation of special state authorities that are competent in these matters and are capable of implementing effective state mechanisms of gender equality. At the same time, progress in gender equality is recorded in these countries, which is due to the intensity of the social movement of women and the increase in the level of their representation in public authorities at various levels. It becomes obvious that the anti-discrimination legal framework in the mentioned countries is broad and sufficiently developed.

The Charter of Fundamental Rights of the European Union [12] deserves attention since it summarizes the main principles of gender equality and systematizes them in special EU Directives. No less important are the Consolidated versions of the Treaty on the European Union and the Treaty on the Functioning of the European Union with protocols and declarations [13], which contain provisions on ensuring gender equality, combating gender discrimination, and affirming the principles of gender equality.

I. Chyckalo-Kondratska, A. Derevyanko, and D. Kondratska [14] singled out the main features of legal support in the field of combating gender inequality and discrimination, among the most relevant of which they named: (1) development of sets of special measures to ensure gender equality on the basis of maintaining parity rights and freedoms of men and women; (2) introduction of a ban on harassment and sexual harassment; (3) strengthening sanctions for violations of gender legislation; (4) improvement of the current regulatory and legal support in the field of gender equality; (5) formation of special institutions for the protection of gender rights.

Scientific developments of R. Gropas [15], who believes that the European Union has built a reliable legal basis for ensuring gender equality and combating discrimination, are characterized by similar views. And in some countries of the Eurozone, with the application of a directive approach to fair treatment without distinguishing preferences for one gender and ensuring the equality of men and women.

Comparing the economic and legal principles of ensuring gender equality in Ukraine and the countries of the European Union, a sufficient level of consistency of national constitutional and legal norms with European acts is revealed, and in some places, domestic norms repeat the content of regulatory and legal acts of the countries of the European Union.

## AIMS AND OBJECTIVES

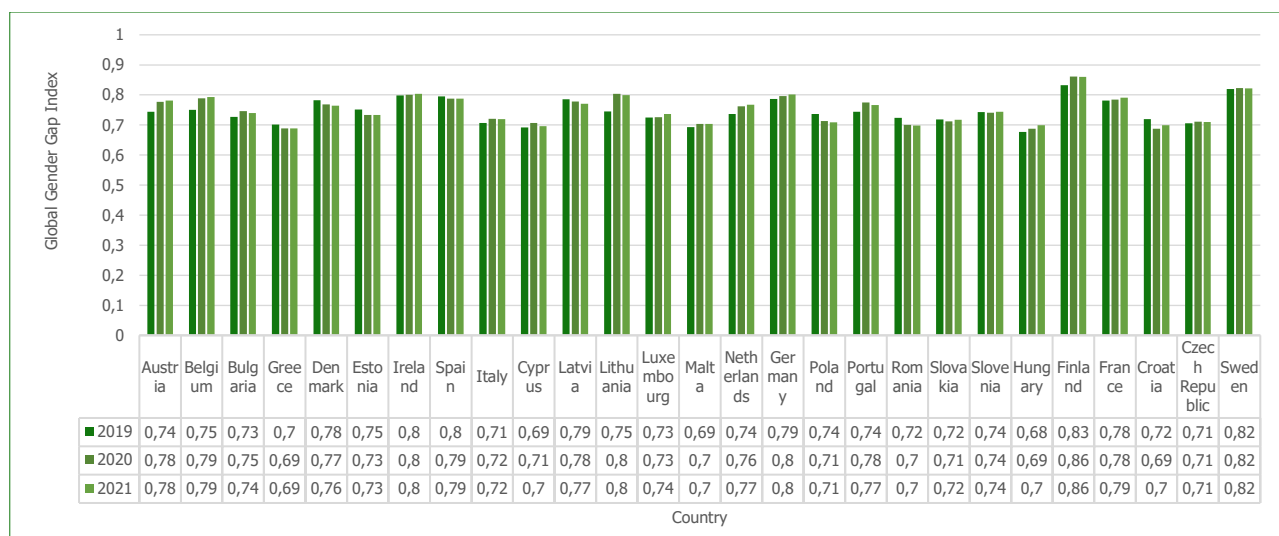
The purpose of the article is to research the legal foundations of ensuring gender equality in Ukraine and the countries of the European Union. Achieving the set goal involves solving tasks related to researching the problems of ensuring gender equality; analyzing the dynamics of the Global Gender Gap Index in Ukraine and the countries of the European Union; identifying common and distinctive features of the legal provision of gender equality in Ukraine and the countries of the European Union.

