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ASSESSMENT OF THE SOCIO-ECONOMIC EFFECTIVENESS OF GENDER POLICY IMPLEMENTATION IN UKRAINE

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Abstract. *The paper analyzes effectiveness of gender policy in Ukraine in context of EU integration and evidence-based governance. Using Global Gender Gap Index and OECD/World Bank/UN indicators, it assesses outcomes rather than formal adoption. Data up to 2025 show persistent wage and pension gaps. Despite progress, inequalities remain, requiring stronger monitoring and evidence-based policy tools.*

Keywords: *gender policy; gender equality; socio-economic effectiveness; indicator-based approach; public governance; European integration of Ukraine; gender gap.*

The paper examines the socio-economic effectiveness of gender policy implementation in Ukraine in the context of European integration and the increasing importance of evidence-based public policy. Gender equality is no longer perceived solely as a social issue but is increasingly recognized as a key determinant of sustainable development, economic efficiency, and good governance. Within the European Union, gender equality is integrated into core policy domains, including labour markets, social protection, budgetary policy, and regional development. For Ukraine, which is gradually aligning with the EU *acquis communautaire*, effective implementation and evaluation of gender policy outcomes has become a critical institutional and socio-economic priority. The study draws on international methodological approaches to measuring gender inequality, including the Global Gender Gap Index and indicator-based monitoring systems promoted by the OECD, the World Bank, and the United Nations. These frameworks emphasize the transition from formal policy adoption to the assessment of actual socio-economic outcomes, such as labour market participation, wage gaps, access to resources, and political representation. The empirical analysis is based on statistical data up to 2025, which ensures comparability and completeness of pre-war indicators. The findings reveal persistent structural gender inequalities in Ukraine,

particularly in the form of long-term pension disparities and wage gaps, which reflect cumulative inequalities accumulated throughout the life course. Despite certain improvements in selected indicators, gender equality remains uneven across economic, political, and social dimensions. The research demonstrates a persistent gap between formally established gender equality principles and their practical implementation. Economic participation of women remains highly sensitive to external shocks, including war-related disruptions, while political representation continues to be one of the weakest dimensions. At the same time, Ukraine's EU integration trajectory contributes to strengthening institutional frameworks through the adoption of strategic documents, gender mainstreaming policies, and targeted programs aimed at reducing the gender pay gap. The study concludes that improving the effectiveness of gender policy in Ukraine requires strengthening monitoring and evaluation mechanisms, expanding the use of evidence-based policy tools, and ensuring the translation of institutional progress into measurable socio-economic outcomes.

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