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Olena Volobuieva**

WOMEN IN DEFENCE AND SECURITY

**Wydawnictwo Instytutu Bezpieczeństwa
i Rozwoju Międzynarodowego**

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PREFACE

The equal participation of both, women and men, in all the institutions and in decision-making process, as well as in the design and implementation of policies is an indisputable democratic value.

Nowadays a gender perspective is being incorporated into all the aspects and concepts relating to all the spheres of human activities, including defence and security sector. The importance of gender approaches equality is stipulated not only by the necessity of providing full human potential realization but also by the possibility of the getting the rise in effectiveness of professional and social activities.

The monograph “Women in Defence and Security” is an attempt to consider the fundamental aspects of gender mainstreaming in defence and security sector. The results of the investigations of the Bohdan Khmelnytskyi National Academy of the State Border Guard Service of Ukraine, Ivan Kozhedub Kharkiv National Air Force University and Polish Territorial Defence Forces are presented in this work.

The study covers the essence of gender equality on the grounds of the implementation of the UN Resolution 1325 (2000) and the aspects of the institutionalization of gender approaches in the educational process of the defence and security sector taking into consideration the gender differences in self-actualization process. The peculiarities of the Ukrainian Association of Women in Law Enforcement and its role in gender mainstreaming of defence and security sector are also revealed.

The monograph “Women in Defence and Security” is for the gender specialists, experts, academicians, researchers, and for those who are interested in the aspects of equality in defence and security sector.

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INTEGRATION OF GENDER PRINCIPLES IN THE EDUCATIONAL PROCESS OF THE SECURITY AND DEFENCE SECTOR OF UKRAINE

The development of gender policy in the field of higher education is one of the complex and important problems of Ukraine's involvement in the universal system of values and world legal guidelines, which are considered in the context of gender issues. The article reveals the main aspects of gender policy to ensure the principle of gender equality among women and men in higher education in Ukraine, outlines the main areas identified by Ukrainian legislation, the

implementation of a unique pilot project to unify approaches to teaching gender, which involved almost a third of all institutions of higher education, education of the security and defence sector of Ukraine, including the National Academy of the State Border Guard Service of Ukraine named after Bohdan Khmelnytskyi.

Keywords: *gender policy; higher education; security and defence sector of Ukraine; gender equality; Ministry of Internal Affairs; Biarritz Partnership.*

Introduction

Problem statement. The World Society considers the issue of gender equality in education in the context of human rights. International organizations (UN, Council of Europe) recognize the crucial importance of education for the development of the individual, society, country, as evidenced by regulations governing the activities of states to address gender issues, including in education.

In particular, Ukraine has committed itself to overcoming gender asymmetry in all spheres of society through key international instruments in the field of gender equality, including the Sustainable Development Goals, the Beijing Declaration and Platform for Action, which ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Biarritz Partnership, the Optional Protocol and other international human rights instruments.

Over the last decade, significant changes have taken place in Ukrainian society in terms of understanding and legitimizing gender relations and introducing a number of institutional innovations in the process of establishing an institutional mechanism for their regulation of these relations. Gender relations are gradually gaining recognition as an integral part of the social order of society, present in all its spheres – in the economy, job market, family, education, science, political institutions, the media etc.

Today Ukraine is in the process of transformation into a democratic society. Although a number of steps have already been taken to improve gender relations. In particular: the Law of Ukraine

“On ensuring equal rights and opportunities for men and women” was adopted; gender centers were opened, numerous women's organizations were founded; separate sociological studies of gender relations were conducted. However, we believe that the process of regulating gender relations in Ukraine cannot be considered successful. After all, the latter implies the affirmation of the value of gender equality, non-discrimination on the grounds of sex, ensuring equal participation of women and men in making socially important decisions, providing equal opportunities for women and men to combine professional and family responsibilities.

So, *the aim of the article* is to substantiate the manifestations of gender inequality and gender stereotypes based on the analysis of generalizations in the field of higher education in Ukraine, in particular in the security and defense sector of Ukraine and to identify priority areas of gender policy.

Analysis of the recent research and publications. The introduction of gender equality in the security and defence sector is an urgent problem today [1–3]. The consistent attention of civil society organizations, international institutions and donors to the issue of equal rights and opportunities for women and men has contributed to significant progress in this area. Equal legal status and equal opportunities for women and men is an urgent and at the same time difficult issue. Its solution requires systematic and painstaking work.

Gender education plays an important role in this case [4–5]. In general, it is understood as an important humanitarian component of security of public life and is a really productive force, because through education and enlightenment can help reconstruct patriarchal stereotypes and destroy myths that have developed and cultivated over the centuries in Ukrainian society.

It should be noted that the implementation of the gender component in modern education, strengthening national mechanisms to ensure equal rights and opportunities for all actors in the educational process is an integral part of building a democratic Ukrainian society and evidence of fundamental principles of

freedom, equality and tolerance.

Important aspects of the process of forming gender equality in the field of education and identifying ways to integrate it, in particular the security and defence sector of Ukraine, are covered in the works of such domestic scientists as: S. Ganaba, O. Goncharenko, L. Kobelyanska, O. Levchenko, K. Levchenko, O. Masalitina, V. Miroshnichenko, O. Volobueva, O. Strelnyk etc.

Main part

Given the number of women in education, it seems that education is a kind of “women's kingdom”. Higher education in Ukraine is generally characterized by horizontal segregation, ie the presence of “male” and “female” industries, specialties, areas, and so on. In addition to horizontal, there is also vertical segregation in Ukrainian higher education, that's a decrease in the share of women in higher professional levels, and this applies to both the administrative sphere and research and teaching. Obtaining academic degrees and academic titles, which are the main steps in a teaching career, is accompanied by a decrease in the share of women at each subsequent stage. Thus, among teachers with a bachelor's degree, women make up 76%, masters – 69%, women candidates of science 43%, and doctors – 33%.

The existence of gender inequality in higher education today is an urgent problem of society as a whole [5–7]. And if in Ukraine the solution of this problem has a somewhat formalized meaning, formed more on the theoretical postulates of its solution, then in foreign countries, including Germany, Britain and France, programs to eliminate gender contradictions in higher education have been implemented for a long time.

For example, UK universities are joining the Athena SWAN program to address gender inequalities within their institution, a national scheme designed to recognize the commitment to support and promote women's careers in science, technology, engineering, mathematics and medicine (STEMM) in the field higher education and research. This Charter was designed to address the under-

representation of women in SWAN, and to advance women's careers in SWAN research and academia. The program covers the academic role, promotion of students in academia and the academic environment of employees. Athena SWAN is based on six principles:

- to address gender inequality, it is necessary to pay attention to them at all levels of the institution;

- to address the unequal representation of women in science, it is necessary to change the culture and attitudes throughout the institution;

- the lack of different approaches to management and decision-making levels, which has far-reaching implications for the institutions where they will be considered;

- high level of outflow of women in science, which is an urgent problem of institutions;

- the existence of a system of short-term contracts, which has negative consequences for the preservation and promotion of women in science, which are accepted by institutions;

- the presence of both personal and structural barriers for women to advance in academia.

In particular, speaking about the experience of Switzerland, a number of universities in the country in order to further form the subconscious of students have introduced the discipline of “Gender Policy” in higher education. In France, for example, in early 2013, a theory of gender was introduced for 6-year-olds, aimed at shaping the psychology of children and breaking existing stereotypes.

It is a mistake to think that the rhetoric of gender issues is equated with the protection of a particular social group or its observance of privileges, while the problem of gender equality concerns the whole society [8–12].

In higher military educational institutions, gender mainstreaming is often seen as a non-priority, and management staff often do not have a minimum gender competence. As a result, this results in a lack of political will and economic support, and gender equality policy remains peripheral. Proposals to expand the curriculum and create new gender courses are generally perceived as

undesirable interference in the affairs of institutes, faculties and departments and as unacceptable reform in certain areas, especially in the military sphere. Major reforms are largely limited to changes in personnel policy (recruiting more women for military service and increasing the number of female and male cadets, instead of developing teachers' gender competence and gender mainstreaming in curricula).

Existing gender stereotypes in society are reflected, for example, in the internal management and organizational practice of scientific institutions and institutions of higher education, educational activities, the content of pedagogical, scientific and pedagogical staff. In the field of education, there are hidden and overt elements of discrimination on the grounds of sex. We are talking about the content of subjects and educational literature, the culture of relationships, teaching style and pedagogical communication, bias in assessing the educational and professional results of subjects of the educational process and students, speech/language sexism.

In the field of science, a significant part is occupied by women. Women in science are actively improving their skills. Postgraduate students – 44 %, doctoral students – 47 %. Looking at the education and science system, we can see the gender imbalance. The concentration of women in certain branches of employment is incorrect. In education and science, women are concentrated in the humanities. Among students majoring in “Social Sciences” – 90 % of women “Pedagogy” – 70 %, “Information Security” – only 20 %. The situation is the same in the distribution of graduate students.

Currently, the level of awareness of Ukrainians about gender equality, the requirements of Ukrainian legislation and overcoming gender stereotypes, unfortunately, leaves much to be desired.

Today, there are many ideas about what gender equality is in Ukraine. According to the law, this is equality between men and women. But I often hear, for example, from women that there are no problems with gender equality. But many Ukrainians realize that, unfortunately, there is no equality yet: different salaries, stereotypes,

restrictions on promotion, and so on. We still have a huge percentage of people who are not familiar with this topic, do not know what is happening. And the saddest thing is that they often take attempts to explain aggressively, said Volodymyr Selivanenko, a lawyer and coordinator of educational programs at Amnesty International Ukraine.

According to him, the adoption of the National Strategy in the field of human rights is one of the significant achievements of the human rights community during the years of independence, which raised a number of issues, including gender education.

The national strategy was created by human rights circles. It contains such things that force the state, whether it wants to or not, to make some progress, in particular, in terms of gender education. On the one hand, it has aroused the enthusiasm of people who understand the importance of this issue, support the idea of gender equality, but, on the other hand, has led to the opposite trend. We now see growing negativity from religious or right-wing circles. Although the concept of gender, from the point of view of the National Strategy, includes the concept of equality between men and women, a lack of understanding of this leads to negativity, the expert emphasizes.

At the same time, the Government Commissioner for Gender Policy Kateryna Levchenko writes in her book “Gender Gravity: Challenges and Solutions” that manipulations on gender issues were “thrown” into public discourse in 2010 as a tool to stop Ukraine's European integration movement. With renewed vigor, they intensified in 2016, now as an instrument of hybrid warfare. Today, the main thesis of anti-gender movements: “gender is a foreign value that is imposed on us”.

But, according to Kateryna Levchenko, there is no longer any doubt in Ukraine about the importance of strengthening the policy of ensuring equal rights and opportunities for women and men. As a confirmation of the thesis, the Government commissioner approves the State Social Program for Equal Rights and Opportunities for Women and Men until 2021, the National Action

Plan to implement the concluding remarks of the UN Committee on the Elimination of Discrimination against Women, update the National Action Plan “Women, peace, security”. Most of these measures are reflected in the National Strategy.

The Ministry of Education and Science of Ukraine, for its part, has included gender courses in the curricula of Ukrainian universities, the Ministry of Internal Affairs conducts trainings to raise awareness of gender issues, in particular institutionalization of gender approaches in the work of higher education institutions of the security and defence sector of Ukraine, which corresponds to the current areas of implementation of state gender policy. Such tasks are defined by the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men”, the Program of Activities of the Government of Ukraine, the National Action Plan for UN Security Council Resolution 1325 “Women, peace, security”, the Annual National Program under the auspices of the NATO-Ukraine Commission on 2021 and other documents.

At the same time, the situation with the inclusion of gender issues in the educational process in various higher education institutions of the security and defence sector looked like a puzzle with many gaps: in some educational institutions classes and activities on gender issues were conducted by teachers based on their own research with significant differences in interpretation regarding the content, directions, goals and tools of gender policy implementation, superficial understanding of the concept of “gender equality”. Therefore, the next step in systematically integrating the principles of gender equality in higher education institutions in the security and defence sector was to analyze existing curricula to take into account the gender component – a difficult stage due to the lack of experience of such work in higher education. However, it was also successfully overcome. And it was during the discussions that a proposal was made to prepare methodological recommendations for the inclusion of gender issues in the curricula for training specialists in higher education institutions in the security and defence sector and for the use of central staff. For this purpose, an author team of

teachers from all institutions of higher education – participants of the pilot project was created, and a long and difficult work began. A series of training seminars and trainings were held for the author group in order to master modern approaches to gender mainstreaming in the educational process and their practical application during the preparation of guidelines, organized a study tour to the Scandinavian Center for Gender in Military Operations (Sweden, October 2019 p.).

In particular, a presentation of “Methodical recommendations on the integration of gender approaches into the system of training specialists for the security and defence sector of Ukraine” was recently held. These guidelines are an example of the institutionalization of gender approaches in the educational process of higher education institutions, which, in turn, corresponds to the Program of the Government of Ukraine on gender mainstreaming in all programs, policies and regulations and the National Action Plan to implement UN Security Council resolution. 1325 “Women, peace, security”.

Guidelines for the implementation of gender approaches in the process of training specialists in higher education institutions of the security and defence sector – an effective mechanism for including in the training of security and defence sector of Ukraine the principle of equal rights and opportunities for women and men.

The text of the methodical recommendations has been translated into English both for the training of domestic specialists in foreign languages and for the dissemination of experience gained in other countries, which will help strengthen Ukraine's position in the international arena, in particular, in NATO.

Institutionalization of gender approaches in the educational process of higher education institutions of the security and defence sector of Ukraine on positioning of methodological recommendations as a component of a complex process containing other tools and measures, in particular, holding an international scientific-practical conference on gender issues at the National Academy of State Border Guard Service of Ukraine named after

Bohdan Khmelnytsky (2018, 2019, 2020, 2021) “Implementation of gender policy at the current stage of development of the security and defence sector of Ukraine: status, problems, prospects”.

In Ukraine, the main goals of implementing the principles of gender equality in the educational process of higher education institutions can be considered:

- raising awareness and understanding of gender equality issues and related concepts, language, provisions of international and domestic law;

- supporting changes in behavior and attitudes towards gender equality;

- capacity building and organization of processes necessary for the formation of a more gender-responsive organizational culture;

- providing participants with the skills needed to properly ensure the effective integration of gender equality issues at all stages of the gender competence cycle, thereby expanding the core efforts of higher education institutions and their capacity to achieve key gender goals;

- promoting the integration of gender equality issues into educational programs;

- promoting gender equality.

For a systematic understanding of the issues and ways to implement the principles of gender equality in the educational process of higher military educational institutions, it is also important to take into account the educational and praxeological importance of gender mainstreaming. The result of gender mainstreaming in curricula should be not only the formation of gender competence of personnel and management of the security and defence sector of Ukraine, but also the development of gender mentality, which is the key to the perception of Euro-Atlantic values.

The effectiveness and efficiency of such activities largely depends on the extent to which these issues are integrated into institutional policy, internal organization, ensuring common approaches and requirements.

This means that gender issues are excluded from the sphere

of social policy only and are issues of strategic development of the security and defence sector, which must be taken into account in both practical and scientific-educational activities.

In the development of initiatives implemented by public and international organizations, the Ministry of Education and Science of Ukraine is fulfilling its obligations within the framework of the international initiative “Biarritz Partnership for the Promotion of Gender Equality”. On August 25, 2019, under the chairmanship of French President Emmanuel Macron, the leaders of the Group of Seven (G7) countries at the summit in Biarritz (France) established the Biarritz Partnership. The aim of this partnership is to consolidate the efforts of the international community and strengthen accountability to achieve equality between women and men.

In particular, at the initiative of the First Lady of Ukraine Olena Zelenska last year, on September 11, Ukraine received the official status of a member of the Biarritz Partnership – an international initiative of equal rights and opportunities for all.

Stereotypes about the role of women and men need to change, starting with education. That is why the Ministry of Education and Science of Ukraine is one of the subjects of the international initiative “Biarritz Partnership” and fulfills its obligations to promote gender equality.

According to the Partnership Action Plan approved by the Government, the Ministry of Education and Science of Ukraine is responsible for ensuring the pervasiveness of the principles of gender equality in education, which provides for:

- development of barrier-free public space, friendly to families with children and low-mobility groups;

- teaching children the principles of equality between women and men;

- prevention of violence;

- reducing the pay gap between women and men;

- creating greater opportunities for men to care for children, in particular in Ukraine, men were given the right to take maternity leave at the birth of a child;

development and approval of the Strategy for the implementation of gender equality in the field of education until 2030;

introduction of anti-discrimination examination of educational content.

In particular, one of the areas of work within the Biarritz Partnership is to ensure comprehensive integration of the principles of gender equality in education, accordingly, for 2021 it is planned to develop and approve a Strategy for gender equality in education until 2030, strategy. All these steps are a good start in the direction of equality, breaking stereotypes and creating equal opportunities for everyone.

The unresolved gender problems of Ukrainian society are further complicated by the presence of armed aggression and the temporary occupation of part of the Donetsk and Luhansk regions, the Autonomous Republic of Crimea and the city of Sevastopol by the Russian Federation. Cases of sexual violence related to the conflict have been reported. The hybrid aggression of the Russian Federation promotes the active use and promotion of gender stereotypes in order to marginalize human rights, radicalize society through gender equality and create obstacles to women's participation in social and political life, including in the security and defence sector. In the context of hybrid aggression, erroneous manipulation is used, which gender equality poses a threat to traditional Ukrainian values.

In particular, the COVID-19 pandemic not only significantly affects the global financial and economic system, but also has a significant impact on human rights and gender equality. According to previous experience, women and men experience the effects of crisis differently. Women, particularly the most vulnerable (unemployed, self-employed women, women with disabilities, elderly women), suffer the most from loss of economic opportunities and deteriorating health.

The accumulated experience of foreign countries in solving the problem of gender inequality can serve as a basis for the formation of practical recommendations for Ukrainian higher education institutions in the security and defence sector.

As a result, the introduction of gender courses and topics in the educational process of higher education institutions, in particular with specific learning conditions, will help students (cadets) understand gender theory, gender stereotypes that affect self-realization, the ability to use this knowledge in practice, notice gender inequality, be able to analyze and solve gender problems, as well as the ability not to apply gender discriminatory practices in their behavior.

Conclusions

The development of state gender policy in all areas requires strengthening the expert and educational potential with a high level of gender competence. This requires not only access to knowledge about gender issues, but also the development of skills of presenting information in different audiences, the ability to overcome barriers to rejection, based on stereotypes.

Therefore, working on changes in the law enforcement system, without taking into account the gender perspective, means a loss of potential for further reform of the law enforcement system and its achievement of European standards.

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GENDER EQUALITY: STEREOTYPES AND REALITIES IN THE ARMY

Gender inequality is still one of the basic violations of human rights, which in the vast majority of cases is manifested in the restriction of women's rights, opportunities and interests, in particular in terms of access to resources and decision-making. To a large extent, these relations of inequality are due to the influence of stereotypes that define different social expectations about the roles, functions and powers of women and men. One of the consequences of the unequal distribution of power relations is gender-based violence, the causes of which are directly related to the subordinate position of women in the hierarchy of family relations and in society as a whole. Therefore, overcoming gender inequality is possible only if the worldview of all citizens is gradually transformed, men are involved equally with women, to promote gender equality, implement measures to combat and prevent violence against women.

Keywords: *gender equality, stereotypes, Armed Forces of Ukraine, male, female.*

Introduction

Problem statement. Gender inequality is one of the main violations of human rights, manifested in unequal opportunities for

women and men in various spheres of public life, including political representation and participation in decision-making, economic opportunities and access to resources, and powers at the family level and vulnerability to discrimination and violence. The reasons for the unequal distribution of powers between women and men should be sought in patriarchal norms, which assign to members of different sexes certain social roles and patterns of behavior acceptable to society. In the past, recognizing these issues and promoting gender equality was seen primarily as a “women’s issue,” and gender programs focused on improving the situation of women. At the same time, the promotion of gender inequality is possible only if the worldviews of all citizens change, so in recent decades the need to involve men in promoting gender equality, including active participation in policies to combat and prevent gender-based violence, has become increasingly recognized.

One way to start a discussion about the role of men, their responsibilities and potential in promoting gender equality is to study the culture of masculinity, which identifies and reinforces dominant roles, patterns of behavior and attitudes of men. Applying this approach means recognizing that the process of forming a male identity is under constant pressure from society, which requires compliance with certain guidelines and expectations. Men’s socialization begins in early childhood and is influenced by many, including the upbringing and inherited experience of marital relationships in the parental family, school environment and peer relationships, labor market relations, information environment and media. Common norms of male behavior also determine certain social expectations regarding the character traits, attitudes and lifestyles of modern men, which are not always favorable for their social well-being and quality of life. In particular, aggression and violence are often perceived by most people as negative aspects male masculine identity.

The results of a study conducted by specialists of the NGO “Ukrainian Center for Social Reforms” and the United Nations Population Fund (UNFPA) in Ukraine were used.

Analysis of the recent research and publications. Various scientists have investigated the problem of gender equality. K. Hazel and K. Kleyman [1] have paid attention in their works to gender and sex inequalities, problem of reducing the gender gap in STEM careers was raised by E. Santos, A. Albahari and S. Díaz [2], masculinity problems were described in the work of S. Tang and D. Tang [3], D. Infante Vargas and K. Boyer [4] investigated gender-based violence against women, family issues and children upbringing were base of research papers of H. Bonache, V. Carballo, A. Chas and N. Delgado [5], C. Paechter [6], D. Khor and S. Kamano [7]; gender-based issues during pandemics were studied by K. Standish and S. Weil [8], L. Walter [9], A. Fernandez Puente and N. Sanchez [10]; gender problems in education were investigated Y. Feniger, O. Mcdossi and H. Ayalon [11], Ch. Sung [12].

Aim of the research – is to investigate stereotypes and realities in the army on gender equality and to analyse the problems of gender equality implementation within the frames of military environment.

Main part

With the adoption of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” and a number of other laws and regulations, Ukraine began a systematic development of a national mechanism for gender equality aimed at implementing international legal standards. The national mechanism for the implementation of gender equality contains two main elements: legal and institutional. The current system of subjects of this mechanism, forms and methods of their activities, methods and tools for gender equality are quite extensive. It is worth paying attention to the achievements in this direction in the security and defence sector of Ukraine. In particular, the Ministry of Internal Affairs of Ukraine faced a set of tasks and functions for the introduction of the gender component in the work of management, personnel, structural units, missions and operations, higher education institutions with specific training conditions. Like many foreign countries, Ukraine has

significant achievements in this area, as well as certain problems caused by a lack of understanding of gender terminology, the difficulty of overcoming gender stereotypes and attitudes, and so on. Why is the implementation of gender equality important for the security sector? For the effective implementation of law enforcement functions, it is important to recognize and respond to the different needs of women, men, boys and girls as members of the population with whom we have to work. It is equally important that the profession of law enforcement officer should be equally accessible to both women and men, ensuring equal treatment of women and men as professionals. If women and men are represented on an equal base in the security sector, it has more public confidence and acts more effectively through access to a wider range of skills and experience. Women often bring better communication skills, the ability to reduce stress more effectively in violent situations, and minimize the use of force.

Advantages of gender equality for the security sector are: representative staff in the security sector; efficiency in responding to the needs of the population; providing citizens with qualified services; effectiveness of the safety of men, women, girls and boys; minimization of problems with gender discrimination and sexual harassment at the workplace; ensuring higher trust from the population; formation of a non-discriminatory culture in the security sector; compliance with international and national commitments in the field of gender equality.

