

GENDER EQUALITY IN WORKPLACE

Vinnitsia national technical university

Анотація

У цій статті досліджується всеосяжна проблема гендерної нерівності, зокрема нерівномірного розподілу домашніх обов'язків та труднощів на роботі, з якими стикаються жінки. Автори висвітлюють ініціативи українських компаній, які виявляються у Декларації про гендерну рівність та проти домашнього насильства, з метою боротьби з дискримінацією та створення більш інклюзивних робочих середовищ. Стаття підкреслює важливість таких ініціатив для сприяння рівних можливостей, покращення благополуччя працівників та, в кінцевому підсумку, підвищення загальної ефективності бізнесу.

Ключові слова: гендерна нерівність, нерівність, робоче місце, дискримінація, гендерні норми, рівні права.

Abstract

This article addresses the pervasive issue of gender inequality, emphasizing the unequal distribution of domestic responsibilities and workplace challenges faced by women. It highlights the efforts of Ukrainian companies, as reflected in the Declaration for gender equality and against domestic violence, to combat discrimination and create more inclusive working environments. The piece underscores the importance of such initiatives in fostering equal opportunities, improving employee well-being, and ultimately enhancing overall business performance.

Keywords: gender inequality, workplace, discrimination, gender norms, equal rights.

Introduction

Parents may assume unequal responsibility for household work, with mothers bearing the brunt of caregiving and chores. The majority of low-skilled and underpaid community health workers who attend to children are also women, with limited opportunity for professional growth.

Research results

In schools, many girls receive less support than boys to pursue the studies they choose. This happens for a variety of reasons: The safety, hygiene and sanitation needs of girls may be neglected, barring them from regularly attending class. Discriminatory teaching practices and education materials also produce gender gaps in learning and skills development. As a result, nearly 1 in 4 girls between the ages of 15 and 19 are neither employed nor in education or training – compared to 1 in 10 boys [1].

Yet, in early childhood, gender disparities start out small. Girls have higher survival rates at birth, are more likely to be developmentally on track, and are just as likely to participate in preschool. Among those who reach secondary school, girls tend to outperform boys in reading across every country where data are available.

But the onset of adolescence can bring significant barriers to girls' well-being. Gender norms and discrimination heighten their risk of unwanted pregnancy, HIV and AIDS, and malnutrition. Especially in emergency settings and in places where menstruation remains taboo, girls are cut off from the information and supplies they need to stay healthy and safe.

In its most insidious form, gender inequality turns violent. Some 1 in 20 girls between the ages of 15 and 19 – around 13 million – have experienced forced sex. In times of both peace and conflict, adolescent girls face the highest risk of gender-based violence [1]. Hundreds of millions of girls worldwide are still subjected to child marriage and female genital mutilation – even though both have been internationally recognized as human rights violations. And violence can occur at birth, like in places where female infanticide is known to persist.

Harmful gender norms are perpetuated at the highest levels. In some countries, they become entrenched in laws and policies that fail to uphold – or that even violate – girls' rights, like laws that restrict women from inheriting property. Boys also suffer from gender norms: Social conceptions of masculinity can fuel child labour, gang violence, disengagement from school, and recruitment into armed groups

Despite major hurdles that still deny them equal rights, girls refuse to limit their ambitions. Since the signing of the Beijing Declaration and Platform for Action in 1995 – the most comprehensive policy agenda for gender equality – the world has seen uneven progress.

More and more girls are attending and completing school, and fewer are getting married or becoming mothers while still children themselves. But discrimination and limiting stereotypes remain rife. Technological change and humanitarian emergencies are also confronting girls with new challenges, while old ones – violence, institutionalized biases, poor learning and life opportunities – persist.

That's why girls from all walks of life are boldly raising their voices against inequality. Girl-led movements are stopping child marriage and female genital mutilation, demanding action on climate change, and trail-blazing in the fields of science, technology, engineering and math (STEM) – asserting their power as global change-makers [2].

What is workplace gender equality? The aim of gender equality in the workplace is to achieve broadly equal opportunities and outcomes for women and men, not necessarily outcomes that are exactly the same for all. Workplace gender equality will be achieved when people are able to access and enjoy equal rewards, resources and opportunities regardless of gender.

It will require:

- Workplaces to provide equal pay for work of equal or comparable value;
- Removal of barriers to the full and equal participation of women in the workforce;
- Access to all occupations and industries, including leadership roles, regardless of gender;
- Elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities.

35 Ukrainian companies have signed the Declaration for gender equality and against domestic violence. The document was initiated by the United Nations Population Fund (UNFPA) and the Center for Corporate Social Responsibility Development in 2019. By implementing gender-sensitive policies, companies contribute to the well-being of the employees, their clients, and their families. These measures reflect positively on the business' performance and its reputation.

Why is it important? According to the UNFPA research, 24% of the office workers in Ukrainian companies have suffered from domestic violence. Because of it, 16% of them don't show up at work and 10% are forced to get another job [3]. The situations of violence or discrimination have a negative impact on the employees' emotional state and efficiency. Often, troubles at home result in poor performance in the workplace.

Apart from that, it is important to develop a culture of an equal distribution of domestic responsibilities. According to the UNFPA research, only 5% of office workers who took parental leave were men. At the same time, it is the mother who takes the sick leave on almost half of the occasions when a child gets sick. 27% of workers responded that their colleagues accept it better when a mother takes paternity leave rather than a father [3].

The Declaration signatories not only care about the people they hire but also about their family members. The family-friendly policies help to create better working conditions and fight the gender-based stereotypes by giving more equal rights for parental leave for both men and women. It enhances the Ukrainian men's role in children's upbringing, while also gives the women more opportunities for career growth

Conclusion

The businesses that embrace gender equality, create equal opportunities for the employees to fulfill their full potential with no gender-based bias. It improves the working conditions and increases the productivity of the company.

REFERENCES:

1. Gender equality. Equal rights and opportunities for girls and boys help all children fulfil their potential. URL : <https://www.unicef.org/gender-equality>
2. Gender equality and work. URL : <https://www.oecd.org/stories/gender/gender-equality-and-work>
3. In the name of gender equality! This is how Ukrainian companies fight domestic violence and discrimination in a workplace. URL : <https://ukraine.unfpa.org/en/news/name-gender-equality-how-ukrainian-companies-fight-domestic-violence-and-discrimination>

Григорчук Костянтин Сергійович – студент групи МФКД-226, факультет менеджменту та інформаційної безпеки, Вінницький національний технічний університет, Вінниця, e-mail: kostia.hryhorchuk@gmail.com

Науковий керівник: *Андрощук Катерина Миколаївна* — викладач кафедри іноземних мов, Вінницький національний технічний університет, м. Вінниця.

Нрыhorchuk Kostiantyn S. — Department of Management and Information Security, Vinnytsia National Technical University, Vinnytsia, email: kostia.hryhorchuk@gmail.com

Supervisor: *Androshchuk Kateryna M.* – Lecture, Chair of Foreign Languages, Vinnytsia National Technical University, Vinnytsia.