

Conceptualisation Of The Gender Component Of A Country's Economic Security

VOLODYMYR TOKAR,
NATALIA WASILEWSKA¹

ABSTRACT. The article reviews different interpretations of the «economic security» concept in the context of their transformation under the influence of changes in socio-economic systems of different taxonomic levels, and identifies the position of gender security as its important component. The authors outline reasons for the actualization of gender issues, in particular, the features of the current stage of the world economic system's development in the context of labour markets transformation, informatization and permanent introduction of innovations against the background of aggravated contradictions caused by structural transformations of socio-economic entities (both national and international ones), and migration flows. Contemporary gender studies have been reviewed, including those concerning the diversity and similarity of stereotypes that impede economic development and the achievement of gender equality; critical discourse on the subject of guaranteeing gender equality — equal opportunities for women and men or equality of performance; comparison of the impact of technological changes on the employment of men and women; identification of current trends in positioning women in the workplace and in leadership; features of gender policy within the EU's educational and scientific domains; substantiation of women's involvement in technical field of work in terms of business efficiency, etc.. On the basis of the analogy method, it is proposed to define gender equality as an objectively acceptable level (degree) of achieving and protecting the equality of men and women in the economic system of a certain taxonomic level from external and internal threats in the short term and / or providing the preconditions for achieving absolute equality in the predicted future. Six levels of gender security hierarchy are identified, namely: mega-level — global gender security; meta-level — international gender security (regional level, level of integrative entities) and transnational gender security (transnational and multinational corporations, transnational banks, etc.); macro level — gender security of the state; mesolevel — gender security of regions and sectors of economy; microlevel — gender security of the enterprise; nanolevel — gender security of the household, family and individual. A set of concepts within the framework of gender security has been developed, in particular the definition of global and international gender security, transnational gender security, gender security of the state and gender security of the individual are proposed. The authors suggest the approach to developing a set of systemized state and integration entities' gender security indicators, which combines separate modified demographic and social security indicators, as well as the structural components of the World Economic Forum's gender gap index, including the ratio of women and men to the mean income lower than 75 percent of the level of total income per capita; the ratio of employment rates of women and men aged 15-70, percentage of population of the relevant age group, etc.

* This article was translated from its original in Ukrainian.

¹ **Tokar Volodymyr Volodymyrovych** — Doctor of Economics, Professor, Professor at the Department of International Finance, Kyiv National Economic University named after Vadym Hetman, grant-holder of the Cabinet of Ministers of Ukraine (2018). Sphere of scientific interests: international finance, state economic security, global financial security, inclusive economy, equal opportunities, gender issues. E-mail: tokarww@ukr.net.

Wasilewska Natalia Stepanivna — Doctor of Economics, Professor at the Department of Economics and Management, Jan Kochanowski University in Kielce (Poland). Sphere of scientific interests: analysis of corporate finance, assessment of creditworthiness of enterprises, evaluation of real estate as a subject of mortgage, mortgage relations, expert monetary valuation of agricultural land plots, assessment of integral property complexes, economic security, gender equality. E-mail: n.wasilewska@unipt.pl.

KEY WORDS: economic security, economic security of the state, gender security, gender equality, gender security of the state, indicators of gender security.

Introduction

Gender mainstreaming in all its manifestations takes place on the background of potential global reduction in the number of high-paying jobs due to the accelerated informatization and innovation of society, with a simultaneous renaissance of religious identity, nationalist views and protectionism in response to structural transformations. In addition, pessimistic attitudes about the further progress of humanity through the proliferation of nuclear weapons, climate change, depletion of natural resources, strengthening fundamentalist and autocratic tendencies in countries with different levels of socio-economic development, including the members of the European Union, have become widespread. In this context, gender aspects of economic security as a whole and this integration formation in particular require conceptualisations, which will further develop adequate scenarios for timely identification, counteraction and minimization of relevant threats at national, regional and global levels.

It is advisable to highlight among the considerable number of publications on gender issues: research on the diversity and similarity of stereotypes that impede economic development and achievement of gender equality (*N. Kabir*)²; critical discourse on the object of guaranteeing gender equality — equal opportunities for women and men or equality of their performance (*A. Mitra, J. Bang and A. Bisus*)³; comparing the impact of technological change on the employment of men and women (*J. Portalatin*)⁴; identifying current trends in positioning women in the workplace and in leadership (*S. Sandberg and N. Scowell*)⁵; analysis of the impact of gender mainstreaming at the level of socio-economic development and innovative competitiveness of EU countries (*O. Vinska and V. Tokar*)⁶; an overview of gender

² *Kabeer N.* Gender Equality, Economic Growth, and Women's Agency: the «Endless Variety» and «Monotonous Similarity» of Patriarchal Constraints / *N. Kabeer* // Taylor and Francis Journals Feminist Economics. — 2016. — Vol. 22, Issue 1. — PP. 295–321 [Electronic resource] — Access mode: <http://www.tandfonline.com/doi/full/10.1080/13545701.2015.1090009?scroll=top&needAccess=true>.

³ *Mitra A.* Gender Equality and Economic Growth: Is It Equality of Opportunity or Equality of Outcomes? / *A. Mitra, J. T. Bang, A. Biswas* // Taylor and Francis Journals Feminist Economics. — 2015. — Vol. 21, Issue 1. — PP. 110–135 [Electronic resource] — Access mode: <https://ideas.repec.org/a/taf/femeco/v21y2015i1p110-135.html>.

⁴ *Portalatin J.* Technology Could Destroy More Jobs for Women Than Men / *J. Portalatin* [Electronic resource] — Access mode: <http://fortune.com/2017/01/28/automation-workers-women-pay-gap/>.

⁵ *Sandberg S.* Lean In: Women, Work, and the Will to Lead / *S. Sandberg, N. Scowell*. — Knopf: New York, 2013. — 230 p.