The reform process should always include the introduction of new approaches to any public body activities, as well as the assessment of the gender impact of this process. The assessment of gender impact at the security sector reform is extremely important and should be aimed at achieving results in: identifying the organizational resources available to address gender issues, such as skills, knowledge, authority, policies and procedures; identifying the needs of women, men, girls and boys in communities, the satisfaction of which will have a positive result; identification of training and equipment needs; obtaining basic data on the basis of which progress

can be monitored and evaluated; demonstrating to staff their interest in improving working conditions and providing equal opportunities; understanding the reasons for dismissal for men and women; taking into account the achievements of existing best practices in maintaining equal opportunities in the processes of employment, retention and promotion for women and men; demonstrating to the local community, government and other stakeholders a willingness to respect human rights, the principles of gender equality; strengthening partnerships with communities, providers of additional services; development of realistic goals and practical strategies for a deeper understanding of gender aspects. Modern state policy of Ukraine is aimed at achieving equal rights and opportunities for women and men in society, including necessity to avoid all forms of discrimination and realization of each person regardless of age, gender or social or political background. The creation of effective mechanisms for achieving gender equality and effective management of gender processes by the state will help to increase competition in the labour market, which will ensure the economic development of the state and increase its intellectual potential.

The Ministry of Internal Affairs has managed to strengthen the role of women in security sector institutions by amending regulations and reducing barriers to womens' participation in all areas of the security sector. Today more than 450 positions are opened; we have a woman – a diver, a woman – the head of the canine service, a woman – a chemist, the first woman – a general of the National Police. Taking into account the physiological properties, the standards for admission of girls and boys to higher education institutions of the security sector have been equalized. Women have been granted the right to participate in qualifying examinations for the right to wear a Beret with honours in the National Guard of Ukraine, which was previously prohibited. Official investigations in the National Guard of Ukraine, which is a military formation, shall be conducted with the involvement of specialists on the issues of gender mainstreaming of military administration bodies in order to avoid discrimination on the grounds of sex.

In 2018, the law provides persons of both sexes with equal opportunities to perform military service and study at military educational institutions of various levels. This meant not only equal access to positions and military ranks, but also equal responsibilities in the performance of military service. The changes culminated in a long struggle for women's rights as equals in the security and defence sector. Statistics show how a woman integrated into the Ukrainian army.

Almost a quarter of the total number of the Armed Forces has a female face.

In Ukrainian society, a serviceman is already perceived calmly, not as a phenomenon – but as a professional. During the war, women demonstrated the indispensability of defending the country. And now more than 30 thousand women serve in the army in various specialties. At this stage, it is important to resolve all issues, especially in the military, because most of them are gender-based.

Currently, more than 58,000 women serve in the army in various specialties and approximately 30,000 of them are servicemen; others are employees of the Armed Forces.

Since 2016, the Ministry of Defence and the Armed Forces have adapted about 300 military facilities to the needs of women. The latest example is the construction of an improved barracks for women at the Shiroky Lan military battle camp to provide more comfortable living conditions during training.

War does not distinguish between sexes. Currently, more than 10% of women (from the total number of personnel involved) from among the servicemen and employees of the Armed Forces are involved in the forces in Luhansk and Donetsk regions.

During the Joint operation forces 227 women have received state awards. Unfortunately, 10 of them are posthumous. About 10,000 women have the status of combatants.

The number of women in the army has always been less than men. This is understandable – the stereotypical vision of the military profession as a strong man in uniform from childhood is rooted in society. Educational programs always contribute to this, because often

the parents themselves prefer to give the girl to dance or draw, rather than in sports. In some places, this attitude deprives the child of the natural choice of a certain profession in the future. And then, when it comes to this, the smartest child, with the motivation and desire to learn military affairs, can not pass the standards. That is why it is important to comprehensively develop a child from an early age – to give him the opportunity to try himself in various activities. There are girls who appreciate it. As a rule, such people aspire to serve in law enforcement agencies.

Gender equality is not an equalization of the quantitative ratio in the selection of personnel, as some think, but an increase in the operational capacity of the Armed Forces due to the diversity of specialists. In a professional army in the first place – are professionalism, psychological and business qualities of the person. One should take into account the motivation – why this person goes to the army. When a commander selects personnel, he must see the candidate's compliance with certain principles required by a position. The gender approach demonstrates that mixed teams are more effective due to the diversity of experience, knowledge, skills and some positive influence of women on men and vice versa. When a commander selects personnel not on the principle of a woman – man, but only on the basis of professional qualities. If a woman wants to be a diver, she can do it if she meets the level of physical and professional training. And this is equality – to have the right to choose and the opportunity to exercise it, regardless of whether you are a man or a woman.

Nowadays gender norms and stereotypes exist in society as reality of our life. Despite the fact that the concept of gender equality has long been part of the legislative and institutional environment of Ukraine, citizens are not always aware of the content of this concept or correctly interpret its meaning. “Gender equality is equality between women and men”, – typical man opinion. Do we have problems with this aspect in our country? They also say: “Our women have not only all the opportunities and rights provided by the state, they are also supported by men in everything ... they try to get out of their own skin to please a woman”.

Quite a large number of citizens identify the guidelines of gender equality with the purely formal aspect of ensuring equal rights for women and men and, accordingly, do not see any particular problems in the possibilities of their implementation in real life. In particular, 41% of men agreed that gender equality in Ukrainian society as a whole has already been achieved.

At the same time, 29% of them supported the view that the promotion of gender equality will benefit more wealthy people who have more opportunities to enjoy its benefits (table 1).

Table 1

Attitude of men towards regulations of gender equality,
% respondents

Statement	Completely agree	Rather agree	Rather disagree	Completely disagree	It's difficult to answer
Gender equality is achieved	10	31	27	9	23
When women obtain rights they take away the men's rights	3	9	36	48	5
When women work they take away men's working places	2	8	39	48	3
Mainly wealthy people have benefits from gender equality promotion	8	21	25	14	32

Source: developed by the authors.

In general, it is noteworthy that the level of awareness of citizens about the guidelines of gender equality among the population remains low: a significant number of respondents could not determine their own attitude to these issues or did not have their own opinion on this issue. Although the vast majority of men have shown an unbiased attitude to women's empowerment, one in ten still agrees with the stereotypical assertion that women's rights restrict men's rights and women who enter the labor market take away working places. The vast

majority of these respondents were older men. On the positive side, most men were impartial in their perception of women's professional qualities as employers.

About 80% of respondents agreed that women can be as skilled in their field as men, perform their job just as well, and should receive equal pay for men for work of equal value. At the same time, 82% of men surveyed are convinced that the labor market is divided into certain "female" and "male" professions, and 40% of respondents generally agree that men are better businessmen than women. These perceptions form the preconditions for strengthening gender segregation of employment, which leads to the concentration of women's labor in lower paid economic activities and in less prestigious positions, and the strengthening of gender inequality in society. The under-assessment of women's entrepreneurial potential also identifies the constraints that women's businesses may face in accessing financial resources and development programs. The statement about the opportunities for women's public and political activities was supported less by respondents. Three quarters of those polled have agreed that women can be as good community leaders as men and should have the same chances of being elected to political structures. Half of the respondents generally supported the statement that men are better political leaders than women. The share of women in management positions is still disproportionately low: they make up only 30% of managers of enterprises and organizations that are legal entities. Only half of men in general supported the idea of guaranteeing a fixed share of positions for women in the Government or Parliament (table 2), as well as in management positions in large organizations and companies.

At the same time, a quarter of respondents categorically did not accept these approaches to the promotion of gender equality, another quarter of respondents did not have their own opinion on this, which indicates a lack of interest in gender issues.

Table 2

Attitude to men and women opportunities realization in society,
% respondents

Statement	%
Men are better businessmen than women	40
Men are better political leaders than women	51
Women should have the same chances to be elected to political institutions as men	73
Women can be as good community leaders as men	74
Women and men with the same qualification can do their work equally	79
Women must get equal salary as men for the job of equal value	81
There are definite “male” and “female” jobs	82

Source: developed by the authors.

Almost 70% of respondents believe that the most important role of a woman is to take care of her own home and cook for her own family. Many men continue to associate the social purpose of women with the functions of housewives, who have to give birth to children, raise and care for them. For example, 63% of respondents said that caring for babies, namely changing diapers, bathing and feeding, was a woman's responsibility, and a third said that men did not know how to take care of babies at all. Only half of the respondents supported the opinion that men in general should be involved in housework on a par with their own wives, but the personal experience of the respondents demonstrates completely different realities of the distribution of family responsibilities. In this context, young people (18–24 years old), men with higher education and urban people who were less inclined to support stereotypical allegations looked more progressive. Traditional expectations about social roles are also supported by masculinity, which is associated with perception of the dominant role of men in family decision-making and family security. Two-thirds of respondents of the survey were convinced that men should make the final conclusion; a third of them believe that a husband is worthless if he earns less than his wife. The youngest respondents were especially categorical in this issue, almost half of whom perceived the lower level of men's earnings as a

sign of their inability and unrealized life. It is noteworthy that 28% of respondents agreed that it is much more important for a man to have his own time or hobby, while for women it is enough to have just only family to feel the fullness of life. At the same time, it is positive that stereotypical guidelines for the distribution of family roles of women and men are much less evident in respondents regarding their own children. The vast majority of surveyed men disagreed with the statement that, having limited resources in the family, it will be better to use this money for boys' education, because girls may not need it in adulthood. This fact gives reason to hope for a gradual transformation of public expectations on the situation of women and men in the future. Unfortunately, in issues of family planning, a significant proportion of men have a rather patriarchal view. Although the vast majority of them agreed that spouses or partners should jointly decide whether they want to have children, the responsibility for unwanted pregnancies is laid heavily on women. Rural residents were particularly categorical about family planning, with 41% saying that it was the woman who was responsible for preventing unwanted pregnancies. In addition, one in five respondents supported stereotypes about women's use of contraception, suggesting that this created an undesirable precondition for women's excessive sexual freedom. Summarizing the above mentioned results of public opinion research, it should be noted that the formal recognition of equality between women and men in society is combined with strong ideas about the relationship between the priorities of private (family) and public (social) life and roles of women and men. In practice, these expectations not only strengthen barriers that limit women's life choices, but also have a negative impact on men's lives. Appropriate social pressures to comply with generally accepted masculinity guidelines lead to an excessive psychological burden on men who feel personal responsibility for the well-being of the family and a deliberate disengagement from family responsibilities and the upbringing of children, much of whom depends on the feeling of subjective well-being, satisfaction with one's own life and emotional well-being.

Speaking about awareness of gender-sensitive legislation and

policies, it should be noted that international observers emphasize that Ukraine has developed progressive legislation and an institutional environment governing gender equality. The country has acceded to fundamental international instruments proclaiming equal rights for women and men and non-discrimination on the grounds of sex, and reports regularly to the world. At the national level, a number of State Targeted Social Programs for Gender Equality have been implemented, and the issue of equal rights and opportunities for women and men has been included in the national development agenda. Back in 2005, the Law of Ukraine “On ensuring equal rights and opportunities for women and men” was adopted, which defines the main directions of national gender policy, introduces gender mechanisms at the national level and prohibits gender discrimination. Many additions to gender mainstreaming have been made to a number of regulations on family law, education, political representation, and employment. Finally, the Law “On principles of preventing and combating discrimination in Ukraine” (2012) defined forms of discrimination, including on the grounds of sex, and outlined mechanisms for preventing human rights violations. Nevertheless, the level of public awareness of gender-sensitive legislation and public policy provisions aimed at ensuring equality between women and men remains relatively low. According to the survey, only 30% of men were aware that the country has legislation on gender equality. More than half of the respondents did not know the answer to this question, and one in nine was convinced that there is no special law guaranteeing equal rights and opportunities for women and men in the country. Assessing the gender sensitivity of family law, half of the respondents expressed the belief that domestic laws governing marriage and divorce are more favorable for women. Only 27% of men acknowledged that marriage law does not favor either women or men; at the same time, the share of respondents who rated marriage laws as gender-neutral was slightly higher among men with higher education. According to a large number of respondents, a separate problem of family law is related to the bias against men in matters of child custody after divorce. The vast majority of men (61%) were

convinced that the laws governing these issues work in favor of women, because usually court order defines that children should stay with mother. Only 16% of respondents agreed with the statement that guardianship legislation is gender-neutral. A significant number of men were unable to answer questions about marriage and family law, which indicates a low level of legal literacy of citizens, their ignorance of the basic legal aspects of family relations. This can lead to vulnerability of citizens to violations of their rights, while ignorance of existing protection mechanisms can limit access to legal support in resolving disputes. In the context of assessing the attitude of the population to gender norms and stereotypes, it is worth taking into account the problem of study the citizens' awareness about programs aimed at protecting workers with family responsibilities. In general, domestic legislation guarantees Ukrainian women an extensive system of social protection measures at childbirth. In particular, they are entitled to paid maternity leave with a mandatory minimum of 70 days before the birth of a child and 56 days (in the case of a health problem – 70 days) after the birth of a child. At the end of this period, the mother (or father) can take up to 3 years of childcare leave (in certain cases, when the child's state of health requires it – up to 6 years); she (he) is also guaranteed to preserve the working place in office during the holidays. Childcare leave may also be used in full or in part within the prescribed period by other relatives who are actually caring for the child, or by a person who has adopted or taken custody of the child. At the same time, men's instructions to formalize childcare leave until the child reaches the age of 3 remain so rigid that many of them are not at all interested in the opportunities offered by the legislation. Thus, less than half of the respondents (46%) knew that a father has the same right to take childcare leave until he reaches the age of 3 as his mother. At the same time, 8% of men were convinced that such legislation does not exist in the country at all; the rest of them did not know the exact answer to this question. The lack of interest of men in the registration of leave to care for a newborn child is well illustrated by the following data. Less than half of the respondents (44%), who generally knew about the possibility of leave, could determine its

permissible duration. One third of men could not answer this question at all, the rest of them tended to significantly underestimate the norms of labor law, assuming that childcare leave for a man can last no more than a year, several months, or even one month. Such public expectations determine the absence of this question of harmonization of professional employment and family responsibilities of the father in the domestic legal field and institutional environment, while most measures of state policy, advocacy and initiatives of the social partners are aimed exclusively at protecting employment opportunities.

Among the recent legislative initiatives to promote gender equality is the development of the “Law on prevention and combating domestic violence”, which was adopted in late 2017 after a long advocacy campaign. According to the law the criminalization of domestic violence is provided, the application of a comprehensive approach to combating this social problem and the expansion of tools to combat violence and protect victims are determined. Despite the large-scale information activities that were accompanied by the finalization process, only 30% of the respondents were aware of the existence of special legislation on domestic violence in Ukraine. The other men said they knew nothing about it. The attitude of informed citizens to the new legislation remains rather skeptical. In particular, more than half of men believe that these laws will not provide adequate support for victims of violence, and almost a third of them are convinced that the application of their provisions may lead to increased stigma for affected women, and therefore cause them new suffering. The view of a certain bias in domestic violence legislation against men is also quite widespread: according to opinion of 44% of respondents, it makes it much easier for women to bring charges that may not always be valid. Finally, almost one in five people think that the law is too harsh for offenders. Support for the latter statement was greater among rural residents and older men. There is also a view of a certain bias in domestic violence legislation against men: according to 44% of respondents view, it makes it much easier for women to bring charges that may not always be valid.

Conclusions

In order to fill information gaps in the understanding of behavioral attitudes and attitudes of men towards gender equality, a special sociological survey was conducted at the initiative of UNFPA, based on the approaches of the International Survey of Men on Gender Equality, adapted to the local community. The survey covered the specifics of children's experiences and modern marital relations of men, the distribution of powers in households and attitudes towards parenthood, the perception of gender norms, awareness of legislation on gender equality and attitudes towards gender-based violence.

The process of formation of male identity is under constant pressure from society, which makes demands on the compliance of men with certain expectations and norms of behavior. Men's socialization begins in early childhood and is affected by a variety of influences, including parenting and parenting experiences, the school environment, peer relationships, and ways of presenting information in the media.

The family remains the main center where ideas about the roles, responsibilities and powers of women and men in society are formed and consolidated. According to the results of the study, among Ukrainian men there are stable expectations about the models of marital relations, distribution of powers and responsibilities in the household. In particular, the main standard that a man must meet is the ability to provide for his own family. It is obvious that the discrepancy between expectations and the real circumstances of family life can lead to disappointments, stressful situations and, as a consequence, interpersonal conflicts in the family. On the positive side, the survey results show a gradual transformation of gender norms among young men. Amount number of youth (18-24 years) expressed the belief that all family affairs should be carried out together, or equally distributed between husband and wife.

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PECULIARITIES OF PSYCHOLOGICAL ADAPTATION OF SERVICEMEN OF THE STATE BORDER GUARD SERVICE OF UKRAINE: GENDER ASPECT

The current situation at the state border of Ukraine is characterized by the intensification of cross-border organized crime, the continuation of combat operations in the east of the country, which determines the specificity of this type of professional activity. The professional activity of border guards can be investigated as law enforcement activity in special conditions, which forms the basis of the national security system of the state in the field of defence and protection of the state border of Ukraine. There is a decline in polarization and inequality of women and men not only in legal and

psychological, but also in professional aspects in the modern world. Thus, the system of gender distribution of labour is collapsing, changing perceptions of occupations “only for men” and “only for women”. Modern women work in law enforcement agencies, successfully adapt to the system of professional requirements and effectively perform professional activities in which men have traditionally been dominant. The professional activity of a border guard is associated with the influence of extreme factors, which, if the mechanisms of personality stability are insufficiently developed, can lead to disorders of adaptation and a decrease in the level of success of professional activity. Depending on the strength of the factor and the individual characteristics of the subject, a state of long-term maladaptation can lead to disorganization of behaviour and activities. Thus, effective adaptation to the peculiarities of service in the State Border Guard Service of Ukraine is a guarantee of professional success of border guards, which necessitated the study of psychological indicators of adaptability and options for professional adaptation of border guards to qualify for professional selection, training and psychological support in the profession taking into account the gender aspect. During the study conduction we have found that the personal characteristics of a border guard regardless of gender are: high motivation, independence, perseverance, sociability, responsibility and self-criticism, the ability to control their emotions and navigate well in an emotionally tense situation, high self-control.

Keywords: *State Border Guard Service of Ukraine, servicemen, law enforcement activity, psychological features, adaptation, maladaptation, gender aspect.*

Introduction

Problem statement. It should be noted that one of the most important features of professional activity of servicemen of the State Border Guard Service of Ukraine is their relative professional independence with a high level of personal responsibility for decisions they make and their implementation, which requires a high level of professional adaptability, mental and emotional stability, determination, courage, self-confidence.

Analysis of the recent research and publications. A characteristic feature of the professional activity of servicemen of the

State Border Guard Service of Ukraine is its diversity in terms of functional responsibilities and high variability of professional tasks. All this requires from the servicemen of the State Border Guard Service of Ukraine high psychological stability of the individual. That is, the result of the influence of extreme factors of professional activity is mediated by the stability of the individual. All this causes quite high requirements for the adaptive capabilities of servicemen of the State Border Guard Service of Ukraine.

The research of professional activity of the person in extreme conditions of activity were devoted many scientific works, in particular psychological features of the organization of law enforcement activity in special conditions were studied by O. Bandurka, V. Barko, O. Mateiuk, O. Safin and others, professional qualities and psychological readiness for professional activity were studied by V. Zhuravliov, V. Lefterov, O. Timchenko and others, problems of interpersonal communication (O. Bondarenko, O. Volobuieva and others).

Some problematic issues of gender policy in the Armed Forces of Ukraine are reflected in the works of such scholars as O. Volobuieva, N. Dubchak, O. Diachenko, N. Klymenko, V. Krotkykova, V. Maliuha, O. Oliinyk, V. Nopalskyi, Yu. Kalahin and others.

The gender aspect of servicemen's adaptation to professional activities has also been covered in some scientific papers E. Abramov, O. Burchak, R. Zhylenko, A. Inozemtsev, T. Inozemtsev, N. Klymenko, Ya. Matsehora and others.

Also, there are enough scientific works that cover problems of gender issues and not only by foreign scientists but also by domestic ones. Gender issues began to be actively discussed at the end of the last century. Thus, H. Heimas investigated psychological differences of men and women, McKee, Sheriffs and E. Iliin worked on severance of qualities of men and women. Prentice, Carrance studied typical and not typical characteristics for men and women from the gender stereotype point of; aesthetic gender peculiarities were revealed in works of E. Zuiko and R. Eruslanov; Henri Luis

Manken – stereotypy of male thinking; Marsel Ashar thought that thought of women is happening in the process of speaking; K. Benboy investigated gender advantages of mathematical abilities and logical thinking; D. Hrynder, R. Bendler, D. Sharp, K. Yung studied styles of thinking and compared them with constitutional peculiarities of person; N. Brahina, T. Dobrohotova, R. Zenhauzen, S. Sprynher, studied influence of “interhemispheric asymmetry” at person’s style of thinking; H. Molohina worked on age gender peculiarities of style of thinking.

Gender research – is the direction of research in sociology, history, psychology and other areas of knowledge, the basis of which, along with others, the principle of difference between a man and a woman is laid down. The term “gender” was introduced by the American researcher J. Scott in the mid-1980s. She considered the concept of “gender” as a category of historical analysis, which, in contrast to the concepts of “sex” with its biological and “gender” with its grammatical fillings, emphasizes precisely those differences between men and women, which are formed under the influence of the peculiarities of social activity of members of different sexes and ultimately determine the uniqueness of their social behaviour. The emergence of gender studies was due to the changing role of women in society in the late twentieth century and became a kind of response to the powerful movement of feminism [1].

Yu. Kalahin conducted a sociological study of the content of socio-professional potential of the personality of a serviceman of the Armed Forces of Ukraine in the context of gender analysis. Thus, the results of this study indicate that women servicemen are not inferior to men, and some of them are higher than men. The results of the analysis of subjective and objective characteristics of the socio-professional potential of the personality of women servicemen showed that their professional component is harmoniously combined with the social one. Yu. Kalahin points out that a female serviceman is a harmonious type of a serviceman’s personality, which is characterized by a balance of professional and social components in the structure of socio-professional potential [2].

R. Zhilenko considered the issue of social adaptation of servicemen in his research. Thus, the author in his work summarized the views of domestic and foreign researchers on the formation of a model of social adaptation of servicemen and identified the main approaches to understanding the process of social adaptation of servicemen in modern domestic scientific literature [3].

Taking into account the current situation on the territory of Ukraine, the issue of clarifying the specifics of women's participation in hostilities in the area of the Joint Forces (JF) / Anti-Terrorist Operation (ATO) has become relevant.

Thus, L. Petrova and O. Panfilov in their work covered the issue of the role of women in combat operations in the anti-terrorist operation / Joint Forces operation identified the advantages and disadvantages of women as a serviceman. The results of this study showed the spread of gender-determined stereotypes that structure military activities into men's and women's. But the army needs an effective, consistent, financially secure gender policy that would correspond to modern world trends in the humanitarian sphere, would promote the maximum realization of the social potential of Ukrainian women and men in improving the state's defence capabilities and combat readiness of its army [4].

N. Yurieva investigated the influence of psychological characteristics of female servicemen on the result of performing combat missions during service in the National Guard of Ukraine. The results of this study showed that in order to master the military specialty it is necessary to have an average level of development of intellectual abilities, but this level of intelligence should increase during the period of professional development.

In addition, we must pay attention to the features of the nervous system, communication and socialization, which have a significant impact on the adaptive abilities of female servicemen, which is why there is a need for sufficient development of these adaptive abilities in female servicemen at the stage of professional implementation [5].

I. Prykhodko, N. Yurieva, Ya. Matsehora conducted a

theoretical generalization of scientific sources on the study of problematic issues of women in professional activities. The authors' theoretical analysis of scientific sources showed that today formed a modern gender theory – is a system of scientific views on the relationship, status of women and men, their social life and life experience, their acquisition and implementation of socio-role characteristics and features.

Also, during the study, the authors found that the most problematic issues in the professional activities of women servicemen are:

- combining service with home responsibilities;
- the contradiction of the positive influence of psychophysiological features of women on the quality of their professional duties;
- the problem of adaptation to the conditions of activity in the male environment;
- social and legal protection of women;
- conflict of interest between patriotic duty and the opportunity to have a child;
- sexual harassment at work [6].

One of the areas of gender policy in Ukraine is the granting of the right to women to study at the departments of military training of higher education institutions, and after its completion to receive the rank of officer and pursue a military career.

