

**COMPARATIVE ANALYSIS OF THE MAIN TRENDS OF GENDER
EQUALITY IN SOCIO-ECONOMIC SPHERE
IN MOLDOVA AND UKRAINE****Tatiana COLESNICOVA, Assoc. Prof., PhD**

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Abstract

This research paper analyzes gender equality in the socioeconomic sphere with a focus on the labor market in two countries - the Republic of Moldova and Ukraine. These two countries were chosen for the research because, in addition to their close geographic location, they also share common historical and mental backgrounds and are both candidates for EU membership. In this regard, gender issues are one of the most important aspects in the process of joining the EU standards. It is enough to read the questionnaire on entry into the EU, as well as the compliance of the EU countries with various legislative standards and acts. The analysis in this research was based on data from the National Statistical Offices of both countries, as well as data from the report Global Gender Gap 2006-2022 elaborated by World Economic Forum - an independent international organization committed to improving the state of the world by engaging business and politics and that has been trusted with its data around the world for many years. While progress has been made in the socioeconomic sphere of gender equality in the two countries, significant gaps especially gender pay gaps remain to be eliminated. For this purpose, countries need to reconsider their domestic policies and strengthen them by applying new innovative measures oriented to the main policy of the EU countries and using their rich experience in this direction.

Keywords: *gender equality, gender pay gap, labor market, Ukraine, Republic of Moldova, EU*

1. Introduction

Gender equality is an important factor in the effectiveness of the functioning of both society and the economy. Gender equality in society is actually at the international level, which is reflected in a number of international documents. The General Assembly of the United Nations has adopted a number of documents regulating the achievement of equality between men and women in society. In particular, in the Convention "on the Elimination of All Forms of Discrimination against Women", the issue of equal rights and opportunities for men and women has been highlighted as a separate theme. It emphasizes that "in order to achieve full equality between men and women, it is necessary to change the traditional role of both men and women in the family and society...".

Also, the EU has its current documents in this area and one of the important documents is

Gender Equality Strategy for the period 2020-2025 and many other [3].

As the authors rightly say in the Global Gender Gap report: “Gender-based inequality is a phenomenon that transcends the majority of the world’s cultures, religions, nations and income groups. In most societies, the differences and inequalities between women and men are manifest in the responsibilities each are assigned, in the activities they undertake, in their access to and control over resources and in decision-making opportunities. In recent history, however, there has been increased recognition that gender-based discrimination prevents societies as a whole, women and men, from reaching their full potential” [1, p. 3].

2. Degree of investigation of the problem at present, purpose of the research

Gender equality is increasingly recognized as a necessary condition for sustainable development and effective national development policies and programs in all developed countries of the world. Over the years, the need for gender studies has increased in all countries due to the adoption of international conventions and gender mainstreaming policies, especially in the two studied countries given their EU integration course.

The authors of this work were interested in researching gender equality trends in the two neighboring countries of Ukraine and the Republic of Moldova and conducting a comparative analysis of the main indicators in these countries, in order to identify which indicators should be paid attention and strengthen measures to improve them or introduce new innovative measures. Also, the main goal is to synchronize the policies of these countries with EU policies and measures, although they have been following this course for many years.

These two countries were chosen for the research because, in addition to their close geographic location, they also share common historical and mental backgrounds and are both candidates for EU membership. In this regard, gender issues are one of the most important aspects in the process of joining the EU standards. It is enough to read the questionnaire on entry into the EU, as well as the compliance of the EU countries with various legislative standards and acts.

The scientific papers of the modern foreign scientists have great value for methodological and theoretical research of gender aspects in a social-economic sphere and especial in a labour market. Also, it should be noted that both authors have participated in such types of research projects and have experience and many publications in this field [5-11].

3. Methods and techniques applied

For our comparative analysis, we chose multiple case studies based on the similarities that exist between these countries (Moldova and Ukraine) in terms of their progress on gender equality issues in socio-economic sphere in recent decades.

The study is based on two main components:

- Gender equality in the social sphere:
 - ✓ Economic participation and opportunities
 - ✓ Educational attainment
 - ✓ Political empowerment

- ✓ Health and survival
- Gender inequality in the labor market:
 - ✓ gender pay gap
 - ✓ sectoral gender segregation
 - ✓ professional gender segregation.