## METHODS

The methodological base of the study consists of general scientific and special methods of economic analysis: comparison and analogy with the aim of identifying common and distinctive features of the legal provision of gender equality in Ukraine and the countries of the European Union; analysis and synthesis to clarify the essence of the concept of "gender equality"; generalization and systematization for the purpose of proposing hypotheses and formulating conclusions based on research results; graphic method for visual display of research results; cluster analysis based on the k-means method using the Statistica 6.0 software package to group the countries of the European Union and Ukraine according to the Global Gender Gap Index.

## RESULTS

Ensuring gender equality is an important and difficult task both for Ukraine and the countries of the European Union. If in relation to the countries of the Eurozone, this issue is given more attention and significant efforts are successfully implemented in society, then in Ukraine fairly high indicators of gender inequality are observed. Searching for the main causes of such a situation is quite a difficult task and requires a complex approach to solving existing problems. In order to identify the degree of socio-economic deformations in society related to gender equality at the international level, the Global Gender Gap Index is calculated, which consists of four groups of indicators: (1) economic participation and basic opportunities; (2) access to education and level of education; (3) access to the health care system; (4) access to political participation and empowerment. According to the calculations for 2019–2021, the Global Gender Gap Index in the countries of the European Union does not have a stable trend (Fig. 1). In such countries as Austria, Belgium, Ireland, Luxembourg, Malta, the Netherlands, Germany, Hungary, France, it gradually increases throughout the analyzed period, and in such countries as Greece, Denmark, Estonia, Spain, Latvia, Poland, and Romania, on the contrary, it gradually decreases, which indicates the ambiguity of the implementation of the principles of gender equality in the countries of the analyzed group and the insufficient effectiveness of the organizational and legal mechanism for ensuring gender equality in countries where a downward trend is observed. It can be assumed that the obtained results of the analysis prove a different level of progress regarding gender equality in the territory of the European Union.



**Figure 1. Dynamics of the Global Gender Gap Index in the countries of the European Union in 2019–2021.** (Calculated on the basis of: [16–20])

At the same time, the need to clarify the common features of ensuring gender equality in the countries of the European Union and single out Ukraine's place among them is becoming important. In order to implement the task, we consider it expedient to deepen our research and group countries according to the Global Gender Gap Index. For this, we will use the technology of cluster analysis based on the use of the k-means method, and we will perform the necessary calculations using the Statistica 6.0 software package. The obtained results are systematized in Table 1.

**Table 1. Grouping of the countries of the European Union and Ukraine according to the indicator of the Global Gender Gap Index in 2019-2021.** (Source: Based on [16–20])

Global Gender Gap Index					
2019		2020		2021	
Country	Cluster number	Country	Cluster number	Country	Cluster number
Denmark	1	Ireland	1	Austria	1
Ireland		Lithuania			
Spain		Germany			
Latvia		Finland			
Germany		Sweden			
Finland		Austria			
France		Belgium			
Sweden		Bulgaria			
Greece	2	Denmark	2	Sweden	2
Italy		Spain			
Cyprus		Latvia			
Malta		Netherlands			
Hungary		Portugal			
Czech Republic		Slovenia			
Austria		France			
Belgium		Greece			
Bulgaria	3	Estonia	3	Slovenia	3
Estonia		Italy			
Lithuania		Cyprus			
Luxembourg		Luxembourg			
Netherlands		Malta			
Poland		Poland			
Portugal		Romania			
Romania		Slovakia			
Slovakia	Hungary	3			
Slovenia	Croatia				
Croatia	Czech Republic				
Ukraine	Ukraine				