A. Inozemtseva and T. Inozemtsev in their scientific work outlined the main aspects of the gender component in the educational process of the departments of military training of higher education institutions and provided their theoretical substantiation. Thus, according to the authors, today Ukrainian women have access to training at military training departments of higher education institutions on an equal rights with men according to the list of specialties in which they can later serve in the army as senior officers. The maximum career advancement they can count on is the rank of lieutenant colonel [7].

O. Androschuk and O. Lutskyi analysed the research of the

gender aspect in the military sphere in their work. The authors note that in many studies concerning the formation of the readiness of future officers for service, there is a comparative analysis of the personal characteristics of male and female servicemen. According to scientists, it is necessary to scientifically regulate the conditions and nature of women's military service, taking into account their psycho-physiological characteristics, which would minimize the negative aspects of women's military service and preserve their health [8].

V. Barko and O. Smirnova studied the peculiarities of gender equality in the activities of the internal affairs bodies of Ukraine at the present stage of development of society on the basis of the analysis of domestic and foreign scientific, scientific and publicistic sources.

The authors propose to understand gender equality in the activities of law enforcement agencies of Ukraine as equal rights and opportunities for employees of this structure in the implementation of law enforcement and human rights functions in accordance with current legislation, regardless of gender [9].

The issue of improving the organizational culture of the gender-sensitive environment in the context of higher military education is extremely relevant today. O. Volobuieva considers gender competence as an important part of the professional competence of the leader, i.e. the ability to perform professional duties at the level. As part of this topical issue, the author explored the military leader's ability to create a gender-sensitive environment. According to her, the leader should be able to influence the consciousness of the individual, increase awareness, knowledge and practical skills and habits on gender issues, sharing information, experience and methods. It is extremely important for managers at all levels to understand gender issues and be able to analyse the relationship between male and female subordinates [10].

However, these studies focused on the gender component during the adaptation of servicemen in higher education institutions or the social adaptation of this category.

However, despite the fact that gender issues are widely covered in various fields, the gender issues of military activity, in particular the issue of adaptation to the professional activities of servicemen of the State Border Guard Service of Ukraine remain insufficiently studied.

As mentioned above, the specifics of the professional activity of servicemen of the State Border Guard Service of Ukraine is the presence of extreme factors, the impact of which in case of insufficient development of mechanisms of stability of personality leads to reduced performance, negative personality changes and psychosomatic disorders in the process of professional adaptation. The analysis revealed the need to conduct a study of professional adaptation of servicemen of the State Border Guard Service of Ukraine, taking into account the gender approach.

Aim of the research. The purpose of this article is to highlight the results of a study of professional adaptation of servicemen of the State Border Guard Service of Ukraine, taking into account the gender approach.

Main part

To achieve the objectives of this study and confirm the hypotheses, an analysis of gender differences in personality traits, value orientations and the current mental state of servicemen of the State Border Guard Service of Ukraine working in extreme conditions.

To solve this problem Minnesota Multiphasic Personality Inventory (MMPI), Kettell test (questionnaire 16 RF), individual-typological questionnaire (ITZ) and others were used.

The object of the empirical study was 85 servicemen of the State Border Guard Service of Ukraine aged 22 to 45 years. There were 50 men (58,83%) and 35 women (41,17%).

At the time of the study, the average term of service of servicemen was 6,8 years (1-13 years) for men and 7,3 years (1-13 years) for women.

The educational level survey showed that 4,0% of male

servicemen and 5,7% of female servicemen have completed general secondary education; 18,0% of male servicemen and 31,5% of female servicemen have secondary special education; 78,0% of male servicemen and 62,9% of female servicemen have a complete higher education.

The surveyed groups of servicemen are approximately the same in terms of their marital status: 20,0% of men and 22,85% of women are single; 64,0% of men and 62,7% of women are married; 16,0% of men and 14,45% of women are divorced.

The results of the study of personal characteristics of male and female servicemen of the State Border Guard Service of Ukraine with the help of MMPI are shown in table 1.

Table 1

Averaged indicators of MMPI scale

Scales	T-points	
	Men (n=50)	Women (n=35)
1	2	3
I	44,0	45,6
F	56,0	54,2
K	54,0	51,3
1	52,0	57,0
1	2	3
2	58,0	57,0
3	52,0	54,2
4	60,0	62,7
5	54,0	59,8
6	52,0	54,2
7	52,0	54,2
8	56,0	57,0
9	60,0	59,8
0	52,0	62,7

Source: developed by the authors.

All the main and control scales of the analysed profiles are located within the regulatory range, the index F-K corresponds to the

average value of this index for healthy individuals and eliminates doubts about the reliability of the data.

The ratio of control scales in the profiles reflects the tendency of the subjects to emphasize certain psychological problems and conflicts, difficulties of social interaction, existing complaints about health.

This may indirectly reflect an unconscious need for psychological help and support. On the other hand, the T-score on the correction scale (K) objectifies the natural protective reaction in the survey situation, the desire to emphasize the normative nature of social attitudes and behaviour, increased control over speech and emotional reactions, which is characteristic of people with strict regulations, as well as for people with problems of self-affirmation and maintenance of prestige.

The analysis of the averaged profiles of MMPI of men and women of servicemen of the State Border Guard Service of Ukraine revealed personal features that allow performing the researched professional activity, regardless of gender. These include: a high level of achievement motivation, persistence, independence, and sociability, a high level of awareness of existing problems, responsibility and self-criticism.

The analysed profiles of both groups are less pronounced personality traits that prevent confident and flexible behaviour in changing conditions, as well as traits that determine the predisposition to neurotic forms of adaptation.

Identified statistically significant differences ($p < 0,05$) of indicators on the scale of masculinity in the average profiles of male servicemen (54,0) and female servicemen (59,8), allow us concluding that the peculiarity of the adaptation of female servicemen to the extreme conditions of the profession is a pronounced tendency to independence and rivalry, as well as a propensity for risk, which allows you to effectively perform traditionally “male” activities.

Analysis of MMPI results revealed the presence of marked personality radicals in 56,3% of subjects throughout the sample

(44,0% of men and 65,6% of women). This allows us to conclude that successful adaptation to professional activity becomes possible due to the degree of manifestation of certain personality traits to the level of maladaptation. Significant differences ($p < 0,05$) in the representation of maladapted personality traits in male and female servicemen, indicates that the identified trend is more characteristic of the female version of adaptability

The analysis of the results of the 16 RF survey allowed singling out the personal characteristics of a serviceman of the State Border Guard Service of Ukraine, which allow him to perform professional activities regardless of gender. These include: sociability, the ability to control their emotions and navigate well in an emotionally tense situation, courage and high self-control of behaviour. The average indicator of the coefficient of adaptation of male servicemen is $Cad = 1,73$, which reveals the average, it is locating near high level of adaptive abilities, while the average indicator of the coefficient of adaptation of female servicemen $Cad = 0,8$, which shows low, locating near unsatisfactory, level of adaptive abilities.

The use of methods of mathematical statistics revealed significant differences in the average psychological profiles of the surveyed groups of border guards by a factor of 1+ ($p < 0.05$) and an indicator of the coefficient of adaptation Cad ($p < 0.01$). This suggests that female servicemen are more sensitive to external factors and have lower adaptability than men.

Analysis of the results of the study of personality traits obtained using an individual-typological questionnaire, revealed that 72,0% of male servicemen have a manifestation of some individual-typological properties to the level of maladaptation, 100,0% – at the level of accentuation. Female servicemen have a manifestation of some individual-typological properties to the level of maladaptation at 82,65% of subjects, at the level of accentuation – 100%.

Thus, the results allow us to conclude that the successful adaptation to the studied type of professional activity becomes possible due to the manifestation of certain individual-typological

properties to the level of accentuation and maladaptation.

Significant differences ($p < 0.05$) in the representation of maladapted individual-typological properties in servicemen were revealed. Male servicemen have maladapted properties of extraversion and rigidity, while female servicemen have the properties of sensitivity and anxiety.

Thus, we can assume that the condition for adaptation to extreme factors of professional activity of male servicemen is the presence of individual-typological properties of extraversion and rigidity, expressed to the level of accentuation and maladaptation, and female servicemen – the presence of sensitivity and anxiety.

Thus, the empirical study revealed the psychological characteristics of the serviceman of the State Border Guard Service of Ukraine, which allow to perform the researched professional activity, regardless of gender: high level of motivation, persistence, independence, sociability, high level of awareness, responsibility and self-criticism, ability to control emotions and navigate well in an emotionally tense situation, courage and high self-control behaviour.

Also, in order to identify differences in adaptation to professional activities between male and female servicemen, a study was conducted on the gender specifics of the impact of the term of service on the personality of a serviceman of the State Border Guard Service of Ukraine.

To achieve the goal of the study, we identified four groups of servicemen according to the criterion of length of professional experience (see Fig. 1).

The next task of the study was to study the gender specifics of personal characteristics of servicemen with a minimum length of professional experience, using MMPI and questionnaire 16 RF. The analysis of the obtained results revealed the similarity of the psychological profiles of servicemen with the minimum professional experience. Significant differences ($p < 0.05$) in the averaged profiles were identified by a factor of 1+ (sensitivity), which is more expressed of female servicemen.

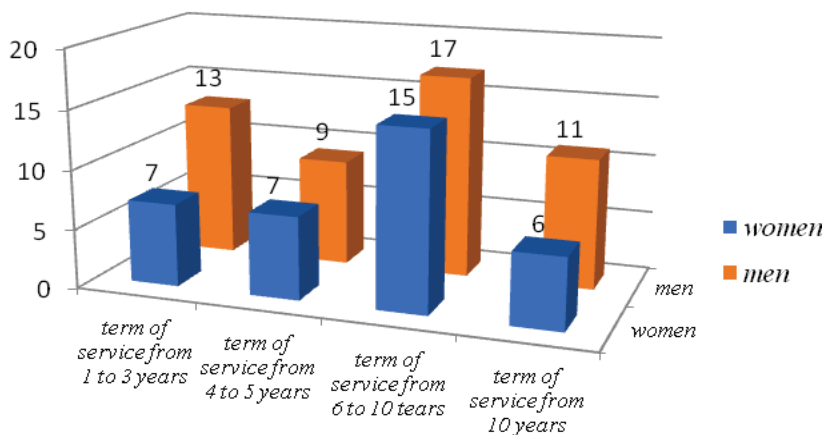


Fig. 1. Distribution of servicemen into groups according to term of service at the State Border Guard Service of Ukraine.

Source: developed by the authors.

Thus, we can conclude that servicemen who choose the research activity as a profession have identical personal characteristics: marked need for communication, ability to be highly active, confidence, positive self-esteem, high motivation to achieve, independence in decision-making, emotional stability, courage, determination, high self-control of behaviour.

The next task was to study the gender specifics of personal characteristics, value orientations and the current mental state of border guards with different professional experience.

The results of the study of personal characteristics of male servicemen with the help of MMPI indicate that the personal profiles of servicemen of the first, second and third groups did not reveal statistically significant differences.

However, it can be noted that the analysis of psychological profiles revealed an increase in hyposthenia tendencies of male servicemen with the studied professional activity of more than 10 years, which provides high behaviour control combined with selectivity in contacts, in contrast to servicemen of the first group.

The study of this category using the 16 RF questionnaire revealed statistically significant differences in the values ($p < 0.05$) of

factors E + (dominance), 1+ (sensitivity), 01+ (radicalism) and 02+ (nonconformist) in the first and fourth groups of male servicemen.

Thus, the analysis reveals an increase in the psychological profile of male servicemen with more than 10 years of professional experience, such features as: independence, focus on their own decisions, analytical thinking, sensitivity to external influences, while servicemen with minimal experience are more impulsive, egocentrism, suspicion, the tendency to worry about possible mistakes in activities, depending on the opinions of others.

High values of factor E + (dominance) in the average profile of the subjects of the fourth group allows us to conclude that a long stay in the profession can lead to the development of such negative personality traits as self-confidence, conflict, aggression.

Similar studies were conducted with groups of female servicemen. The results of an empirical study of the personal characteristics of women servicemen with the help of MMPI allowed us to state the fact that significant differences in the average personal profiles of the surveyed groups were not found.

Expressed personality radicals were found in 71,4% of members of the first group, in 100,0% of members of the second group, in 53,3% of members of the third group and in 66,7% of members of the fourth group. The study of this category using the 16 RF questionnaires did not reveal significant differences in the average personality profiles of the surveyed groups.

That is, it can be noted that women servicemen do not have a significant dynamics of personal characteristics due to the length of stay in the profession, except for the property of sensitivity.

Conclusions

In general, an empirical study of gender characteristics of adaptation to extreme conditions of servicemen of the State Border Guard Service of Ukraine allows us to conclude that the personal characteristics of servicemen of the State Border Guard Service of Ukraine, which allow to perform professional activities regardless of gender, are: high level of motivation, perseverance, independence,

sociability, a high level of awareness of existing problems, responsibility and self-criticism, the ability to control their emotions and navigate well in an emotionally tense situation, courage and high self-control of behaviour.

The analysis of the features of professional activity of servicemen of the State Border Guard Service of Ukraine showed the importance of identifying psychological qualities that are prognostically significant for effective adaptation and successful professional activity of servicemen.

Thus, the professional activity of servicemen of the State Border Guard Service of Ukraine has its own specifics, and its most important feature is the presence of extremity.

Disorders of the adaptation process that can occur under the influence of extreme factors of the profession, in addition to endangering the health and life of servicemen, significantly reduce the success and quality of work, increase the psychological “value” of activities, and often have a number of socio-economic and socio-psychological consequences: increased staff turnover, decreased job satisfaction, occupational deformities and psychosomatic diseases.

Further research will be devoted to the method of forming gender competence of servicemen of the State Border Guard Service of Ukraine.

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GENDER EQUALITY INTRODUCTION IN THE AIR FORCE OF THE ARMED FORCES OF UKRAINE

The article is devoted to the analysis of topical issues of gender policy in the Ukrainian army. The main gender stereotypes in modern Ukrainian society are analyzed. The statistics on the number of women in the Armed Forces of Ukraine in general and the Air Force in particular are presented. The authors emphasize that gender equality is not a question of the number of women in the army, but a way to increase the level of professionalism of the army. The ways of solving the issues of gender equality are presented on the example of the leading Ukrainian institution of higher military education.

Keywords: *gender, gender equality, air force.*

Introduction

General Problem Statement. One of the characteristic features of the functioning and development of the Armed Forces of

Ukraine (hereinafter – the Armed Forces) is the implementation of state gender policy. This problem has become especially acute in Ukraine since 2014. The problem of gender equality in the Armed Forces is considered mostly in the field of journalism, but is increasingly becoming the focus of research. The discussion is currently revolving around the following issues:

- why it is important for the Armed Forces and other defense establishments to integrate a gender perspective and promote gender equality;

- key legal and policy frameworks that require the Armed Forces to prohibit discrimination, prevent gender-based violence and promote the equal participation of women;

- a vision of what a defense sector that integrates a gender perspective into its work and contributes to gender equality will look like;

- how the Armed Forces and other defense establishments, with the support of effective external control, can achieve gender equality and effective gender mainstreaming.

Analysis of the Recent Research and Publications. The analysis of theoretical sources showed that gender issues were considered in a large number of scientific works. Thus, today in Ukrainian publications we can find common definitions of the terms “gender”, “gender stereotype”, “gender conflict” etc. general in society [N. Batrin, S. Bortnik, N. Onichenko, M. Vorona etc.] and in particular in a military sphere [O. Androchyuk, N. Dubchak, N. Klimenko, Y. Kalagin etc.]; classification of gender conflicts according to various grounds [N. Batrin, N. Pelepeychenko etc.]. A whole series of publications is devoted to the regulatory framework of gender issue. However, there is still no common vision for addressing gender issues in different types of forces.

Aim of the Research. The purpose of the article is to draw attention to the implementation of gender policy in the Air Force of the Armed Forces as one of the leading areas of formation professional army.

Main part

Political and military experts say the hybrid war in Donbas has prompted the strengthening of defense capabilities in Ukraine.

According to society, military affairs are a male occupation. Men are stereotyped in the military formations with weapons in their hands, and women are often represented as service personnel: doctors or cooks... Gender stereotypes are people's perception of what men and women can do: for example, women are better housewives and men are better leaders. The stability of gender stereotypes is due to the fact that the model of gender relations has historically been built in such a way that gender differences prevailed over individual, qualitative differences in the personalities of men and women.

Besides, the most common gender stereotypes are that women suffer from psychological, physical discomfort and busy schedules more than men, it is a destructive factor in the military unit. However, for example, according to a sociological study conducted as part of the “Invisible Battalion” women's participation in ATO” it was found that women suffer from psychological, physical discomfort, and busy schedules in the same way as men. In the process of repeated empirical studies, the assumption of exaggerating the importance of hygiene for women during military service or paramilitary formations has been confirmed. As for the “deadly” argument of opponents of gender equality about the “destructive role of women in the military”, long-term observations of the functioning of gender-mixed units of the US Army also refute this stereotype. On the contrary, it was confirmed that mixed units were more prone to empathy, interested in the national and cultural characteristics of the countries where the operations took place, and soldiers of such units preferred non-violent forms of cooperation with local residents.

Research by military psychologists shows that the presence of women in the team significantly softens the moral and psychological atmosphere, forces commanders to be restrained, and

the main thing, that is the culture of relationships between military in the team itself is growing. Sociological research conducted over the past 10 years shows that it is women servicemen who perform their duties most diligently [5–7].

For example, now women are more willing to go to study military specialties in higher military educational institutions, the first enrollment in military lyceums took place. They often study more diligently than men, and this encourages the latter to study more honestly and to comply with established rules of conduct.

So, even contrary to stereotypes, women join the army, especially during the war.

Research shows that in Ukrainian society, a female serviceman is already perceived calmly and without undue pathos, not as a phenomenon, but as a professional. During the war, women demonstrated the indispensability of defending the country. This is evidenced by the following statistics (tabl. 1).

Table 1
Dynamics of the number of women in the Armed Forces

Indicator	2014	2020
Number of women servicemen in the Ukrainian Army	14000	31000
Women, who are belonged to the officer corps	1582	4810
Personnel, sergeants and non-commissioned officers	12388	25780

Source: [8–9].

So, as we see from statistics, the number of women servicemen in Ukraine in 2020 doubled more than twice compared to 2014.

Currently, 31758 women servicemen serve in the Ukrainian army (this is 15.6% of the total number of servicemen of the Armed Forces): officers – 4,810 (8.9%), privates, sergeants and non-commissioned officers – 25,780, cadets – 1,162 [2].

Analysts explain the increase in the number of women in the Armed Forces due to many factors and mainly to women's desire to

defend their country alongside men.

The reasons for these integration processes are also the following:

- changes in military formations, namely: change in the concept of national security, military technology, organizational structure of the army, its purpose and innovations in the policy of conscription of servicemen;

- changes in the social structure of society, when women actively enter the labor market and the public sphere;

- changes in attitude towards the role of women in the society and the popularity of the liberal principle of equality of rights and opportunities.

Certainly, the status and perception of women servicemen has changed a lot since 2014. At first, they took part in the war having almost no guarantees from the state, and only in course of time they were noticed and paid attention to their needs and interests. Against this background, we could take notice not only the increase in the number of women servicemen in the Armed Forces, the National Guard, the Border Guard Service, but even the emergence of women - generals in the Security Service of Ukraine and the National Police of Ukraine.

Data on the involvement of women servicemen in the Armed Forces are presented in table 2.

Table 2
Involvement of women servicemen in the Armed Forces

Indicator	Value
Women who are taking part in the Joint Forces Operations in the Donetsk and Lugansk regions now	10% of the total number of personnel involved
Women who have combatant status	1300
Women who have state awards	257
Women who are taking part in international peacekeeping and security operations as part of the national peacekeeping force	7

Source: [8–9].

Thus, currently in Ukraine the number of women serving and working in the Armed Forces reaches almost 15.6%. This is one of the highest percentages of women in relation to the total number of troops, even among many NATO armies.

As for the Air Force of the Armed Forces of Ukraine, the statistic is the following (tabl. 3).

Table 3

Involvement of women servicemen in the Air Force
of the Armed Forces of Ukraine

Indicator	Value
The total number of women servicemen:	6841
– officers	861
– sergeants and non-commissioned officers	5980
Women who have combatant status:	1248
– officers	194
– sergeants and non-commissioned officers	1054
Women who are taking part in the Joint Forces Operations now:	203
officers	15
Maternity leave	3419
officers	453

Source: according to the statistic of personnel department of Ivan Kozhedub Kharkiv National Air Force University.

An important point is to understand the fact that gender equality is not just about increasing the number of women in the Armed Forces. Gender equality is an international norm that means equal rights for women and men to use opportunities and resources, regardless of gender they were born. According to the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” it is an equal legal status of women and men and equal opportunities for its implementation, which allows persons of both sexes to participate equally in all spheres of society [5; 11].

Equality of rights is the legislative endowment of equal rights for men and women in all spheres of life and ensuring equal conditions for their implementation; it is the absence of restrictions or privileges on the basis of sex.

Equality of opportunities is ensuring (guaranteeing) in practice of equal conditions for equal distribution, use of political, economic, social and cultural values, which exclude discrimination and restrictions of any sex, which negatively affect life and self-expression.

Gender issues permeate all aspects of military activities: management system, personnel policy, organizational culture, methods and tasks from strategic planning, development and implementation to performance evaluation. Recognition of this fact is necessary to overcome systemic barriers to gender equality.

Activities affect women and men differently, but not all women and men experience the same form of discrimination or marginalization on the basis of sex. Some subgroups of men or women may suffer from specific manifestations of gender inequality, which must be recognized and documented in order to overcome them effectively.

Gender equality requires the protection and human rights ensuring for children, youth, and adults. Equality also means ensuring equal opportunities and justice. Specific measures need to be developed for people who are more oppressed to eliminate gender inequalities, sexist stereotypes and discrimination. Justice compensates unequal opportunities and guarantees rightful functioning of the structure (justice creates conditions for equality).

Individual and collective empowerment is important for both young and adult men and women to meet their basic needs as well as their long-term strategic interests. The organization might support processes that increase the self-confidence of women and men, develop their independence and help set and achieve their own goals.

Equal participation of men and women of all ages as “agents of change” in all processes is important for achieving gender equality, partnership between women and men.

Empowering women does not mean excluding men. It is about establishing partnership between women and men that would give opportunities to both sexes. This means that both men and women will play an equally important role in the development of more equal teams.

Gender inequality fuels poverty, but poverty alleviation measures cannot reduce gender inequality. The combination of efforts to achieve social justice must take into account the gender component.

According to the Geneva Center for the Democratic Control of the Armed Forces (DCAF), there are three main requirements for the practical implementation of the Security and Defense Forces, namely [12]:

Equal rights. The principle of ensuring equal rights means the right to influence social processes and participate in them, as well as to have access to power and influence. It is considered as the basis of democracy and the legitimacy of the state. In the planning, execution and evaluation of military operations, this principle guarantees the human rights of both women and men.

Recruitment and maintenance of staff. The principle of recruitment and maintenance is aimed at strengthening the capacity of the Armed Forces in order to ensure legitimacy, expand the basis for recruitment and create the image of the desired employer.

Creating conditions under which men and women can work and develop in all spheres and at all levels of the Armed Forces will contribute to the formation of responsibility - at the national and international levels - and the strengthening of the Armed Forces in the internal and external arena.

Operational potential. The operational potential of the Armed Forces is strengthened by selecting the best candidates from a wide recruitment base. In this sense, potential means the ability of a particular person to perform work on the basis of existing knowledge and experience. People's ability to carry out work can be determined and shaped by certain processes, methods, guidelines and approaches.

Reliable base potential as well as capable personnel are the factors that might increase the effectiveness of military operations. Situational awareness improves if staff have a deeper understanding of the needs and background of different groups. The ability to improve conditions for both men and women strengthens security for different groups. And this factor, in turn, will help provide support in

carrying out the tasks of the Armed Forces.

