GENDER INEQUALITY IN THE LABOR MARKET OF UKRAINE

The gender problem as a component of social and economic policy has never been a priority for the Ukrainian state in today's context. Nevertheless, in line with global trends in the social and humanitarian fields, gender policy is becoming real practice. Women's rights and gender discrimination are the most important issues of modern life. Every year, as practice shows, the gender equality, which is declared at the legislative level in Ukraine, is constantly violated in real situation, but this problem is mostly hidden. The most threatening issue is gender inequality in the labor market. In view of this, the need to explore gender aspects of the national labor market is taking effect.

Gender relations in Ukraine are regulated by a normative legal act, according to which one can see that gender equality means the equal legal status of women and men and equal opportunities for their realization. It allows persons of both genders to participate equally in all spheres of society. Despite the fact that the legal basis of gender equality is declared in the legislation, the Ukrainian authorities are characterized by unequal access of men and women to material resources, a significant difference in pay, and the labor market gender-segregated [1, c. 46].

One of the prerequisites for gender inequality in Ukrainian society is the consequence of Soviet policy. Even in Soviet times, women were given wide employment opportunities, but under the conditions of unequal distribution, their wages were on average lower than men's [2, p. 49].

Today there is still a tendency for discrimination against women. We can see the statistics of the State Service of Ukraine that shows that in all types of economic activity the wages of men in Ukraine are higher than of women by about 22% in the first half of 2018. However, in some types of economic activity, the gap is over 38%. For example, the pay ratio of women and men in the fields of postal and courier services was 58.0%, in financial and insurance activities is 63.2%, in arts, sports, entertainment and recreation is 64.8% [3].

One problem that hinders women's normal employment and demonstrates gender inequality in the Ukrainian state is the spread of gender stereotypes about women and their employment. Generally, gender stereotypes are widely accepted perceptions of the role and place of women and men in society, norms of their behavior, motives and needs.

One of the common stereotypes is called by Swedish politician A. Wallen as a “syndrome of opportunity”, that means a woman needs to be at least twice as capable in order to have a career in politics or public service. Moreover, women are required to have the necessary competency before being promoted at higher level of any activity. If a woman takes a higher position, it does not mean that she has overcome gender stereotypes, since there will always be derogatory views on a woman. It is supposed that if a high-ranking female executive makes a mistake and is forced to resign, many men will take this as evidence that women are incapable of management [4, c. 5].
It is impossible not to say that one of the reasons why women are unstable at the
labor market is the spread of unemployment in the country, but this problem applies not
only to women but also to men. The registered unemployment rate of women is higher
than the unemployment rate of men by 2.5% and by 1.3% than the registered
unemployment rate in Ukraine.

A high level of unemployment is observed in such regions as Ternopil, Rivne and
Sumy. The above mentioned facts give considerable impetus to discuss the issue of
women's position in the labor market when implementing gender policy in Ukraine.

This situation requires the great awareness by authorities [5, p.100]. After all, when
considering the problem of inequality between men and women in Ukraine, scientists turn
to examples of developed countries of the world, they follow and copy "non-Ukrainian"
stereotypes, while they often do not take into account the peculiarities of culture, customs
and moral values[5, с.100].

Therefore, the issue of gender equality in Ukraine remains unchanged and relevant.
This is proved by a statistical analysis of the level of economic activity, employment,
unemployment and wages. The problems identified in the field of gender equality indicate
the urgent need to find new approaches to gender equality in the national labor market.

It can be noted that the formation of gender policy in Ukraine requires the
implementation of a system of political, legal and organizational measures, among which
the most important ones should be compliance with the European legislation of Ukraine
regarding gender policy for various events and actions on women's rights; overcoming
gender stereotypes, and overcoming the segregation that exists in the "female" and "male"
professions.

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HISTORICAL TYPES AND PHILOSOPHICALLY LEGAL
DOCTRINES OF THE PHILOSOPHY OF LAW

Consideration of the philosophy of law through the prism of its history will be effective
provided that the philosophy of law is perceived as a real phenomenon of human culture that
exists not only in time and space, but also beyond time. This approach allows you to
objectively analyze each philosophical and legal concept, determine its place and social
value in the system of knowledge of a particular stage of development of society, determine
its practical significance for today [3, p. 234-237].

The development of philosophical and legal ideas is a coherent and consistent process
in which each successive period does not completely negate the previous ones, where the