

опасными для женского организма, позволяющими сочетать труд в общественном производстве с выполнением функций материнства [1, с. 73]. Гендерная охрана труда женщин – это совокупность установленных нормативов, ограничений, запретов и мероприятий, регулирующих безопасную трудовую деятельность с учетом особенностей женского организма и способствующих нормальному обеспечению уровня и условий труда. Она представляет собой многокомпонентную структуру, части и элементы которой находятся в тесном согласовании между собой, при этом восполняя друг друга. Данное направление является целью, которую необходимо непрерывно контролировать и совершенствовать в рамках правоприменительной практики и постоянно учитывать при реализации принципа гендерного равенства возможностей.

Гендерная охрана труда женщин – это необходимый комплекс правовых мер, который способствует социализации общества путем установления особенностей регулирования труда женщин, направленных на реализацию предоставленных законодателем гарантий права на труд (особенно сохранение здоровья и трудоспособности работающих женщин).

Обеспечение особой гендерной охраны труда женщин не должно восприниматься как дискриминационный фактор, ограничивающий реализацию права на труд и выбор места работы, связанный с половой принадлежностью. В то же время в целях предупреждения гендерного неравенства в трудовых правоотношениях периодически осуществляется пересмотр изменений существенных условий труда, модернизации технологического процесса и оборудования, комплексного подхода по обеспечению применения всех соответствующих стандартов и постоянному пересмотру норм, закрепленных в законодательстве с целью постепенного разумного изменения данных ограничений.

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THE IMPLEMENTATION OF THE PRINCIPLE OF GENDER EQUALITY IN PUBLIC ADMINISTRATION

The existence of the problem of gender equality requires the search for its effective solution. Today, many states set as one of their priority goals the achievement of equal rights for men and women in the political sphere of society. The problem of gender equality in the political life of society has existed for a long time. This problem always remains relevant. Despite the fact that over the last 30 years society has made some progress in achieving equality of men and women in politics, in all parts of the world women are forced out of the decision-making process.

The principle of equality of rights and freedoms of men and women is a kind of indicator of the state of equality in society and reflects the very specific gender relations. They risk becoming a determining factor in the development of any state, taking into account the gradual but inexorably increasing feminization of society.

For a long period of time, women have been denied the right to participate in the political life of society. However, the active struggle of women for equality has enabled them to gain certain rights and opportunities to participate in the most important public issues.

Gender equality in the political sphere of society implies the achievement of equality of men and women in this sphere, i.e. the granting of equal political rights to representatives of both sexes, as well as equal opportunities for the realization of these rights.

But the current status of women in the political sphere of modern society is difficult. They are insufficiently active and less popular than men, which leads to inequality in the distribution of power based on gender.

Discussions on gender issues in political authority continue around the world. The starting point of many studies on these issues was the fact that there is an over-representation of men in the political sphere, while women are minority of elected officials.

According to UN statistics, there is not a single state in the world where men and women have the same representation in public bodies. Women are still underrepresented in decision-making positions at all levels of government

The UN report on the status of women in the political sphere noted that women seeking to build a political career continue to be hampered by the predominance of men in various power structures. Political parties are the gateway towards a career in politics, however, women as candidates in the elections are rarely nominated, because party leaders tend to prefer men. Women have fewer family ties and business contacts, relatively fewer financial and social opportunities for campaigning, and less experience in local government, or they have not worked in such structures on a regular basis. Domestic responsibilities, including unpaid care work for children and restricted mobility do not allow women to attending political events [1].

The low representation of women at all levels of government does not allow them to have a real impact on policy-making or decision-making that takes into account the interests of the whole of society (and not only the male part), and, of course, improve their own situation.

Today, all states are aware that achieving gender balance in politics is an important foundation for the existence of democracy. Also, equality of men and women not only has a positive impact on economic development, but also contributes to the general welfare of the state.

