

implementation of the projects such as Ukraine's purchase of Chinese equipment and construction materials to build housing. These risks will be compensated by the general positive effect from the growth of the economic cooperation with the People's Republic of China.

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## DISCRIMINATION AGAINST WOMEN ON THE LABOUR MARKET OF UKRAINE AND EUROPE

**Introduction.** The role of equal rights of women and men in every sphere of society increases due to globalization. After declaration of independence, Ukraine initiated democratic transformations, such as gender equality. Despite officially fixed equal women's and men's rights at both state and international levels, discrimination against women is still observed. Unequal opportunities for self-realization lead to the ineffective functioning and development of the labor market. That is why it is relevant to study this issue and find the ways to solve it.

**Review of recent publications.** A lot of scientists – both Ukrainian and foreign – have carried out research into gender inequality on the labor market. Among them are T. Verlen, K. Delfi, D. Khartman, D. Anker, H. Herasymenko, O. Hrishnova, E. Libanova, H. Mamonova and O. Yaroshenko.

**Objectives of the paper.** The aim of the paper is to elucidate gender wage gap in Ukraine and Europe, determine its causes and the course of development.

**Results of research.** According to the ILO (International Labour Organization) Convention 111, discrimination is any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation [1].

The World Economic Forum introduced the annual Global Gender Gap Report 2017, where Ukraine takes the 61st place out of 142 countries. The Global Gender Gap Index consists of 4 components:

1. Economic Participation and Opportunity
2. Educational Attainment
3. Health and Survival
4. Political Empowerment

Without doubt, Ukraine can boast the access of both sexes to education. Regarding high education, women even have a better index. Unfortunately, political and economic indices of participation of women are lower [2].

In average, women worldwide earn less than men. This type of gender inequality in European countries is confirmed statistically – in all countries of the European Union in 2017 male managers positions got more money than female. The largest difference in wages is observed in Hungary (33.7%), Italy (33.5%), the Czech Republic (29.7%), Slovakia (28.3%), Poland (27.7%), Germany (26.8%), Austria (26.9%) and Portugal (25.9%) (fig. 1). At the same time, in countries such as Sweden, Norway, Iceland, there is practically no pay gap between men and women [3].

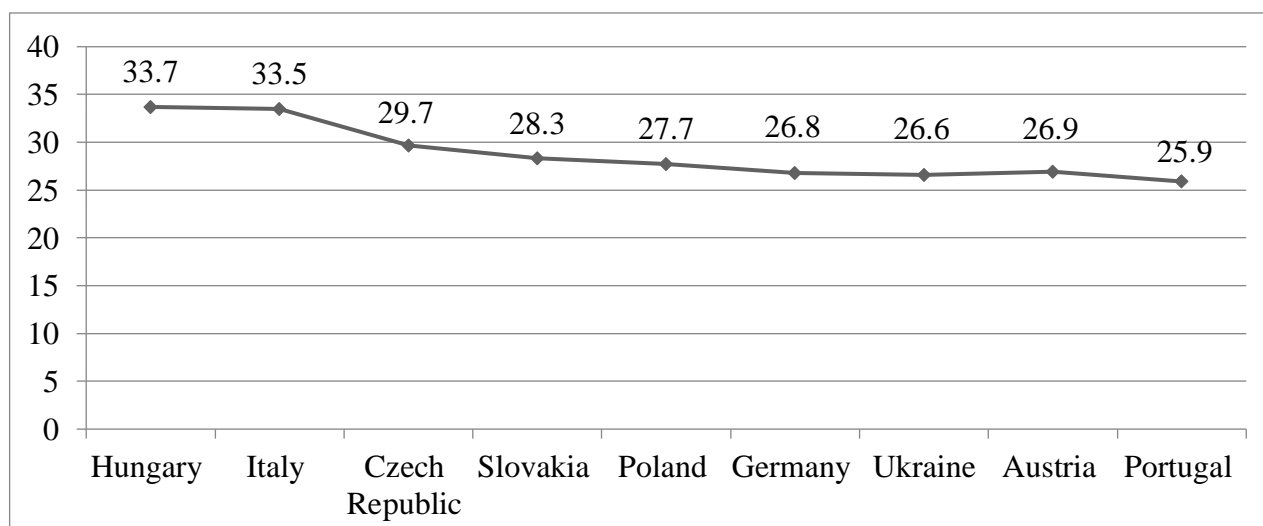


Fig. 1 The gender pay gap in 2017, %  
Source: created by the author based on [2].