The analysis in this research was based on data from the National Statistical Offices of both countries, as well as data from the report Global Gender Gap 2006-2022 elaborated by World Economic Forum (WEF) - an independent international organization committed to improving the state of the world by engaging business and politics and that has been trusted with its data around the world for many years. This research also used the last data of the Gender Inequality Index from the Human Development Report 2021-2022 published annually by UNDP. The study also paid attention to the legislative acts approved by Moldova and Ukraine in this area.

The following researches methods were used in the presented scientific paper: induction and deduction, synthesis, logical, monographic, comparative, economic analysis of the statistical data, etc. The following application Software was used for practical implementation of the indicated methods: Microsoft Excel – for spreadsheets manipulation, calculation and elaboration of graphs, charts (figures), Microsoft Word – for text processing.

4. Obtained results

Gender equality in the social sphere. In order to carry out an analysis of gender equality in the socio-economic sphere of the two examined countries, we used a series of data from the Global Gender Gap Report regularly published by the World Economic Forum, especially since more recently, this organization published its annual report on gender equality issues in the world for 2022. The Gender Equality Index from Global Gender Gap Report is calculated by comparing opportunities for men and women in four areas: political rights and opportunities, participation in the economy, education, health, and survival. This index has been calculated since 2006 and covers about 150 countries of the world. The Gender Gap Index is the result of collaboration with faculty at Harvard University and London Business School.

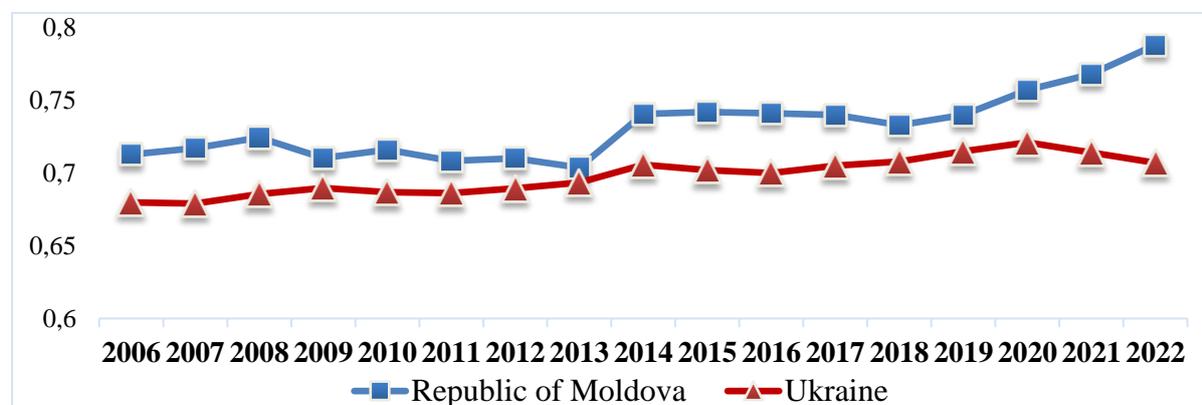


Figure 1. Dynamics of the Global Gender Gap Index for the Republic of Moldova and Ukraine according to the World Economic Forum

Source: elaborated by the authors according to the World Economic Forum "Global Gender Gap 2006-2022"

As is evident from the presented figure (Figure 1), in the period 2006-2022, both Moldova and Ukraine have revealed an upward trend in the score of the Global Gender Gap Index.

However, as for the ranks, the Republic of Moldova moved up to 6th position from 17th in the overall ranking. Thus, in 2006 the Republic of Moldova was ranked 17th in the overall ranking in the Global Gender Gap Index with a score 0.7128 and in 2022 the rank of the Republic of Moldova was 6 with a score 0.7880. Thus, according to this rating for the last 16 years the Republic of Moldova has improved its indicators and has moved by 11 positions.

However, as for the ranks, Ukraine increased from 48 position to 81 in the overall ranking. Thus, in 2006 Ukraine was ranked 48 in the overall ranking in the Global Gender Gap Index with a score 0.6797 and in 2022 the rank Ukraine was 81 with a score 0.7070. Thus, according to this rating for the last 16 years, Ukraine has worsened its indicators and has dropped in the rating by 33 positions.