⁶ *Vinska O. Y.* Vzaiemozalezhnist hendernoi rivnosti ta innovatsiinoi konkurentospromozhnosti krain YeS» / *O. Y. Vinska, V. V. Tokar* // Hlobalni ta natsionalni problemv ekonomiky. — 2016. — No. 12. [Electronic resource] — Access mode: <http://global-national.in.ua/issue-12-2016> [In Ukrainian]; *Vinska O. Y.* Henderna rivnist ta sotsialno-ekonomichnyi rozvytok krain-chleniv Yevropeiskoho Soiuzu / *O. Y. Vinska, V. V. Tokar* // Skhidna Yevropa: ekonomika, biznes ta upravlinnia. — 2016. — No. 2. — [Electronic resource] — Access mode: http://www.easterneurope-ebm.in.ua/journal/2_2016/08.pdf. [In Ukrainian].

mainstreaming within the EU's educational and scientific space (*V. Trojan*)⁷; characteristics of gender stereotypes in the labour market (*L. Magdiuk*)⁸; substantiation of women's involvement in technical fields in terms of business efficiency (*K. Gallo and M. Rover*)⁹; coverage of gender mainstreaming in the employment of the USA (*O. Dashkovska*)¹⁰; disclosure of gender aspects of small business development (*N. Lavrinenko and O. Rudik*)¹¹. Given the authors' works on gender issues, it should be noted that in today's geopolitical and civilizational challenges, it is appropriate to focus on the gender aspect of economic security. In view of the above, the purpose of this study is to reveal the essence of gender security and to define its position in the system of economic security in general and economic security of the European Union in particular.

Approaches to the interpretation of the «economic security» category

It is a well-known fact that «security» in Greek means «situational awareness» and another approach to interpretation is the absence of the ancient spirit «Peck», which caused constant anxiety and concerns. In historical literary sources, references to «security» can be found in the Old Testament, namely, «Prophecy to Sidon»¹², certain aspects of security and recognition of the role of the state are found in Plato's ancient Greek philosophers (concerning overcoming of the threat of excessive stratification of society by property)¹³ and Socrates (who considered the sense of existence of the state as protection of citizens)¹⁴. In Western Europe, the term «security» has been considered as the calm state of mind of a person protected from all dangers since 1190¹⁵, and its

⁷ *Trojan V.* Henderna polityka yak skladova osvithnoho i naukovooho prostoru Yevropeiskoho Soiuzu / *V. Trojan* // *Svitohliad*. — 2012. — No. 6. — pp. 64–68. [In Ukrainian].

⁸ *Magdiuk L.* Henderni stereotypy. Vplyv hendernykh stereotypiv na predstavlennia zhink i cholovikiv na rynku pratsi [Tekst] / *L. Magdiuk* // *Marketynh v Ukraini*. — 2011. — No. 5-6. — pp. 7–10. [In Ukrainian].

⁹ *Gallo, K.* *Tech Is Empowering Women, And It's Great for Business* / *K. Gallo, M. Rohwer* [Electronic resource] — Access mode: <https://www.greenbiz.com/article/ict-sector-empowering-women-and-its-great-business>.

¹⁰ *Dashkovska O.* Henderna polityka u sferi zainiatosti naselennia: dosvid SShA / *O. Dashkovska* // *Visnyk Akademii pravovykh nauk Ukrainy*. — 2010. — No. 2. — pp. 163–168. [In Ukrainian].

¹¹ *Lavrinenko N.* Hendernyi aspekt rozvytku maloho pidpriemnytstva / *N. Lavrinenko, O. Rudik* // *Sotsiologhiia: teoriia, metody, marketynh : naukovo-teoretychnyi chasopys*. — 2010. — No. 3. — pp. 111–135. [In Ukrainian].

¹² *Miroshnychenko O. V.* Teoretychni aspekty doslidzhennia pytannia natsionalnoi ekonomichnoi bezpeky [Tekst] / *O. V. Miroshnychenko* // *Visnyk ekonomichnoi nauky Ukrainy*. — 2007. — No. 2. — pp. 110–111. [In Ukrainian].

¹³ *Platon* *Hosudarstvo. Zakon. Polytyka* [Tekst] / *Platon*. — M.: Mysl, 1998. — 798 p. [In Russian].

¹⁴ *Pokhyliuk V. V.* *Derzhava v tranzhytyvnyi ekonomitsi: rehuliuвання ekonomiky, analiz ta stan ekonomichnoi bezpeky*. Monohrafiia / *V. V. Pokhyliuk*. — Poltava: RVV PUSKU, 2008. — p. 75. [In Ukrainian].

¹⁵ *Ekonomichna bezpeka biznesu: navch. posib.* / [H. O. Shvydanenko, V. M. Kuzomko, N. I. Noritsyna ta in.]; za zah. ta nauk, red. H. O. Shvydanenko. — K.: KNEU, 2011. — p. 8. [In Ukrainian].

usage among the Slavic peoples can be traced since the mid-fifteenth century¹⁶.

In the eighteenth and nineteenth centuries, security interpretations were influenced by certain provisions of natural law and were closely associated with the state. The key components of security were peace, lack of physical and moral danger, as well as institutions that ensured that such a situation was maintained and kept¹⁷. In the USA, the Minister of Finance *A. Hamilton* pointed to the need to support national industry in 1791, and *T. Roosevelt* defined national security as a set of conditions that ensure the sovereignty and protection of strategic interests while preserving the full development of society, life and health of citizens (attention should be paid to the lack of emphasis on gender at that time) in 1904. Finally, in order to overcome the Great Depression in 1934, *F. Roosevelt* established a Committee on Economic Security to stabilize the socio-economic situation¹⁸.

The energy crises of 1973–1979 gave additional impetus to economic security studies¹⁹, and the «Concept of International Economic Security»²⁰ was adopted during the 42nd Session of the UN General Assembly, which in fact marked the formation of institutional pillars of economic security.

There is a constant scientific discourse in order to clarify and improve the interpretation, and therefore to understand the economic security and the application of the appropriate tools for counteracting threats in different spheres of socio-economic environment. Thus, the approach of *V. Tambovtsev* focuses on the state of production subsystem of any system in the context of achieving goals of its operation²¹, which allows such definitions to encompass subjects and objects of different taxonomic levels, but does not take into account the dynamic antagonistic combination of interests (goals of functioning) and threats. In contrast to the above approach, *A. Tatarkin*, *S. Naboychenko* and *A. Vyvarets* recognize the ability of the system to exist in the conditions of threats by influencing them (elimination, weakening, compensation and prevention of accumulation) as the basis of economic security²².

¹⁶ *Shkarlet S. M.* Evoliutsiia katehorii «bezpeka» v naukovomu ta ekonomichnomu seredovyschi / *S. M. Shkarlet* // Formuvannia rynkovykh vidnosyn. — 2007. — No. 6. — p. 7. [In Ukrainian].

¹⁷ *Ekonomichna bezpeka biznesu: navch. posib.* / [H. O. Shvydanenko, V. M. Kuzomko, N. I. Noritsyna ta in.]; za zah. ta nauk. red. H. O. Shvydanenko. — K.: KNEU, 2011. — p. 9. [In Ukrainian].

