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FEATURES OF GENDER EQUALITY AT THE PERIOD OF MATERNITY LEAVE: INTERNATIONAL EXPERIENCE

In the process of establishing an equality between women and men, the active participation of both men and women in the development of new strategies for the achievement of gender equality is extremely important. A decisive strategy is the introduction of flexible labor contracts to promote the harmonization of professional and private life for both men and women. Particular attention should be paid to the measures aimed at changing the male work culture, including adequate parental leave schemes for children used by both parents.

According to statistics, 20 % of men in Western Europe are on maternity leave. In the EU, there are even intentions to introduce mandatory maternity leave for men in order to avoid discrimination against women. Official statistics on the number of men on maternity leave are not made public. Ukrainian mass media report that, in 2018 about 19 thousand people are on childcare leave. However, whether this statistic is true, it is not known for today. Ukrainian experts on gender issues believe that a childcare leave taken by the father, not mother, is a rarity in Ukraine. The reasons for the unpopularity of childcare leave among men are different, one of which

may be the reduction of the role of the father, laid down since the Soviet era. At that time, the state was responsible for the upbringing of children, providing a fairly well-developed system of kindergartens, and motherhood was considered to be the greatest duty of the state. Some marginalization of men is partly preserved now, because men are perceived mainly as “keepers” of the family.

In the context of the real introduction of gender equality in family relations, the term “responsible fatherhood” (or “conscious parenting”) deserves special attention, which can be designated as follows: both men and women are seriously concerned with the appearance of a child, plan this step, tricks on the upbringing of the child (this is about strengthening the role of the father in the care and upbringing of the child).

In foreign countries, the approach to issues of payments and length of leave for childcare, as well as the gender equality of parents to receive such leave, varies considerably. There are many countries where parental leave for a parent is especially specific by the legislature – young dads simply are obliged to spend with a child a certain amount of time, getting for such activities 100 % of their wages.

Ключевые слова: gender equality, child rearing leave, mother, father, attainment of the age of three years, welfare benefits, wages.

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