Table 1. The changes in the results of the main indicators by subindexes for Ukraine and the Republic of Moldova, 2006, 2022

	Economic participation and opportunity ranking (score)	Educational attainment ranking (score)	Health and survival ranking (score)	Political empowerment ranking (score)
Moldova				
2006	2 (0.7604)	37 (0.9942)	1 (0.9796)	50 (0.1172)
2022	25 (0.766)	52 (0.996)	1 (0.980)	29 (0.412)
Ukraine				
2006	24 (0.6909)	25 (0.9978)	1 (0.9796)	97 (0.0505)
2022	62 (0.710)	53 (0.995)	37 (0.978)	100 (0.145)

Source: elaborated by the authors according to the World Economic Forum "Global Gender Gap 2006-2022"

The dynamic of indicators for the Republic of Moldova reveals that the value of the index has increased over the 16 years of research due to the improvement of the situation in such areas as Economic participation and opportunities where the index increased 12.5 times or from 2% to 25%, i.e. by 23 p.p. and in the area of Educational attainment where the index increased from 37% to 52%, i.e. by 15 p.p. In the area of Political empowerment, the index decreased 12.5 times from 50% to 29%, i.e. by 21 p.p. In a such areas as Health and survival - the situation has not changed.

The dynamic of indicators for Ukraine reveals that the value of the index has increased over the 16 years of research due to the improvement of the situation in such areas as Economic participation and opportunities where the index increased 2.6 times or from 24% to 62%, i.e. by 38 p.p., in the area of Educational attainment where the index increased from 25% to 53%, i.e. by 28 p.p. and in the area of Political empowerment where the index increased from 97% to 100%, i.e. by 3 p.p., in the area of Health and survival the index increased from 1% to 37%, i.e. by 36 p.p.

As can be seen from Figure 2, on the Gender Inequality Index from Human Development Report 2021/2022 - the Republic of Moldova 2021 ranked 51st and Ukraine 49th out of 191 countries in the world [4].

	Gender Inequality Index		SDG 3.1	SDG 3.7	SDG 5.5	SDG 4.4		Labour force participation rate ^a	
			Maternal mortality ratio	Adolescent birth rate	Share of seats in parliament	Population with at least some secondary education		(% ages 15 and older)	
	Value	Rank	(deaths per 100,000 live births)	(births per 1,000 women ages 15-19)	(% held by women)	Female	Male	Female	Male
HDI RANK	2021	2021	2017	2021	2021	2021 ^b	2021 ^b	2021	2021
60 Belarus	0.104	29	2	11.9	34.7	97.5	99.0	57.3	71.4
61 Panama	0.392	96	52	69.9	22.5	70.2	68.7	50.4	72.6
62 Malaysia	0.228	57	29	9.3	14.9	75.0	78.4	51.2	77.6
63 Georgia	0.280	66	25	31.7	19.3	97.1	98.3	51.0	68.0
63 Mauritius	0.347	82	61	24.6	20.0	64.4 ^c	70.8 ^c	43.4	70.4
63 Serbia	0.131	36	12	14.9	39.2	88.6	95.3	46.6	62.3
66 Thailand	0.333	79	37	32.7	13.9	47.6	51.7	59.0	75.0
High human development									
67 Albania	0.144	39	15	14.5	35.7	95.4 ^d	93.0 ^d	50.7	66.2
68 Bulgaria	0.210	52	10	38.6	23.8	94.9	96.5	49.1	62.6
68 Grenada	--	--	25	32.7	32.1	--	--	--	--
70 Barbados	0.268	64	27	42.3	29.4	95.4 ^d	86.0 ^d	56.1	63.7
71 Antigua and Barbuda	--	--	42	33.1	31.4	--	--	--	--
72 Seychelles	--	--	53	53.4	22.9	--	--	--	--
73 Sri Lanka	0.383	92	36	15.7	5.4	84.0	84.2	30.9	68.5
74 Bosnia and Herzegovina	0.136	38	10	9.9	24.6	82.7	94.0	32.3	52.4
75 Saint Kitts and Nevis	--	--	--	38.2	25.0	--	--	--	--
76 Iran (Islamic Republic of)	0.459	115	16	30.2	5.6	71.6 ^e	76.0 ^e	14.4	68.1
77 Ukraine	0.200	49	19	15.6	20.8	96.2 ^d	95.8 ^d	48.1	63.6
78 North Macedonia	0.134	37	7	16.4	41.7	61.9	75.1	42.4	63.4
79 China	0.192	48	29	11.0	24.9	78.3 ^d	85.4 ^d	61.6	74.3
80 Dominican Republic	0.429	106	95	65.6	25.7	77.4 ^e	76.9 ^e	49.6	75.2
80 Moldova (Republic of)	0.205	51	19	27.8	39.6	96.1	98.0	33.9	43.9
80 Palau	--	--	--	42.5	6.9	96.9	97.3	--	--
83 Cuba	0.303	73	36	48.8	53.4	89.5 ^e	91.9 ^e	40.3	68.5