In addition, European governments are concerned about this issue and are trying to solve it. Ukraine's government, in turn, does not think that discrimination on the labor market is an urgent problem.

Figure 2 shows the dynamics of men's and women's average monthly wage in Ukraine. There is a negative upward trend during 2012-2017. The revealed dynamics indicate the deepening and systematic problem of gender inequality in wages.

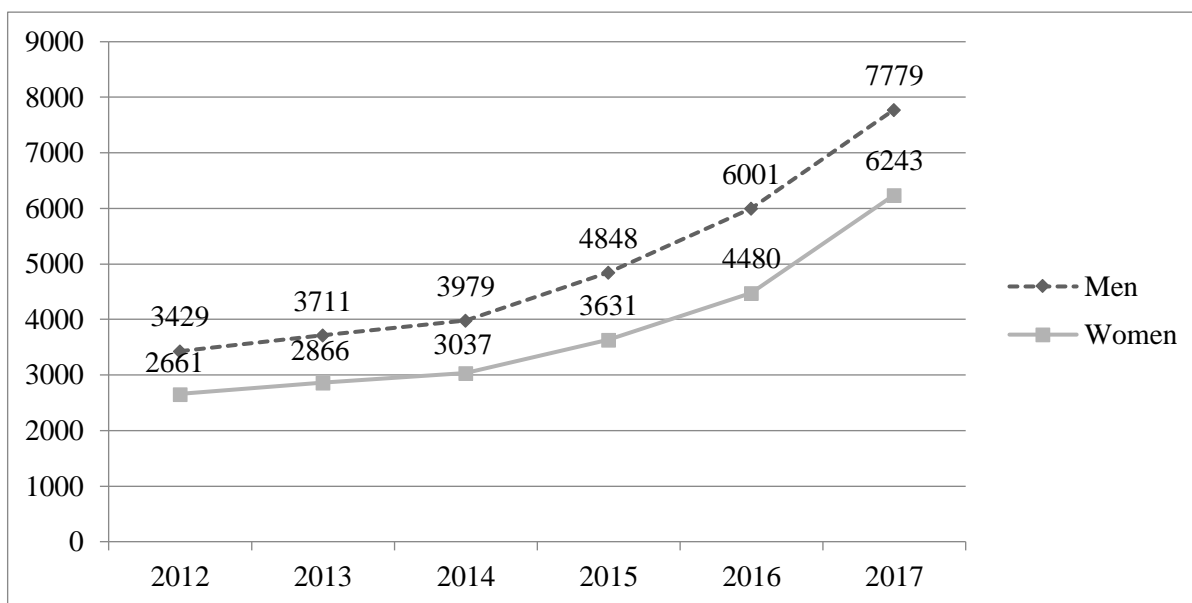


Fig. 2 Dynamics of men's and women's average monthly wage in Ukraine during 2012-2017, UAH

*Source: created by the author based on [3, 4].*

The analytical review of gender inequality in wages and salaries in Ukraine demonstrates the only sphere, where women earn more than man – administration. In all other spheres women's wages are lower. The largest gap is in the financial sector (51.8%) and the arts, sports and recreation (54.8%) [4].

There are subjective and objective reasons for understatement of the competitiveness and economic activity of women on the labor market. A lower endurance and physical strength, a higher level of emotional response and the reproductive role of women refer to objective factors. It is impossible to refute these reasons, but their impact can be legally leveled, for example, by allowing women to work flexi-time.

The subjective nature of this inequality is linked to employer's conviction that a woman performs professional duties worse than men. So men have an advantage over women.

**Conclusion.** Having analyzed this information, we can trace an increasing gender discrimination against women, which negatively affects both the economy of the country and the society as a whole.

Thus, there is a need to take affirmative action to overcome gender inequality in Ukraine. It is expedient to develop general program provisions to ensure the implementation of international best practices, to propose measures which increase the gender culture of Ukraine's population, to educate people on gender equality in order to break gender stereotypes prevalent in career decision making for men and

women; to work out programs to counteract discrimination against women On the labor market.

Both men and women should have equal and wide opportunities for comprehensive development and full realization of the human potential for universal human justice and socio-economic progress of mankind.

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## ANALYSIS OF INNOVATION DEVELOPMENT OF UKRAINE'S ECONOMY

**Introduction.** The importance of enabling Ukraine to take part in an innovation-driven development has grown over time. In today's world, countries that create increased new knowledge have faster growing economies.

**Review of recent publications.** The innovation development of Ukraine's economy is studied by such scholars as Yaroslav Izmaylov, Daina Znotina, Hanna Puriy and others, but it has yet unexplored aspects[1].