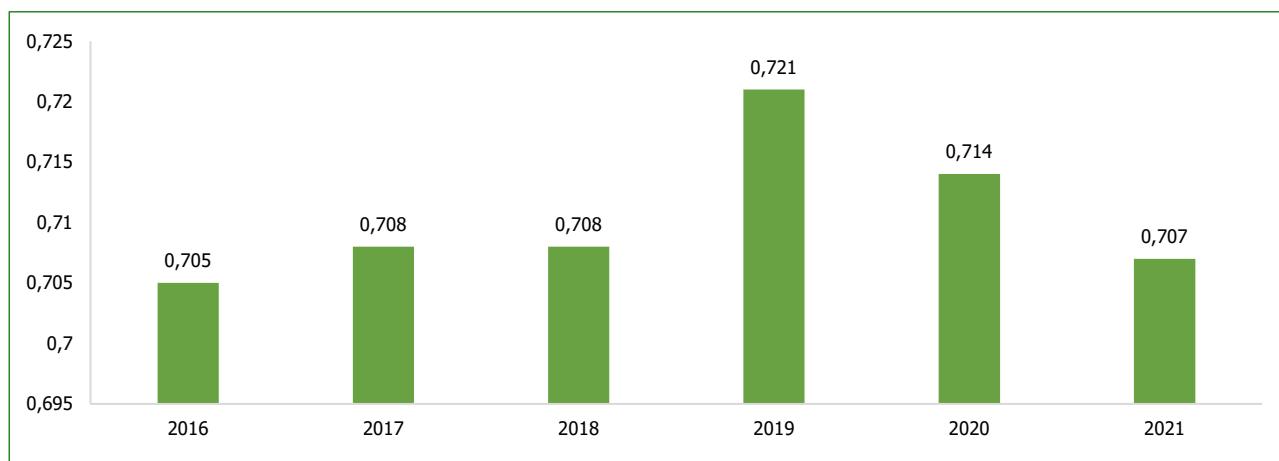
According to the results of the study, the countries of the European Union were divided into three groups according to the indicator of the Global Gender Gap Index in 2019-2021. The first group in 2019 included such countries as Denmark, Ireland, Spain, Latvia, Germany, Finland, France, and Sweden, in 2020 – Ireland, Lithuania, Germany, Finland, and Sweden, in 2021 – Austria, Belgium, Ireland, Spain, and Lithuania, which are characterized as highly developed countries with a high level of gender equality. A particularly high value of the Global Gender Gap Index was recorded in Finland (0.832–0.861) and Sweden (0.820-0.823). At the same time, it is worth paying attention to the values of the analyzed indicator in Denmark, which tend to decrease, under conditions of the high level of participation of women in politics and their active representation in parliament, which, according to N. Herbut [21], is 37.4% in 2019, in 2021 – 39.7%, and the country's legislation does not establish special quotas for granting women a certain number of electoral seats, which, in fact, proves the absence of gender restrictions.

The second group in 2019 consists of Greece, Italy, Cyprus, Malta, Hungary, and the Czech Republic, in 2020 – Austria, Belgium, Bulgaria, Denmark, Spain, Latvia, the Netherlands, Portugal, Slovenia, and France, and in 2021 – Bulgaria, Denmark, Estonia, Latvia, Luxembourg, the Netherlands and Portugal, where legal foundations of ensuring gender equality

are highly rated, however, have average indicators of the Global Gender Gap Index are observed, indicating the presence of a significant number of unresolved issues.

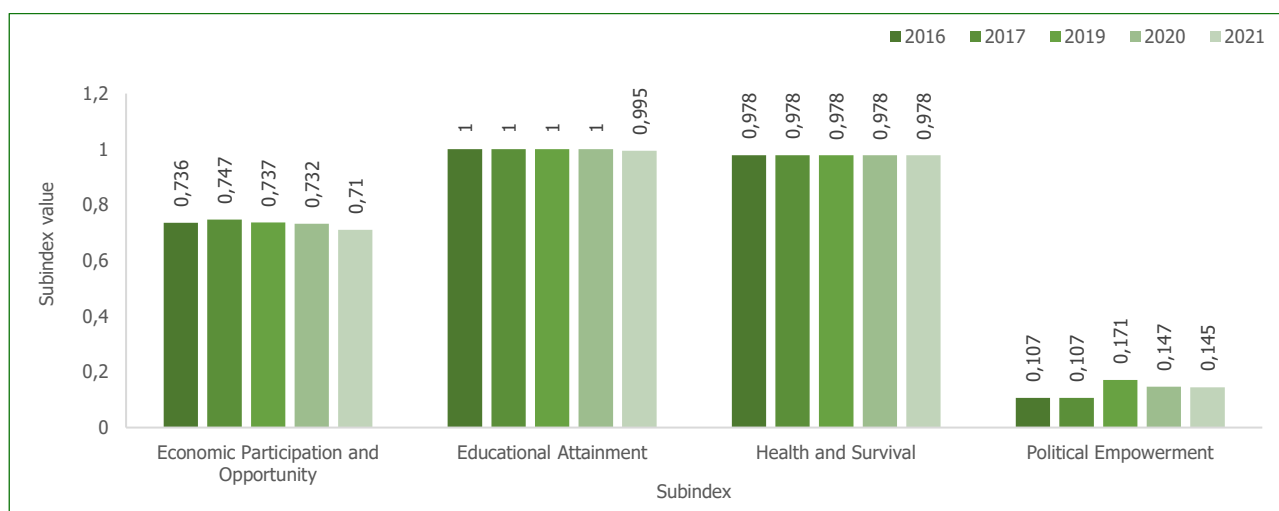
The third group in 2019 included such countries as Austria, Belgium, Bulgaria, Estonia, Lithuania, Luxembourg, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, and Croatia, in 2020 – Greece, Estonia, Italy, Cyprus, Luxembourg, Malta, Poland, Romania, Slovakia, Hungary, Croatia, and the Czech Republic, in 2021 – Greece, Italy, Cyprus, Malta, Poland, Romania, Slovakia, Hungary, Croatia, and the Czech Republic, in which there are significant problems of ensuring equal rights, freedoms, and opportunities based on gender.