¹⁸ *Miroshnychenko O. V.* Teoretychni aspekty doslidzhennia pytannia natsionalnoi ekonomichnoi bezpeky [Tekst] / *O. V. Miroshnychenko* // Visnyk ekonomichnoi nauky Ukrainy. — 2007. — No. 2. — p. 111. [In Ukrainian].

¹⁹ *Pasternak-Taranushenko H.* Ekonomichna i natsionalna bezpeka derzhavy / *H. Pasternak-Taranushenko* // Ekonomika Ukrainy. — 1994. — No. 2. — S. 51. [In Ukrainian].

²⁰ *Kozachenko H. V.* Ekonomichna bezpeka pidpriemstva: sutnist ta mekhanizm zabezpechennia : monohrafiia / *H. V. Kozachenko, V. P. Ponomarov, O. M. Liashenko*. — K.: Libra, 2003. — p. 8. [In Ukrainian].

²¹ *Tambovtsev V. L.* Ekonomicheskaiia bezopasnost khoziaistvennykh system : struktura problemy / *V. L. Tambovtsev* // Vestnyk MHU. Ser. 6. Ekonomika. — 1995. — p. 14. [In Russian].

²² Cited: *Pokhyliuk V. V.* Derzhava v tranzytivnii ekonomitsi: rehuliuвання ekonomiky, analiz ta stan ekonomichnoi bezpeky. Monohrafiia / *V. V. Pokhyliuk*. — Poltava: RVV PUSKU, 2008. — p. 90. [In Ukrainian].

Such an interpretation completely ignores another important component of the economic security of any system — the existence of goals (interests) of functioning, the implementation of which, respectively, are prevented by various threats.

The approach of *D. Burkaltseva* regarding the recognition of the absence of threats as an essential characteristic of economic security²³, which contradicts the realities of functioning of economic entities and objects: under any circumstances, in practice, any system is constantly under the real or potential influence of some threats that simultaneously form the preconditions for its transformation in terms of stability or anti-fragility.

The approach of *B. Kyrylenko* focuses on the process of achieving a certain state of the socio-economic system (that is, using a dynamic approach instead of static), which is characterized by gradualism, protection of its components and resistance to unpredictable or poorly predictable factors²⁴. In general, when agreeing with such an interpretation, it is necessary to point out inappropriate identification by this researcher of related but not identical concepts of «economic security» (state of a certain system) and «ensuring economic security» (the process of achieving and maintaining a certain state).

Large number of publications explain economic security solely in terms of the macro level, namely the economic security of the state, which, according to *E. Palyga and A. Stangert* is generally interpreted as²⁵: a certain state of the economy, which is characterized by its protection against negative factors; a set of conditions and potentials to meet the target parameters of functioning; the process of preventing threats in the process of realization of economic interests. Thus, it is necessary to emphasize again the need to distinguish between the state (economic security), the complex of conditions (economic security system) and the process (economic security).

According to American researchers *S. Murdoch, K. Knorr and F.: Trager*, achieving economic security of the state should meet two key conditions²⁶: preserving the economic independence of the country, that is, the ability to defend national interests by making its own decisions; as well as maintaining or enhancing the well-being of the population.

²³ *Burkaltseva D. D.* Instytutsionalne zabezpechennia ekonomichnoi bezpeky Ukrainy: monohrafiia / D. D. Burkaltseva. — K.: Znannia Ukrainy, 2012. — p. 38. [In Ukrainian].

²⁴ *Kyrylenko V. I.* Investytsiina skladova ekonomichnoi bezpeky. Monohrafiia. — K.: KNEU, 2005. — p. 17. [In Ukrainian].

²⁵ *Palyha Ye. M.* Problemy ta prioriteti korporatyvnoho upravlinnia ekonomichnoiu bezpekoiu pidpriemstv vydavnycho-polihrafichnoi haluzi Ukrainy / Ye. M. Palyha, A. M. Shtanhret // *Rehionalna ekonomika*. — 2009. — No. 1. — p. 6. [In Ukrainian].

²⁶ *Murdoch C.* Economic factors as objects of security: Economics security & vulnerability / *C. Murdoch, K. Knorr, F. Trager*. — Economics interests & national security. — Lawrence. 2001. — P. 34.

B. Gubslyi is of the same view and emphasizes the ability of the national economy to provide a critical level of social production in the face of internal and external threats (internal crises, reducing the supply of external resources — goods, services and technologies) as the main criterion for economic security of the state²⁷.

The approach of *I. Belousova* on the recognition of economic independence and stability of the national economy, as well as the ability to self-development and progress as key principles of economic security of the state²⁸. Such principles mean maintaining national control over the country's resources, as well as ensuring its international competitiveness and equality in international trade through efficient production and maintaining high quality products and services. The list of important elements includes also the protection of property (with emphasis on its private form and the property of foreign investors), promoting the modernization of production, stimulating the improvement of professional and educational level of staff of business entities and representatives of public administration.

According to *V. Senchagov*, the essence of economic security of the state embodies the state of the economy and power institutions, which is aimed at achieving protection of national interests, social orientation of development and ensuring the defence potential even in the worst external and internal scenario of development²⁹. This approach traces a certain militaristic orientation of the author, which includes military sphere to range of interests of economic analysis.

Considering the above, in our opinion, it is advisable to treat economic security as an objectively acceptable degree (level) of protection of the economic system against external and internal threats, which allows to achieve the priority goals of this system in the short term or create the preconditions for their achievement in the predicted future.

Conceptualizing gender security in economic systems of different taxonomic levels

It should be noted that gender aspects are traced in all economic systems at all levels, starting from the individual and ending with the

²⁷ *Hubskiy B. V.* Ekonomichna bezpeka Ukrainy: metodolohiia vymiru, stan i stratehiia zabezpechennia: Monohrafiia. / B. V. Hubskiy — K.: 2001. — p. 14. [In Ukrainian].

²⁸ *Belousova I. A.* Ekonomichna bezpeka yak stratehichna skladova natsionalnoi bezpeky Ukrainy / I. A. Belousova // Ekonomichnyi chasopys — KhKhI. — 2010. — No. 5-6. — p. 16. [In Ukrainian].