Figure 2. The position of the two countries on the Gender Inequality Index from Human Development Report 2021/2022

Source: The screenshot from Human Development Report 2021/2022: Uncertain Times, Unsettled Lives: Shaping our Future in a Transforming World. UNDP.

Gender inequality in the labor market. Formally, men and women have received equal rights, but there are gender specificities in the structure of employment. Gender inequality in the labor market has a different nature. The problem of ensuring the equality of men and women in labor relations is the most urgent, since in no other field is this kind of discrimination perceived as acutely as in the field of work. The problems of gender inequality are most clearly manifested in the part of remuneration.

One of the basic values of the European Union, enshrined in the EU Treaties and the Charter of Human Rights, is the provision of equal pay for work of equal value, regardless of the employee's gender. Currently, this is enshrined in Article 157 of the Agreement on the Functioning of the European Union and Directive 2006/54/EC on ensuring the principle of equal opportunities and the equal position of women and men in the field of work, which proves the priority of reducing the gender pay gap.

Monitoring and evaluation of the progress of ensuring equal pay for work of equal value are carried out using the indicator of the unadjusted gap in the pay of men and women, which is included in the table of social indicators of the European component of social rights (Table 2).

Table 2. The dynamics of the gender pay gap per European Union countries

Years	2006	2008	2010	2015	2016	2017	2018	2019	2020
Gender pay gap EU-27	17.7	17.1	17.1	15.5	15.1	14.6	14.4	14.1	13.0

Source: elaborated by the authors used

https://ec.europa.eu/eurostat/databrowser/view/EARN_GR_GPG/default/table?lang=en

According to the Eurostat data, the dynamics of the gender pay gap show a gradual decrease in the overall gap in 27 European countries. In 2020 the gender pay gap in the EU was 13%.

The gender pay gap decreased by only 4.1 p.p. in 10 years. Women on average earn 0.87 euros for every 1 euro earned by men.

The gender pay gap (not adjusted) - GPG - is the difference between the wages of women and men in the form of a percentage share of the earnings of men. Currently, there is no internationally recognized standard for measuring the gender gap, which significantly complicates international comparisons. The calculation of GPG for EU countries uses the average gross hourly wages of employees by gender who are employed at enterprises with more than ten employees.

Gender-oriented employment and salary policies in most countries of the European Union have positive consequences, manifested in the reduction of the gender gap. During 2006-2020, the most significant decrease in the gender pay gap has been recorded in Greece (-10.3 percentage points); Luxembourg (-10.0 percentage points); the Netherlands (-9.4 percentage points); Estonia (-8.1 percentage points), Spain (-8.5 percentage points); Czech Republic (-7.0 percentage points), Finland (-4.6 percentage points), Germany (-4.4 percentage points). On the other hand, a significant increase in the gender pay gap has been recorded in Poland (+3.0 percentage points), Bulgaria (+0.3 percentage points), Portugal (+3.0 percentage points), Hungary (+2.8 percentage points) and France (+0.4 percentage points) (Table 3).

