

## СРАВНИТЕЛЬНЫЙ АНАЛИЗ ПОЛОЖЕНИЯ ЖЕНЩИН В СОЕДИНЕННЫХ ШТАТАХ АМЕРИКИ И РОССИЙСКОЙ ФЕДЕРАЦИИ

**А.О. Ворон-Ковальская**  
бакалавр

**А.С. Чернышева**  
канд. ист. наук, доцент

*Владивостокский государственный университет экономики и сервиса  
Владивосток. Россия*

*С момента начала борьбы женщин за свои права прошло около 150 лет, и за это время удалось добиться значительного прогресса. Сегодня женщины испытывают значительно меньше давления в семье и обществе, в профессиональной и других сферах. Сложно сравнить положение, в котором находились женщины в начале XX века, когда не имели права голоса, и наличие стеклянных потолков для женщин в современном мире, однако многие проблемы сегодня являются существенными. В своем исследовании автор пытается выявить самые острые проблемы гендерного равенства и анализирует положение женщин в России и США на основании теоретического материала и опроса 30 женщин в обеих странах.*

**Ключевые слова:** *гендерное равенство, положение женщин в США и России, охрана труда женщин, домашнее насилие.*

## COMPARATIVE ANALYSIS OF THE STATUS OF WOMEN IN THE UNITED STATES OF AMERICA AND RUSSIAN FEDERATION

*About 150 years have passed since the beginning of women's fight for their rights, and during this time significant progress has been achieved. In today's world, women experience less pressure in family and society, in professional and other spheres. It is difficult to compare the situation in which women were at the beginning of the XXth century, when they did not have the right to vote, and the presence of glass ceilings for women in the modern world, but many problems today are as significant. In her research, the author identifies the most acute problems of gender equality and analyzes the situation of women in Russia and the United States based on theoretical material and a survey of 30 women in both countries.*

**Keywords:** *gender equality, the status of women in the USA and Russia, Women's labor protection, domestic violence.*

**The purpose** of the article is to identify the most significant professional and social problems for women in the United States of America and Russia and to suggest methods for resolving them.

**The research problems are as follows:** to identify the most pressing problems of women in the USA and the Russian Federation in the social and professional spheres on the basis of theoretical material; to conduct a survey of 30 women from both countries; to compare survey data and theoretical sources to identify real problems concerning the status of women in both countries; to suggest ways for solving the identified problems.

**The urgency of research** is presented by the lack of such surveys among Russian and American political and social analysts.

Today, the most pressing issues that need to be addressed are issues of domestic violence in progressive countries, the most cruel traditions and rituals in Africa and Asia, stereotypes about the role of women in the family and society in countries with a patriarchal model, the lack of opportunities to realize themselves in the professional sphere, the ban on higher education for girls in Muslim countries and finally, objectification.

Different countries provide far from the same guarantees for women's rights at different levels of development in the issues of gender equality. In some states, patriarchal society and traditions hinder progress, for example, in the case of China: for a long time women could only be servants, but today the professional sphere is almost completely open for them, far more often one hears about businesswomen and their high positions in companies, however, the state still establishes their role as the hearth keeper before anything else. In African countries, the observance of women's rights is hampered by the traditions of tribes beyond the control of States. The main issue here remains the inhumane attitude towards women, since there is practically no way to completely prevent female circumcision and other similar rituals.

Very often, the United States of America is considered as a benchmark in the issues of gender equality because of the freedom of speech, the opportunity to defend their rights in court, and the transformation of social views. But is this really the case?

A distinctive feature of America is its progressive society with an active civic position. Due to the democratization of all state and social processes, women in the United States are very sensitive to their rights and easily recognize the injustice and oppression of their freedoms. The catalyst in the struggle for rights is the Government, which broadcasts the values of equality and independence. Girls are brought up not as expectant mothers and housewives, but as independent individuals who must realize themselves in life, not only in the family.

Despite the transformation of public attitudes, women continue to face discrimination: 75% of American women surveyed claim that they face discrimination in society (pressure of patriarchal foundations, stereotypes about the role of women, etc.) and when communicating with the opposite sex. Women in Russia also face discrimination, not only in these areas, but also in the family. This is due to the fact that public views about the dominant role of men in the family have not changed much in the Russian Federation, which significantly infringes on the interests of the female sex.

