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Gender Equality Indicators in Ukraine: Impact Analysis of Gender Initiatives¹

The article presents the results of a study on determining the impact of gender initiatives on indicators of gender equality in Ukraine. For analysis, the authors chose the Gender Development Index and the Gender Inequality Index, as well as their composite indicators. The gradation of gender initiatives was carried out using the following scale: general issues of gender equality; development of gender-sensitive legislation; conducting a gender audit; introducing a gender component into educational programs; combating gender stereotypes and discrimination; protection from gender-based violence; gender-responsive budgeting.

The result of the study was the following practical conclusions. Firstly, the correlation analysis between gender indices (Gender Development Index and Gender Inequality Index) and the total number of gender initiatives showed that gender initiatives have a significant impact on key indicators of gender development and gender inequality in Ukraine. Secondly, the forecast of stable values for the Gender Development Index indicates that we should not expect significant changes in this index in the coming years. This may indicate the sustainability of gender policies and the level of equality, but at the same time it indicates that global changes may not be fast enough. Third, the decline in the Gender Inequality Index indicates potential positive changes. The forecast for the coming years shows the possibility of reducing inequality, which could be the result of successful reforms and policies. Fourthly, the forecast of a decrease in the number of gender initiatives is a signal for a review of the current situation in the field of gender equality. A significant decline in activity may indicate that greater efforts should be made to support and implement new programs to combat gender inequality.

However, these forecasts only partially take into account possible changes caused by military events in Ukraine. The factor of war can significantly affect these indicators, leading to increased inequality or even decreased access to basic rights and resources for women and minorities. The impact of war on the number of gender initiatives may be even more pronounced because in times of war, states may cut funding for social programs or focus on rebuilding infrastructure rather than promoting gender equality. This could lead to a sharp reduction in the number of initiatives or their cancellation. Taking this factor into account is important for adjusting policy strategies and initiatives that aim to support equality in the face of global upheaval.

Key words: *Gender Development Index, Gender Inequality Index, gender initiatives, correlation analysis, forecast analysis.*

Problem statement. Gender equality is development of society, social equity and economic an important prerequisite for the democratic development. In Ukraine, issues of gender equality

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are acquiring particular significance in the context of European integration processes, the implementation of international obligations, as well as internal reforms in the field of human rights and social policy.

Despite the existence of national strategies and state programs to ensure gender equality, the real impact of gender initiatives on social processes requires deep analysis. The effectiveness of the implemented measures remains a subject of discussion today. A study of quantitative and qualitative indicators of gender equality makes it possible to assess the real impact of gender initiatives on various spheres of public life. Analysis of relevant indicators allows us to identify both positive dynamics and problematic aspects in achieving gender equality. Progress in this area is measured by a number of indicators, such as the level of women's participation in politics and economics, the gender pay gap, access to education and career opportunities. The study of these indicators allows us to assess the effectiveness of gender equality policies and identify problematic aspects that need further improvement.

This topic is especially relevant in the context of modern challenges related to war, socio-economic crises and the need to rebuild the country on the principles of equality and inclusiveness. The gender dimension in the policy of restoration and development of Ukraine is key to achieving a fair distribution of resources, creating equal opportunities and overcoming structural barriers that cause discrimination.

Thus, the study of gender equality indicators in Ukraine and the assessment of the impact of gender initiatives is important for the formation of effective policies that will promote equal rights and opportunities for all citizens. The results of this analysis can be useful for government agencies, public organizations, international institutions and the scientific community in developing further strategies for ensuring gender equality.

Therefore, the purpose of this article is to obtain research results regarding determining the impact of gender initiatives on gender equality indicators in Ukraine.

Analysis of the latest research and publications. The authors of the article in previous publications drew their attention to the outlined issues. In order to construct ratings of the regions of Ukraine by the level of gender development, by the level of the gender gap and by the indicator of gender inequality, the authors made adaptations to the regional level of the Gender Development Index (GDI) [1], the Global Gender Gap Index (GGGI) [3] and the Gender Inequality Index (GII) [2]. And in the monograph [4], the authors carried out a substantive analysis of gender projects in Ukraine, the initiators of which were government agencies, state and public organizations, foreign partners (in the form of grants from government

agencies in Europe, the USA, Canada and other countries, foundations, civil society).