Table 3. Gender pay gap (not adjusted) in the countries of the EU

	2006	2008	2010	2015	2018	2019	2020
EU-27	17.7	17.1	17.1	15.5	13.9	14.1	13.0
Luxembourg	10.7	9.7	8.7	4.7	1.4	1.3	0.7
Romania	7.8	8.5	8.8	5.6	2.2	3.3	2.4
Italy	4.4	4.9	5.3	5.5	3.9	4.7	4.2
Belgium	9.5	10.2	10.2	6.4	5.8	5.8	5.3
Greece	20.7	22.0	15.0	12.5	10.4	10.4	10.4
Poland	7.5	11.4	4.5	7.3	8.5	8.5	4.5
Portugal	8.4	9.2	12.8	16.0	8.9	9.6	11.4
Spain	17.9	16.1	16.2	14.1	11.9	11.9	9.4
Hungary	14.4	17.5	17.6	14.0	12.2	18.2	17.2
Bulgaria	12.4	12.3	13.0	15.5	14.4	14.1	12.7
Netherlands	23.6	18.9	17.8	16.1	14.7	14.6	14.2
France	15.4	16.9	15.6	15.6	16.7	16.5	15.8
Finland	21.3	20.5	20.3	17.5	16.9	16.6	16.7
Czechia	23.4	26.2	21.6	22.5	20.1	18.9	16.4
Germany	22.7	22.8	22.3	21.8	20.1	19.2	18.3
Estonia	29.8	27.6	27.7	26.7	21.8	21.7	21.1

Source: elaborated by the authors used

https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en

Several approaches can be used to compare gender pay gaps between countries. First, the difference between the median salary of men and women, divided by the median salary of full-time and self-employed men, is used. According to the ILO methodology, the wage gap can be calculated based on the average and median wages by gender. Either monthly or hourly wages can be taken into account, although preference should be given to hourly earnings, as it provides the most objective data since it is women who are at risk of

underemployment. The gender gap in receiving bonuses (premiums) by men and women is calculated separately. Usually, the national statistics usually operate with indicators of the average monthly salary, which is the average indicator of the nominal salary and is determined by dividing the amount of the salary fund of full-time employees calculated for the reporting year by the number of these employees and by 12.

The calculated indicators of gender wage gaps in the economy of Ukraine and the Republic of Moldova based on the monthly average indicate the existence of a clear tendency to decrease this indicator with individual peaks that can be explained by changes in economic development (Figure 3).

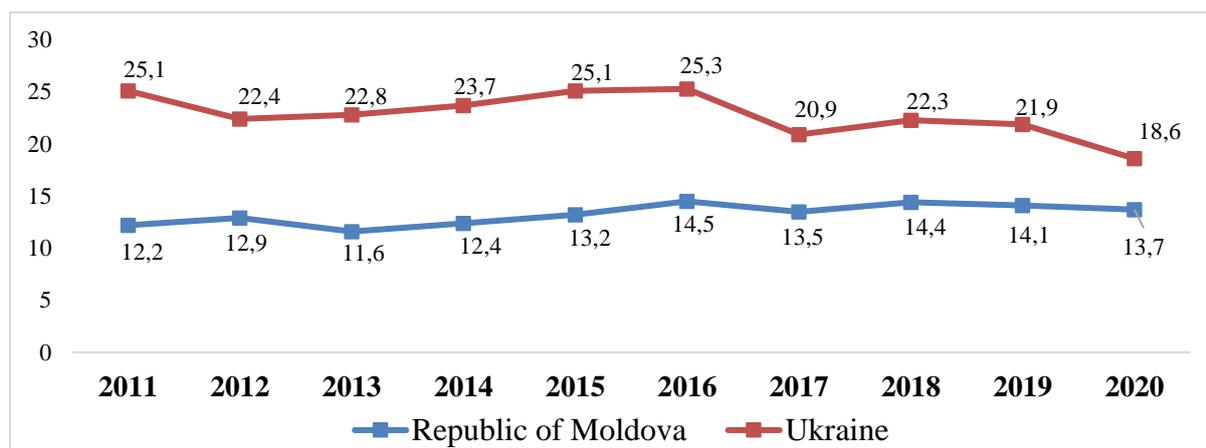


Figure 3. Dynamics of the unadjusted gender pay gap in the Republic of Moldova and Ukraine (%)

Source: elaborated according to the Moldovan National Bureau of Statistics and the State Statistics Service of Ukraine

The unadjusted gender pay gap provides the analyst with a general picture of the differences in pay between men and women. It measures a concept that is inherently broader than "equal pay for equal work or work of equal value." Part of the differences between the incomes of women and men can be explained by the existing differences in the average characteristics of men and women, which is due to such factors as the concentration of workers of one or another gender in the sectors of the economy (sectoral gender segregation) or profession (professional gender segregation).