There are still inconsistencies in many social issues regarding the elimination of discriminatory norms for both women and men, which create a certain tension among the staff, for example [12]:

- opportunity for personnel and civilians of both sexes to take childcare leave without hindrance, sick leave due to a sick family member during a special period;

- opportunity for women cadets to take academic maternity leave without hindrance (without reimbursement of tuition fees);

- the ability to arrange a flexible work schedule;

- transfer of pregnant women servicemen to light work;

- the presence or absence of a rule on the obligation of women servicemen not to become pregnant or not to marry for a certain period of time;

- the possibility of refusing from a duty trip for a woman who has a child under 14 years old during a special period, and there is no possibility for male servicemen in a similar situation;

- the possibility of release from work for a woman who has a child under 18 years old during a special period and there is no possibility for male servicemen in a similar situation;

- discriminatory mechanism of pregnant women cadets expulsion from higher education institutions, etc.

Today, the activities of modern international organizations in the field of gender equality have intensified. Thus, the most significant achievements in this direction could be noted at the level of the UN, NATO, the Council of Europe and the OSCE. For a long time, states have been cooperating in the direction of creating international legal standards and providing mechanisms for their implementation. Therefore, in pursuance of international obligations, national legislation and supporting the Government's actions on gender equality policy of the Ministry of Defense of Ukraine and the General Staff of the Armed Forces, since 2016 efforts have been made to implement a gender approach and improve gender balance, gender mainstreaming and certain changes in this area.

The topic of implementation of gender equality norms in the

Ukrainian military realities, in particular in the Air Force, is one of the important directions of our state's cooperation with international partners.

Addressing gender issues involves the use of various management tools in accordance with the levels of military and social subsystems of the Air Force of the Armed Forces. Thus, the following levels should be distinguished as following [12]:

- strategic level – the level of the state to which the general state gender policy corresponds;

- institutional level – the level of the organization as a whole, which corresponds to the gender policy of the organization, complies with the general state gender policy and at the same time reflects the specifics of its activities, taking into account the gender component in the decision-making process;

- the level of a separate structural unit, which already operates such procedures as management tools that represent the sequence of means of implementing the gender policy of the institution directly into the lives of teams;

- the level of an individual serviceman / servicewoman who meets the technical tasks – functional responsibilities / job descriptions, questionnaires for replacement, etc.

At the strategic level, the following points are extremely important:

- conducting recruitment campaigns to encourage women to serve in the Air Force of the Armed Forces;

- terms and conditions of service for service women encourage them to stay in the army, choosing a long-term career;

- quantitative indicators of promotion of women (proportionally) are the same in comparison with promotion of men;

- ways to be promoted to higher military ranks are being reviewed to ensure equal opportunities for women and men;

- organizational structures, functions and culture of the Air Force of the Armed Forces contribute to the recruitment and retention of women servicemen.

The operational level acts as a bridge between the tasks set at

the strategic level and military actions implemented at the tactical level. Guidelines and orders might be issued by the operational headquarters considering a gender aspect and provide specific recommendations to units that will ensure that gender considerations are taken into consideration.

At the tactical level, servicemen are required to be aware of the gender perspective, to think more broadly beyond the traditional norms of conflict, and to understand that their job is not only to neutralize armed groups or insurgents. Prior to deploying the mission, they should be trained and explained that men and women experience conflict differently, that some groups are at greater risk than others during planned operations.

Thus, increasing the gender competence of military professionals is an issue that is acute on the agenda of the Air Force of the Armed Forces. Acquisition of gender competence begins with training in higher military educational institutions.

For example, at the current stage of development of the Ivan Kozhedub Kharkiv National Air Force University, which conducts basic and applied research, trains qualified military and civilian specialists in a wide range of high-tech and science-intensive specialties, integrates the gender component through the Regional Action Plan of National Action Plan implementing UN Security Council Resolution 1325 “Women, Peace, Security” until 2020”, namely:

- servicemen of both sexes are directly involved in the development of the new army, as well as in its modernization, master military professions and specific functionality in all areas of training of military specialists at the university;

- about 3,000 cadets study in the institution of higher military education: 8% of them are female servicemen;

- in recent years, there is a tendency of increasing the number of women officers in the army from 6% in 2019 to 10% in 2021;

- an effective military personnel policy was introduced, taking into account the equal rights and opportunities of servicemen, namely the opportunity to get a position, participation in the Joint

Forces operation, personnel training;

career prospects were provided for female and male servicemen in accordance with the level of education, experience and performance;

one of the basic indicators of the systematic implementation of gender policy in the university activities is the increase in the number of women officers serving in leadership positions.

students, cadets and officers of the university systematically participate in conferences, discussions, trainings on gender issues in order to restructure the style of thinking, develop it on the basis of democracy and tolerance, as well as awareness of the uniqueness of others;

generalized military experience and a system of monitoring and control over the implementation of measures to comply with current legislation on gender issues at the university have been introduced into the educational process of the university;

an anonymous opinion poll is conducted periodically with all categories of servicemen in order to prevent violations of women's and men's rights.

The realization of the Regional Action Plan of the National Action Plan implementing UN Security Council Resolution 1325 "Women, Peace, Security" until 2020 at the university was carried out in compliance with the values of social justice and allowed maximum use of social and professional potential of men and women in the process of strengthening the combat capability of the Armed Forces of Ukraine.

Conclusions

Thus, the introduction of a gender approach in the Air Force of the Armed Forces is a purposeful, systematic, multi-vector management activity of the Ministry of Defense of Ukraine and the General Staff of the Armed Forces as for improving of the model of relations in the modern Ukrainian army which should be characterized by a gender-sensitive organizational culture and comfortable conditions of military activity for servicemen of both

sexes. Therefore, gender equality is not an equalization of the quantitative ratio in the personnel recruitment, but an increase in the operational capacity of the Armed Forces due to the diversity of specialists. Professionalism, psychological, personal and professional qualities are in the first place in the professional army. In the context of gender issues, equality means to have the right to choose and the possibility to implement, whether you are a man or a woman.

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INSTITUTIONALIZATION OF GENDER APPROACHES IN THE EDUCATIONAL PROCESS OF THE DEFENCE AND SECURITY SECTOR IN UKRAINE

The article based on the analysis of the realization of the National Action Plan for the implementation of UN Security Council resolution 1325 on Women, Peace and Security until 2020, outlines comprehensive actions that ensure the process of institutionalization of gender issues in the educational process in the security and defense sector of Ukraine, namely: strengthening the legal framework of gender policy, developing and strengthening of institutional mechanisms, forming of gender competencies of staff, ensuring gender mainstreaming in training, providing ongoing monitoring and evaluation of processes. The “Guidelines on Integrating Gender Approaches in the Training Specialists for the Security and Defense Sector of Ukraine” as an example of a unified approach to gender equality and proposals for their further use have been presented.

Keywords: state gender policy in Ukraine, gender integration, higher education institutions of the security and defense sector, guidelines, Women, Peace and Security Agenda.

Introduction

Problem statement. Ensuring gender equality in the security and defense sector is one of the main priorities of Ukraine's state policy in the field of Euro-Atlantic integration according to NATO standards and recommendations.

The Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” defines gender equality as the equal legal status of women and men and equal opportunities to exercise it which allows persons of both sexes to participate in all spheres of social life on equal terms [1].

Gender mainstreaming in the security and defense sector involves taking into account the experience, knowledge, and interests of women and men in the policy-making process, creating the conditions for the implementation of such policies, and monitoring and evaluating results.

Analysis of the recent research and publications. The issue of formation and implementation of state gender policy was studied by scientists M. Bilynska, I. Hrytsai, N. Hrytsyak, L. Goniukova, H. Zakharchyn, K. Levchenko, O. Uvarova and others.

The practical implementation of the policy of achieving gender equality in the security and defense sector as a component of Ukraine's European and Euro-Atlantic integration has become an active stimulus for the development of scientific understanding of this topic, research, and data collection in this area. Thus, the issues of gender equality in the security and defense sector of Ukraine have been analyzed in the scientific works of S. Bulavina, N. Halitsyna, O. Drozd, T. Davydova, Y. Dmytrenko, G. Karakurchih, I. Sevruk, M. Chekhovska, O. Volobueva, V. Ziolkha, L. Krymets, L. Kompantseva and others.

The scientific works of these researchers have played an important role in studying the current state of gender equality in this area, as well as mechanisms for ensuring it in certain sectors, in particular, the National Police of Ukraine, the impact of international human rights law on the formation of state policy in the security and defense sector.

Preparation and holding of scientific and practical conferences have a significant role in intensifying scientific research. The issues of finding optimal tools for gender mainstreaming in the security and defense sector are being discussed at the conferences.

Thus, the National Academy of the State Border Guard Service of Ukraine for several years in a row (2018, 2020, 2021) holds international scientific and practical conferences “Implementation of Gender Policy at the Present Stage of Society: Status, Problems, Prospects” [2]. On May 20, 2021, the National Academy of the National Guard of Ukraine held an International Scientific and Practical Conference “Social Aspects of Military and Professional Activities of the Security and Defense Sector: Challenges of Today” [3], during which the implementation of state gender policy in the security and defense sector of Ukraine have been discussed. Reports on the integration of the gender component in various spheres of public life and public administration, including in the security and defense sector have been presented at the international conference “Ensuring Equal Rights and Opportunities for Women and Men in Ukraine: Current Achievements and Prospects” [4] organized and held by Dnipropetrovsk State University of Internal Affairs of Ukraine in cooperation with the Government Commissioner for Gender Equality Policy on June 10-11, 2021.

However, there is no vision for the formation of a single integrated approach taking into account the principle of equal rights and opportunities for women and men in all components of the security and defense sector of Ukraine.

Aim of the research. The aim of the article is to formulate and generalize a set of actions that ensure the process of institutionalization of gender issues in the security and defense sector of Ukraine, including the educational process, namely: strengthening legal support for gender policy, developing and strengthening of institutional mechanisms, formation of gender competencies of staff, ensuring the inclusion of gender approaches in the training process, providing ongoing monitoring and evaluation of processes. This purpose is

achieved by analyzing the implementation of the National Action Plan for the implementation of the UN Security Council Resolution 1325 on Women, Peace, and Security until 2020, other legal documents in the field of gender equality in the security and defense sector, as well as providing “Guidelines on Integrating Gender Approaches in the Training Specialists for the Security and Defense Sector of Ukraine” as an example of a unified approach to gender equality.

Main Part

In 2016, during the hot phase of the ongoing aggression of the Russian Federation against Ukraine and the occupation of the territory of Crimea and parts of Donetsk and Luhansk regions by the Russian Federation, Ukraine adopted the first National Action Plan (NAP) on the implementation of the UN Security Council Resolution 1325 until 2020 [5]. Since then, Ukraine has taken steps to improve women's participation in peace processes in the security and defense sector, and the protection of women's rights related to conflict and post-conflict.

As a result of the implementation of the first NAP 1325, equal opportunities have been provided for *women to serve in the Armed Forces* of Ukraine, which is of paramount importance in the context of the ongoing aggression of the Russian Federation against Ukraine. This is an increase in the number and role of women in the Armed Forces and the security and defense sector as a whole. Currently, more than 57,000 women serve in the Ukrainian army.

For comparison: 24,897 women served in the army in 2018, more than 23,000 in 2017, and there were only 1,800 in 2008.

Today, *more than 24,000 women* serve in the National Police (compared to 18,500 in 2015), *more than 11,000* serve in the State Border Guard Service and *more than 5,500* women serve in the National Guard.

The status of a participant in hostilities for participation in the Anti-Terrorist Operation and the Joint Forces Operation against the Russian occupiers was granted to 9,916 women, including 166 servicemen awarded state awards of Ukraine in the period from 2014 to 2019.

In 2019, for the first time in history, women received the right to enter the military lyceums of Ukraine. 20 females entered the Ivan Bohun Kyiv Military Lyceum, and two females entered the Naval Lyceum in the Odesa region in 2019 [6].

In October 2020, the Ukrainian Government adopted the second NAP on implementation of the UNSCR 1325 until 2025 [7]. It was a sign of the strong political will to promote the further development of women, peace, and security agenda.

The second National Plan aims to create conditions for equal participation of women and men in conflict resolution, peace-building, reconstruction, security challenges, systemic response to gender-based and conflict-related violence.

The National Plan aims to ensure: the participation of women and men in decision-making; resistance to security challenges; post-conflict recovery and transitional justice; combating gender-based violence and conflict-related sexual violence; strengthening the institutional capacity of the executors of the National Plan. The National Plan is an important program document that forms the state gender policy in all sectors and areas of government, especially in the security and defense sector of Ukraine.

The NAP creates a framework that integrates the principle of gender equality into various programs and actions at both the national and regional levels. It contains 43 tasks. Various agencies of the security and defense sector (SDS) are responsible for implementing 23 of them. This means that gender equality has recently been seen not only as a component of social policy but as a cross-cutting principle in all forms of governance.

This is the reason why, since 2017, the Deputy Prime Minister for European and Euro-Atlantic Integration has been coordinating the national gender machinery in Ukraine [8]. Deputy Prime Minister is the Head of the *Coordination Commission for Gender Equality* established in 2020 [9], which is fully in line with international commitments, such as the recommendations of the Beijing Platform for Action regarding the highest possible level of political representation.

The institutionalization of gender approaches in the security and defense sector is an important component of the NAP.

Institutionalization is realized through complex actions, among them:

1) Strengthening legal support of gender policy in the security and defense sector (development of departmental plans to achieve gender equality, implementation of the agenda on Women, Peace and Security, combating gender-based violence, including domestic violence).

2) Developing and strengthening of the institutional mechanism, in particular, the introduction of positions of Gender Advisers to the Commanders.

3) Formation of gender competencies of staff, ensuring the inclusion of gender approaches in the training process.

4) Providing continuous monitoring and evaluation of processes.

Consider each of these directions in more detail.

Strengthening legal framework for gender policy in the security and defense sector. A comparative analysis of the Annual National Programs (ANP) under the auspices of the NATO-Ukraine Commission (NATO) for 2018 and 2019 [10–11] in terms of ensuring gender equality provides an opportunity to trace how approaches to policy formulation and implementation in this area have changed. Thus, the ANP-2018 provided only eight measures aimed, in particular, at studying the experience of NATO member states, improving the legal framework for gender equality in the sector, the introduction of the institution of gender advisers, ensuring the implementation of the goal “G 0013. Gender Perspectives”; introduction of constant monitoring, observance of the principle of gender equality, and informing the public.

In contrast, the Annual National Program for 2019 included 12 priority tasks and 25 measures for their implementation. These tasks qualitatively change the situation in ensuring equal rights and opportunities for women and men in the security and defense sector. The first tasks are the implementation of gender assessment of the

situation and the introduction of gender-disaggregated statistics [7; 12].

An important step is to take into account the provisions of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” [1] in terms of conducting a gender and legal expert examination of the current legislation and draft legal acts prepared by all central executive bodies, including the security and defense sector [13].

The localization of NAP 1325 at the departmental level is relevant. Thus, the Ministry of Internal Affairs has developed and approved its action plan for the implementation of the NAP 1325 until 2020 [14], as well as for the implementation of the NAP 1325 until 2025. Therefore, the development and approval of departmental plans for 1325 until 2025 should become a practical tool in fulfilling all the commitments of the security and defense sector in the field of gender equality.

Developing and strengthening of the institutional mechanism to ensure gender equality. According to Article 12 of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” [1], all structures of the security and defense sector have formed an institutional mechanism.

First, the authorized persons (coordinators) for ensuring equal rights and opportunities for women and men, combating gender-based violence at the level of deputy heads of departments have been identified. Secondly, to coordinate the activities of actors implementing gender equality measures, each structure of the security and defense sector has identified a separate structural unit for equal rights and opportunities for women and men. Third, working and expert groups are being set up to act as advisory bodies to develop programs and documents.

A separate issue is the appointment of counselors on equal rights and opportunities for women and men, prevention and counteraction to gender-based violence. For example, as of the end of 2020, the Ministry of Defense of Ukraine has appointed Gender Advisers from among subordinate personnel in the joint strategic and

operational headquarters; the total number of Advisers is 59 people.

Gender Advisers were also appointed in all higher education institutions subordinated to the Ministry of Internal Affairs (MIA) of Ukraine and central executive bodies managed through the MIA – the National Guard of Ukraine, the State Emergency Service, the State Border Guard Service of Ukraine, and also to the Ministry of Defense of Ukraine.

Ensuring the inclusion of gender approaches in the training process. Priorities include ensuring the systematic acquisition of the knowledge and skills needed to meet the objectives of the Women, Peace and Security Agenda and taking into account the UN and NATO standards and values to fully respect the principle of equal rights and opportunities, training, and advanced training of security and defense sector personnel. Such tasks are provided in the Government Action Program of Ukraine [15], the National Action Plan for the Implementation of the UN Security Council Resolution 1325 on Women, Peace and Security until 2025 [7], the Annual National Program under the auspices of the NATO-Ukraine Commission for 2021 [16], and other documents. In particular, they refer to the implementation of professional training taking into account the principle of gender equality; inclusion of gender issues in the system of training, and advanced training of personnel for the security and defense sector of Ukraine; ensuring effective career management of servicemen in compliance with the principle of gender equality.

Analysis of the implementation of the NAP 1325 until 2020 showed that the gender aspect was included in 21 curricula, the topics of curricula were significantly expanded, taking into account the principle of ensuring equal rights and opportunities for women and men in the Armed Forces of Ukraine. The Ministry of Internal Affairs regularly takes measures to revise curricula and expand gender courses, the National Guard of Ukraine introduces training on gender awareness for NGU personnel, and the gender component has become an integral part of the process of professional development of military careers and advanced training. The implementation of

military personnel policy, taking into account the equal rights and opportunities of women and men in the security and defense sector of Ukraine, also included a gender analysis of recruitment, promotion, career opportunities, and retention in the military.

At the strategic and operational levels, the task was set for the participation of military personnel in international courses on gender issues, including those conducted by NATO [5].

The effectiveness and efficiency of such activities largely depend on the extent to which these issues are integrated into institutional policy, internal organization, and the provision of common approaches and requirements. With the support of the OSCE Project Co-ordinator in Ukraine, in 2017 the team of authors developed the information and training manual for law enforcement specialists “Women. Peace. Security” [17]. It covered a wide range of issues related to gender mainstreaming, but according to its purpose, it took into account the peculiarities of only certain parts of the security and defense sector, primarily the National Police of Ukraine.

So, there was a task to prepare a single unified material for the training of personnel for the security and defense sector of Ukraine.

The important tool for such institutionalization is the development and implementation of the “Guidelines on Integrating Gender Approaches in the Training Specialists for the Security and Defense Sector of Ukraine” (Guidelines).

The Guidelines were prepared by a team of authors – lecturers of eleven institutions of higher education of the defense sector of Ukraine: the Institute of Military and Naval Forces of the National University “Odessa Maritime Academy”, Military Institute of Taras Shevchenko National University of Kyiv, Military Institute of Tank Troops of the National Technical University “Kharkiv Polytechnic Institute”, Zhytomyr Military Institute named after S.P. Korolyov, National Academy of Internal Affairs of Ukraine, National Academy of the State Border Guard Service of Ukraine named after Bohdan Khmelnytskyi, National Academy of the

National Guard of Ukraine, National Academy of the Security Service of Ukraine, Hetman Petro Sahaidachnyi National Army Academy, The National Defense University of Ukraine named after Ivan Chernyakhovsky, and Kharkiv National University of Internal Affairs.

The work was carried out with the technical support of the UN Women and financial support of the Swedish Government, expert and organization support of the Apparatus of Government Commissioner on Gender Equality Policy and Government Office for Coordination on European and Euro-Atlantic Integration.

The Chairman of the Editorial Board of the Guidelines is Kateryna Levchenko. The Guidelines are currently in print.

This process is under the constant supervision of Olga Stefanishina, the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine. Ministries and central executive bodies are also involved.

In 2020-2021, this issue was considered twice during the meetings of the Commission for the Coordination of Euro-Atlantic Integration (December 2020 and March 2021), as well as the Commission for the Coordination of Interaction of Executive Bodies for Ensuring Equal Rights and Opportunities for Women and Men (March 2021) under the chairmanship of the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine.

According to the results of consideration of issues, the Deputy Prime Minister instructed ministries and other central executive bodies to promote the implementation of the “Guidelines on Integrating Gender Approaches in the Training Specialists for the Security and Defense Sector of Ukraine” in the educational process of higher educational institutions, to inform the Cabinet of Ministers of Ukraine about the measures taken by August 1, 2021, and to provide departmental activities for the presentation of the Guidelines.

As a result, 15 presentations of the Guidelines for teachers of about 40 higher education institutions of SDS were organized during April-May 2021.

As a result, during April-May 2021, 15 presentations of the

Guidelines were held for teachers of about 40 higher education institutions of SDS.

Work on their preparation was preceded by an evaluation of the SDS higher education curricula to include a gender component, which was carried out as part of the gender assessment of the security and defense sector (2016-2017) by the UN Women project “Gender Equality at the Center of Reforms, Peace and Security” in 2017 with the financial support of the Swedish Government [18]. The evaluation was carried out to determine the legal and political basis for gender mainstreaming; the effectiveness of the institutional mechanism for the implementation of tasks and control over their implementation; state of the account, problems and existing gaps; preparation of proposals and recommendations for the development and recommendations for the development of the Gender Equality Strategy for security and defense reform.

The assessment showed that in recent years, the security and defense sector of Ukraine has made some progress in ensuring gender equality, especially since the adoption in 2016 of the first National Action Plan on Women, Peace and Security until 2020. However, the issue has become systematic and pervasive since 2018, when a separate section “Gender Equality” was allocated in the Annual National Program (ANP) under the auspices of the NATO-Ukraine Commission [10].

We will briefly present the content of the Guidelines. They consist of five sections, a list of recommended reading, a glossary of terms used in the text, and appendices.

Section 1 “Gender Equality in The Security and Defense Sector of Ukraine: the State of the Problem, Prospects”. It reveals the essence and necessity of introducing gender equality in the security and defense sector of Ukraine, taking into account the best foreign experience, the basic principles of its introduction into the educational process of higher educational institutions of the security and defense sector of Ukraine have been determined.

Section 2 “Theoretical and Legal Bases of Ensuring Gender Equality in the Security and Defense Sector of Ukraine”. It provides

integrative and comprehensive information on the conceptual framework of gender policy, its international and national legal framework, and the practice of implementation in the security and defense sector of Ukraine.

Section 3 “Practical Issues of Ensuring Gender Equality in the Security and Defense Sector of Ukraine”. It reveals practical issues of methods and tools for the implementation of gender equality, prevention of discrimination in the security and defense sector of Ukraine, the developed domestic practice in this area; essence and examples of gender-sensitive communications; approaches to gender mainstreaming in measures to prevent harm to civilians in the context of hostilities.

Section 4 “Gender Mainstreaming in the Management Practices of the Security and Defense Sector in Ukraine”. It presents a systematic vision of solving the tasks of ensuring equal rights for women and men in the management practices of the security and defense sector of Ukraine; the ways of forming a gender-sensitive environment and gender-sensitive communications in the security and defense sector have been outlined, the role of organizational culture in these processes have been revealed; the role of the leader in ensuring equal rights for women and men in the structural unit of the security and defense sector has been determined; the task of a gender-oriented approach in the management of the unit as a social group has been revealed; ways to improve personal management practices through the introduction of the principles of gender equality and compliance with codes of ethics have been indicated.

Section 5 “Gender Approaches in Educational Practices of the Security and Defense Sector of Ukraine”. It outlines the main directions, approaches, problems, and prospects for the integration of the gender component in the educational process of the security and defense sector of Ukraine, problems and main ways of forming gender competence in the security and defense sector of Ukraine (Armed Forces, National Police, National Guard, Security Service, The State Border Guard Service, the State Emergency Service) have been revealed taking into account the experience of leading NATO

and Partner countries; theoretical requirements and practical recommendations for the formation of gender competence of leaders of the security and defense sector have been proposed; effective directions of gender examination of educational and methodical materials have been outlined; the principles, methods and typical mistakes of teaching gender issues have been identified; practical examples of gender integration in the educational process of the security and defense sector of Ukraine have been given.

Direct work on the Guidelines leads to the conclusion that they are innovative and unique among other materials prepared on gender equality in general and for the security and defense sector in particular.

Innovative and unique methodological recommendations are as follows:

1) Application of a unified approach for different educational institutions of the entire security and defense sector.