²⁹ *Senchagov V. K.* Ekonomicheskaya bezopasnost: geopolitika, globalizatsiya, samosohranenie i razvitie (kniga chetvertaya) / V. K. Senchagov / Institut ekonomiki RAN. — M.: ZAO «Finstatinform», 2002. — p. 58. [In Russian].

global economy. In this regard, it can be argued that the gender component is an important component of economic security. It can be proposed to define gender security as an objectively acceptable level of achieving and protecting the equality of men and women in the economic system of a certain taxonomic level from external and internal threats in the short term and / or providing the preconditions for achieving absolute equality in the predicted future on the basis of the analogy method. Thus, gender mainstreaming focuses on gender equality on all aspects of socio-economic development at national, international and global levels.

Of course, this approach is not without drawbacks, in particular from the point of view of formal logic it can be argued that equality either exists or does not exist. However, there are numerous obstacles to the implementation of anti-discrimination laws and practices in any form. In addition, surface analysis often does not reveal gender inequalities, but an in-depth study of the situation makes it possible to identify hidden threats. The uniqueness of such a situation is that gender equality is at the same time a factor of economic security and its purpose (interest), at which the efforts of economic systems of different taxonomic levels are aimed. Continuing on the logical chain, a terminological complex can be proposed to define a number of concepts that characterize gender aspects within security studies.

In previous studies, we have justified the isolation of six levels of economic security³⁰, thus, based on the analogy method, we propose such a hierarchy of gender security (Fig. 1): mega-level – global gender security; meta-level – international gender security (regional level, level of integrative entities) and transnational gender security (transnational and multinational corporations, transnational banks, etc.); macro level – gender security of the state; low level – gender security of regions and sectors of economy; microlevel – gender security of the enterprise; nanolevel – gender security of the household, family and individual. Therefore, gender security of integration entities (in particular the European Union) is harmoniously integrated into the synergies of the hierarchical gender security system.

Based on the aforementioned hierarchy, we propose to understand personal gender security as the objectively permissible degree (level) of protection of a person against external threats related to his / her gender identification, which allows to achieve the priority goals of the person in the short term or to create preconditions for their

³⁰ Tokar V. V. Innovatsiino-investytsiina diialnist promyslovykh pidpriemstv ta ekonomichna bezpeka Ukrainy: Monohrafiia. — K.: TOV «PanTot», 2013. — p. 20. [In Ukrainian].

achievement in the predicted future. There is no mention of internal threats in this definition, because in this context, threats can only be external.

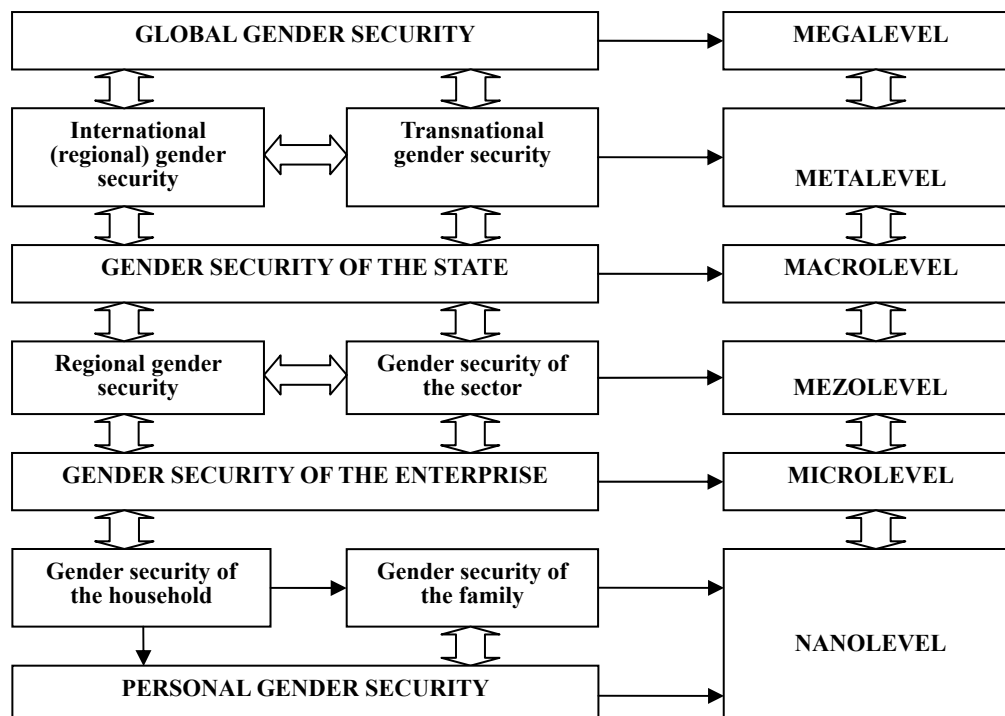


Fig. 1. Hierarchy of gender security

Source: compiled by the authors

From a behavioural economics perspective, the object of analysis is the household, not the family. In this regard, gender security household is an objectively attainable degree (level) of ensuring and protecting the equality of men and women of the household against external (and internal) threats related to their gender identification, which enables the achievement of the priority goals of the household as a whole and its representatives, in particular, in the short term or creates the preconditions for achieving them in the predicted future. Unlike a family, a household can consist of one person only, so in this case one can talk only about external threats, which in fact means the identity of the concepts of »gender security of the individual» and »gender security of the household» in this particular case, however the presence of two or more persons in a household, even by the very process of interaction

between them, creates appropriate threats that should be taken into account in ensuring its security. In this context, gender security can partly go beyond the economic sector, but remain closely linked to it. In particular, these are widespread cases of domestic violence and exploitation, which are usually of a pronounced gender, and at the same time economic, nature.

In turn, the gender security of the enterprise (business entity) is an objectively attainable degree (level) of ensuring and protecting equality between men and women both inside the enterprise and in its interaction with the external environment from internal and external threats, which allows to achieve the business entity's priority objectives in the short term or creates the preconditions for achieving them in the predicted future. The external environment, in particular, includes contractors, competitors, consumers, representatives of regulatory bodies, etc. From the point of view of a civilized society, absolute gender equality (in the sense of equality between men and women without proper role-playing, psychological, cultural and other aspects) is a goal that is justified even if there is any potential or real economic loss when it is achieved, however, from a business-oriented point of view to profit, there should be evidence of the effectiveness of equality, as well as in the economic sphere. Assessing the results of gender equality in terms of social reproduction and sustainable development of economic systems at the level of individual enterprises, countries, integration entities and the global economy is beyond the scope of our study. In the absence of artificial barriers to meritocratic selection of employees, additional competition is created, which allows, on the one hand, to reduce the cost of pay in connection with the increase of its supply, and on the other hand, will allow to hire the persons who meet the most goals and opportunities of business entities.