Nevertheless, according to the latest official data from both countries, the largest gender pay gaps in both countries were recorded in financial activities, information and communications, and health and social work. For example, according to Moldovan NBS data, in 2021, the largest differences were recorded in activities:

- financial and insurance - 44.6% (8807.6 MDL) below;
- information and communication - 38.0% (8136.5 MDL) below;
- health and social work - 23.3% (2486.0 MDL) below;
- industry - 19.8% (1652.4 MDL) below;
- real estate transactions - 18.6% (1271.9 MDL) below.

At the same time, women earn higher wages than men in activities:

- administrative service activities and support service activities - by 8.1% (487.4 MDL) higher;

- education - 1.8% (127.5 MDL) higher;
- other service activities - 1.3% (120.2 MDL) higher.

According to official data from Ukraine, the situation is similar.

Occupational segregation based on gender is also partially explained by the fact that men are more often appointed to management positions than women due to discrimination or career breaks or the combination of family and work responsibilities (the so-called "glass ceiling"). Within the framework of neoclassical economic theory, the existence of gender segregation is explained by the propensity of women to work in those professions that allow them to combine work with domestic duties. And the choice of occupation or profession has a direct dependence on the individual return from it during life. All this justifies the choice of women in favor of flexible employment, working either in reduced mode or in combination with free working days. A high degree of gender segregation is a significant factor in disparities in the level of wages, career prospects, and, as a result, in the inequality of opportunities for men and women in the field of employment as a whole, and subsequently in differences in the amount of pension provision.

As mentioned earlier, the authors of this article have been engaged in research in this field for many years, and therefore many of their experiments, calculations, and conclusions can be found in their already-published scientific papers [5-11].

5. Conclusions and recommendations

While progress has been made in the socioeconomic sphere of gender equality in the two countries, significant gaps especially gender pay gaps remain to be eliminated. For this purpose, the two countries need to reconsider their domestic policies and strengthen them by applying new innovative measures oriented to the main policy of the EU countries and using their rich experience in this direction if they have the intention of joining the EU as soon as possible. Currently, the EU has the active strategy "The EU Gender Equality Strategy 2020-2025". The EU Gender Equality Strategy contains policy objectives and actions that could lead to great progress. By 2025, Europe could come a long way toward becoming a continent where women are equal to men. The idea is that all Europeans - women or men, girls or boys - should enjoy the freedom to follow their own path, have equal opportunities to prosper, be equal members of society, and become leaders if they deserve it.

Although inequalities still exist, the EU has made great strides in recent decades toward ensuring equality between women and men. Here are the measures that have worked:

- ✓ equal treatment legislation
- ✓ gender mainstreaming in all other policies
- ✓ specific measures to promote women.

The signs are encouraging: more women in UE are working and getting better qualifications. But disparities remain. Women are still largely working in lower-paid sectors and in fewer decision-making positions.

It can be stated that the labor legislation in both countries is gender neutral, there are no negative discriminatory provisions against women or men, and it provides for all basic types of equality and social protection. However, the low level of implementation of legislation

with the simultaneous existence of legislative norms aimed at overcoming gender disparities and giving certain preferences to women leads to the opposite trends, namely, they do not reduce gender segregation, but contribute to the asymmetric distribution of men and women between types of work.

It is necessary to introduce a gender approach to state and regional programs, plans and strategies, as well as to spread knowledge about gender relations. At the same time, monitoring and evaluation of relevant measures should be provided on the basis of a system of gender indicators characterizing the situation in the field of gender equality in the labor market.

The minimization of gender disparities and professional segregation requires the introduction of measures that will contribute to the elimination of discriminatory social norms and the encouragement of equal participation of women in the spheres of work, education and professional training, as well as to encourage women to diversify their choice of profession and occupy jobs in new professions.

In both countries, an effective control procedure should be established regarding cases of violation of equality and discrimination against women by employers. In order to eliminate gender problems in society, special information campaigns should be implemented among the population to highlight the importance of gender issues, and a special subject on the basics of gender knowledge must be introduced into the educational programs of educational institutions of all levels of accreditation. Cultivating a culture of gender parity in society will significantly improve gender parity and form a culture of egalitarian relations.