The problems of patriarchal traditions and views require a change in the consciousness of society for a long time, however, there are enough issues that the state is able to solve right now. For example, gender discrimination in the professional sphere. According to the survey, the most acute problems are the existence of “glass ceilings” (75% of respondents) and different wages for men and women in the same position (62.5% of respondents). For Russian women, difficulties in moving up the career ladder are also a problem (63.2% of respondents), as well as the presence of a legally fixed list of industries and professions prohibited for women (52.6% of respondents).

The main problems in the professional sphere are the same for both countries: different wages for women and men in the same position, the perception of women as uncompetitive when appointed to senior positions, difficulties in building a career in the political sphere, glass ceilings and stereotypes about “female” and “male” professions [2].

According to the 2019 “Global Gender Gap” annual report prepared for the International Economic Forum, the United States is ranked 53rd out of 153 nations in overcoming gender inequality, down two places from 2018 [3]. According to a 2017 Pew Research Center survey, about four out of ten working women (42%) in the United States, say they have faced discrimination at work because of their gender. Women are about four times more likely than men to say they were treated as if they were not competent because of their gender (23% of working women versus 6% of men) [2].

The guarantor of gender equality in these matters should be the state, however, the USA is one of only seven countries that had not ratified the United Nations Convention to End All Forms of Discrimination Against Women, and the American Constitution does not have an article prescribing equal rights for women and men in the society [3]. Despite this, there is an impressive regulatory framework in the United States of America that protects women in the workplace.

The Equal Pay Act (1963) is a tool for women in the fight against discrimination in the workplace in matters of equal pay with men. Title VII of the Civil Rights Act (1964) prohibits employers from denying employment and career advancement on the basis of gender. The Pregnancy Discrimination Action (1978) and the Family and Medical Leave Act (1993) prohibit discrimination against pregnant women and oblige employers to provide women with parental leave for up to 12 weeks and to keep a pregnant woman's workplace. However, a woman applying for parental leave must have worked in the company for at least 12 months, and the staff must consist of at least 50 people. In connection with this law and the ideals of independence and self-realization, young women in the United States prefer a career and earning money, and leave the idea of a family for a more stable time in their lives. Therefore, the average age of marriage for women in the United States is 28.6 years. For comparison, in Russia this age is 24.9 years [4][5].

According to the UN report of 2020, Russia belongs to countries with a high level of human development and ranks 52nd out of 189 countries in terms of gender inequality. Another decree of 1917 decreed that women and men are absolutely equal before the law. Today, this position has been enshrined in the Constitution of the Russian Federation (Article 19). However, there is a so-called Women's Labor Protection, which extends restrictions and privileges to pregnant women and women with young children, and also establishes prohibited professions for women that can harm their health. By the end of 2020, there were 456 professions prohibited for women's labor. From January 1, 2021, by order of the Ministry of Labor of the Russian Federation, the list was reduced to 100 prohibited professions. According to the survey, half of respondents support the need to legislate for prohibited professions, as this helps women to maintain their health [6].

The state gives women significantly more guarantees, including financial ones, and allows them to start a family practically without compromising their career and budget – this greatly facilitates the choice of women and opens up ways for them to self-actualize without compromising the family. However, such a regulatory framework confirms the main role of women as stay-at-home mothers, which makes it much more difficult to change public views on the status of women in Russia as well as hindering the fight against patriarchy. And the list of prohibited professions, despite the loyalty and care of the state, restricts women in choosing due to reproductive characteristics and the need for a woman to create a family. It can be assumed that women in Russia are more protected, since they cannot be dismissed and have the right to paid parental leave for up to three years, in the USA there are no such guarantees.

In Russia, women are less likely to face discrimination in the workplace. The ratio of women and men in senior positions in Russia has almost equaled and amounted to 45 % versus 55 %. Many managers are not subject to stereotypes when choosing to promote women on the career ladder. In America, women are under-represented in the very top business positions: only 21.7% of corporate managing board members are women. However, the problem of glass ceilings is an important issue for women in government structures, for example, only 30.4% of women work as department directors, 15.9% of them work as deputy ministers. At the same time, the most acute problem of the "glass ceiling" is in the Ministry of Natural Resources, the Ministry of Transport and the Ministry of Energy, and the least – in the Ministry of Health and the Ministry of Labor [3, 7, 8].