Regional gender security means the objectively attainable degree (level) of ensuring and protecting the equality of men and women within the administrative units of the state from internal and external threats, which allows to achieve the priority goals of the development of the respective administrative and territorial units in the short term or creates prerequisites for achieving them in the foreseeable future. Depending on the specifics of a particular country, administrative units are as follows: states, regions, districts, cities, towns, counties, etc.

In our view, gender security is an objectively achievable degree (level) of ensuring and protecting the equality of men and women involved in a particular type of economic activity from internal and external threats, which allows them to achieve the priority goals of the industry in the short term, or creates the preconditions for achieving

them in the foreseeable future. In the context of this study, we identify the concepts of «economic activity» and «industry».

While continuing to build a terminological chain, we define the gender security of the state as an objectively attainable degree (level) of ensuring and protecting the equality of men and women within the national economy from internal and external threats, which allows to achieve the priority goals of the state development in the short term or creates preconditions for achieving them. It is logical not to limit gender equality to the economic system alone, but given the specifics of our research, this approach is entirely justified and we apply it to gender security at other taxonomic levels.

Similarly, international gender security is an objectively attainable degree (level) of ensuring and protecting the equality of men and women within a set of countries and / or integration entities from internal and external threats, which makes it possible to achieve the priority objectives of that unity or integration in the short term or creates the preconditions for achieving them in the foreseeable future. It is necessary to treat the subject at great length. In practice, there may be threats to a certain set of countries (for example, Asian countries that are not in the process of completing or beginning to form a single economic space) and to the integration entities to which the EU belongs. EU gender security is interpreted by us as an objectively achievable degree of ensuring and protecting the equality of men and women against internal and external threats within the framework of this integration union as a whole and of its individual Member States, which enables the achievement of the EU's priority objectives in the short term or creates the preconditions for achieving them in the foreseeable future.

We interpret transnational gender security as an objectively attainable degree (level) of ensuring and protecting the equality of men and women within the internal and external environment of transnational corporations against internal and external threats, which allows them to achieve the priority objectives of the transnational corporation in the short term or creates preconditions for achievement in the foreseeable future. In terms of their financial and economic potential, as well as their political potential, transnational corporations leave behind most countries in the world. By forming a corporate network in a large number of countries, transnational corporations are able to catalyse changes even in traditional societies by promoting the principle of gender equality in corporate governance, as well as by engaging with local suppliers and counterparties. Transnational corporations may set additional requirements that go beyond the purely qualitative and quantitative characteristics of the goods and services

they purchase, in particular with regard to setting gender quotas and favouring women when contracting relevant transnational corporations.

Finally, it is appropriate to define global gender security as an objectively attainable degree (level) of ensuring and protecting the equality of men and women in the global economic system from internal threats, which allows to achieve the priority goals of the global economic system in the short term or creates preconditions for achieving them in the foreseeable future. In terms of global gender security, only internal threats are considered, because today the global level is the highest in the hierarchy of gender security and economic security as a whole. In this context, given the growing synergy from public-private partnerships in sphere of exploration of outer space and projects of colonization of new planets, the appearance of interplanetary economic security and interplanetary gender equality accordingly is quite acceptable in the future (it is impossible to set precise dates in our study without the involvement of relevant experts), which will broaden the definition of global gender security by including external threats to the global economic system. This area is promising for consideration in other publications in the framework of multidisciplinary scientific projects.

Gender component of economic security of the state

Women, accounting for about half of the world's population, are still forced to fight for equal rights with men in many areas of social and economic life. Thus, according to estimates of the US Central Intelligence Agency women of working age (15-64) accounted for 49.4 % of the world population (2017), while in the EU — 49.8 % and in Ukraine — 51, 8 % (2018)³¹. Despite various obstacles, women are actively integrating into the world economic system, influencing its qualitative and quantitative transformation. According to the Forbes rating of the 100 most influential women among sectors in the world, the largest share is concentrated in politics (20 %), media and entertainment (15 %), finance and investment (14 %), several at once (diversification of activity) (10 %). 48 of them were the citizens of USA, 10 were from the United Kingdom, 9 were from the PRC (4 came from Hong Kong), 4 were from India, 3 were from France and 2 were from Germany³². Based on this data, the USA continues to dominate the world, with the ability to use soft power.

³¹ *The World Factbook* [Electronic resource] — Access mode: <https://www.cia.gov/library/publications/the-world-factbook>.

³² *The World's 100 Most Powerful Women* [Electronic resource] — Access mode: <https://www.forbes.com/power-women/list/#tab:overall>.

It should be noted that Ukraine as a whole is trying to meet current trends and requirements for achieving gender equality. In particular, national legislation provides for the application of measures to «elimination of legal or factual inequalities in opportunities for a person and / or group of persons»³³, conduction of a gender-legal examination of legislative acts³⁴, «taking into account the gender component in economic and social development programs, considering current needs of sectors and regions»³⁵, guaranteeing equal rights and opportunities for men and women³⁶ and «enhancing women's participation in peace-making and peacebuilding»³⁷. Against this background, the lack of mentioning gender security in the Order of the Ministry of Economic Development and Trade of Ukraine «On Approval of Methodological Recommendations for Calculating the Level of Economic Security of Ukraine»³⁸ (hereinafter referred to as the Recommendations), indicators and approaches to assessing their threshold values to ensure the secure development of the country along this component of economic security causes concerns and calls attention.

The study of effect of thresholds on individual components of economic security on men and women provokes scientific interest. In this context, it is important to analyse the gender implications of the implementation of state measures to achieve certain goals in specific areas within the economic security of the state. Of course, it is not appropriate to apply a gender prism to absolutely all components and indicators of economic security of the state and integration entities, but in some cases it is necessary for gender budgeting, which is a kind of programmatic approach, so that to optimize and maximize the use of limited state resources, especially for countries affected by military conflicts (which also applies to Ukraine).

³³ *Zakon Ukrainy «Pro zasady zapobihannia ta protydii dyskryminatsii v Ukraini»* vid 6 veresnia 2012 roku No. 5207-VI [Electronic resource] — Access mode: <https://zakon.rada.gov.ua/laws/show/5207-17/print>. [In Ukrainian].