2) Possibilities of application at the strategic, operational, and tactical levels.

3) Application of the principle of integration of gender issues into existing disciplines and topics, which does not exclude the possibility of teaching a separate course.

4) The use of a comprehensive approach to the coverage of various issues of law, pedagogy, psychology, administrative activities, management, history, sociology, political science, philosophy, as well as special disciplines at the same time.

5) Guidelines are completely “Ukrainian domestic product”, which does not require additional adaptation to the education system in Ukraine.

6) Recommendations have a platform format that allows them to be expanded and deepened in the future.

7) May be of interest to other NATO Partner countries, as well as to countries in the region, including the Eastern Partnership countries.

The guidelines were approved for use in the educational process by the Academic Councils of 28 higher education institutions

(November-December 2020). It confirms the fact that they are a modern and effective mechanism for including the principle of equal rights and opportunities for women and men in the professional training of personnel for the security and defense sector of Ukraine.

The result of the implementation of the Guidelines in the educational process should be: creating conditions for training specialists aware of gender issues in all higher education institutions of the security and defense sector, as well as the training of gender advisers and persons working in responsible structural units for equal rights and opportunities for women and men; formation of commanders who are familiar with issues of gender equality; implementation of NATO's recommendation on gender mainstreaming in the security and defense sector

The condition of systematic and unified application of the Guidelines is their positioning as a component of a complex process, which includes other tools and measures. An example of this is the two-year consecutive (2020 and 2021) Gender Quest for cadets and students of higher education institutions in the security and defense sector at the initiative of Kharkiv National University of Internal Affairs of Ukraine and the Government Commissioner for Gender Equality Policy; organization of international scientific and practical conferences on gender issues by higher educational institutions of the SDS of Ukraine; conducting research, preparing thematic scientific publications, organizing forums for teachers, cadets and students, including gender issues in the subject of scientific works of HEI, and others.

Providing continuous monitoring and evaluation of processes. One example of process monitoring and evaluation is the gender assessment of the needs of SDS higher education institutions in April-June 2021 using Annex B.3 of the guidelines “Justification of Expediency and Opportunities of Gender Issues in Educational Institutions of the Security and Defense Sector of Ukraine”. This work emphasizes the practical nature of the Guidelines, their importance for all SDS structures, not just higher education institutions.

According to the Annex, the institutional capacity, the state of gender mainstreaming in higher education institutions in the security and defense sector should be assessed, and opportunities for such integration should be identified. The processed results are expected in July 2021 and should become the basis for further work on the institutionalization of gender issues in the SDS.

The next steps are training of 90 teachers for further implementation of the Guidelines in the educational process, exchange of information, monitoring, creation of a platform for communication between trainers and other participants in the process.

Conclusion

Ensuring gender equality in the security and the defense sector of Ukraine is one of the main priorities of the state policy in the field of Euro-Atlantic integration in accordance with NATO standards and recommendations.

The processes of reforming and modernizing the security and defense sector, which have become relevant in the context of the armed aggression of the Russian Federation, have made it possible to apply new approaches to governance, fulfilling functions in compliance with legal and political commitments in the field of gender equality and human rights.

In the context of the ongoing military aggression and occupation by the Russian Federation of the Autonomous Republic of Crimea and some parts of Eastern Ukraine, Ukraine should not postpone the gender equality agenda. As Women, Peace and Security Agenda approaches different groups of women and men, their needs, women and men see the benefits of gender policies for them and demand that the authorities continue to adhere to gender priorities.

We have started the process of developing a new national conceptual strategic document that will ensure the effective integration of gender aspects into all spheres of society – the National Strategy for Gender Equality. A working group including representatives of the government, international organizations, and civil society organizations

is currently being set up to prepare a draft of this document, which is the example of the implementation of Committee on the Elimination of Discrimination against Women recommendations and is linked to the UN Sustainable Development Goals.

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SPECIFICS OF THE STATE BORDER GUARD SERVICE GENDER EDUCATION

The article defines the main idea of the article is that the issue of ensuring gender equality is relevant in the training of border guards.

Important characteristics of the gender approach in the educational environment of the higher military educational institution of the border department are: mastering by future border guards of knowledge about the gender characteristics of the individual; formation of worldviews on gender democracy; introduction of gender aspects into the sphere of interaction; training of gender equality of future border officers as managers, who will be in charge of the staff; the dependence of the choice of gender teaching methods on the specifics of the discipline.

The authors highlight the following features of gender training for border guards: the focus should be on treating another person as a professional; the need to use interactive learning as a basis for gender learning methods; expediency of taking into account the experience of teaching gender to foreign educators in the professional education of border guards; the purpose of gender education is not only to provide border guards with certain information, but also to develop their worldview on equal rights and opportunities for women and men, the formation of gender consciousness, the culture of gender behavior;

promoting the development of gender culture both in society in general and among border guards in particular.

Keywords: *gender training, border guards, teaching methods, gender education, educational environment of the higher military educational institution, border agency.*

Introduction

Problem statement. In conditions of taken by Ukraine a course on installation European democratic values gender policy gets an actual position. As a result, it requires recognition of gender equality significance in community and among its institutions in particular.

The issue of providing gender equality is displayed in many international legal acts. The Universal declaration of human rights, Conventions on the Political Rights of Women, Convention on the Elimination of all Forms of Discrimination Against Women and other documents set the peculiarities of the men and women legal status, their equal rights and opportunities to participate in the whole society life. The Ukrainian legislation also has a number of regulation documents, where gender aspects are reflected. In the law of Ukraine “On ensuring equal rights and opportunities for women and men” the notion of gender equality is enshrined as equal law status of men and women, that allows persons of both sexes to live in the same conditions.

Researches are convinced, the aim of gender issue is not to equate men and women, but to endow them with an equal access and chances to achieve the desired. The policy of equal opportunities is not the policy of superiority women over men and granting them privilege only because of gender. The content of policy is about free choice despite gender.

In Border Guard office of Ukraine, the point of realization the state policy of providing equal rights and opportunities is constantly carried on due to reform process. The main grounds of implementing gender equality is that women have identical rights and duties with men. It goes without saying, taking into account

gender aspects in the border guard activity enhances efficiency of the law enforcement activity. Equal service conditions for military men and women, including career promotion and ensuring maternity protection is one of the most crucial priorities of human rights. Supporting gender equality in military institutions means combining experience, knowledge and interests of men and women.

It should be noted, actual trends of humanitarian sphere form innovations in pedagogical activity. The Ukrainian scientists, the majority of which put into practice scientific researches in the context of European and American explorations, endorse these works and try to create their own point of view concerning gender subject in education. The basis of realization gender approach in the world, in particular in higher military education is: focusing its content on humanization, new interpretation of the meaning of men and women social position and behavior and awareness of the depth of essence such personal status as gender, sex, age, etc.

The key characteristics of the gender approach in the educational environment of the border department military institution are: possessing by future officers knowledge in gender specifics; forming adequate views on gender democracy and social stereotypes; introduction of gender aspects into the sphere of interaction; training of gender equality among the officer personnel as future managers for mentioned subordinates.

Analysis of the recent research and publications. The problem of organizing and teaching gender has long been studied by scientists. The works of teachers (T. Baev, I. Kyzym, L. Steblo, etc.) and psychologists (O. Androschuk, O. Volobueva, S. Rubinstein, N. Talyzina, etc.) are of great importance in this sense. Various aspects of gender education and upbringing of student youth in the process of socialization are the subject of attention in the works of S. Kharchenko, S. Grishak, N. Shabayeva. The authors highlight the essence of the idea of gender equality as a theoretical basis of educational activities, analyze real ideas of students about gender equality, put forward conceptual provisions for constructing pedagogical conditions of education and upbringing of students in

gender and their implementation based on gender approach.

The conclusions and positions made by these and other scientists are of great scientific value for our study. But these scientific papers do not focus on the specifics of gender training of future officers in the context of their training. This led to the choice of topic and purpose of our study.

Aim of the research: to reveal the peculiarities of training the gender of future border guards

Main part

The results of science literature analysis and practical experience convince, that sequence is an integral part of successful gender education, there the point of gaining information about equal rights and possibilities in society and military structures stands on the top.

Studying foreign experience, I. Sulim comes to the fair conclusion that the understanding of the essence of education depends on the construction of a scientifically sound system of independent work, development of curricula, programs and courses, methods and forms of organizing independent work of students, results of pedagogical activities [1, p. 135].

So during the study, we were convinced of the feasibility and necessity of intensifying the independent educational and cognitive activities of border guards at all stages of gender education.

We took into account the scientific position that independent work makes it possible to bring the educational activities of a border guard to his future professional through a system of typical tasks with practical content, it to implement the professional content of training in its early stages [2].

Thus, in the first year of study at the academy there is a professional development. Teachers of various disciplines who work with freshmen should guide the learning process in order to develop skills and abilities of independent educational and cognitive activities on gender issues. At each stage of training the teacher manages the independent work of cadets. At the first stage of the organization of

independent work of cadets - preparatory - its management consists in development by the teacher of strategy of mastering of gender terminology. It is decided which topics should be allocated for independent study and which methods for their development to recommend to cadets. The next stage is the actual organization of independent work. The teacher guides, directs future officers, advises, provides additional information that helps them assess whether the goal of certain stages of gender training has been achieved, as well as to prevent some mistakes in time. At this stage, it is useful to involve the most trained professionals as consultants. Management is carried out indirectly, through methodical instructions and didactic materials. At the final stage of management of independent work consists in control and estimation of results of work, their analysis.

The teacher must be creative in choosing forms of control. In methodical materials for independent work of cadets the possibility of carrying out self-control is provided. In advance, at the stage of planning independent work, creative tasks are considered, the time spent on its implementation is calculated.

The main conceptual idea is that all components of the educational process should be based on the idea of gender equality as a mechanism for introducing egalitarian gender ideas into the minds of students, which will help to reveal the personal potential of both sexes and harmonize their partnerships in all spheres of social existence of society [3, p. 116].

The peculiarity of teaching gender to border guards is the consistent integration of the gender component into the content of academic disciplines (both general and professional). The first stage is to gain knowledge. The knowledge gained by border guards through their awareness turns into beliefs - this is the second stage. Then comes the turn of the third stage - changes in consciousness. Without awareness of gender theory, it is difficult to persuade a cadet of its truth. Therefore, the teacher's mission is to form (in some cases - to change) awareness of the perception of policies to ensure equal rights and opportunities for women and men.

We believe that in order to achieve the effectiveness of

gender education at each of its stages, it is advisable to take into account the concept of “interactive learning”. Interactive learning is learning that takes place under the condition of constant, active interaction of all participants in the learning process. It means co-learning and mutual learning, where all participants in the educational process are equal subjects of this process and understand what they discuss and analyze, learn to think critically, to predict.

The organization of interactive learning requires modeling of various professional situations, joint problem solution, based on the analysis of relevant situations, the use of a game form of learning. All interactive technologies are divided into four groups: frontal technologies, collective group learning technologies, situational learning and discussion learning. Among the interactive methods are widely used: brainstorming, “microphone”, “circle of ideas”, work in small groups, “take a position”, role-playing games and others. We are convinced that the basis of gender learning methods should be interactive learning [4–5].

In general, the effectiveness of gender training in the system of military border education includes: the effectiveness of the development of the motivational and value sphere of the border guard's personality (development of his beliefs, interests, orientation); the effectiveness of the development of the cognitive and logical sphere of the border guard's personality (development of his ideas about ensuring equal rights and opportunities for women and men); creating a friendly psychological climate in the units to respect each other; gender-equitable organization of group work, which means alternate performance of tasks assigned to the border unit (leader, executor, etc.); the effectiveness of the development of the operationalization sphere (the development of the ability to regulate in practice the promotion of equal rights and opportunities for women and men, to use knowledge to solve professional issues).

The lifestyle of border guards and the circumstances in which their professional activities take place contributes to the constant formation and consolidation of basic professional motivation for service, their psychological readiness for the specifics

of professional activity. The environment in which border guards serve, the encompassment of communication with managers, colleagues, subordinates and teachers affect their preparation for various situations during performing duties. Therefore, it is important for border guards not only to gain knowledge in equal rights and opportunities of women and men during training sessions, but also to practice it during extracurricular activities to be convinced of the effectiveness of this knowledge.

The choice of teaching methods depends on the specifics of the discipline and its content. Therefore, depending on the category for which the discipline is taught, we can choose the methodology and the possibilities of implementing the gender component in the content of the educational material.

While teaching gender-oriented disciplines, it is important to apply such principles of gender education as cooperation orientation; use of dialogue; personal potential development; support of motivational and emotional spheres of personality. After all, as I. Klotsyna notes, the unity of theory and practice is reflected in the involvement of life experience of subjects of study. Gender education is not only a “teaching process”, but also a “learning experience” [6].

During training for successful management of the process of gender component implementation in the content of disciplines it is necessary to follow the rules that allow to optimize the teacher's interaction with border guards, use innovative pedagogical technologies, forms and teaching methods that help to create and maintain an atmosphere of mutual respect, interaction and to each other of all subjects of professional activity. We understand the methodology as a set of methods used to implement gender issues in academic disciplines. The method of gender education is a way to achieve, realize the goals and objectives of gender education. The means of teaching are any of its subject support (convincing position of the teacher, legal framework, methodological support, etc.).

Ensuring interaction provides for taking into account the specifics of the target audience as a category of people for whom teaching is carried out. Thus, for cadets, gender education should be

started with gaining knowledge about the history and theory of gender, acquaintance with the basic categories of this theory, and so on. Cadets need to be provided with knowledge about the modern legal framework of Ukraine on the status, rights and responsibilities of women and men, their socio-economic status, capacity, etc.; everyday life of women and men in Ukraine and in the whole world; the contribution of prominent personalities of both sexes to the socio-political, economic and cultural development of the country in the past and present; psychophysiological differences of the sexes, gender stereotypes, gender roles in society, discrimination (sexism, racism), violence (psychological, domestic, physical) and their impact on the individual and society, ways to overcome it; equality of rights and opportunities for men and women in the security and defense sector of Ukraine.

It's important to give the officers (master's students) more practical advices, to discuss gender issues, to use real-life examples, to model situations inherent in a gender-sensitive environment, etc., to use the educational potential of disciplines to alleviate stereotypes about the "real man".

Critical discussion of the material will give officers the opportunity to think independently and make a decision concerning certain restrictions on the behavior of males (to be tough and firm), as well as their impact on professional activities in the security and defense sector. It is expedient to hold scientific and scientific-practical events (conferences, round tables, art exhibitions, presentations of books by contemporary authors, etc. on gender issues in general, on the problems of ensuring equal rights and opportunities for women and men in the border department).

For managers of different levels, it is also necessary to apply more simulated situations, as well as to study in detail the legal framework, to study the risks, to change (if necessary) the attitude to the issue, the philosophy of thinking. It is advisable to analyze specific situations in the implementation of the principle of equal rights and opportunities for women and men in appointments, analysis of situations with sexual harassment, express personal

opinions about a situation, actions of colleagues and more. Therefore, gender education should be cross-cutting. This is achieved by reproducing the gender component at each level of education through appropriate methodological support.

We believe that it is mandatory for people who are appointed to senior positions in the border department to be assigned gender training on the basis of higher education institutions that have appropriate (gender) departments or centers. As P. Freire emphasizes, “to be a competent teacher, you need to believe in people, you need to love. The teacher must be convinced that the fundamental task of education is the liberation of people, not domestication” [7, p. 62].

The answer to the question of how to form border guards' readiness to resolve conflicts related to ensuring equal rights and opportunities for women and men is to focus on the equality of interests of men and women, evaluation of activities not on the basis of gender but on criteria of professional competence [8].

In the study of subjects is expected to play a significant role along with other subjects and “English for professional purposes”. The curriculum of this discipline provides for the consideration of the gender component. Therefore, the content includes issues “Problems of education and formation of the border guard's personality”, “Appearance and character traits”, “Personnel of the Armed Forces”, “Military special training”, aimed at forming professional training of future border guards, which addresses such issues: the role of women and men in the border service; requirements for appearance (differences in the form of clothing, hairstyles, makeup); issues of distribution of positions and performance of official duties; character traits inherent in women servicemen; leadership and leadership qualities. In studying the socio-political issues “Problems of modern society”, “Peace and Security” pay attention to: the role of women and men in the family, in the process of raising children; professions that are considered male and female, the activities of women politicians and government leaders (compared to men). The study of the topic “Borders of

Ukraine and the profession of a border guard” discusses issues of gender equality in the performance of official duties at the border. Also in the process of learning English for professional purposes, the following problematic situations are discussed: “Women in the military profession”, “The role of women in the military sphere”.

It is important from the point of view of implementing the idea of gender in the training of future border officers to study the topics “State Border Guard Service of Ukraine”, “Departmental standards of border control culture, female border guard”, “Border Service, women guarding the Ukrainian border”.

Gender roles do not arise immediately after the birth of a child, they develop depending on many conditions and factors during human life. This development has its regularities and contradictions. The nature of a person's life scenario, lifestyle and behavioral strategies in various life situations depend on it [9, p. 141].

A professional approach to developing the content of programs and disciplines is important. Therefore, according to I. Kyzymy, “the establishment of gender education centers is the first step towards the goal of the Joint EU Project by the Swedish International Development Cooperation Agency (Sida) and the UN Development Program in Ukraine, which believe that advanced training for teachers is an important component of the Project, aimed at overcoming gender stereotypes and harmonious education of young people ready to live in a future society of equal opportunities for women and men” [9, p. 126].

It is worth noting the experience of foreign educators in the professional education of border guards. Thus, the activities of the Swedish Women's Public School in Goteborg is the example of the so-called grassroots initiative in the field of education and the women's movement. For more than twenty years, the authors of the idea have been gathering women of all ages within this school, who have the opportunity to choose their own curricula, courses and trainings depending on their needs in order to integrate and feel more confident in Swedish society [10].

Scholars point out that gender theory and inequality issues

should be taught in plain language to ordinary women in order to involve Swedes from different walks of life in community initiatives. The institute of education is an important factor in the mobilization of human resources, in particular through grassroots activity. In Sweden, grassroots women's activism has contributed to the fact that gender equality issues there are not simply proclaimed at the level of official documents, but put into practice.

The uniqueness of the Women's Folk School, taking into account its structure and content of curricula, is, firstly, in the unification of different women, secondly, in the grassroots initiative that comes from the women's movement, and thirdly, in contacts with gender researchers and the academic community [11, p. 105].

We believe that for higher education institutions where border guards are taught, as well as in the border departments it is expedient to use this experience for women's councils. Such councils are available for civil and military women of various military ranks and positions, with different service life. Gender initiatives will come from various categories in this case and cover a wide range of problems. In addition, men are also appropriate to take part in the activities of the Women's Council.

As for the creative developments of domestic and foreign researchers on gender issues, we consider them to be powerful means of integrating the gender component into the scope of education. There fore, it is expedient to create joint scientific and educational complexes with foreign educational institutions in order to conduct gender scientific research.

Conclusions

Summing up, we would like to highlight the following peculiarities of teaching gender border guards:

- 1) The focus of attention should be the attitude towards another person as a professional: attention to man, respect for the opinion of everyone, benevolence, empathy.

- 2) The need to use interactive learning as a basis of gender training methodology: classes on the formation of gender

competence, business games, trainings, role distribution for such classes, taking into account the gender perspective.

3) It is expedient to take into account the experience of learning the gender of foreign educators in the professional education of border guards.

4) The basis of gender education is not only to convey certain information to the border guide, but also to develop a certain world view of equal rights and opportunities for women and men, to form gender consciousness in them, culture gender behavior. Promote the development of gender culture both in society in general in society and among border guards in particular.

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GENDER DIFFERENCES IN SELF-ACTUALIZATION AND INTERPERSONAL CONFLICTS

In modern society there are rapid changes that have their consequences, requiring a constant social life on the part of users, the stimulation of rigid mechanisms between traditional gender roles. Males have always had more opportunities to realize their inner potential, as women's self-realization opportunities have been limited. As a result, the vast majority of socially significant individuals are men (Nobel Prize winners, prominent scientists, politicians, etc.). Feelings of anger were hypothesized to be reported more often in the descriptions of past conflicts of boys than in the descriptions of past conflicts of girls. However, the authors found that boys were no more likely than girls to describe feelings of anger ensuing from a conflict. An explanation of this interesting finding is not provided in the discussion section. The present study provides possible theoretical explanations for this finding, also using the results of our studies published in the past.

Keywords: *self-actualization, difference, anger, interpersonal conflict, gender, sex, evolution, method, masculinity, femininity.*

Introduction

As a result of emancipation, sexual revolution, and the activities of feminist movement, the range of freedoms for women has expanded significantly. However, in today's society, men make up the majority in government, hold key leadership positions and have career advantages. That is, despite changes in gender roles and stereotypes, the process of revealing their inner potential in men and women has some differences. Feelings of anger were hypothesized to be reported more often in the descriptions of past conflicts of boys

than in the descriptions of past conflicts of girls. However, boys were no more likely than girls to describe feelings of anger following a conflict. First of all, we should distinguish two different domains of anger - emotional experience and emotional expression. "If anger displays serve as a credible signal of a physically aggressive response [1], then anger might also be less common among females". It may differ in the intensity and the frequency of anger experiences, although males are believed to experience anger more frequently than females [2]. Generally, males represented a more frequent target of anger than females [3], especially when they were unknown to the anger elicitors. Men also suppressed their anger responses to their wives more than women did to their husbands. Furthermore, females targeted their anger towards their relationship partner, whereas males more often targeted their anger towards unknown males. These findings are very stimulating for the theoretical discussion about the possible explanations of such gender differences in the targeting of anger expressions. Four hypothetical interpretations: First, sex-specific patterns of anger targeting may be related with the higher interpersonal sensitivity of females. Empirical research revealed that women are more interpersonally sensitive and more socio-emotionally oriented than men. Why have such psychological dispositions evolved more in females than in males? Strong social bonds between females would be a part of an effective cooperative system for defense against potential external attackers. The establishment of such cohesive support networks could be advantageous for females in situations when males were not with the group, for example, when they were hunting. Overt expressions of anger usually have immediate negative consequences for the social bonds between individuals. Females may thus be motivated to avoid potential conflicts with other females because of their higher socio-emotional orientation and interpersonal sensitivity. Therefore, overt anger expressions are more frequently directed towards males, who are less socio-emotionally oriented and less interpersonally sensitive than females. Second, there is also the possibility that women are not more interpersonally sensitive, but only more sensitive to negative

social feedback than men are. The frequency and the intensity of threat displays are regulated by specific regulatory mechanisms in most mammalian societies. “Display rules” govern the appropriateness of human emotional expressions in relation to the context in which they should or should not be used [4].

Problem statement. The problem of gender differences in the desire of self-actualization and interpersonal conflicts is not covered in scientific sources widely enough, it is relevant and therefore requires detailed study.

The analysis of recent research and publications. Researchers such as A. Maslow (self-actualization), A. Adler (striving for perfection), K. Rogers (striving for self-realization), KG Jung (individuation), as well as modern Ukrainian researchers O. Yaremchuk (self-actualization, self-development), S. Maksymenko and others have studied gender (including researchers such as E.P. Ilyin (social nature of gender), S. Bern (subordination to gender norms), E. Nikolaeva (psychophysiological determination of gender differences), S. Bem (theory of gender schemes)).

Object of research: self-actualization of personality and interpersonal conflicts.

Subject of research: gender differences in the pursuit of self-realization and interpersonal conflicts.

Research hypothesis: There are gender differences in the desire for self-actualization and interpersonal conflicts. The level of desire for self-actualization in people with a high level of masculinity is higher.

The purpose of report: to determine the features of gender differences in the pursuit of self-actualization and interpersonal conflicts.

Objectives of the study:

1. To analyze the scientific literature on gender differences.
2. To consider the main approaches to the study of self-actualization in world and domestic psychology.
3. To describe the concepts and characteristics of self-

actualization.