A number of sources, including declarations, conventions and resolutions on human rights and political rights, form the normative framework for women's political participation. The universal Declaration of human rights enshrines the principles of non-discrimination and equality of political rights, including the right of men and women to participate in government of their country [2]. The International Covenant on civil and political rights enshrines the right of every citizen to participate in the conduct of public affairs, as well as the right of access to general conditions of public service [3]. Consequently, in accordance with these international legal acts, men and women are granted equal rights in the field of public administration.

The issue of gender equality in public administration has always been relevant. While some progress has been made over the past 30 years, women continue to be marginalized from decision-making in all parts of the world. In some regions, economic development and rapid growth have not been accompanied by progress in gender equality. In others, the fall of authoritarian regimes and the transition to democracy have not always been accompanied by a significant increase in the representation of women in new political institutions.

Currently, 29 states have a relatively low level of gender equality in public administration. Women in these countries have almost no political participation, for example,

in Hungary, the percentage of women parliamentarians is only 10.5%, and in the Cabinet of Ministers there are 2% of women.

The National Democratic Institute for International Affairs argues that the need to empower women stems from the belief that democratic sustainability require that political system takes into account freedom of action and voice of the entire population. Today, the government actively carry out various activities, develop measures to reduce inequality in the field of public administration. According to the Gender Equality Index published by EIGE, the greatest achievements in the field of gender equality in the last 10 years have been in the field of public administration [4].

The UN economic Commission for Europe analyzed data on the share of women among Ministers in various European countries in 2008 – 2018. In Germany, the percentage of women Ministers in 2010 was 37.5 %, and in 2017 – 43.8 %. In Sweden in 2009 – 45 %, in 2018 – 55 %. In Austria in 2014 – 28.6 %, in 2017 – 35.5 %. France is a state with over 55 per cent of women Ministers in the current Cabinet. The European Commission has provided data on the percentage of women senior civil servants and managers. The Republic of Belarus is the leader by this indicator, the percentage of women is 47.6 %. Latvia is in second place (46.3 %), Moldova is in third (42%). European countries with a high level of gender equality have a lower percentage of women legislators and senior civil servants: Sweden (38.9%), Finland (31.3 %), Norway (38.3 %) [5].

If we consider the statistics of women parliamentarians (2018), the majority of deputies of the national Parliament are represented in Sweden (43.6 %). This is followed by countries such as Finland (41.5 %), Iceland (41.3%), Norway (40 %), Belgium (39.3 %)[6].

Such indicators have been achieved through a number of measures that have been implemented by states to reduce inequality of men and women. The first step was to prescribe the principle of gender equality in the constitutions, as well as to exclude existing discriminatory provisions from national legislation. A number of states, including Malawi, the Philippines, Montenegro and Sweden, have included specific articles in their constitutions guaranteeing the rights of women.

It should also be noted that, in order to address the unequal representation of women in parliaments and the obstacles they face in electoral processes, 64 countries from all regions of the world, mainly in the last 20 years, have adopted laws on electoral quotas. In Belgium, for example, equal representation of women and men at electoral lists at all levels of elections is provided by the 2002 law. In sixteen states, a system of seats is in place where a quarter to a third of the seats are allocated to women. In countries using a system of assigning seats, the proportion of women elected is an average of 23.9 percent.

Another measure is the creation of women's groups within party structures. For example, in Argentina, Saint Lucia, Croatia and other countries, some political parties have established women's groups as special platforms for discussing and addressing the problems faced by women in the party. Some countries set gender quotas to achieve gender balance in public administration. Quotas are one way to combat inequality in public administration. The main idea of gender quotas is to significantly increase the political representation of women in the process of making important management decisions and to prevent the isolation of women from political life; and in the case of the introduction of neutral gender quotas, to adjust the representation of both sexes [7].

In today's world, there are states where the establishment of gender quotas achieved its goal. The high level of women's representation in the lower houses of Parliament was achieved in the Nordic countries (Sweden, Finland, Iceland, Norway, Denmark), in other European countries (Netherlands, Belgium, Spain, Germany, Slovenia, Macedonia).