The study of gender equality is multidimensional and covers social, economic, political and legal aspects. In recent decades, gender issues have gained particular importance in the scientific literature and have become the subject of research by international organizations, national think tanks and academic institutions. A. Sen, in his fundamental work "Development as Freedom" [5], considers the issue of gender equality in the context of an expanded concept of human development. The author emphasizes that the development of society is impossible without ensuring equal access of women and men to economic, political and social opportunities. A. Sen introduces the definition of "capability approach", according to which equality cannot be assessed only by formal indicators (for example, the presence of laws on equal rights), but must take into account the real ability of people to use these rights. M. C. Nussbaum in her study "Women and Human Development: The Capabilities Approach" [6] develops the capability approach founded by Amartya Sen and applies it to issues of gender equality. She points out that traditional economic approaches to assessing well-being often neglect the social and cultural factors that influence women's opportunities.

M. Verloo, in her study "Varieties of Gender Equality: Stretching the Agenda" [7], analyzes approaches to gender equality in various political and social contexts. The author examines how different countries implement gender initiatives and which models of gender equality policy are the most effective. She emphasizes that the effectiveness of policy depends not only on formal implementation, but also on the social context and the level of support from civil society. The author draws attention to the fact that, despite successes in legislative provision of gender equality, there are structural obstacles, such as gender stereotypes, the lack of effective mechanisms for implementing policy, and resistance from traditional social institutions.

D. Grimshaw & J. Rubery in their study "The Adjusted Gender Pay Gap: a Critical Appraisal of Standard Decomposition Techniques" [8] analyze the main factors influencing gender inequality in employment, as well as the effectiveness of policies aimed at overcoming this phenomenon. The authors consider how automation and new forms of employment can contribute to or, conversely, exacerbate the gender gap.

Ukrainian studies by K. Levchenko and T. Martsenyuk analyze gender initiatives in the fields of education, medicine and the labor market, noting both positive trends and the presence of structural barriers. K. Levchenko in the monograph "Gender policy in Ukraine: definition, formation, management" [9] analyzes the current state of gender

equality in Ukraine and assesses the effectiveness of state and international initiatives aimed at achieving it. The author analyzes the implementation of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men”, as well as state programs on gender equality, noting that they have a positive impact, but need stricter control over implementation. In addition, she analyzes projects aimed at taking into account the gender aspect in the budget process, and emphasizes their effectiveness in regional development. The study by T. Martsenyuk “Women in Ukrainian Politics: Challenges and Prospects for Change” [10] is a thorough study of the role of women in the political life of Ukraine, which analyzes the dynamics of gender equality in the political sphere, the main barriers to women’s participation in elected bodies and opportunities for improving their representation.

Thus, the literature review indicates significant scientific interest in issues of gender equality and the need for further analysis of the impact of gender initiatives on socio-economic indicators in Ukraine.

Presentation of the main research material. For the analysis, we took the Gender Development Index and the Gender Inequality Index, as well as their component indicators. We also performed a gradation of gender initiatives on the following scale: general issues of gender equality; development of gender-sensitive legislation; conducting a gender audit; introducing a gender component into educational programs; combating gender stereotypes and discrimination; protection from gender-based violence; gender-responsive budgeting. We then grouped these initiatives into quantitative indicators by year in order to investigate statistical relationships between them and gender equality indicators.

Note that the Gender Development Index [11] has been calculated by the United Nations since 1995, and the Gender Inequality Index [12] since 2010. But on the UN website, where data on these indices are provided, there is a complete database of their component indicators since 1995, so we have the opportunity to study the dynamic series since 1995.

First, we will analyze the general situation for the selected gender indices.