4. To analyze approaches, that can help to define the concepts of “gender”, “gender differences”, “gender stereotypes”.

5. Empirically explore the features of gender differences in the aspiration for self-actualization.

6. To analyze the features of gender differences manifestation in the pursuit of self-actualization.

Methodological and theoretical foundations of the study: A. Maslow's theory of self-actualization, K. Rogers' theoretical achievements (striving for self-realization), S. Maksymenko's views on the self-actualizing personality, S. Bem's approach (theory of gender schemes).

Methods and organization of research:

Theoretical: analysis and systematization of knowledge available in psychological science on the study of the phenomenon of self-actualization and gender differences in its manifestation.

Empirical: a psychodiagnostic method was used, in particular – testing (questionnaire “Masculinity-femininity” S. Bem, to measure the degree of manifestation of masculinity-femininity in quantitative form and “Diagnosis of self-actualization of personality”.

Psychosemantic method: (associative experiment), aimed at measuring the level of masculinity / femininity in self-actualization of personality and features its manifestation.

Methods of mathematical statistics were used to process the results of the study.

Scientific novelty and theoretical significance of the study: the study of gender differences in the pursuit of self-actualization is conducted for the first time in these cultural and historical conditions.

Practical significance: the results of the research can be useful for practical psychologists, counseling psychologists, psychologists in educational institutions, and can also be used for psychological education and further theoretical developments in the field of gender psychology.

Main part

In psychology, there are a lot of interesting studies of gender issues. T. Rezvushkina conducted a pilot study of gender stereotypes, using the method of semantic differential [5].

The researcher aimed to test this method, highlighting the following goals: to develop tools for pilot research, to test it on a sample and analyze the results. Folk proverbs and sayings were used to select the objects of evaluation and to determine the metaphorical features that characterize the perception of these objects.

The choice of proverbs and sayings was due to the fact that they latently fix stereotypes of consciousness, including gender. Respondents were selected according to the following criteria. Participants in the study were individuals of both sexes for whom Russian is their native language. This is due to the fact that the semantic space was modeled on the basis of Russian folk proverbs and sayings. The age composition of the subjects ranged from 17 to 25 years. 1st, 2nd, 3rd year students were interviewed.

There were 100 people. The choice of informants of this age group makes some sense. By this age, the formation of personality is mainly completed and the content, vocabulary, hierarchy of value categories, pragmatic attitudes, language skills in most people remain relatively stable throughout life. Thus, analyzing gender stereotypes, we can predict the state of consciousness of society in the near future.

Analysis of the data has shown that gender stereotypes of modern students reflect traditional values and ideals, although they are mixed with new views on gender roles. As before, it is believed that a woman should be beautiful in the first place, and a man - smart. The study has analyzed the commonality of both male and female associations with the objects of “femininity” and “beauty”. These characteristics are most closely associated with women in both men and women. The importance of such an object as “mind” has increased, and women often identify themselves with this characteristic. Men put “femininity” and “power” in fairly close

positions, which suggests that men recognize the fact that a woman has power, is in power and may seek to have power. Minor changes in men's views on the appointment of women indicate an interweaving, a combination of traditional and modern views; on the recognition of women's capabilities and men's weaknesses [5].

Individuals acquire display rules during the process of socialization. Breaking the display rules often causes negative social feedback or the social punishment of the individual. Strong anger expressions are repressed in most human cultures, as oftentimes they may elicit conflict or even serious physical combat [6]. Females are generally more prone to avoid face-to-face confrontation and they rather use indirect forms of aggression [7]. This may be due to the hypothesized females' higher sensitivity to negative social feedback. The motivation to prevent negative social feedback may cause females to more frequently target their anger expressions towards males. The social sanction model is based on a similar assumption as the above-mentioned explanation, but is more focused on the females' discrepancy with the feminine gender role in relation to the use of direct versus indirect aggression [8]. Females are supposed to be less directly aggressive than males, because direct aggression is considered inappropriate behavior for the feminine gender role. This may also explain another result of study. Girls were less likely to talk about responding to conflict with physical aggression, and talked more about feeling sad about the conflict and about conflicts in friendships. The girls' narrations might be influenced, however, by gender role appropriateness in the situation where they were interviewed by the researcher. Previous empirical research has revealed, however, that a part of the female population is masculine or undifferentiated [9]. Masculine or undifferentiated females are less influenced by feminine gender role expectations. A third interpretative position may arise from the evolutionary significance of female health. Reproduction is a fundamental factor for species survival, and the good somatic and psychological health of females is a key precondition for successful mating. The maintenance of good female somatic and psychological health is also very important for

quality investment in any existing offspring. Females who are less exposed to aggressive signals are less stressed and, therefore, more relaxed for potential courtship and for successful mating. The more frequent targeting of anger towards males could be beneficial for the preservation of female somatic and psychological health. Conflict encounters including the externalization of anger may sometimes escalate to serious physical combats. Risk of physical combat with males may be perceived as more threatening by females, and it may elicit higher levels of stress in females. This explanation of the gender-specific targeting of anger towards males is also consistent with the parental investment theory [10]. The more frequent targeting of anger towards males could be also related to the frequent conflicts of males within the dominance hierarchy. The male's functioning within the dominance hierarchy is probably connected with the frequent negotiations of rank by way of regular interpersonal conflicts, as well as serious physical combats with other males during hominid evolution. One's rank in the male dominance hierarchy also influences the rate of access to females, and thus represents an important factor for successful reproduction. The male's mind as well as body is therefore supposed to be wellequipped for the perception of aggressive signals. Females may simply utilize this higher resilience of males for venting their own stress and excessive tensions. This explanation is supported by the threat model, where males are supposed to be tuned in to potential threats, as well as to be ready to respond aggressively to threats [11].

Apart from the above-mentioned explanations, we should also mention an alternative view, which is in opposition to the previous line of reasoning. The expression of anger is mostly regarded as a conflictive emotion that harms group harmony and social interactions. However, in some cases, appropriate expressions of anger can be also beneficial for an interpersonal relationship because of the restoration of balance that has been previously disturbed [12]. The statement "If anger displays serve as a credible signal of a physically aggressive response, then anger might also be less common among females" could be easily rewritten as the

following statement: “If anger displays serve as a credible signal of a physically aggressive response, then anger expressions might also be less frequent among females in conflict situations”. Such reformulated theoretical rationale is also supported by several previous studies. For example, in the study of Fisher and Evers [13], females reported more anger suppressions and less anger expressions than males, whereas males reported more direct expressions of anger. Also, in Western societies, there is a general expectation that males usually express their anger more often than females [14]. More frequent anger suppressions in females may be related to the relatively high costs of overt anger expressions. The energy costs of various facial expressions were analyzed in my previous study [6]. The range of structural facial changes, signal duration, duration of communication sequence and of the presence / strength of vocalizations was taken into account in the classification of facial expressions into three categories (cheap, medium, and expensive). Facial expressions of anger, laughter, and surprise were considered to be expensive in comparison to other facial expressions.

G.E. Creidlin has studied the smile as a gesture and as a word, paying attention to the gender aspect, using an associative experiment. Informants were asked to write reactions to four stimuli in a short period of time. It is noteworthy that only in five questionnaires out of 1,079 women are associated with a smile.

As a result of this experiment, it was concluded that when describing the representatives of the German nation, there is a significant number of reactions belonging to the subgroup “smile”. In this situation, it should be emphasized that a smile “is an extremely important social and cultural phenomenon. First of all, this is associated with an increase in the number and importance of social and cultural rituals in modern society” [15, p. 72].

In contrast to psychosemantic research, the purpose of which is to immerse oneself in the semantic constructs of a particular individual, in the study of gender stereotypes, the method of content analysis of printed publications can be a very appropriate method. Since the phenomenon of gender stereotype is in the nature of social

education, the study of printed publications on the subject of this phenomenon is quite representative, as it shows its features in a particular cultural and historical aspect.

Malisheva, researching gender stereotypes in the youth media, used the method of content analysis, which is the most popular in the study of print media. The data obtained as a result of the study provide an opportunity to better understand what information environment is created for adolescents and youth, what problems and issues are considered important for them and attract the attention of the audience. On the one hand, there are significant similarities in the qualities attributed to men and women, which can be the basis for egalitarian gender representations.

On the other hand, trends have been identified that may have negative social and personal consequences. For example, a lot of attention to a woman's appearance helps to consolidate the idea of her as a sexual object in both boys and girls. This is likely to be a source of problems such as difficulties in building interpersonal relationships, sexual violence, instability in the self-esteem of adolescent girls and eating disorders (anorexia and bulimia). Images of men are focused on social roles, but at the same time, only professional activity is considered as the most significant sphere of their realization.

Thus, young people are given the idea that their social value is determined by social status, success at work and, consequently, the value of their earnings. This can lead to a refusal of creative self-realization, the emergence of compensatory courage, difficulties in mastering marital and parental roles, psychological absence in family relationships and interactions with their own children, etc. [16]. It should be noted the advantage of the test method in comparison with psychosemantic.

In contrast to the latter, the test method gives us a clear vision of the gender characteristics of the individual, excluding the possibility of the influence of personal beliefs of a researcher in the interpretation of data. Ozhigova used psychodiagnostic methods to study the nature of gender influence on a woman's self-actualization at different stages of professionalization, as well as to determine

gender-based strategies of a woman's professionalization in pedagogical activities test-questionnaire for the diagnosis of interpersonal relationships.

In the course of study she obtained the following results:

1. Personal characteristics of women, identified during the definition of self-actualization, are comparable to the traditional description of women and do not change during her professional development. This determines a specific form of self-actualization of women, which is the orientation of women to the field of interpersonal relationships. For different groups of women who are at different stages of professionalization (beginning of study - students, practical activities - teachers and development of related specialties - head teachers), the common denominator in the self-actualization of women is the ability to translate their own essential forces in interpersonal relationship through a focus on external positive evaluation and personal "contributions" to others (personalization). The peculiarity of a woman's self-actualization is her gender conditionality, because the area of interpersonal relations in the traditional cultural pattern of gender behavior is the sphere of application of women's forces.

2. The identified features of women's self-actualization explain the existence of specific strategies for women's professionalization: abandonment of professionalization in favor of gender role; subordination of professional aspirations to gender role; focus on combining professional and gender roles; choice of professional promotion with the support of the family.

With a visible divergence, the strategy of women's professionalization, in general, aimed at overcoming the contradiction between gender and professional roles, where the professional role is secondary in the value world picture of women and subordinate to gender. The constant correlation of professionalization strategies with gender role creates conditions for personal tension, dissatisfaction and limits a woman's self-realization: professional goals are either absent, or constantly pushed aside by women, or achieving them is perceived as too "problematic".

3. It is revealed that in the course of professionalization a woman integrates different ideas: in the process of professional development there is a harmonization of gender and professional ideas of the individual about himself. This process has certain features: at the stage of vocational training (students) generalized personal profiles “gender” and “professional” of women have a greater difference than at the stages of practical activity (teacher) and the development of additional, related profession (head teacher). Overcoming the role conflict between gender and professional roles is carried out through the integration of professional and gender ideas, where the latter have a formative influence.

Gender perceptions of women in the process of professionalization in pedagogical activities acquire characteristics corresponding to the existing in the culture of the traditional notion of women: home orientation and family well-being; subordination; willingness to sacrifice oneself; dependence; non-aggression; passivity; conformity. Gender analysis of professional perceptions of the individual also shows the approximation of meaningful professional characteristics of women to the traditional gender perception of women [17]. S. Bem's method “Masculinity-Femininity” was chosen for our research [18].

Sandra Bem proposed this technique as a tool for diagnosing psychological sex and the degree of androgyny, masculinity and femininity. The questionnaire contains 60 personality characteristics, each of which the subject evaluates from the standpoint of the presence or absence of it in himself (“yes” or “no”). Masculinity. Typically masculine traits traditionally include such as independence, assertiveness, dominance, aggression, risk-taking, independence, self-confidence and others.

Special studies have shown that generalized spontaneous aggression as well as sexual aggression correlate with the level of androgens (male sex hormones) in the serum. In another study on a sample of 191 individuals, it was shown that masculine individuals are characterized by greater self-esteem in general, as well as higher self-esteem in the field of academic achievement and their own appearance.

Typically female traits traditionally include such as flexibility, softness, sensitivity, shyness, tenderness, cordiality, ability to empathize, empathy, and others. Social stereotypes of femininity are less relevant to the success of a business career, but at the same time pay considerable attention to the emotional aspects. Androgyny. In accordance with existing ideas, the individual is not necessarily the bearer of a clear psychological masculinity or femininity. In the personality can be on a parity basis presented essential features of both masculine and feminine types.

It is assumed that in androgynous these traits are presented harmoniously and complement each other. It is believed that such a harmonious integration of masculine and feminine traits increases the adaptive capabilities of the androgynous type. At the same time, great softness, stability in social contacts and the absence of pronounced dominant-aggressive tendencies in communication are not associated with a decrease in self-confidence, but rather manifest themselves against the background of maintaining high self-esteem, self-confidence and self-acceptance. Studies have shown that adrogins are not inferior to the masculine type, neither in terms of self-esteem in general, nor in terms of self-esteem of academic achievement and their own appearance.

The hypothesis that the development of personality should be, first of all, focused on achieving a harmonious process of self-actualization, and not on achieving maximum success in realizing of their potentials, has been confirmed. Otherwise, high achievements do not bring satisfaction, inner peace and joy. The reasons for dissatisfaction of highly actualized students are serious disharmonies in their natural, basic personal potential, in one or more of its components, the frequency of self-realization. External disharmonies of personality are generated by internal ones.

The state and degree of harmony of the natural potential of the individual is the main determinant of the general socio-cultural and behavioral characteristics of man. Harmonious self-actualization includes: structural harmony of personality in the form of integration of internal potentials, the establishment of mostly optimal

relationships within each of the three components of the basic personality and between these components; emotional harmony in the form of mostly positive mental states and emotional tone of life; its procedural harmony in the form of mostly optimal functioning - reasonable consumption of energy resources, moderate desire, support of the game element in self-actualization, balance of different types of occupations, etc. The level of harmony of personality development can be theoretically determined by the ratio of optimal and suboptimal balances in the natural basic and self-potentials of man [16].

Conclusions

Thus, having developed a number of scientific studies to analyze the psychological tools of studying the phenomena of self-actualization and gender, we can draw the following conclusions:

- The most common tool for studying personal self-actualization are psychodiagnostic techniques.

- Particularly effective in this area of research - self-actualization test and test “Diagnosis of self-actualization of personality”. To conduct this study, the test “Diagnosis of self-actualization of personality” was chosen, which allows to investigate self-actualization in an operationalized form, paying attention to the variety of forms of its manifestation. We also chose the method of associative experiment, which allows the researcher to analyze the psychosemantic content that the subjects invest in the concept of “self-actualized woman” and “self-actualized man”.

This solution makes it possible to cover comprehensively the phenomenon of self-actualization and to explore its features as fully as possible. To study the gender characteristics of the individual, a number of methods were used, represented by both psychodiagnostic techniques and methods of psychosemantics. The most accurate and thorough approach to the study of this phenomenon allows such methods as content analysis, associative experiment, the method of semantic differential, the questionnaire “Masculinity-femininity” S. Bem. For our study, the questionnaire “Masculinity-Femininity”

S. Bem was chosen, which allows the researcher to measure the degree of manifestation of gender in quantitative terms.

In addition, the author of the method considers gender not as a dichotomous scale, but as a phenomenon that may have different intensity of manifestation, which corresponds to the theoretical foundations of the study.

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IMPLEMENTATION OF UN RESOLUTION 1325 (2000) IN THE SECURITY AND DEFENSE SECTOR OF UKRAINE

The research is devoted to UN Security Council Resolution 1325 (2000) in the security and defense sector of Ukraine implementation study. It is emphasized that on the way of European integration the international norms implementation is very important for Ukraine. Simultaneously the sphere of gender policy is not accepted concerning this context. Therefore, in order to implement UN Security Council Resolution 1325 in 2016 was adopted National Action Plan up to 2020 (the first in the history of our country). It is concluded that despite of some issues needed to be finalized, above mentioned Plan made a firm basis for successful implementation of gender equality principles in the security and defence sector of Ukraine.

Keywords: UN Security Council Resolution 1325, international norms, gender equality, the security and defence sector of Ukraine, National Action Plan.

Introduction

Problem Statement. Ensuring gender equality in security and defense sector of Ukraine is one of the main priorities of our country state policy in the field of European and Euro-Atlantic integration (in accordance with the North Atlantic Treaty Organization (hereinafter – NATO) standards and recommendations).

On the course of Ukraine's full membership in the European Union (hereinafter – the EU) and in the NATO, our country has committed itself to implement not only the economic and political component of EU legislation in the national legislation, but also EU values and standards, including ensuring gender equality. The topic of gender equality is included in a number of leading international reports, highlighting the importance of this problem. Today Ukraine takes the 60th place among 160 countries in the Gender Inequality Index [1].

In this context, the study of the state of implementation of provisions of the UN Security Council Resolution 1325 “Women, Peace, Security” is especially relevant.

Analysis of the Recent Research and Publications indicates that ensuring equal rights of men and women problem attracts the attention of Ukrainian scientists and scholars from abroad. However, the problem of implementation of international norms (in particular, Resolution 1325) in national legislation requires further study.

Aim of the Research is to study the state of implementation of UN Security Council Resolution 1325 (2000) in the security and defense sector of Ukraine.

Main part

Today wars and armed conflicts are the greatest problems in the world. In this regard the humanity main mission is to protect innocent people that constantly suffer from military aggression. Therefore, the problem of consolidating efforts of the world community in order to ensure international security is quite relevant and requires new approaches to its solution.

Obviously international security depends on national securities of countries. Such interaction determines the introduction of common principles and norms for the security and defense authorities of countries in order to create the world security.

Protection of national interests of Ukraine from threats and ensuring the national security of Ukraine is made by security and defense sector of Ukraine that consists of system of public authorities, the Armed Forces of Ukraine, other military formations, law enforcement and intelligence agencies, state bodies of special purpose with law enforcement functions, civil defense forces and defense industry of Ukraine formed in accordance with the laws of Ukraine.

According to the Law “On National Security of Ukraine” from 21 June 2018, the state policy in the spheres of national security and defense has the aim to protect:

- human beings and citizens – their lives and dignity, constitutional rights and freedoms, safe living conditions;

- society – its democratic values, prosperity and conditions for sustainable development;

- the state – its constitutional order, sovereignty, territorial integrity and inviolability;

- territory, environment – from emergencies [2].

However, the main principles that determine the state policy in national security and defense field are:

- priority of law, accountability, legality, transparency and adherence to democratic civilian control over the functioning of the security and defense sector and the force use;

- compliance with international law, participation in the interests of Ukraine in international efforts to maintain peace and security, interstate systems and mechanisms of international collective security;

- development of the security and defense sector as the main tool for implementing state policy in the areas of national security and defense.

In this context fundamental national interests of Ukraine are:

state sovereignty and territorial integrity, democratic constitutional order, prevention of interference in the internal affairs of Ukraine;

sustainable development of the national economy, civil society and the state to ensure the growth of the level and quality of life of the population;

integration of Ukraine into the European political, economic, security, legal space, acquisition of membership in the European Union and the NATO, development of equal mutually beneficial relations with other states.

As we can see, the content of national security of Ukraine is not only to ensure the safe functioning of public authorities and the territorial integrity of the country but also constitutional rights and freedoms of people, their lives and dignity. And this is not accidental, because these are generally accepted principles of modern civilized state functioning.

The legal basis in the sphere of national security and defense of Ukraine consists of international norms and national legislation.

In addition to the general norms defined by international treaties ratified by Ukraine in the manner prescribed by law, and national regulations containing general norms of gender policy, in the security and defense sector there are acts of security and military legislation. They contain both general and special norms that regulate public relations with the participation of personnel of units of the security and defense sector, as well as norms directly related to the formation and implementation of gender policy in this sector.

For a long time security and defence issues have been a purely male right. Today, this stereotype is gradually being broken. The women role and their involvement in military conflict and peace outreach is growing. The security and defence sphere of Ukraine, in this context, is not exclusion.

According to the global study “Conflict Prevention, Justice Sector Transformation and Peacekeeping” results (conducted by the UN-Women) it was established that women's empowerment contributes the success to the international negotiations makes them

peaceful and more friendly, promotes economic recovery, strengthens peacekeeping operations, increases the effectiveness of humanitarian assistance and can help to combat violent extremism.

At the same time, the idea is expressed that those countries where women are more empowered in various spheres of life start war rarely [3]. This position proponents argue that gender equality is the best indicator of peace achieving. And this, in our opinion, makes some sense.

Ensuring equal rights and opportunities for women and men is one of the UN priorities. It includes adoption of gender legislation, implementation of international gender standards, creation of national mechanisms to ensure gender equality, implementation of gender research, etc. Therefore in 2000 the UN Security Council discussed women's issues during and after armed conflicts, and identified the inextricable link between gender equality and international peace and security. As the result it was adopted the UN Security Council Resolution 1325 [4].

In a world increasingly plagued by the growing number of armed conflicts, this document was of great value.

In order to implement UN Security Council Resolution 1325 and subsequent resolutions focused on the agenda, Ukraine in 2016 adopted National Action Plan up to 2020. It was the first in our country history.

In the context of armed conflict at eastern territory of Ukraine this document was of the great importance, because it determined the realization of following tasks:

- monitoring and assessing the influence of the armed conflict in Donetsk and Luhansk oblasts on the national human rights system, in particular women's participation in peace-building and conflict prevention, protection, assistance and rehabilitation of gender victims and other sexual violence related to conflict;

- coordination of the activities of the subjects of interaction that provide the implementation of UN Security Council Resolution 1325;

- increasing women's participation in peace-building;

creating the peace culture and intolerance to violence among people;

improving the system of protection of women and girls affected by conflicts (identification, creation of a system of assistance, informing about assistance);

providing assistance to victims of conflicts [5].

The first successful step towards unifying the understanding of gender issues in the security and defense sector of Ukraine problems solving was made in 2017. It was the initiative of the Deputy Prime Minister of Ukraine for European and Euro-Atlantic Integration in cooperation with UN Women.

The evaluation identified a number of systemic issues, in particular:

gender equality has not been seen as part of security and defense sector reform;

low level of coordination of the security and defense sector components in the gender equality promotion;

low participation of women in the security and defense sector;

the spread of discrimination, sexual harassment and sexual violence against women.

During the implementation of the National Plan for the period up to 2020 significant systemic changes took place in the security and defense sector of Ukraine, in particular:

the Law of Ukraine “On Amendments to Certain Laws of Ukraine Concerning Ensuring Equal Rights and Opportunities for Women and Men During Military Service in the Armed Forces of Ukraine and Other Military Formations” was adopted;

it was canceled the prohibition for women sergeants to hold combat positions in the Armed Forces of Ukraine;

recruitment of girls to military and naval lyceums was allowed;

a number of training events on gender issues for specialists in the security and defense sector and educational activities for the population were conducted;

professional trainings of central and local executive bodies on the agenda “Women, Peace, Security” were continued;

the system of protection of women and girls affected by the conflict (identification, assistance, information on assistance) was improved.

Today the total number of women in the Security and Defense Sector of Ukraine has significantly increased. In March 2020 women made up about 15 percent of the military personnel, 902 of women had the rank of senior officers; to the August 2020, two women in Ukraine received the rank of major general. 5% of women take part in international peacekeeping operations.

According to the information agency of the Ministry of Defense of Ukraine, in the Armed Forces of Ukraine serve 31,758 of military-women (this is 15.6% from the total number of military personal). Among them 4,810 – officers (8.9%); 25,780 – sergeants and non-commissioned officers; and 1,162 cadets. More than 13,000 women received the status of participants in hostilities, 257 women received state awards during Anti-terrorist operation / Joint Forces Operation, 9 of them posthumously [6].

The State Border Guard Service of Ukraine is a component of the security and defense sector of Ukraine. It has already created transparent conditions for professional development and career growth for personnel regardless of gender. Today, more than 11,000 women work and serve in the border service [7].

In order to implement the National Action Plan for the implementation of UN Security Council Resolution 1325 effectively, it was formed a specific list of measures covering all aspects of its implementation.