The issue of the number of women in public positions deserves special attention. For both countries, this is a serious problem: in the USA, even with a significant increase in the number of women in the legislature and in cabinet positions compared to the previous years, in 2021 congresswomen take up just 23.6% of the available seats, and female secretaries are only 21.7% of the cabinet; in Russia, the share of Women parliamentarians in both chambers of the Federal Assembly accounted for just over 25 % in 2021. In both countries, this sphere is the most patriarchal, and the small number of women in it significantly limits the representation of female interests in legislative bodies, which slows down progress on gender equality [3, 9].

If everything is going well with the protection of women's rights in the professional sphere, and the situation is improving every year, then the issue of domestic violence is practically not solved. The low representation of women in Parliament makes it almost impossible to take into account their interests, and most politicians adhere to the patriarchal opinion that family issues should remain in the family. According to a survey by the Social Information Agency, from 2011 to 2019, 65 % of murdered women in Russia were victims of domestic violence. 52 % of all murdered women suffered from a partner. 13 % died at the hands of other relatives. The absolute majority of serious violent crimes are committed by men (85–88 %) [10].

Today, there is no regulatory framework in Russia that establishes penalties for domestic violence. The current legislation does not recognize domestic violence as a separate offense, and the guilty person receives a fine from 5 to 15 thousand rubles, or arrest from 10 to 15 days, or mandatory work up to 120 hours under Article 6.1.1 of the Code of Administrative Offenses of the Russian Federation. Administrative responsibility cannot fully prevent crimes and protect a woman. The survey also showed that 73.7% of respondents consider it necessary to introduce laws on domestic violence into Russian legislation [11].

Approximately 1.3 million women and 835,000 men report being physically assaulted by an intimate partner annually in the United States. The Violence Against Women Act (VAWA) creates and supports comprehensive, cost-effective responses to domestic violence, sexual assault, dating violence and stalking. The Act also established the Office on Violence Against Women within the Department of Justice. The law includes arrest and court proceedings, even in the case of reconciliation of the parties, psychological work with the offender, assistance to victims and fulfillment of obligations prescribed by her (for example, unwillingness to receive calls and messages from the offender, his temporary eviction from the apartment, etc.). The survey showed that 50% of women recognize the existence of a law on punishment for domestic violence, however, consider it ineffective [12, 13].

The problems of gender inequality in Russia and America are about the same: discrimination against women in the workplace, little representation in Parliament and domestic violence. However, states react to problems in completely different ways: the Russian Federation provides security and stability for women, but does not fight patriarchal foundations in society in any way, and sometimes even reinforces the stereotypical role of women as mothers and housewives; in the United States, the government provides enough guarantees to combat discrimination in the workplace, but does not provide care associated with motherhood. The main issue here is not the "good-bad" contrast, but the traditions and ways of society. In Russian society, the importance of the family is emphasized, women in Russia do not often face discrimination in the workplace, have the opportunity to build a career and at the same time create a family, while women in the United States primarily strive for self-development and promotion at work, and prefer to build a family closer to the age of 30.

The issue of domestic violence remains an incredibly acute and important problem today. Today, women in the United States have more guarantees of their rights and are in a safer position compared to Russia. In the USA, there are laws protecting victims in this area, however, they are not so effective, and to solve the issue, it is necessary to study the problem and the psychology of domestic violence in depth and develop the regulatory framework, supplementing it with new acts, including those that work proactively. Such measures may include tightening the law on domestic violence, increasing the number of social advertising and propaganda, lessons in schools and universities teaching the importance of equality and the value of the individual, the distribution of free assistance to families in which conflicts occur. Women in Russia have practically no guarantees of safety due to the absence of laws on domestic violence. In this case, there is an opinion of the State that family problems should remain in the family. The situation can be improved by increasing the number of women in Parliament who will focus on the problems of their gender and vote in favor of bills protecting women's rights.

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