The Gender Development Index is calculated as the ratio of the Human Development Index of female to the corresponding value of male. Fig. 1 presents the values of the Human Development Index of female (HDI_f) and male (HDI_m) in Ukraine, as well as the Gender Development Index (GDI) since 1995. Until 2014, there was a significant increase in human development indices for female and male, then there was a decline, which was associated with the beginning of the first military operations on the territory of Ukraine. In 2019, Ukraine returned to its previous values, but with the beginning of the Covid-19 pandemic, and then military operations, the values of the human development indices for female and male decreased significantly. These factors have had a very strong impact on the indicators of life expectancy and economic indicators that are included in the structure of the Human Development Index. It should be noted that the dynamics of the female and male human development index are practically the same and the female indicator is always higher. Also, the Spearman correlation coefficient between the human development indices of female and male is significant and equal to 0.98.

As for the Gender Development Index itself, it is always greater than one and its changes are insignificant (at the level of hundredths – see the right scale in Fig. 1).

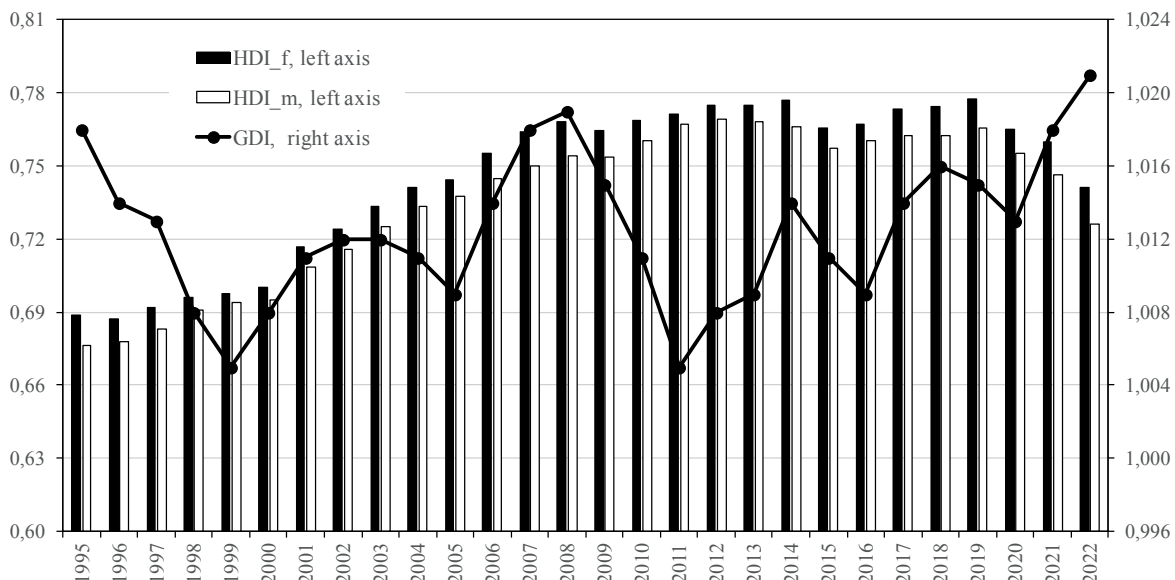


Fig. 1. Dynamics of the Gender Development Index, Ukraine, 1995–2022

In Fig. 2, we present the dynamics of the Gender Inequality Index for Ukraine. The graph shows that in 2019, the index reached its best value, when gender inequality was minimal, but since 2020, the index value has worsened. This is due to the fact that the index contains health and economic indicators that turned out to be sensitive to the events of the

Covid-19 pandemic and military events on the territory of Ukraine.

In Fig. 3 we see the dynamics of gender initiatives in Ukraine. The won was characterized by significant growth until 2020, and then the number of initiatives decreased sharply. The impact factors are probably the same.