In particular, it was created and provided all necessary conditions for military service for women, their training, advanced training, as well as public informing about the gender processes that take place in the State Border Guard Service of Ukraine. The agency provides equal access to positions and military ranks for men and women, as well as an equal amount of responsibilities during the service. For example, they have equal rights and opportunities to

participate in the project “New face of the leadership”. It is important that the appointment to leadership positions under this project is based on the assessment of the rating of their professional abilities and does not depend on gender.

It also worth saying that the State Border Guard Service of Ukraine as the law-enforcement agency with special functions is authorized to conduct border control, detain persons for crimes and administrative offenses at the state border, convoy and place them in special places for the detention of offenders, deport foreigners, use weapons etc.

And it is especially important for the personal of Border Agency to respect human rights and gender equality. Authorities, servicemen and employees of the State Border Guard Service of Ukraine are obliged to respect human dignity and show humane treatment.

Unlawful restriction of human rights and freedoms is unacceptable and entails liability under the law.

Thus, modern Ukrainian legislation provides equal opportunities for military service for both men and women. The exception is provided only by the legislation on the protection of childhood and motherhood. Among positive changes we can mention provisions of Article 20 of the Law of Ukraine “On Military Duty and Military Service” that canceled the age limit of 40 for women concluding a contract for military service [8].

It has been also worked out the issue of keeping women in reserve. In previous edition of part five of Article 27 of the Law of Ukraine “On Military Duty and Military Service” it was determined that women of 50 years have to be included in the reserve of the second category. At the same time (unlike men) it was not taken into account the military rank of women. We believe that this provision undervalued a woman's achievement during military service. Regardless of the military rank all women forced to retire at the same age.

So, the last amendments to the Law of Ukraine “On Military Duty and Military Service” and other normative acts were very important for military women. In practice, this allowed women to

start military service in many combat positions. So today, Ukrainian women, along with men, are directly involved in the development of the new army and in its modernization, mastering military professions and specific functionality where until recently it was difficult to imagine women. Women can be involved in a wider range of military missions and operations. They were given equal access to military careers – while having the same amount of rights and responsibilities as men in military service.

Today military woman is not perceived by society as a certain social phenomenon, but as an ordinary professional who voluntarily masters the chosen profession. And we can notice that due to successful implementation of the National Plan for the period up to 2020 the principles of gender equality are successfully implemented and evolved in the security and defence sector of Ukraine, which has fully committed itself to the goals of the partnership with NATO in the gender aspects of military service.

In this context we can say about a high-quality algorithm that has been created to cover all aspects corresponding to the mentioned national plan in order to give women an opportunity to have career in accordance with their level of education, experience and performance. In social sphere it was also necessary measures have been taken to meet the sanitary and hygienic needs of women and it was created proper conditions for comfortable service of Ukrainian women in the army.

Overall there is a process of gradual destruction of gender stereotypes. People come to the conclusion that realization and ensuring gender equality in the security and defense sector is not equalizing the quantitative ratio in the selection of personnel, as some thought, but increasing the operational capacity of the security and defense forces by selecting professionals with appropriate psychological and business skills, who are able to show fortitude in extreme situations. At the same time, there is the idea in the scientific literature that mixed teams are more effective due to the diversity of experience, knowledge, skills and a certain positive influence of women on men and vice versa. In this context the main goal of

modern military personnel policy is to create conditions for guaranteed and high-quality staffing of the Armed Forces with personnel capable of performing their assigned tasks and its effective use, regardless of gender [9].

Positive changes also were made in the field of education. From the 2019, girls have the opportunity to study at military lyceums. Gender issues are also included in various programs of security and defense education institutions. As for the Bohdan Khmelnytskyi National Academy of the State Border Guard Service of Ukraine we can notice that scientific and pedagogical staff of our higher education institution takes active measures for implementation gender policy in the educational process. There is a constant work on improving the educational and methodological support of the disciplines of the departments. In particular, at the Department of Theory of Law and Criminal Procedure, the topic of gender equality is widely reflected in the content of such disciplines as “Fundamentals of Theory of Democracy and Human Rights”, “Comparative Law”, “Criminal Law”, “Criminal proceedings”, “Criminology”, “Legal regulation of the State Border Guard Service of Ukraine activity”, etc.

Another important step towards the implementation of the Resolution was the establishment of a network of gender advisers and contact persons within the Ministry of Home Affairs and the Ministry of Defense, as well as the separation of structural units dealing with gender issues.

At the same time, the painful problem today is that the Ukrainian authorities do not have access to the occupied territory, so they are not able to provide the necessary assistance to victims of gender violence. In this regard, our country needs additional support from the international community, government institutions and civil society organizations in addressing access to medical, legal, psychosocial and other assistance to victims of armed conflict.

Thus, despite the set of measures taken within the framework of the National Action Plan for the implementation of UN Security Council Resolution 1325 until 2020, there are still a number of

unsolved issues that need to be finalized. Therefore, on October 28, 2020, the Cabinet of Ministers of Ukraine issued Order №1544-r On Approval of the National Action Plan for the Implementation of UN Security Council Resolution 1325 “Women, Peace, Security” for the period up to 2025.

The purpose of the National Plan is to create conditions for equal participation of women and men in conflict resolution, peace-building, reconstruction processes, countering security challenges, systemic response to gender-based violence and conflict-related violence.

The National Plan focuses on the following groups of women and men:

- internally displaced persons;

- victims of violence;

- victims of torture;

- persons vulnerable to trafficking, sexual violence, rape, torture;

- persons with disabilities, low-mobility groups living in areas close to the war zone (demarcation line);

- elderly people living in areas close to the war zone (demarcation line);

- persons in captivity and families of prisoners;

- residents of the temporarily occupied territories;

- families of combatants, servicemen, prisoners of war, missing members of the anti-terrorist operation / Joint Forces operation;

- veterans of the anti-terrorist operation / Joint Forces operation;

- volunteers;

- specialists involved in the provision of assistance and rehabilitation (in particular, military psychologists, specialists of mobile medical groups, mobile teams of social and psychological assistance to victims and persons who have suffered from gender-based violence);

- decision-makers related to conflict resolution and security

issues, as well as women serving / working in the security and defense sector and women involved in peacekeeping activities;

the security and defense sector persons who have suffered from gender-based violence, including psychological and sexual harassment;

men and boys who are targeted by educational and other programs [10].

The implementation of the above plan aims to achieve the following strategic goals:

ensuring equal participation of women and men in making decision on conflict prevention, conflict resolution, post-conflict reconstruction at all levels and in all areas, including the security and defense sector;

creating a gender-sensitive system for identifying, preventing and responding to security challenges;

ensuring the process of post-conflict reconstruction, development and implementation of the system of transitional justice on the principles of ensuring equal rights and opportunities for women and men;

providing protection against gender-based violence, sexual violence (in conditions of armed conflict and in peacetime);

ensuring the developed institutional capacity of the executors of the National Plan for the effective implementation of the agenda UN Security Council Resolution 1325 in accordance with international standards.

Conclusions

Thus, on the way to Ukraine's integration into the world community, the implementation of UN Security Council Resolution 1325 (2000) in the security and defense sector of Ukraine is in line with global trends and it is the right step for promotion the implementation of international law into the security and defense sector of Ukraine. Perspective scientific researchers will be devoted to the study of international norms implementation into the national legislation on gender policy sphere.

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WOMEN'S MILITARY SERVICE IN THE POLISH TERRITORIAL DEFENCE FORCES

This article is an attempt to present the changes that are taking place in the area of women's military service in the Polish Armed Forces, with particular emphasis on the new type of Armed Forces, which are the Territorial Defence Forces. Describing the structure, tasks and principles of operation of the formation, it points out the direct influence of the above-mentioned factors on expanding the effectiveness of women in service. The author also points out that despite some difficulties in the widespread uptake of women's service in view of the ubiquitous transformations of the international security environment, as well as the related nature of threats, further increasing the percentage of women in the service seems to be not only justified, but also necessary. Sets out the thesis that today's world requires new capabilities that will make it easier for us to meet the challenges of the VUCA reality.

Keywords: armed forces, Territorial Defence Forces, military service, women, gender

Introduction

In the history of Poland, women have repeatedly taken an active part in military actions in defence of their homeland - among other things, they fought in uprisings and on the fronts of both world wars. Historically, women have been involved in all national liberation struggles since the Kościuszko Uprising (Joanna Żubr), the November Uprising (Emilia Plater), the January Uprising (Anna Henryka Pustowójtówna) [1]. During the period of the First World War, there were female units in the Polish Military Organisation, originating from the Women's League. However, according to the traditional division of male and female roles, it was the responsibility

of the men to wage battle and possibly to give their lives. For the most part, however, women's participation in the armed forces was limited to 'logistical security' of warriors and tasks of a medical nature. During the Second World War, women, after undergoing standard and specialised training, carried out extra-frontal tasks and within subdivisions. They performed auxiliary functions - nurses, liaison officers, colporteurs, telephonists, telegraphists, car drivers, conducted intelligence activities. In a smaller number of cases, they were involved in sabotage/diversion activities or mine-laying as part of independent subunits. They were involved in cultural, educational and artistic work. Today, however, the social stereotype has been broken almost everywhere in the world and women are increasingly pursuing careers in the military. Currently, important factors marking a new perspective for women in the Polish Army are the membership of NATO and the principles of gender equality exhibited in EU law. The professionalisation of the Polish Armed Forces means that currently military service is performed exclusively by volunteers and Polish citizens are called up to all types of military service on the same principles, regardless of gender. Similar rules apply in other NATO countries. Compulsory military service for women has only been introduced by a handful of countries in the world (Israel, Libya, North Korea, Norway - since 2015). In Poland, the Territorial Defence Forces (TDF) are very popular among women. More than 36,000 soldiers (male and female) serve in the formation, including more than 32,000 volunteers and 4,000 professional soldiers [2].

The Polish Territorial Defence Forces (POL TDF) as a new formation of the Polish Armed Forces

The Polish Territorial Defence Forces (POL TDF) operate as a separate service of the Polish Armed Force since January 2017. Since the beginning until the end of 2022, TDF were led by the Lt Gen Wiesław Kukula. The POL TDF grew and matured to execute two major missions: defend the homeland and secure the society. These missions are detailed in the POL TDF doctrine implemented by the Chief of the General Staff of the Polish Armed Forces (POL PAF) in

April 2018. Subsequently, the Polish Minister of National Defence, Mr. Mariusz Błaszczak, authorized "The POL TDF Development Plan 2021-2035" in December 2020. This document approved the POL TDF development process, organization and budgeting [3]. As of December 2022, the POL TDF assembled over 36 000 soldiers in the ranks, with more than 32 000 part-timers: citizen-soldiers, volunteers who dedicated part of their family and social life to become SOLDIERS. However, the POL TDF is still in the early development stage and handles the challenges of recruitment and retention of personnel, equipment procurement, effective training system, or suitable facilities.

TDF Commander commands 18 POL TDF Brigades (POL TDF Bde) located in sixteen voivodships, with more than 50 light infantry battalions. The brigades maintain the different levels of the operational capabilities due to their development timeline. Therefore, the brigades situated east of the Vistula river, established in 2016-2018 timeframe, hold a higher readiness level.

Based on the POL MOD's decision dated 18 March 2021 TDF Commander has established three POL TDF brigades in the eastern part of Poland. The MOD's decision introduced operational findings from the demographic, social, and threat analysis process. Moreover, the series of strategic, operational, and tactical level exercises revealed the requirement for additional brigade-level command capabilities and manoeuvrable, light infantry capabilities in that part of Poland. The newly created brigades and light infantry battalions have specific missions and tasks, and they play an important role in the regional and national defence system: – 18th POL TDF Brigade – location: WARSAW, an urban warfare; – 19th POL TDF Brigade – location: CHEŁM, a border security support; – 20th POL TDF Brigade – location: PRZEMYŚL, a border security support. The End State of the POL TDF capacity (planned) – more than 55 000 soldiers in 20 TDF Brigades (ca. 70 Light INF Bn) covering the territory of Poland [4].

It is essential to highlight that over 32 percent of the POL TDF soldiers possess higher education and almost half have secondary education (high school). For most of the POL TDF soldiers, over 46

percent have general, and the other 30 percent have technical or vocational education, 15 percent have indicated liberal arts education. Over 19 percent of the soldiers are students and teachers. The average POL TDF soldier is 33 years old.

The formation bases its potential on volunteer soldiers, who do not have to give up their existing activities when joining its ranks. For the purposes of training part time soldiers, an innovative three-year training system was implemented, which is constructed in such a way as to make it possible to reconcile personal and professional life with military service. TDF soldiers perform a new form of active military service - Territorial Military Service. This means that soldiers - volunteers, serve in a rotation (in a military unit, on duty days defined by the commander, at least once a month for a period of two days in their free time) and availability (outside the military unit, without giving up their previous activities). Training in the TDF involves learning practical skills that are not only necessary on the modern battlefield, but also useful in everyday life and work, such as first aid or machine operator courses [5].

The mission of the POL TDF is implementing tasks regarding the prevention or elimination of causes and effects of military and non-military threats on Polish territory. In this regard TDF maintain the readiness to conduct Polish Armed Forces missions, which determine the directions of development of their operational capabilities, i.e.:

- to take necessary measures to provide state security and oppose military aggression (Home Defence – HD)

- to support security subsystems in terms of internal security and community service (Defence Support to Civilian Authorities – DSCA)

Key aspects of the POL TDF employment:

1. Land domain operations (with limited CYBER and AIR elements)

2. Training tailored to the capabilities of volunteers (three-year training cycle of part time soldiers).

3. Permanent Areas of Responsibility (PAOR), tactical manoeuvrability (within a voivodeship area).

4. The nature of formation: light infantry with robust interagency cooperation, and locally - oriented personnel [6].

Crisis management is the main spectrum of the POL TDF activity since 2020. Since then, the formation was the first to become involved in supporting people in need, authorities, the health care system and many other institutions in anti-crisis operations associated with COVID-19 (Operation RESILIENT SPRING, MAR – JUN 20 and Operation ENDURING RESILIENCE, JUN 20 – MAR 22). The aim of these activities was to mitigate the effects of the pandemic and to strengthen the resilience of people in the local communities. The support of the Territorial Defence Forces and its presence in the social space became an obvious and natural phenomenon.

The Territorial Defence Forces' activities slowed down the transmission of SARS-CoV-2 and increased the area of health care by providing direct support to public health service units, sanitation services, police and local government units. In addition, the TDF has consistently maintained its readiness to support local authorities in the area of non-military crisis. Nowadays (June 2022), the POL TDF deploys over 2500 troops every day in two brigade Task Forces teams (TF MŚCISŁAW and TF PISKOR) to support Polish Border Guard on the POL-BLR border operation (Operation STRONG SUPPORT) [7-8].

Polish reaction to the security situation facing our eastern neighbor was immediate. Faced with the threat, Ukraine can count on Polish support, to include support by the POL TDF, whose past two years of experience in anti-crisis operations associated with COVID-19 made it possible to engage on a day's notice in supporting the refugees fleeing the war-torn region. The SOLID ASSISTANCE Operation begun. The main priority for the POL TDF is to provide support to the fleeing refugees by maintaining functioning communication with our agency partners and flexible reaction for changeable situations, and defining the experience. The assistance also includes supporting refugees by assisting in relocation, temporary housing, integration with the local community by deploying troops and means to all agency partners who participate in the aid process [9].

Women in the TDF

The first women in the Polish Armed Forces appeared in 1988, when the recruitment of women for service began on a special basis among graduates of selected civilian studies, most often after medical faculties. In 1988, women began to be admitted to the officer corps, in 1994 to the NCO corps, and in 2005 to the private corps. In 2003, restrictions on access to posts were lifted [10]. Despite the continuing upward trend, the proportion of women in the army only managed to exceed 1% at the end of 2007. At that time, the total professional cadre was 78,555, so the proportion of women was 1.22%. The year before, this percentage was 0.99% of all soldiers [11]. In 2010, it was as high as 1,600 women, and including the remaining female students of military schools in candidate service, nearly 2,000 - 1.99% of the total number of soldiers [12]. In 2013, 2,706 women already serve and the indicator reaches 2.86% [13]. At the end of 2016, women account for 4.70% of the total number of soldiers serving in the Armed Forces of Poland, and among them as many as 1,329 hold positions in the officer corps [14]. In the following years, the number of women continues to increase, which is reflected in the table. As of 01.07.2022, 9,762 female soldiers were serving in the Armed Forces of Poland, which constituted 8.8% of the registered number of professional soldiers. Out of the total number of soldiers, as many as 1,655 were serving in command and management positions at various levels of command [15].

The number of women in the Armed Forces has grown to 8.8% in 34 years, while the TDF formation has managed to reach a rate of nearly 20% in five years, since 2016.

Since 2017, the size of the youngest type of armed forces has increased more than fourfold, it is the number of women among TDF soldiers that has increased ninefold. In 2017, almost 9 per cent of the TDF soldiers were women (650 women). Virtually every year, women's interest in the formation increased to reach 4,372 female soldiers by 2020, a 7-fold increase. By the end of 2021, 18.5% of the TDF were women.

Table 1

Percentage of female soldiers
in the Polish Armed Forces in 2015 – 2022

Year	Percentage of professional female soldiers
2015	4,29 %
2016	5,04 %
2017	5,74 %
2018	6,36 %
2019	6,90 %
2020	7,47 %
2021	8,3 %
2022	8,8%

Source: [16, p.173-176]

Table 2

Women in the ranks of the TDF between 2016 and 2021

	2016	2017	2018	2019	2020	2021
TDF soldiers	15	7 525	16 100	23 142	26 802	32 067
Total women	-	650	1 897	5 186	4 422	5 943
Increase in the number of women	-	+650	+1 247	+3 289	-764	+1 521
Percentage share	-	8,6%	11,8%	22,4%	16,5%	18,5%

Source: [16, p.173-176]

Among TDF professional soldiers, women accounted for almost 11% at the end of 2021. Since the formation's beginning, this number has increased 4.5 times. In 2017, there were 92 female professional soldiers serving in the ranks of the TDF, in the following 2018, this level increased 2-fold and reached a rate of 169 female TDF professional soldiers, the following year, there were already 227 female professional soldiers, in 2020. - 380 female professional soldiers, and in 2021. - 425 female professional soldiers.

Table 3

Share of women among TDF professional soldiers 2016-2021

	2016	2017	2018	2019	2020	2021
Professional soldiers	15	1 352	2 090	2 515	3 245	3 986
Women professional soldiers	-	92	169	227	380	425
Percentage of female professional soldiers among professional soldiers	-	6,8%	8,1%	9%	11,7%	10,6%

Source: [16, p.173-176]

Among TDF female soldiers, female professional soldiers accounted for 7.2% at the end of 2021. Only at the beginning of the formation's build-up was this figure higher (16.7% in 2017), and in the following years it remained fairly constant at 7-9%, except for 2019, where it fell to 4.4%.

Table 4

Share of women soldiers among the total number of women in the ranks of the TDF between 2016 and 2021

	2016	2017	2018	2019	2020	2021
Total women	-	650	1 897	5 186	4 422	5 943
Women professional soldiers	-	92	169	227	380	425
Percentage of female professional soldiers among total women	-	16,7%	8,9%	4,4%	8,6 %	7,2%

Source: [16, p.173-176]

Double the number of women can be seen among female part-time soldiers. Since the formation's launch, the numbers have increased almost 10-fold. In 2017 558 women served in the ranks of the part-time, in the following 2018, this level increased threefold to reach a figure of 1,728 female part-times, the year after, there were already 3,620 women serving (a 77% increase), in 2020. - 4,042 women (an increase of 32%), and in 2021. - 5,118 women (an increase of 36.5%).

Among part-time soldiers, women accounted for almost 20% at the end of 2021. This rate increased steadily from 2017 onwards.

Table 5

Share of women among part-time soldiers 2017-2021

	2017	2018	2019	2020	2021
Part-time soldiers	6 173	14 010	20 627	23 557	28 081
Women part-time soldiers	562	1 699	3 062	4 042	5 518
Proportion of women among part-time soldires	9,1%	12,1%	14,8%	17,2%	19,7%

Source: [16, p.173-176]

Table 6

Share of female part-time soldiers among the total number of women in the ranks of the TDF in 2017-2021

	2017	2018	2019	2020	2021
Total women	650	1 897	5 186	4 422	5 943
Women part-time soldiers	562	1 699	3 062	4 042	5 518
Percentage of female part-time soldiers among total women	86,4%	89,6%	95,6%	91,4%	92,8%

Source: [16, p.173-176]

Among TDF female soldiers, female part-time soldiers accounted for almost 93% at the end of 2021. This rate increased steadily from 2017 onwards.

It should be emphasised that the increase in the number of women in military uniforms is taking place in the TDF in an evolutionary manner, without forcing solutions giving women a privileged position. It is not artificially created, because the expectation of the Ministry of National Defence is not a spectacular, rapid increase in the number of women in the army, but a stable, steady flow of female volunteers who will have the right qualifications, skills and psychophysical characteristics to occupy military positions. Such a large influx of women into military service as part-time soldiers means that this type and form of service fits perfectly with women's expectations. By serving in the TDF, they can pursue their passions, improve their skills and have a great satisfaction. The patriotic factor and the willingness to help in local communities are also not without significance. At the same time, on the part of the TDF Commander and the Ministry of National Defence, efforts are constantly being made to facilitate women's adaptation to military service, to enable the reconciliation of professional career with family life and parental functions, to prevent unfavourable situations in professional life, to ensure proper social and living conditions of service and health care. The state of interpersonal relations in military environments is also monitored and a number of activities are carried out to, among other things, shape proper relations and the atmosphere of service, as well as the integration of personnel corps. Education (including training) aimed at eliminating gender stereotypes and counteracting discrimination in this respect is also implemented.

The importance of women's service

Women's service in the armed forces of various countries requires sacrifice and overcoming difficulties such as stereotypical thinking or opportunities for promotion. Opponents of women's service in the army have raised issues of differences between men and women in the selection process, such as lower physical requirements.

In the outlook of 25 years of women's service in the Polish Armed Forces, there has been a fundamental change in the perception of the role of women in the military. Initially treated in terms of a "problem" that "has to be dealt with", they are now seen through the lens of the benefits that the military can derive from their service. The service of women provides an opportunity to harness the diversity of talents, skills and competencies of both sexes. Critics also raised concerns that mixed-gender teams would lack cohesion, but while evidence suggests that forming a unit can be harder, it was also found that these problems can be overcome by training and leadership.

In the context of the differences between men and women, equal opportunities for development must be created so that each of us can realise our full potential. As is well known, women have higher verbal skills. Men, on the other hand, have a better spatial imagination and judgement of perspective. Women are focused on interpersonal relationships and have an increased tendency to emphasise their group belonging, which enables them to work easily in a team. Men are clearer in expressing their independence, tendency to be competitive, aggressive and dominant. Women have an increased threshold of auditory and visual sensitivity. They combine stimuli from different sources more efficiently. Female soldiers have also been more effective in gathering intelligence, building trust, and treating the communities living in conflict areas with more dignity. Hence, making success more likely in the new, highly complex and dynamic nature of conflict zones.

Making use of women's aptitude in the service requires an open view of both genders. Valuing different ways of responding does not contribute to solving the problems of men and women working together in the army. Women perform well in positions that require perceptiveness and analytical thinking. They are often much better at time management than men and are characterised by positive assertiveness. Undoubtedly, men - due to their physical attributes - have in the past been able to perform tasks that required more physical strength, but today's advanced technology makes it more possible to include women in military operations. Today, women soldiers are an

integral part of the Armed Forces. They possess qualities that are very useful in not only armed but also crisis operations. Their great divisibility of attention with the ability to focus on goals and their attachment to relationships means that, as LTG Wiesław Kukula says - "when men see a forest - women see trees" You are a very important part of the TDF team. The achievement of many operational and tactical objectives depends on the presence of women in the Armed Forces. The modern battlefield is multidimensional and multi-domain - it is no longer possible to operate effectively on it without the female factor. The special specificity of the TDF is well understood by women, who bring one of the most important qualities in today's times Empathy - great sensitivity and understanding to the needs of local communities. They have been more successful in engaging with women and children without intimidating them, while also being able to engage with the men, as well as male soldiers do. It is easier for women soldiers to speak to female civilians without breaking religious taboo or coming across as overtly threatening [17].