³⁴ *Postanova Kabinetu Ministriv Ukrainy «Pytannia provedennia henderno-pravovoi ekspertyzy»* vid 28 lystopada 2018 r. No. 997 [Electronic resource] — Access mode: <https://zakon.rada.gov.ua/laws/show/997-2018-%D0%BF/print>. [In Ukrainian]

³⁵ *Postanova Kabinetu Ministriv Ukrainy «Pro zatverdzhennia Derzhavnoi sotsialnoi prohramy zabezpechennia rivnykh prav ta mozhlyvostei zhinok i cholovikiv na period do 2021 roku»* vid 11 kvitnia 2018 r. No. 273 [Electronic resource] — Access mode: <https://www.kmu.gov.ua/ua/npas/pro-zatverdzhennia-derzhavnoyi-socialnoyi-programi-zabezpechennia-rivnih-prav-ta-mozhlyvostej-zhinok-i-cholovikiv-na-period-do-2021-roku>. [In Ukrainian].

³⁶ *Zakon Ukrainy «Pro zabezpechennia rivnykh prav ta mozhlyvostei zhinok i cholovikiv»* vid 8 veresnia 2005 roku No. 2866-IV [Electronic resource] — Access mode: <https://zakon.rada.gov.ua/laws/show/2866-15/print>. [In Ukrainian].

³⁷ *Rozporiadzhennia Kabinetu Ministriv Ukrainy «Pro zatverdzhennia Natsionalnoho planu dii z vykonannia rezoliutsii Rady Bezpeky OON 1325 «Zhinky, myr, bezpeka» na period do 2020 roku»* vid 24 liutoho 2016 r. No. 113-r [Electronic resource] — Access mode: <https://zakon.rada.gov.ua/laws/show/113-2016-%D1%80/print>. [In Ukrainian].

³⁸ *Nakaz Ministerstva ekonomichnoho rozvytku i torhivli Ukrainy «Pro zatverdzhennia Metodichnykh rekomendatsii shchodo rozrakhunku rivnia ekonomichnoi bezpeky Ukrainy»* vid 29 zhovtnia 2013 roku No. 1277 [Electronic resource] — Access mode: http://cct.com.ua/2013/28.19.2013_1277.htm. [In Ukrainian].

Table 1 presents a possible modification variant of individual state demographic security indicators and integration entities to form a system of gender security indicators.

Table 1

**MODIFIED STATE ECONOMIC SECURITY INDICATORS
IN THE CONTEXT OF GENDER SECURITY**

No.	Modified indicators	Component of economic security of the state
1	The ratio: female healthy life expectancy over male value, percent	Demographic security
2	The ratio of infant mortality of girls and boys (mortality of children under one year) per 1 thousand live births, percent	
3	The ratio of the rate of natural increase per 1 thousand people of the existing population, percent	
4	The ratio of women and men of elderly age, percent	
5	The ratio of difference between labour productivity indices and real average monthly wages of women and men, percent	Macroeconomic security
6	The ratio of unemployment rates of women and men, percent	
7	The ratio of long-term unemployment (over 12 months) of women and men	
8	The ratio of wages to social benefits and other current transfers of women and men, percent	
9	The ratio of employment of women and men in the informal sector of economy, percentage to the total number of women and men, respectively, percent	
10	The ratio of women and men with average total earnings per capita per month below 75 percent of median total income level, percent	Social security
11	The ratio of HIV-infected women and men diagnosed for the first time per 100,000 population, percent	
12	The ratio of women and men with active tuberculosis diagnosed for the first time per 100,000 population, percent	
13	Employment ratio of women and men aged 15–70 years, percentage of population of the relevant age group, percent	

Source: developed by the authors on the basis of the Order of the Ministry of Economic Development and Trade of Ukraine On Approval of Methodological Recommendations for Calculating the Level of Economic Security of Ukraine No. 1277 as of October 29, 2013 [Electronic resource] — Access mode: http://cct.com.ua/2013/28.19.2013_1277.htm.

It is necessary to warn against the mechanic approach in the process of modification of the indicators and their interpretation. For example, the ratio: female healthy life expectancy over male value to ensure gender equality is ideally equal to 1 (or 100 %), but this should not be

achieved by reducing the life expectancy of women, but by identifying the reasons of the low life expectancy of men (for example, in Ukraine) and developing measures to remedy the situation. A similar problem is possible when assessing the ratio of men and women of elderly age, that is, it is necessary to avoid simplified perception of gender security, the substantive content of which is gender equality.

While developing gender security indicators, it is also advisable to involve the exploratory studies of the World Economic Forum, in particular the methodology set out in the Global Gender Gap Report of 2017 (Table 2).

Table 2

STRUCTURE OF THE GLOBAL GENDER GAP INDEX

Subindex	Indicators	Source of information
Economic participation and opportunities	The ratio: female labour force participation over male value	International Labour Organization
	Wage equality between women and men for similar work (survey data, normalized on a 0-to-1 scale)	World Economic Forum, Management survey questionnaire
	The ratio: female estimated earned income over male value	Calculations of the World Economic Forum on the basis of methodology of the United Nations Development Program (methodology described in the Human Development Report 2007/2008)
	The ratio of legislators, public high-rank officials, and female and male executives	International Labour Organization
	The ratio: female professional and technical workers over male value	International Labour Organization
Education	The ratio: female literacy rate over male value	United Nations Educational, Scientific and Cultural Organization (UNESCO), United Nations Literacy Statistics Institute
	The ratio: female net primary enrolment rate over male value	United Nations Literacy Statistics Institute
	The ratio: female net secondary enrolment rate over male value	United Nations Literacy Statistics Institute
	The ratio: female gross tertiary enrolment ratio over male value	United Nations Literacy Statistics Institute
Healthcare and survival	The sex ratio at birth (converted to female-over-male ratio)	United Nations Population Unit, World Population Forecasts
Healthcare and survival	The ratio: female healthy life expectancy over male value	World Health Organization, Global Observations on Healthcare

End of the table 2

Subindex	Indicators	Source of information
Participation in political life	The ratio: females with seats in parliament over male value	Inter-Parliamentary Union, Women in Politics Reviews
	The ratio: females at ministerial level over male value	Inter-Parliamentary Union, Women in Politics Reviews
	The ratio: number of years with a female head of state (last 50 years) over male value	Calculations of the World Economic Forum

Source: World Economic Forum «The Global Gender Gap Report 2017», p. 4 [Electronic resource] — Access mode: http://www3.weforum.org/docs/WEF_GGGR_2017.pdf

Although the Recommendations, given the context, refer to the economic security of the state, on the whole, this approach is quite acceptable, subject to the relevant clarifications related to the specifics of another taxonomic level, for use in the economic security analysis of integration entities, in particular the European Union. Therefore, in case of the European Union, the industrial, demographic, energy, foreign economic, investment and innovation, macroeconomic, food, social and financial security of this integration entity can also be distinguished; as well as banking security, non-banking financial security, debt security, budgetary security, currency security, monetary and loan security as components of EU financial security. Of course, there can be no complete analogy, particularly given the significant geopolitical challenges that are relevant to the question of absolute survival of statehood in Ukraine, while the European Union is in the process of finding new models of interaction between Member States in response to the migration crisis and the loss of competitiveness.