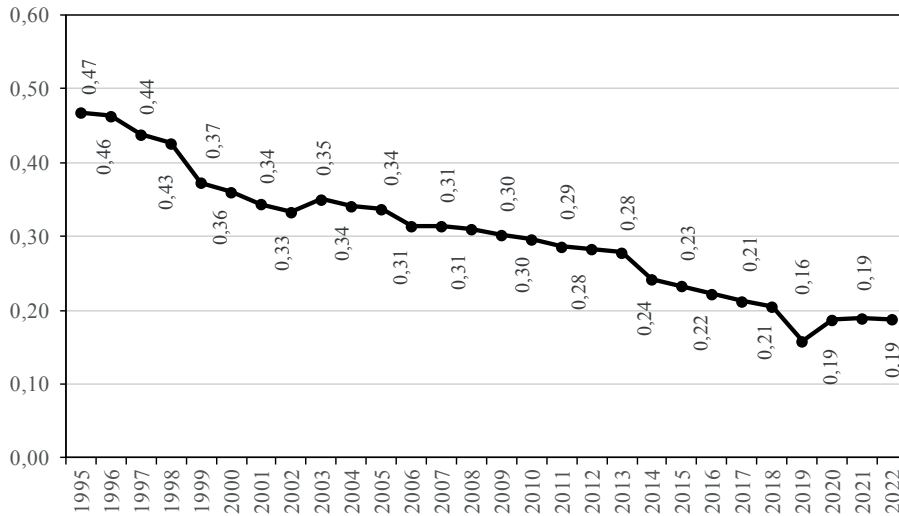


Fig. 2. Dynamics of the Gender Inequality Index, Ukraine, 1995–2022

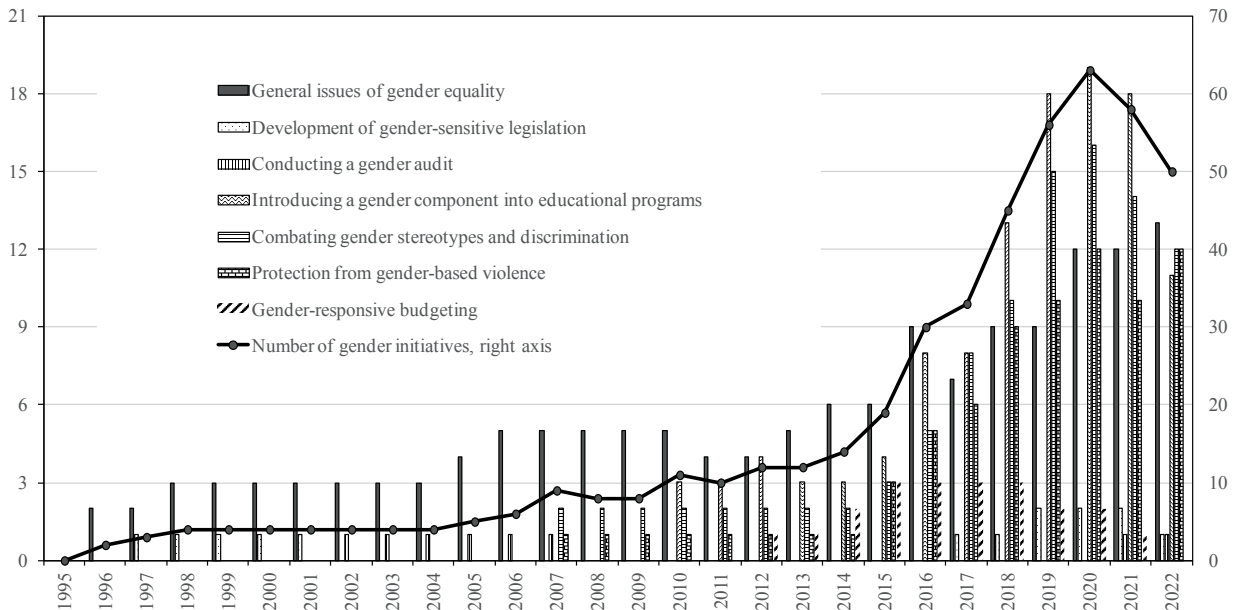


Fig. 3. Quantitative indicators of gender initiatives, Ukraine, 1996–2022

First, we will conduct a correlation analysis between gender indices and the total number of gender initiatives. Since the data series HDI_f, HDI_m, and Number of Gender Initiatives are not normally distributed, we will use Spearman correlation coefficients (Table 1, here and further in Tables 2, 3 N=27).

Note that the Number of Gender Initiatives has a significant correlation with the human development indices ($r=0.758$ for male, $r=0.735$ for female), as well

as a practically functional inverse correlation with the Gender Inequality Index ($r=-0.982$).

Therefore, the correlation analysis shows that gender initiatives have a significant impact on key indicators of gender development and gender inequality in Ukraine.