However, quotas for women in government did not always lead to greater power and benefits for women. For example, Saudi Arabia has a 20 per cent quota for women in its legislature, which is much higher than the percentage of women in their Congress at present. The effectiveness of these quotas is directly related to the existence and operation of gender legislation on equal rights and opportunities, which has had a stimulating effect on futuresocio-political processes.

Thus, absolute equality of men and women has not been achieved to date. Statistical data collected by various international organizations suggest that, first of all, states are aware of the importance of building a society based on gender equality in all spheres of life. Secondly, they are active in reducing the gender gap in public administration. Consequently, states need to continue this work to ensure the implementation of the principle of gender equality, as well as to develop a comprehensive strategy to improve gender equality at all levels of society, including education, employment, family and private life.

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**СТРАТЕГИИ СОВЛАДАНИЯ СО СТРЕССОМ У ЮНОШЕЙ
С СУИЦИДАЛЬНЫМ РИСКОМ**

Представлены результаты эмпирического исследования стратегий совладающего со стрессом поведения у подростков, склонных к суицидальному поведению. Выявлена специфика использования видов копинг-стратегий учащимися с различным риском суицидального поведения: в группе с тяжелой и выраженной депрессией частота встречаемости адаптивных копинг-стратегий значительно ниже, чем в группе подростков с отсутствием депрессивных симптомов.

В настоящее время одной из актуальных проблем, встающих перед специалистами в области психологии, является проблема суицидального поведения, особенно в подростковой популяции. Аналитические обзоры свидетельствуют, что за последние десятилетия наблюдается рост самоубийств среди подростков и молодежи в возрасте 11–24 лет. В числе возможных причин наблюдаемых процессов указывают ухудшение психического здоровья подростков в виде депрессивных симптомов [1], дефицит навыков решения проблем и совладания с жизненным стрессом [2]. Отмечается, что специфичными для подростков с суицидальной направленностью являются такие дезадаптивные копинг-стратегии, как «самообвинение» и «сравнение себя с другими» [3], психическое избегание и «вентиляция» эмоций [4].

С целью изучения характера копинг-стратегий у подростков, склонных к суицидальному поведению, нами проведено эмпирическое исследование на базе УО «Гомельский Государственный автомеханический колледж». Испытуемые – учащиеся 2 курса отделения автомехаников в возрасте от 14 до 17 лет. Общее количество выборки составило 100 человек.

Выраженность депрессивной симптоматики как показателя суицидального риска определялась с помощью опросника депрессивности (BDI) А. Бека в адаптации Н. В. Тарабриной. Для выявления групп копинг-стратегий использовалась методика для психологической диагностики копинг-механизмов Э. Хейма, адаптированная Л. И. Вассерманом.

Данные, полученные в исследовании, свидетельствуют о выраженности депрессивных состояний в исследуемой выборке. Так, установлено, что у 39 % учащихся выявлены симптомы депрессии в самоотчете, из них у 12 % испытуемых – тяжелая и выраженная формы депрессии, симптомы умеренной формы депрессии имеют 11 % учащихся, легкая форма депрессии отмечается у 16 % подростков.

Кроме того, полученные результаты свидетельствуют о достаточно высоком суицидальном риске у обследуемой выборки: 11 % учащихся отмечает в самоотчете наличие пассивных суицидальных мыслей («Ко мне приходят мысли покончить с собой, но я не буду их осуществлять»), а 6 % респондентов сообщают о намерении совершить суицид в любой подходящий момент («Я бы убил себя, если бы представился случай»).

Сопоставление показателей выраженности депрессивной симптоматики и копинг-стратегий показало (таблица 1), что в группе учащихся с тяжелой и выраженной депрессией частота встречаемости неадаптивных копинг-стратегий (58,3 %) значительно выше, чем адаптивных (8,3 %) и относительно адаптивных (33,3 %).