

**Mayuko Shibata**  
Saitama University

## **GENDER GAP IN UKRAINE**

In this paper I would like to think about the current situation of the gender gap in Ukraine.

Firstly, I would like to ask if any of you have ever heard of the Gender Gap Index of Japan and Ukraine. Released by the World Economic Forum, the Gender Gap Index is an index that measures a country's gender equality. Ukraine, in 2020, ranks 59th out of 153 countries, while Japan is placed lower at 121st. One can say that Ukraine has a smaller gender gap percentage than Japan, meaning that Ukraine has a lower amount of gender discrimination than Japan. While investigating the current situation of the gender gap in Ukraine, we can see the cultural similarities and differences compared to Japan.

In Ukraine, where the tradition of a patriarchal society remains, it has been often thought that women's happiness is to serve their husbands, to have children, and protect their families. There is an idea that women should play an immense role in protecting their families, giving birth, and raising children while their husbands go out to work. In Japan, the idea of taking care of one's family and pleasing their husbands is not frowned upon. This is because of the number of uncooperative men in society whereby many women are forced to prioritize their family's needs and raise their children by themselves.

As stated earlier, Ukraine has a significantly higher gender gap index than Japan. However, there still exists major forms of inequality. One aspect of this is the Ukrainian wage gap. The economic differences between men and women are said to be the driving factor of the inequality. On average, the difference in salary between men and women is more than 20%. Furthermore, the number of

female bureaucrats and members of parliament is extremely small compared to men in the political field.

Most of the 47 social reforms implemented in Europe and Central Asia over the last decade were regarding the area of pensions. Nine countries, including Kazakhstan and Ukraine, are working to provide full pensions for both, men and women. The regional overall score increased from 80.13 to 84.70. This was the highest regional average growth to date, excluding the Organization for Economic Co-operation and Development (OECD), which consists of many developed countries.

Referring back to the gender gap of Japan and Ukraine, it can be shown that both countries have made improvements and gender inequalities have begun to decrease. However, the slight improvements they have made does not overshadow the clear gender gap that still exists.

Gender equality is also the fifth issue of the 17 goals that the United Nations Sustainable Development Goals (SDGs) has declared. The deadline for achieving the UN goal is 2030, however I am hopeful that the constant, ongoing effort to resolve this issue will result in the inequality coming to an end sooner than later.

### References

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