Let's take a closer look at the constituent indicators of the Gender Development Index and the Gender Inequality Index and find out how gender initiatives could have an impact on them. Let's start

with the Gender Development Index indicators. As we can see from Table 2, gender initiatives in Ukraine have a significant impact on key indicators

of socio-economic development, in particular on life expectancy, education level, and income of male and female.

Table 1

Spearman correlations between gender indices and total number of gender initiatives

Indicators		HDI_f	HDI_m	GDI	GII	Number of gender initiatives
HDI_f	Correlation Coefficient	1.000	0.980**	0.161	-0.779**	0.758**
	Sig. (2-tailed)	.	0.000	0.423	0.000	0.000
HDI_m	Correlation Coefficient	0.980**	1.000	0.034	-0.753**	0.735**
	Sig. (2-tailed)	0.000	.	0.865	0.000	0.000
GDI	Correlation Coefficient	0.161	0.034	1.000	-0.388*	0.360
	Sig. (2-tailed)	0.423	0.865	.	0.046	0.065
GII	Correlation Coefficient	-0.779**	-0.753**	-0.388*	1.000	-0.982**
	Sig. (2-tailed)	0.000	0.000	0.046	.	0.000

Table 2

Spearman correlations between Gender Development Index indicators and the total number of gender initiatives

Indicators		Life expectancy at birth_f	Life expectancy at birth_m	Expected years of schooling_f	Expected years of schooling_m	Mean years of schooling_f	Mean years of schooling_m	Gross national income per capita_f	Gross national income per capita_m
Number of gender initiatives	Correlation Coefficient	0.861**	0.885**	0.177	0.214	0.628**	-0.285	0.828**	0.729**
	Sig. (2-tailed)	0.000	0.000	0.377	0.284	0.000	0.150	0.000	0.000

One of the most striking results is the significant positive correlation between the number of gender initiatives and life expectancy. An increase in the number of such initiatives is accompanied by an improvement in life expectancy indicators for both female ($r=0.861$) and male ($r=0.885$). This can be explained by increased attention to health care, the fight against harmful habits, and changing public perceptions of masculinity. Men in Ukraine traditionally face higher health risks, so programs that promote changes in approaches to self-preservation and disease prevention have a positive impact on their lives.

Regarding education, the situation is mixed. Gender initiatives have a positive impact on the Mean years of schooling among females ($r=0.628$), which can be explained by the increase in opportunities for them in education, especially in technical and exact fields. Educational programs aimed at overcoming gender stereotypes encourage girls to choose technical specialties and continue their education. At the same time, indicators of expected years of education among both females and males do not show a significant correlation with gender initiatives. This

indicates that the overall level of access to education in Ukraine is already quite high and does not require radical changes in this area.

The economic impact of gender initiatives is also significant. An increase in the number of gender initiatives contributes to higher income levels for both women ($r = 0.828$) and men ($r = 0.729$). This may result from programs aimed at combating labor market discrimination, supporting women's entrepreneurship, and implementing gender-responsive budgeting. Such initiatives help women earn higher wages and access greater career growth opportunities.

Overall, gender initiatives in Ukraine demonstrate a positive impact on life expectancy, women's education levels, and incomes. They contribute to improving women's quality of life and economic independence, as well as having a positive impact on public health. From Table 3, we see that almost all indicators of the Gender Inequality Index have a significant correlation with the total number of gender initiatives. Let us analyze the relationships in more detail.

Spearman correlations between the Gender Inequality Index indicators and the total number of gender initiatives

Indicators		Maternal Mortality Ratio	Adolescent Birth Rate	Secondary Education_f	Secondary Education_m	Share of seats in parliament_f	Share of seats in parliament_m	Labor Force Participation Rate_f	Labor Force Participation Rate_m
Number of gender initiatives	Correlation Coefficient	-0.894**	-0.816**	0.877**	0.543**	0.961**	-0.961**	-0.667**	-0.286
	Sig. (2-tailed)	0.000	0.000	0.000	0.003	0.000	0.000	0.000	0.148

Maternal Mortality Ratio has a significant negative correlation with the number of gender initiatives ($r=-0.894$), which indicates that the increase in the number of such initiatives contributes to improving health services for women, expanding access to skilled care during pregnancy and childbirth, and implementing reproductive health programs.