The above indicators form the basis of a system of indicators for measuring the gender security of individual Member States and the European Union as a whole. Determining the current situation regarding gender mainstreaming is only a paramount step in which the allocation of funding from specialized funds, state and local budgets in a context of gender specificity in each separate administrative unit should be logically allocated which will not only increase efficiency in gender security issues at the national and integration levels, but will also intensify the process of rebuilding the social and economic system in Ukraine.

Conclusions

Gender security is the objectively permissible level (degree) of achieving and protecting the equality of men and women in the

economic system of a certain taxonomic level from external and internal threats in the short term and / or providing the preconditions for achieving absolute equality in the foreseeable future.

The gender security hierarchy involves six main levels, namely: mega-level — global gender security; meta-level — international gender security (regional level, level of integrative entities) and transnational gender security (transnational and multinational corporations, transnational banks, etc.); macro level — gender security of the state; low level — gender security of regions and sectors of economy; microlevel — gender security of the enterprise; nanolevel — gender security of the household, family and individual.

The gender security of European Union is the degree (level) of ensuring and protecting the equality of men and women against internal and external threats objectively attainable in the context of this integration as a whole and in its individual Member States, which enables the achievement of the European Union's priority objectives in the short term, or creates the preconditions for achieving them in the foreseeable future.

The Gender security system of the country and integration entities (in particular the European Union) include some modified indicators of demographic and social security, as well as structural components of the Gender Gap Index of the World Economic Forum. Clarifying the concept of gender security at different taxonomic levels, improving the system of gender security indicators, as well as defining thresholds for funding activities at local, national and international levels to address existing gender disparities have prospects for further research.

References

1. Belousova I. A. Ekonomichna bezpeka yak stratehichna skladova natsionalnoi bezpeky Ukrainy / I. A. Belousova // *Ekonomichnyi chasopys* — KhKhI. — 2010. — № 5–6. — p. 14–17. [In Ukrainian].
2. Burkaltseva D. D. *Instytutsionalne zabezpechennia ekonomichnoi bezpeky Ukrainy*: monohrafiia / D. D. Burkaltseva. — K.: Znannia Ukrainy, 2012. — 347 p. [In Ukrainian].
3. Dashkovska O. Henderna polityka u sferi zainiatosti naseleennia: dosvid SShA / O. Dashkovska // *Visnyk Akademii pravovykh nauk Ukrainy*. — 2010. — No. 2. — pp. 163–168. [In Ukrainian].
4. *Ekonomichna bezpeka biznesu*: navch. posib. / [H. O. Shvydanenko, V. M. Kuzomko, N. I. Noritsyna ta in.]; za zah. ta nauk, red. H. O. Shvydanenko. — K.: KNEU, 2011. — 511 p. [In Ukrainian].

5. Gallo, K. *Tech Is Empowering Women, And It's Great for Business* / K. Gallo, M. Rohwer [Electronic resource] — Access mode: <https://www.greenbiz.com/article/ict-sector-empowering-women-and-its-great-business>.
6. Hubsnyi B. V. *Ekonomichna bezpeka Ukrainy: metodolohiia vymiru, stan i stratehiia zabezpechennia*: Monohrafiia. / B. V. Hubsnyi — K.: 2001. — 122 p. [In Ukrainian].
7. Kabeer N. Gender Equality, Economic Growth, and Women's Agency: the «Endless Variety» and «Monotonous Similarity» of Patriarchal Constrains / N. Kabeer // *Taylor and Francis Journals Feminist Economics*. — 2016. — Vol. 22, Issue 1. — PP. 295–321 [Electronic resource] — Access mode: <http://www.tandfonline.com/doi/full/10.1080/13545701.2015.1090009?scroll=top&needAccess=true>.
8. Kozachenko H. V. *Ekonomichna bezpeka pidpriemstva: sutnist ta mekhanizm zabezpechennia*: monohrafiia / H. V. Kozachenko, V. P. Ponomarov, O. M. Liashenko. — K.: Libra, 2003. — 280 p. [In Ukrainian].
9. Kyrilenko V. I. *Investytsiina skladova ekonomichnoi bezpeky*. Monohrafiia. — K.: KNEU, 2005. — 232 p. [In Ukrainian].
10. Lavrinenko N. Hendernyi aspekt rozvytku maloho pidpriemnytstva / N. Lavrinenko, O. Rudik // *Sotsiolohiia: teoriia, metody, marketynh: naukovy teoretychnyi chasopys*. — 2010. — No. 3. — pp. 111–135. [In Ukrainian].
11. Mahdiuk L. Henderni stereotypy. Vplyv hendernykh stereotypiv na predstavleniia zhinok i cholovikiv na rynku pratsi [Tekst] / L. Mahdiuk // *Marketynh v Ukraini*. — 2011. — No. 5–6. — p. 7–10. [In Ukrainian].
12. Miroshnychenko O. V. Teoretychni aspekty doslidzhennia pytannia natsionalnoi ekonomichnoi bezpeky [Tekst] / O. V. Miroshnychenko // *Visnyk ekonomichnoi nauky Ukrainy*. — 2007. — No. 2. — pp. 110–115. [In Ukrainian].
13. Mitra A. Gender Equality and Economic Growth: Is It Equality of Opportunity or Equality of Outcomes? / A. Mitra, J. T. Bang, A. Biswas // *Taylor and Francis Journals Feminist Economics*. — 2015. — Vol. 21, Issue 1. — PP. 110–135 [Electronic resource] — Access mode: <https://ideas.repec.org/a/taf/femeco/v21y2015i1p110-135.html>.
14. Murdoch C. Economic factors as objects of security: Economics security & vulnerability / C. Murdoch, K. Knorr, F. Trager. — *Economics interests & national security*. — Lawrence. 2001. — P. 34.
15. *Nakaz Ministerstva ekonomichnoho rozvytku i torhivli Ukrainy «Pro zatverdzhennia Metodychnykh rekomendatsii shchodo rozrakhunku rivnia ekonomichnoi bezpeky Ukrainy» vid 29 zhovtnia 2013 roku No. 1277* [Electronic resource] — Access mode: http://cct.com.ua/2013/28.19.2013_1277.htm. [In Ukrainian].
16. Palyha Ye. M. Problemy ta priorytety korporatyvnogo upravlinnia ekonomichnoiu bezpekoiu pidpriemstv vydavnycho-polihrafichnoi haluzi Ukrainy / Ye. M. Palyha, A. M. Shtanhret // *Rehionalna ekonomika*. — 2009. — No. 1. — pp. 1–11. [In Ukrainian].
17. Pasternak-Taranushenko H. Ekonomichna i natsionalna bezpeka derzhavy / H. Pasternak-Taranushenko // *Ekonomika Ukrainy*. — 1994. — No. 2. — pp. 51–56. [In Ukrainian].