The assessment of Ukraine's position in comparison with the countries of the European Union shows that it belongs to the third cluster throughout the analyzed period, which includes the countries of the post-Soviet space that have gone through transformational restructuring. The study of the main trends and dynamics of the Global Gender Gap Index in Ukraine in 2016-2021 (Fig. 2) allows us to assert its gradual growth during 2016–2019 and a sharp decline in the period from 2020 to 2021, which is primarily due to negative trends in the labor market as a result of the spread of the COVID-19 coronavirus infection, which affected women to a greater extent. The International Labor Organization estimates labor force losses due to the COVID-19 pandemic at the level of 5% among women and 3.9% among men [22]. As a result of the strengthening of such destabilizing factors, the gender gap deepened in those sectors where relative gender parity was ensured.



**Figure 2. Main trends and dynamics of the Global Gender Gap Index in Ukraine in 2016–2021.** (Calculated on the basis of: [16–20])

The study of the dynamics of the Global Gender Gap Index in Ukraine allows us to assert the presence of gender inequality. Under such conditions, the problem of identifying the main problems of ensuring gender equality in Ukraine is actualized, which we propose to conduct on the basis of a more in-depth analysis of the Global Gender Gap Index based on the study of its subindexes (Fig. 3).



**Figure 3. Main trends and dynamics of the Global Gender Gap Index in Ukraine in 2016–2021 by subindexes.** (Calculated on the basis of: [16–20])



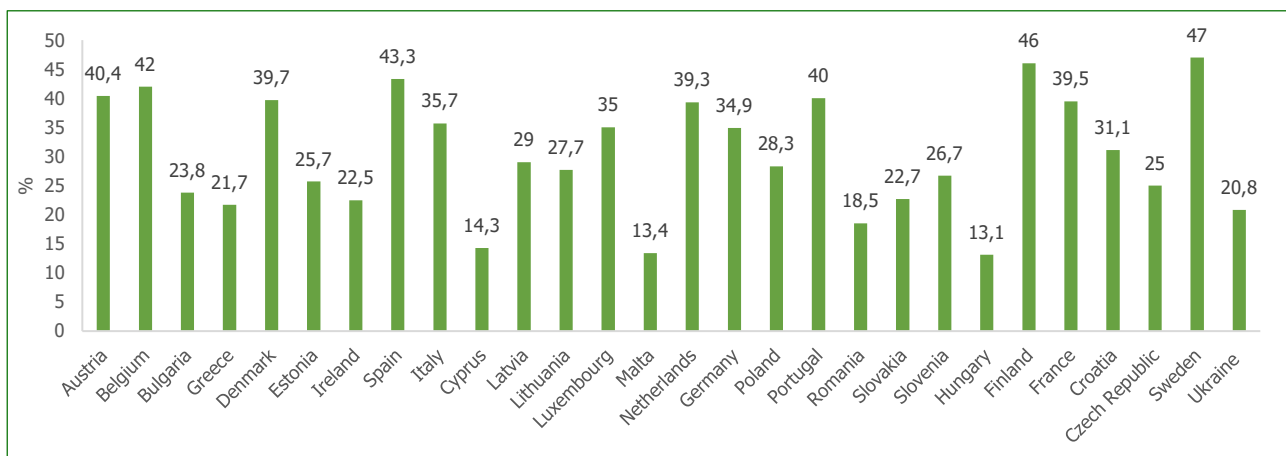
From the obtained results, it can be seen that the lowest level of gender gap was recorded in the field of education, in particular, in 2016-2020 the value of the subindex was equal to 1, which indicates complete parity in this field, however, in the conditions of 2021, it slightly decreased to 0.995.