Adolescent Birth Rate also has a significant negative correlation ($r=-0.816$), indicating the effectiveness of sexual and reproductive health education programs, contraceptive availability, and active outreach.

The share of women with secondary education increases significantly as a result of the implementation of gender initiatives ($r=0.877$). This indicates the effectiveness of programs aimed at combating gender stereotypes, expanding educational opportunities for girls, and supporting women in science and technology. For men, the impact of educational initiatives is less pronounced ($r=0.543$), which may be due to the fact that gender initiatives mainly focus on increasing the educational level of women.

The very high positive correlation ($r=0.961$) between the number of gender initiatives and the Share of seats in parliament_f indicates the effectiveness of policies aimed at supporting female leadership,

quotas for women in politics, and motivating women to participate in elections. At the same time, the noticeable negative correlation ($r=-0.961$) between the number of gender initiatives and the Share of seats in parliament_m is logically explained by the fact that as female representation increases, their share decreases accordingly.

The presence of gender initiatives is associated with a decrease in women’s labor market participation ($r=-0.667$). This may be a consequence of the fact that many programs focus on creating additional educational and social opportunities for women, which may temporarily reduce their level of formal employment.

The correlation of gender initiatives indicators with male labor market participation ($r=-0.286$) is weak and statistically insignificant, indicating a minimal impact of gender initiatives on this indicator.

Let’s try to summarize the results obtained based on modeling the dynamic series of the Gender Development Index, the Gender Inequality Index, and the Total Number of Gender Initiatives, as well as short-term forecasting of these series. The best models for the series will be obtained based on the model building expert in the SPSS statistical package (Table 4).

Table 4

Statistics of the best data models for the GDI, GII and Number of gender initiatives data series

Model	R-squared	Ljung-Box Q		
		Statistics	DF	Sig.
Gender Development Index – Simple	0.334	16.052	17	0.520
Gender Inequality Index – ARIMA (0.1.0)	0.949	16.072	18	0.588
Number of gender initiatives – Brown	0.958	5.982	17	0.993

According to the Ljung-Box statistics, we see that all models can be used for modeling and forecasting, since all Sig. are greater than the standard level of 0.05. Table 5 shows the forecast values based on the obtained models.

Fig. 4 presents empirical, modeled (including UCL (Upper Control Limit) and LCL (Lower Control Limit)), as well as forecast values.

Let us analyze the obtained model and forecast results. The forecast values of the Gender Development Index for 2023–2025 based on the Simple Model remain stable at 1.021, which indicates low volatility in the change of this index in the future. The range of prediction intervals (UCL, LCL) indicates slight fluctuations around this value. High values of the upper limit (UCL) and low values of the

Forecast values for the GDI, GII and Number of gender initiatives data series

Model		2023	2024	2025
Gender Development Index – Simple	Forecast	1.021	1.021	1.021
	UCL	1.028	1.031	1.033
	LCL	1.014	1.011	1.009
Gender Inequality Index – ARIMA (0,1,0)	Forecast	.177	.167	.156
	UCL	.212	.216	.216
	LCL	.143	.118	.096
Number of gender initiatives – Brown	Forecast	43	35	28
	UCL	51	53	56
	LCL	34	18	-1