There are many questions that both research countries need to answer in order to properly and quickly adjust their policies on this issue. In this regard, for Ukraine and the Republic of Moldova it is recommended that they once again carefully consider the answers to the following important questions: What legal documents exist to eliminate discrimination against women in the labor market? How are these documents applied in practice? Are women targeted for more or less paid jobs? What are the implications for women? Are there professions in which, according to legislation or tradition, women/men are predominantly employed? Does the lack of childcare facilities and services have a negative impact on women's representation in the labor market? Is there really equal access to education? If not, what factors determine the differences in access to education for women and men? If there is discrimination, how can this be changed and how can women and men participate in the process of change? Are women and men discriminated against in the labour market? If so, why and how can this discrimination be addressed? What are the barriers preventing women from attaining leadership positions in government or public administration? What are the barriers that prevent women from attaining leadership positions in the justice system, the police, and the military?

By answering all of these questions, the main directions for improving the situation on this issue in these countries will be elaborated.

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Rezumat

Această lucrare de cercetare analizează egalitatea de gen în sfera socio-economică, cu accent pe piața muncii în două țări - Ucraina și Republica Moldova. Aceste două țări au fost alese pentru cercetare deoarece, pe lângă faptul că se află în apropiere geografică, ele împărtășesc, de asemenea, medii istorice și mentale comune și sunt ambele candidate la aderarea la UE. În acest sens, problemele de gen reprezintă unul dintre cele mai importante aspecte în procesul de aderare la standardele UE. Este suficient să citim chestionarul privind intrarea în UE, precum și respectarea de către țările UE a diferitelor standarde și acte legislative. Analiza din cadrul acestei cercetări s-a bazat pe datele de la Oficiile Naționale de Statistică ale celor două țări, precum și pe datele din raportul Global Gender Gap 2006-2022 elaborat de Forumul Economic Mondial - o organizație internațională independentă care se angajează să îmbunătățească starea lumii prin implicarea mediului de afaceri și a celui politic și căreia i se acordă încredere cu datele sale în întreaga lume de mulți ani. Deși s-au înregistrat progrese în sfera socio-economică a egalității de gen în cele două țări, rămân de eliminat decalaje semnificative, în special diferențele de remunerare între femei și bărbați. În acest scop, țările trebuie să își revizuiască politicile interne și să le consolideze prin aplicarea de noi măsuri inovatoare orientate spre politica principală a țărilor UE și prin utilizarea experienței bogate a acestora în această direcție.

Cuvinte-cheie: egalitate de gen, diferență de remunerare între femei și bărbați, piața muncii, Ucraina, Republica Moldova, UE

Аннотация

В данной исследовательской работе анализируется гендерное равенство в социально-экономической сфере с акцентом на рынок труда в двух странах - Украине и Республике Молдова. Эти две страны были выбраны для исследования, поскольку, помимо близкого географического расположения, они также имеют общие исторические и ментальные корни и обе являются кандидатами на вступление в ЕС. В связи с этим, гендерные вопросы являются одними из наиболее важных аспектов в процессе присоединения к стандартам ЕС. Достаточно ознакомиться с анкетой на вступление в ЕС, а также с соблюдением странами ЕС различных законодательных норм и актов. Анализ в данном исследовании был основан на данных Национальных статистических управлений обеих стран, а также на данных отчета "Глобальный гендерный разрыв 2006-2022", разработанного Всемирным экономическим форумом - независимой международной организацией, которая стремится улучшить состояние мира путем привлечения бизнеса и политики и данным которой уже много лет доверяют во всем мире. Несмотря на прогресс, достигнутый в социально-экономической сфере гендерного равенства в двух странах, значительные разрывы, особенно разрыв в оплате труда мужчин и женщин, еще предстоит устранить. Для этого странам необходимо пересмотреть свою внутреннюю политику и укрепить ее, применяя новые инновационные меры, ориентированные на основную политику стран ЕС и используя их богатый опыт в этом направлении.

Ключевые слова: *гендерное равенство, гендерный разрыв в оплате труда, рынок труда, Украина, Республика Молдова, ЕС*

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