Fairly high values of gender equality are observed in the area of access to the national health care system, the value of the subindexes in which is 0.978 throughout the entire studied period.

There are significant gaps in economic participation and opportunities. The value of the subindexes is somewhat lower, ranging from 0.710 to 0.747, and is characterized by a downward trend in the period 2017-2021, which indicates the deepening of gender inequality in the economic sphere and, accordingly, the strengthening of economic dependence of women on men.

At the same time, the values of the subindex of the expansion of rights and opportunities for women's participation in politics are critically low, the value of which gradually increased until 2019 to a mark of 0.171 and sharply decreased in 2020 to 0.147 and in 2021 to 0.145. The situation observed today regarding gender inequality in the political sphere is assessed as quite tense and is constantly at the center of attention of legal science. In order to reduce gender inequality in politics and ensure the parity of women and men at the legislative level, a number of regulatory and legislative acts have been adopted. In particular, Article 71 of the Constitution of Ukraine [3] establishes the equality of men and women with regard to participation in the election process for both public authorities and local self-government bodies, as well as the basic principles of the implementation of universal and direct suffrage.

Studies of the level of women's participation in politics, conducted by IPU Parline [23], show that the share of women in the national parliaments of the countries of the European Union and in Ukraine is significantly different (Fig. 4). The most noticeable gender gaps in terms of participation in political life are observed in Hungary, Malta, Cyprus and Ukraine, and the most minimized in Sweden, Finland, Spain, and Belgium.



**Figure 4. The share of women in the parliaments of the countries of the European Union and in Ukraine in 2021.** (Calculated on the basis of: [23])

The indicated trends prove the need to improve the legal basis for women's participation in politics both in the countries of the European Union and in Ukraine since gender asymmetries regarding women's participation in political life are extremely critical. It follows from the research that the problem of gender inequality regarding the realization of women's rights to participate in politics is most acute among the countries that, according to the results of the cluster analysis, entered the third group and are characterized by lower development indicators and went through the path of transformational restructuring.

At the same time, it is necessary to state that the problems of ensuring gender equality exist in most countries of the European Union and are especially acute in countries of the transitive type, to which Ukraine belongs. Significant progress in the direction of reducing gender inequality and ensuring the parity of equality of the rights of men and women, taking into account the constant promotion of combating gender-based violence, currently does not give the opportunity to achieve full gender equality in Europe. The processes of formation and implementation of gender policy in all countries of the analyzed group are assessed as sufficiently intensified and characterized by the European direction vector, which provides for equality of rights, freedoms, and opportunities for men and women. At the same time, the formation of legal foundations for ensuring gender equality in Ukraine and the countries of the European Union is one of the priority directions

of their law-making activities, which is confirmed by the main provisions of regulatory and legislative acts, which contain norms on the prevention of gender discrimination, ensuring equality of rights and opportunities for men and women.

## DISCUSSION

The study of the economic and legal foundations of ensuring gender equality in Ukraine and the countries of the European Union gives grounds for identifying the main problems of ensuring it in certain countries. Among the most acute problems of gender equality, gender violence, gender inequality in the labor market, including gender segregation, gender inequality in politics, inconsistency of the legal provision of individual countries with the norms of European law, low level of introduction of gender innovations are singled out.

In the process of researching the peculiarities of ensuring gender equality by the countries of the European Union and Ukraine, it was found that highly developed countries are able to ensure a higher level of gender equality, as evidenced by their location in the first cluster according to the results of the multifactorial cluster analysis. In particular, such countries are Austria, Belgium, Ireland, Spain, Lithuania, Germany, Finland, France, and Sweden, where minimal gender gaps are observed in all subindexes of the Global Gender Gap Index.

The absolute opposite is recorded in terms of ensuring gender equality in the countries that belong to the third cluster, namely in Greece, Italy, Cyprus, Malta, Poland, Romania, Slovakia, Hungary, Croatia, the Czech Republic and Ukraine, which have achieved the minimization of gender gaps only in certain subindexes, for the most part, regarding the equality of rights and opportunities of men and women in access to education and the health care system. However, it has not yet been possible to achieve such parity in the economic sphere, and the economic dependence of women on men continues to deepen.

In addition, the situation regarding the provision of gender equality in the political sphere is particularly critical, the optimal indicators of which are recorded only in a few countries of the European Union, in particular, in Sweden, Finland, Spain, and Belgium, where women make up 47%, 46%, 43.3% and 42% of the representation in parliaments respectively.