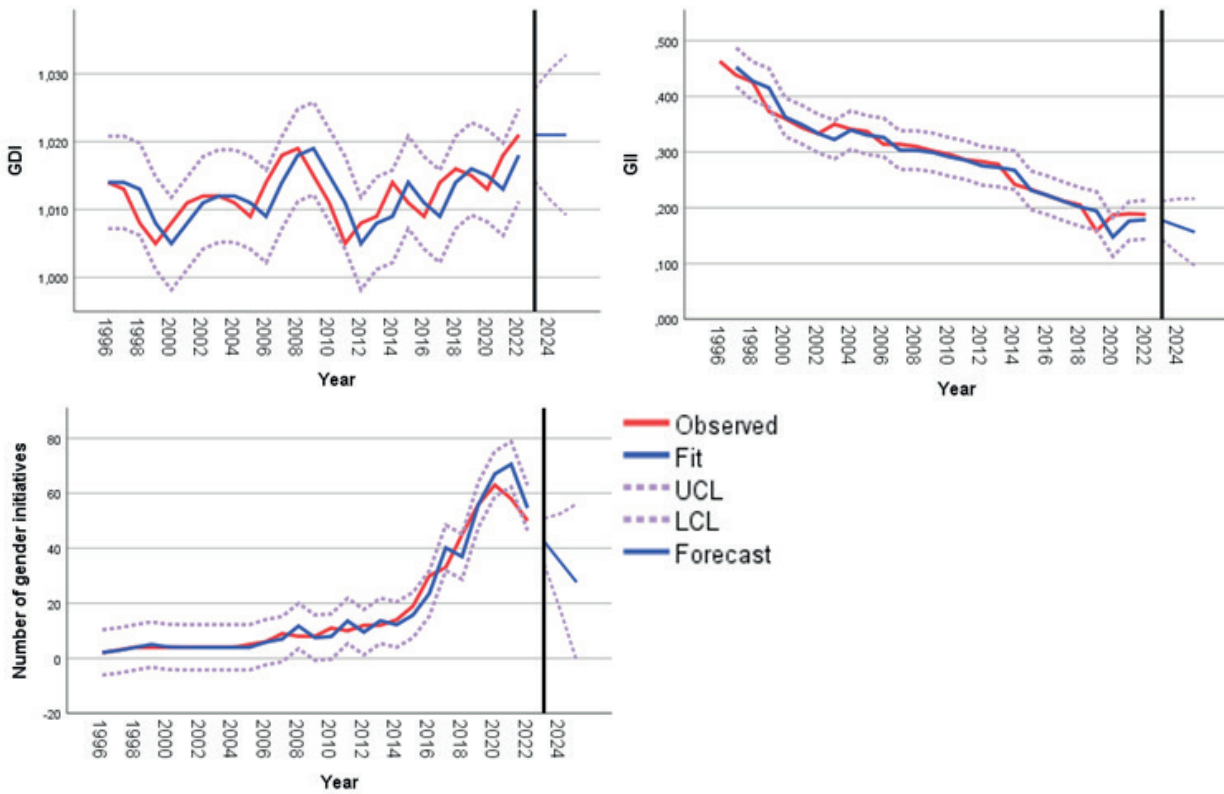


Fig. 4. Modeled and forecast values for the GDI, GII and Number of gender initiatives data series for Ukraine

lower limit (LCL) confirm that the model predicts stability without significant changes. This simple exponential smoothing model assumes stability and does not account for potential large changes, which can be both an advantage and a disadvantage in the context of studying changes in the global context of the development of gender equality.

The forecast values for the Gender Inequality Index based on the ARIMA (0,1,0) model show a gradual decrease in the index, from 0.177 in 2023 to 0.156 in 2025. This may indicate a trend towards decreasing inequality in the future. The range of the forecast varies from 0.143 to 0.216 for 2023, but this range decreases over time, indicating greater certainty

in the forecasts for the longer term. The ARIMA (0,1,0) model effectively predicts short-term changes in inequality levels, although it also assumes that this process is more linear without significant fluctuations.

The forecast values for the Number of Gender Initiatives indicator for 2023–2025 according to Brown’s Model show a constant decrease in the number of initiatives (from 43 to 28), which may indicate a decrease in activity in this area. The forecast intervals (UCL, LCL) are quite wide, especially for 2025, where the lower limit (LCL) even drops to –1, which is a negative value and indicates a possible instability or even a possible absence of initiatives. The Brown model assumes constancy in certain parameters, but

its ability to adequately predict dynamics can be questioned due to the wide range of forecast intervals, indicating high uncertainty in the forecasts.

Main results and conclusions. The results of the study allow us to formulate the following practical conclusions.

1. Correlation analysis between gender indices (Gender Development Index and Gender Inequality Index) and the total number of gender initiatives shows that gender initiatives have a significant impact on key indicators of gender development and gender inequality in Ukraine.