18. Platon *Hosudarstvo. Zakon. Polytyka* [Tekst] / Platon. — M. : Mysl, 1998. — 798 p. [In Russian].
19. Pokhyliuk V. V. *Derzhava v tranzytyvni ekonomitsi: rehuliuвання ekonomiky, analiz ta stan ekonomichnoi bezpeky*. Monohrafiia / V. V. Pokhyliuk. — Poltava: RVV PUSKU, 2008. — 403 p. [In Ukrainian].
20. Portalatin J. *Technology Could Destroy More Jobs for Women Than Men* / J. Portalatin [Electronic resource] — Access mode: <http://fortune.com/2017/01/28/automation-workers-women-pay-gap/>.
21. *Postanova* Kabinetu Ministriv Ukrainy «Pro zatverdzhennia Derzhavnoi sotsialnoi prohramy zabezpechennia rivnykh prav ta mozhlyvostei zhinok i cholovikiv na period do 2021 roku» vid 11 kvitnia 2018 r. No. 273 [Electronic resource] — Access mode: <https://www.kmu.gov.ua/ua/npas/pro-zatverdzhennya-derzhavnoyi-socialnoyi-programi-zabezpechennya-rivnih-prav-ta-mozhливостей-zhinok-i-cholovikiv-na-period-do-2021-roku>. [In Ukrainian].
22. *Postanova* Kabinetu Ministriv Ukrainy «Pytannia provedennia henderno-pravovoi ekspertyzy» vid 28 lystopada 2018 r. No. 997 [Electronic resource] — Access mode: <https://zakon.rada.gov.ua/laws/show/997-2018-%D0%BF/print>. [In Ukrainian].
23. *Rozporiadzhennia* Kabinetu Ministriv Ukrainy «Pro zatverdzhennia Natsionalnoho planu dii z vykonannia rezoliutsii Rady Bezpeky OON 1325 «Zhinky, myr, bezpeka» na period do 2020 roku» vid 24 liutoho 2016 r. No. 113-r [Electronic resource] — Access mode: <https://zakon.rada.gov.ua/laws/show/113-2016-%D1%80/print>. [In Ukrainian].
24. Sandberg S. *Lean In: Women, Work, and the Will to Lead* / S. Sandberg, N. Scovell. — Knopf: New York, 2013. — 230 p.
25. Senchahov V. K. *Ekonomycheskaia bezopasnost: heopolytyka, hlobalyzatsiia, samosokhraneniye y razvytye* (knyha chetvertaia) / V. K. Senchahov / Ynstytut ekonomiky RAN. — M.: ZAO «Fynstatynform», 2002. — 128 p. [In Russian].
26. Shkarlet S. M. *Evoliutsiia katehorii «bezpeka» v naukovomu ta ekonomichnomu seredovyshchi* / S. M. Shkarlet // *Formuvannia rynkovykh vidnosyn*. — 2007. — No. 6. — pp. 7–12. [In Ukrainian]. *Tambovtsev V. L. Ekonomycheskaia bezopasnost khoziaistvennykh system : struktura problemy* / V. L. Tambovtsev // *Vestnyk MHU. Ser. 6. Ekonomyka*. — 1995. — p. 14–18. [In Russian].
27. *The World Factbook* [Electronic resource] — Access mode: <https://www.cia.gov/library/publications/the-world-factbook>.
28. *The World's 100 Most Powerful Women* [Electronic resource] — Access mode: <https://www.forbes.com/power-women/list/#tab:overall>.
29. Tokar V. V. *Innovatsiino-investytsiina diialnist promyslovykh pidpriemstvo ta ekonomichna bezpeka Ukrainy*: Monohrafiia. — K.: TOV «PanTot», 2013. — 305 p. [In Ukrainian].
30. Troian V. *Henderna polityka yak skladova osvithnoho i naukovooho prostoru Yevropeiskoho Soiuzu* / V. Troian // *Svitohliad*. — 2012. — No. 6. — p. 64–68. [In Ukrainian].
31. Vinska O. Y. *Henderna rivnist ta sotsialno-ekonomichni rozvytok krain-chleniv Yevropeiskoho Soiuzu* / O. Y. Vinska, V. V. Tokar // *Skhidna Yevropa: ekonomika, biznes ta upravlinnia*. — 2016. — No. 2. — [Electronic resource] — Access mode: http://www.easterneurope-ebm.in.ua/journal/2_2016/08.pdf. [In Ukrainian].

32. Vinska O. Y. Vzaiemozalezhnist hendernoi rivnosti ta innovatsiinoi konkurentospromozhnosti krain YeS» / O. Y. Vinska, V. V. Tokar // *Hlobalni ta natsionalni problemy ekonomiky*. – 2016. – No. 12. [Electronic resource] – Access mode: <http://global-national.in.ua/issue-12-2016>. [In Ukrainian].
33. World Economic Forum «*The Global Gender Gap Report 2017*» [Electronic resource] – Access mode: http://www3.weforum.org/docs/WEF_GGGR_2017.pdf.
34. *Zakon* Ukrainy «Pro zasady zapobihannia ta protydii dyskryminatsii v Ukraini» vid 6 veresnia 2012 roku No. 5207-VI [Electronic resource] – Access mode: <https://zakon.rada.gov.ua/laws/show/5207-17/print>. [In Ukrainian].
35. *Zakon* Ukrainy «Pro zabezpechennia rivnykh prav ta mozhlyvostei zhinok i cholovikiv» vid 8 veresnia 2005 roku № 2866-IV [Electronic resource] – Access mode: <https://zakon.rada.gov.ua/laws/show/2866-15/print>. [In Ukrainian].

The article was received by the editorial board on 25.01.2019.