As for the participation of women in politics in countries of the transitive type, to which Ukraine belongs, extremely low indicators are observed here – 20.8%. Even lower values of this subindex are recorded in such countries of the European Union as Hungary (13.1%), Malta (13.4%), Cyprus (14.3%), and Romania (18.5%), which requires the immediate adoption of appropriate decisions both at the national and European level.

The countries included in the second cluster show the average level of ensuring gender equality according to all subindexes of the Global Gender Gap Index and have a number of unresolved problems.

## CONCLUSIONS

Thus, the results of the conducted research on the economic and legal foundations of ensuring gender equality in Ukraine and the countries of the European Union allow us to state the existence of a number of problematic aspects that lead to the strengthening of gender inequality both in Ukraine and the countries of the European Union. It was established that the economic and legal foundations of gender equality regarding access to education and the health care system are provided at a sufficiently high level, in fact, in all countries of the analyzed group. At the same time, significant obstacles to women's participation in the economic sphere and critical indicators of their participation in political life were revealed, as evidenced by the low values of the corresponding subindexes.

The conducted characterization of the national legislation of Ukraine in the field of ensuring gender equality in the country proves its versatility and a sufficiently high level of implementation with the norms of the European Union legislation. However, the norms regarding criminal liability for crimes related to gender-based violence need to be strengthened. While highly appreciating the European legislation on gender equality, it is necessary to note its imperfection in some countries regarding the unimpeded participation of women in political life, because the results obtained prove that the values of indicators of women's participation in politics in countries such as Hungary, Malta, Cyprus, and Romania are even lower than in Ukraine.

The search for ways to strengthen the economic and legal foundations of ensuring equality regarding women's access to participation in the political life of Ukraine and the countries of the European Union opens up prospects for further scientific research and proves the importance of the topic under study.



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## ЕКОНОМІКО-ПРАВОВІ ЗАСАДИ ЗАБЕЗПЕЧЕННЯ ГЕНДЕРНОЇ РІВНОСТІ В УКРАЇНІ ТА КРАЇНАХ ЄВРОПЕЙСЬКОГО СОЮЗУ

Метою статті є дослідження економіко-правових засад забезпечення гендерної рівності в Україні та країнах Європейського Союзу. У процесі дослідження встановлено, що посилення процесів глобалізації та переформатування світогосподарських порядків зумовлюють необхідність забезпечення гендерної рівності в контексті міжнародної правозахисної діяльності. Проблема зрівняння прав та можливостей чоловіків і жінок упродовж тривалого часу є об'єктом правового регулювання, оскільки спостерігаються процеси посилення гендерної асиметрії, що проявляється в гендерному насильстві, значних гендерних розривах на ринку праці щодо оплати праці та пенсійного забезпечення, гендерна сегрегація, значний рівень гендерної нерівності в економіці та критичний у політиці, а також в окремих невідповідностях правового забезпечення країн європейським нормам. Виявлено, що розвинуті країни мають кращий потенціал для забезпечення високих показників гендерної рівності, про що свідчать високі значення Глобального індексу Гендерного розриву, а країни з нижчим рівнем розвитку спроможні забезпечити мінімальний гендерний розрив щодо доступу до освіти та охорони здоров'я, а щодо участі жінок в економічному житті та політиці існують істотні проблеми й перешкоди. З'ясовано, що вдосконалення потребує чинне законодавство України в частині посилення кримінальної відповідальності за вчинення гендерного насильства, а на європейському рівні відзначається необхідність пошуку та обґрунтування ефективних методів забезпечення гендерної рівності щодо доступу жінок до участі в політичному житті. Із метою виявлення спільних ознак забезпечення гендерної рівності в країнах Європейського Союзу та виокремлення серед них місця України за показником Глобального індексу гендерного розриву запропоновано проведення кластерного аналізу, результати якого свідчать про розподіл країн Європейського Союзу на три групи залежно від рівня гендерної рівності в них: країни з високим рівнем, країни з середнім рівнем та країни з низьким рівнем. Показники гендерної рівності в Україні показали її приналежність до третьої групи, що свідчить про поглиблення проблем гендерної нерівності.

**Ключові слова:** гендерна політика, Глобальний індекс гендерного розриву, гендерна асиметрія, гендерна нерівність, рівність у реалізації прав

**JEL Класифікація:** K10, J16