2. The forecast of stable values for the Gender Development Index indicates that no significant changes in this indicator should be expected in the coming years. This may indicate the stability of gender policies and the level of equality, but at the same time indicates that global changes may not be fast enough.

3. The decrease in the Gender Inequality Index indicates potential positive changes in the direction of reducing gender inequality. The forecast for the coming years shows the possibility of reducing inequality, which may be the result of successful reforms and policies.

4. The forecast of a decrease in the number of initiatives is a signal to review the current situation in the field of gender equality. A significant decline in activity may be a sign that efforts should be increased

to support and implement new programs to combat gender inequality.

However, these projections only partially take into account possible changes caused by military actions in Ukraine. The war factor can significantly affect these indices, leading to increased inequality or even reduced access to basic rights and resources for women and minorities. For example, war can worsen socio-economic conditions, which in turn can lead to increased gender inequality or reduced initiatives aimed at gender equality. Conflicts also often undermine women's rights, increase the risk of sexual violence, and reduce access to education and health services.

The impact of war on the Number of Gender Initiatives may be even more pronounced, as in times of war, states may reduce funding for social programs or focus on rebuilding infrastructure rather than promoting gender equality. This can lead to a sharp decline in the number of initiatives or their cancellation.

Thus, even though the projection for the Gender Development Index and Gender Inequality Index indicates positive dynamics, war can significantly change these indicators and needs to be taken into account in long-term projections. Taking this factor into account is important for adjusting policy strategies and initiatives aimed at supporting equality in the face of global shocks.

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Показники гендерної рівності в Україні: аналіз впливу гендерних ініціатив

У статті представлено результати дослідження щодо виявлення впливу гендерних ініціатив на показники гендерної рівності в Україні. Для аналізу автори обрали Індекс гендерного розвитку й Індекс гендерної нерівності, а також їх складові. Градація гендерних ініціатив проведена за такою шкалою: загальні питання гендерної рівності; розробка гендерно чутливого законодавства; проведення гендерного аудиту; внесення гендерного компонента в освітні програми; боротьба з гендерними стереотипами та дискримінацією; захист від гендерно зумовленого насильства; гендерно орієнтоване бюджетування.

Результатом проведеного дослідження стали такі практичні висновки. По-перше, кореляційний аналіз між гендерними індексами (індекс гендерного розвитку й індекс гендерної нерівності) і загальною кількістю гендерних ініціатив показав, що гендерні ініціативи справляють значний вплив на ключові показники гендерного розвитку та гендерної нерівності в Україні. По-друге, прогноз стабільних значень для індексу гендерного розвитку вказує на те, що у найближчі роки не варто очікувати значних змін у цьому показнику. Це може свідчити про сталість гендерної політики та рівень рівності, але одночасно вказує на те, що глобальні зміни можуть бути недостатньо швидкими. По-третє, зниження значення індексу гендерної нерівності свідчить про потенційні позитивні зміни. Прогноз на найближчі роки показує можливість зниження нерівності, що може бути результатом успішних реформ і політик. По-четверте, прогноз зменшення кількості ініціатив є сигналом до перегляду поточної ситуації в області гендерної рівності. Суттєвий спад активності може бути ознакою того, що слід збільшити зусилля щодо підтримки й упровадження нових програм для боротьби з гендерною нерівністю.

Однак ці прогнози лише частково враховують можливі зміни, спричинені військовими діями в Україні. Фактор війни може суттєво вплинути на ці показники, призводячи до зростання нерівності або навіть до зменшення доступу до основних прав та ресурсів для жінок і меншин. Вплив війни на кількість гендерних ініціатив може бути ще більш очевидним, оскільки за цих умов держави можуть скорочувати

фінансування соціальних програм або зосереджуватися на відновленні інфраструктури, а не на підтримці гендерної рівності. Така ситуація може призвести до різкого зменшення кількості ініціатив або до їх скасування. Урахування цього фактора важливе для коригування політичних стратегій та ініціатив, спрямованих на підтримку рівності в умовах глобальних потрясінь.

Ключові слова: *індекс гендерної нерівності, індекс гендерного розвитку, гендерні ініціативи, кореляційний аналіз, прогностичний аналіз.*

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