Conclusions

The service of women in the Armed Forces corresponds to the mission and capabilities of the formation. Women bring not only competence to the service, but also increase the potential for institutional empathy - which in turn is critical in developing leadership and building the strength of the relationships that link the formation to local communities. The number of women entering military service is increasing year by year. This trend will continue in the future, with women taking up key positions in the armed forces. Cultures change over time and the masculine subculture can evolve too. Many previously masculine professions have been successfully opened to women over the past century. In the perspective of the next few decades, we will no longer be amazed by women in the military. Although serving women today is still a challenge for the armed forces, as the TDF shows, interest in serving is growing, followed by understanding and support for women in uniform. Interest in ladies serving in the TDF has been high since the inception of the armed

forces. Serving in the TDF enables women to maintain balance, allowing them to combine their existing professional activities, family life and passions with service to the homeland. The TDF is characterised by a large cross-section of ages - some of the women are at the beginning of their life's journey, others have already stabilised their personal and professional lives. Serving in the ranks of the TDF is ideal for women who, although already fulfilled in many aspects of their lives, want to do 'something more' for their country and for their loved ones. For many, military service is also an excellent form of testing themselves, overcoming their own weaknesses and acquiring new competences and skills. Women in the TDF are tenacious, determined and always strive to achieve. Their unique competence will make the formation more competent. Such a high percentage of women in the TDF also translates into the development of the Polish Army as a whole. When assessing such a dynamic development of the formation in this regard, it should be emphasised that the richer and more culturally, ethnically or gender diverse the environment, e.g. in war, but also in military structures, the more new solutions, ideas, but also non-standard approaches to life and a given situation.

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UKRAINIAN ASSOCIATION OF WOMEN IN LAW ENFORCEMENT AND ITS ROLE IN GENDER MAINSTREAMING OF DEFENCE AND SECURITY SECTOR OF UKRAINE

The article deals with the investigation of the role of the Ukrainian Association of Women in Law Enforcement (UAWLE) in the process of gender mainstreaming in defence and security sector of Ukraine. The peculiarities of the association organization activities as the social group and organized system as the interrelated processes of social interaction of the law-enforcement representatives on psychological basis have been revealed. The association activities principle directions such as the formation of the professional gender competence on the grounds of the necessity of the development of the leaders' skills and habits, the abilities to ensure gender-sensitive environment and stress management of female law-enforcement leaders as the essential part of the professional competence within the framework of the association principle goal have been substantiated taking into consideration the needs and values of the UAWLE members.

Keywords: *association; organization group dynamics; leadership; law-enforcement; gender mainstreaming; defence and security sector.*

Introduction

Problem Statement. In the period of the reforming in the security and defence sector of Ukraine when it was essential to find the new approaches towards the human resources development, the new organization was created in Ukraine particularly the Ukrainian

Association of Women in Law Enforcement (UAWLE).

The activity of this organization in which the concept of its values is based on humanistic ideals, which replaces the depersonalized, mechanistic value system of bureaucracy [16, p. 16] promotes the development of the security and defence sector of Ukraine on the democratic values.

The results of the analysis of the peculiarities of the UAWLE activities and its role in gender mainstreaming of defence and security sector of Ukraine will give us the opportunity to work out the strategy of its further development for achieving the global standards of gender equality and the empowerment of women particularly focusing on five priority areas: 1) increasing women's leadership and participation in decision-making process; 2) preventing violence against women; 3) involving women into all the aspects of peace and security processes; 4) protecting health and forming inclination of healthy way of life; 5) enhancing women's economic empowerment; 6) making gender equality central to national planning and budgeting and as a result, – to ensure the women's human rights and avoid any form of discrimination.

Analysis of the Recent Research and Publications. The results of the scientific sources analysis testify about the fact that there has been no shortage of the special books and articles aimed at interpreting various aspects of the theoretical grounds of organization in general, and the criteria for success or failure in group dynamics in particular, but the aspects of the activities of the organizations which protect the women's rights, including the UAWLE and its role in gender mainstreaming of defence and security sector in Ukraine, have not been investigated in details.

The various aspects of organization as a system and group development have been investigated by the serious of the scientists. Thus, Alex Alexandrou and Roger Darby study the peculiarities of managing human resources in organizations in the defense environment [1]; Gordon L. Lippitt examines the characteristics of organization development [17]; Henry Kellerman analyzes the aspects of group cohesion in the context of theoretical and clinical

perspectives [8]; Marvin E. Shaw investigates the nature of group dynamics and psychological features of small group behavior [23]; Paul R. Lawrence and Jay W. Lorsch research the organizational characteristics and environment [16]; James D. Thompson analyzes the strategies of organization development [24] and others.

As for women's organizations it is essential to emphasize that the global champion for gender equality is the UN Women – the UN organization delivering programmes, policies and standards that uphold women's human rights and ensure that every woman and girl lives up to her full potential. The UN Women was established in 2010. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life [27].

Some aspects of the associations which protect the rights of female officers in law enforcement have been investigated in the series of works, such as Faye Barth-Farkas, Antonio Vera, who investigate the problem of the police female leadership and female leaders in a male organization [7, pp. 51-66].

David B. Muhlhausen studies the aspects of key research points of increasing the number of women in policing taking into his consideration the peculiarities of culture, performance, recruitment, retention and promotion [20, p. 3].

Nowadays we can find a lot of organisations serving women in many countries all over the world. In order to illustrate this fact we would like to point out that in many countries the organisations for protecting the women's human rights have been creating, some of them are the following:

AWID - the Association for Women's Rights in Development (AWID) is an international feminist membership organization (since 1982) - the purpose – to achieve gender justice and women's human rights by strengthening the collective voice, impact and influence of global women's rights advocates, organisations and movements [2].

The organization Women for Women's Human Rights in Turkey has been implemented since 1995 with the aim of developing an awareness of human rights and equality, and achieving the active

and equal participation of women in all spheres of life from the public to the private [33].

The International Association of Women Police (IAWP) (since 1915) is committed to strengthen, unite and raise the capacity of women in policing internationally. This organization is the network for women in law-enforcement and criminal justice [13].

As for the Ukrainian female organisations we would like to point out that in 2000 the Ukrainian Women's Fund was created. The mission of this organisation is to provide support including expert advice, capacity building, finance, advocacy, communications, etc., and encourage women's NGOs and other CSOs to develop a vibrant and populated women's movement that aims at ensuring gender equality and empowering women in all sectors of life [26].

The Ukrainian Association of Women in Law Enforcement (UAWLE) was established in 2018 [25]. While analyzing the problem we are interested in we have found some publications dedicated to this organization, particularly in the Women Police Magazine of the International Association of Women Police, namely Margaret Shater investigates the aspects of the first steps of the establishment of the association of women police in Ukraine [22, pp.8-9].

Diana Harrison reveals the aspects of the assistance of the Royal Canadian Mounted Police in the process of creating and launching the UAWLE [11, pp.8-9]; Derkach Olga and Nokolaichuk Yulia dedicate their article to the peculiarities of the first annual conference of the UAWLE [5, pp. 3-6]).

Kateryna Melnyk and Yulia Nokolaichuk studies 1) the ways of leadership formation within the framework of the UAWLE [18, pp.4-5]) and 2) analyzes the features of its acception as the International Association of Women Police affiliate [19, pp. 5–6].

In 2021 the Book of Stories worked out by the UAWLE was published where the stories of strong and amazing Ukrainian women and girls who have chosen one of the most difficult and honorable careers – to serve and protect the people are presented [4].

In spite of the fact that a lot of scientists have dedicated their works to the investigation of the various aspects of the activities of

organisations and group dynamics i.e. the ways groups should be organized and developed, the results of the analysis of the serious of the scientific sources testify about the fact that nowadays the peculiarities of women's human rights organizations have not investigated in details.

That is why the *aim of the research is* to study the aspects of the activities of the UAWLE and its role in gender mainstreaming of defence and security sector of Ukraine. We are interested in the activities of this association as the big social group as organized system not as isolated phenomena but as the interrelated processes of social interaction in the Ukrainian society and its role in gender mainstreaming of defence and security sector of Ukraine.

The results of the research will give us the opportunity to work out the directions for further development of the organization within the framework of the state gender policy realization in the security and defence sector of Ukraine.

Main part

Gender equality is one of the principle factors of the successful country development in order to achieve the Sustainable Development Goals by 2030. In this connection, we would like to stress that the equal participation of both, women and men, in security and defence sector institutions and in decision-making process, as well as in the design and implementation of policies is an indisputable democratic value.

First of all let us consider the meaning of the word “to mainstream”. According to the Oxford Advanced Dictionary of Current English by A. S. Hornby the term “to mainstream” means “to make a particular idea and opinion accepted by most people” [12, p. 927]. Taking into our consideration this fact we would like to attract the attention to the fact that in the Review of the Practical Implications of UNSCR 1325 for the Conduct of NATO-led Operations and Missions Helene Lackenbauer and Richard Langlais eds. point out that gender mainstreaming is defined as a strategy for achieving gender equality by assessing the implications for women and men of any

planned action, including legislation, policies and programs in all areas and at all levels, in order to assure that the concerns and experiences of women and men are taken into account the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres [15, p.23].

They also stress that gender mainstreaming does not focus solely on women but the benefits of mainstreaming practices recognized their disadvantaged position in various communities [15, p. 23–24]. David B. Muhlhausen in the National Institute of Justice special report in the executive summary presents the statistics that “despite effort to increase representation, the percentage of women in law enforcement has remain stagnant for the past few decades” [20].

The women’s progress in top executive positions is not enough in Ukraine including the defence and security sector.

In the Women’s History Month we also find the fact that though women make up nearly half of the US workforce – and more than half of the college-educated workforce – women remain underrepresented at every level in the corporate pipeline, with women of colour being the most underrepresented group [34].

The Ukrainian Association of Women in Law Enforcement (UAWLE) as the organization is rather young. It was officially launched on March 15, 2018 with the support of the Ukraine Police Training Assistance Project (PITAP) and the President of the IAWP. We would like to attract the attention to the fact that PITAP also has provided financial and organizational support. Step by step, developing and simultaneously the UAWLE as an organism has been developing as a voluntary, non-profit organization that has been formed to jointly achieve the goal and implement its activities [25].

The UAWLE is the first in Ukraine and the only in the Eastern European region, which promotes the implementation of gender sensitive policies and practices in law enforcement agencies of Ukraine. In this connection, we would like to point out that for the Ukrainian society as the democratic one the creation of such organisation was of vital importance because according to the United Nations Security Council Resolution 1325 (UNSCR 1325) on

Women, Peace and Security the importance of women's equal participation and full involve in all efforts for the maintenance and promotion of peace and security, and the need to increase women's participation in decision-making. In this connection, we would like to stress that the equal participation of both, women and men, in all the institutions and in decision-making process, as well as in the design and implementation of policies, is an indisputable democratic value.

In spite of the young age under of the UAWLE umbrella of this organization a rather big group of the female and male representatives of the law enforcement do everything they can to achieve the common goal within the framework of its main mission particularly to provide leadership for the achievement of national and global gender equality objectives through the capacity building and professional skill development of women and men within the law enforcement agencies of Ukraine.

For the first time in the history of Ukraine the special organization has been created under the umbrella of which the representatives of the security sector are making some progress first of all in the very understanding and realizing the women's important role for the society and secondly they are becoming stronger and stronger in their ambitions as for the professional career [25].

It goes without saying the UAWLE has strengthened the voice of women and contributed to the growth of their credibility within a typically law enforcement male-dominated environment which is of vital importance on the path to achieve gender equality. UAWLE has been the affiliate member of the International Association of Women Police (IAWP) since 2019. The members of this organisation represent more than 70 countries and 27 affiliate organisations [25].

The UAWLE assists to incorporate gender perspective into all the aspects and concepts relating to security including higher educational establishments of the security and defense sector particularly:

- 1) to create the gender equality ideology when all the categories of the personnel (enlisted and civilian ones) realize the very necessity of the gender policy realization. In this connection it is of

vital importance for the members of the commandments to be good at realizing gender policies within the framework of the institutional policy while performing the procedures and coordination;

2) to form and further develop the professional gender competence of the association members which in its turn gives the opportunity to ensure gender-sensitive environment where positive atmosphere of the professional cooperation is created and on the grounds of compliance with national laws and policies of gender issues;

3) the work out the special platform of gender policy-making process and policies themselves aimed at preventing the gender-based violence, including any type of discrimination, sexual harassment and sexism as the one of the principle factors which guarantee the equality between male and female personnel;

4) to help and support female law enforcement personnel to make some progress or succeed in making career;

5) the ensure women`s equal participation in decision-making processes which gives the opportunity to make commandments more representative of the composition of the law enforcement agencies which influences the group cohesion in general and context of group dynamics in particular. In this connection, we would like to stress that the group as a miniature social system in which binding the mixed groups of female and male representatives together is absolutely important for motivational and defensive aspects;

6) to make gender equality and women`s empowerment the real indexes of various degrees of capacity and effectiveness in ensuring that gender equality commitments are implemented in practice according to the national mechanisms for the advancement of women and moreover to collaborate with male leaders effectively;

7) to train the women leaders who have the necessary level of the professional gender competence and psychological readiness that the effectiveness of the various joint activity forms of group female and male members depend on [25];

8) to develop the institute of mentorship. The special mentoring programme has been developed in order to support the

individuals in everything on the professional ladder by the wise, professionally competent and trusted teachers [14, p. 93]. The development of the mentorship institution as the guidance within the law-enforcement system provided by mentors who are experienced and who advise, support and help personnel with less experience over a period.

Taking into consideration the fact that successful law enforcement organisation management is of vital importance for the leaders of all the levels in law enforcement to devote some time and attention to acquiring some important knowledge on the ability to realise gender policy in practice in order to establish the institutionalized gender organization, where gender training is a capacity building activity that has the aim to influence the individual's consciousness and increase awareness, knowledge and practical skills and habits of all the categories of the personnel much attention has been done for the creation of the system of professional training within the framework of UAWLE as the organisation.

In its turn the UAWLE is the organization as a group which is characterized by the constant development as a set of dynamic elements that are in some way interconnected and interrelated. This organization as a system performs the certain functions, first of all, to satisfy the shared needs and fulfil the shared goals of the organization members.

We would like to point out the fact that as it is typical for groups to move through various stages, as it is for all human relationships, from a phase in which identification of common interests of the law enforcement representatives and a basis for cooperation and trust is laid down, to an exploration of various alternatives, to a period of time in which there is rapid goal achievement: from UAWLE organisation meeting to meeting, as new problems and members are introduced into the group system, and as other components of the small group system change through time.

Taking into consideration the fact that the UAWLE as the organization is a group it has the group status and norms. In our investigation, we have taken into our account the fact that status refers to the relative importance of each group member and his or her

prestige. Status is closely associated with position in the UAWLE communication network.

Moreover, it is also necessary to mention the norms of the organization which are considered to be the rules of conduct established by the members of the group to maintain behavioral consistency in the UAWLE. As every group develops norms, the UAWLE also as an organization has developed their norms. These are rules of conduct, standards of participation, or expectations of how members should behave. Two general types of norms develop as a group culture emerges: 1) those governing the specialized role of each member and 2) those that apply to all members. Members share in the expectation that both types of norms will be complied with.

In this context it is essential to differentiate the terms “norms” and “values”. Norms are based on the shared law enforcement representatives’ values and beliefs of what are relatively right or wrong, productive or unproductive. Values are often explored and developed in what appear to be tangents to a group’s discussion topic. The norms enable the organization members to fulfill own accountabilities and to help others attain theirs by encouraging favorable norms of behavior [17, p. 247].

After having discussed with all the UAWLE members the values, as what are important for the female and male organization representatives, the following guiding values have been determined:

1) inclusiveness – being transparent, fair and accountable, acting with integrity, dignity and with respect for diversity;

2) commitment – to constantly enhancing skills and abilities through professional development and capacity building, always striving for excellence and demonstrating the commitment to gender equality;

3) partnership – sharing one’s knowledge, skills and experience, engaging with the stakeholders including male colleagues and local communities, working and growing together to achieve positive outcomes;

4) innovative leadership – being resourceful, dedicated, courageous and visionary in identifying and removing barriers,

identifying solutions and providing motivation to implement them through good communication;

5) member focus – being accessible to organisation members, striving to ensure understanding the needs of all the members in an ever-changing environment [25].

The UAWLE as the group has moved through four major phases of development: forming, storming, norming, and performing, with constant fluctuations in both primary and secondary tension levels among members. A high level of cohesiveness among association members is both a product and a process variable in the effective discussion group. While investigating the phenomenon of UAWLE – the organization as a system we have used the Gordon L. Lippitt's theory about the fact that the total organization is a human system with birth, growth, and decline stages, and upon casual examination, several familiar variations in viewing the organization come to mind. The scientist suggests four familiar variations in this connection and these four stages are typical of the UAWLE:

1) a system of authority (organization is viewed in terms of the conventional management theory, i.e. management which is considered to be traditional, which is done for a long time);

2) a system of likes and dislikes (here the criterion is personal preferences (who we like and whom we do not like). In this case the emphasis is on the “informal organization” as a friend or foe (enemy) of the formal);

3) a system of communication (in this case the criterion is who talks to whom, for what purpose, and with what effect);

4) a system of power and control (here the emphasis on the relative distribution of the total amount of power the organization can mobilize, and on the bases of power (rewards, legitimate, expertise, or personal) among members and leaders [17, p. 234].

Taking into consideration the facts that 1) the organization is a system of overlapping groups and 2) the management personnel are the key linkers because of their multiple group responsibilities and involvements [17, p. 197] we consider the UAWLE as the group and as a system. Social groups cannot function as organized systems

without some kind of behavioral or other process that causes the individuals composing the group to stay together for an appreciable length of time. That is why social organization is initially dependent upon group formation and differences in system of behavior between individuals within the species, would determine the nature of the groups that were formed [8, p. 208].

The UAWLE activities have been planned thoroughly based on different forms taking into the consideration the special specifications and schedules and deadlines for their execution on the basis of implementing the best national and international practices as for gender training.

It goes without saying a gender perspective is incorporated into all the directions of association activities. Having analyzed the term “gender training” we would like to point out that it is not only the activity which is aimed at learning the certain skills and habits in order to carry out professional duties up to the level. Gender training is a capacity building activity that has the aim to influence the individual’s consciousness, to increase awareness, knowledge and practical skills and habits on gender issues by sharing information, experiences and techniques.

We would like to stress that while investigating the problem of providing conscious attitude of association members towards gender training as the essential part of the professional development we have taken into our consideration the meaning of the term “conscious” as the subject of many sciences particularly philosophy, logic, psychology, ethnography, linguistics, psycholinguistics, neurophysiology and others has been studied in the philosophical and psychological paradigms.

The comprehensive integration of gender equality dimensions into the system of professional training of association members, is critical to meet the standards of representative and rights-respecting needs of women in law enforcement. Taking into consideration the fact that conscious is the highest level of activity relation on the grounds of the particular values it is absolutely important to provide conscious attitude of the association members towards the gender.

The professional trainings are conducted under the conditions of proper socio-psychological provision and modelling of professionally aimed problem-solving situations on the basis of socio-psychological determinants of group influence. The usage of such situations gives the opportunity to form some psychological operations and their complexes through the interaction of various kinds of practical activities.

The UAWLE organizational functioning covers the specific areas of its development, namely: strategy and policy, accountability management, structure, human resource planning, board committee, norms and values; operating mechanism.

Education and training raise awareness of the importance of introducing gender in the defence system. Within the framework of the events organized by the UAWLE education and training.

In order to illustrate this fact we want to reveal the peculiarities of the Canadian gender mainstreaming experience, which has been implementing actively into the system of the professional training of the law-enforcement agencies. In this connection, we would like to emphasize some facts about the headway of the process of the formation and further development of its activities.

Moreover, the members of the association have the brilliant opportunity to develop their skills and habits while attending the different events, leadership trainings, seminars and conferences of the various levels. It is so important for the very ensuring equal rights and opportunities for women and men in law-enforcement especially for the professional development and improving the level of professional competence that is the ability to carry out duties up-to-the level and also the officers who occupy the top positions have the privilege and the responsibility to create opportunities for others.

In this connection, we would like to stress that the very real assistance of the Canadian experts is of vital importance for the very gender image making process in Ukraine especially within the activity of the UAWLE. We have studied the peculiarities of the Canadian gender mainstreaming experience, which has been implementing actively into the system of the professional training of the law-

enforcement agencies and presented by the members of the UAWLE.

Having analyzed the needs of the UAWLE and its members under the auspices of Tracy Hardy the development of the organization as an organism was launched, its strength has been increased and for proper incorporation of the gender perspective into all the aspects and concepts relating to all the spheres of activity, including the system of professional training based on the strategical plan. It is necessary to mention that the Canadian specialists helped the UAWLE members to join the IAWP and organized the study tours for them to participate in the annual conferences of the IAWP that is instructive and useful for the very understanding the gender policy realization in practice in all the spheres of human activities.

The international gender equality experience is absolutely necessary for further development of the UAWLE in the aspect of widening collaboration not only with the National Police representatives but also the representatives of all law-enforcement agencies who are the members of the UAWLE and implement gender component in the system of professional training in the conditions of the higher educational establishments for proper gender competence formation of the future officers. It is of vital importance for both 1) the dynamics of the UAWLE and the teachers staff of the law-enforcement higher institutions development. Their future effective development is underestimated.

In this connection we would like to emphasize some facts about the headway of the process of the formation and further development of the activities of the UAWLE the members of which are making some progress first of all in the very understanding and realizing the women`s important role for the society and secondly they are becoming stronger and stronger in their ambitions as for professional career. While cooperating with the Canadian colleagues the members of the association have the brilliant opportunity to develop their skills and habits while attending the different events, leadership trainings and conferences of the various levels. And it is so important for the very ensuring equal rights and opportunities for women and men in law-enforcement especially for the professional

development and improving the level of professional competence that is the ability to carry out duties up-to-the level and also the officers who occupy the top positions have the privilege and the responsibility to create opportunities for others.

Jane Townsley, Executive Director of the IAWP, conducted a series of seminars on the UAWLE development, using the best practices and experience of the International Association of Women Police, paying the attention to the fact that the IAWP puts women at the heart of the issue developing their ability to undertake leadership roles within organisations.

Having analyzed the needs of the UAWLE and its members the development of the organization as an organism and its strength the strategical plan was worked out for proper incorporation of the gender perspective into all the aspects and concepts relating to all the spheres of its activities, including the system of the professional training at the law enforcement agencies based on the new approaches for gender training as a capacity building. The peculiarity of this consciousness approach is based on the activity that has the aim to influence the individual's consciousness of the UAWLE members, to increase their awareness level, knowledge and practical skills and habits on gender issues by sharing information, experiences and techniques for the further implementation in the particular law enforcement units and effective gender mainstreaming at all the stages of the system of professional training. At these trainings much attention is being paid to the forming of the officer's abilities to ensure gender-sensitive environment as the essential part of the professional competence.

We consider organizational culture as the basis of a gender-sensitive environment. In this context it is important to point out that a gender-sensitive environment covers/considers the features of women's and men's lives, and strives to overcome inequalities and promote gender equality in all the aspects and for all groups [9, p.167].

At the trainings which are conducted within the framework of the UAWLE by the well-educated specialists there is a possibility for all the categories of the law-enforcement personnel to be taught to

manage the stress, especially law-enforcement leaders who carry out the professional activity in the specific and extreme conditions. At the trainings a lot of aspects have been revealed beginning with the stress nature and the peculiarities of leader's reaction to stress situation within the framework of organizational development on the grounds of the detailed analysis of the professionally aimed problem-solving situations on stress management in order to be capable of having stress resilience.

The importance of teaching gender through the membership of UAWLE stipulates by the necessity of providing gender equality in Ukraine.

That is why it is necessary to make cooperation between the Ukrainian law-enforcement agencies more effective in order to work out the special strategy of implementing gender component into the professional system of the defence and security sector of Ukraine on the scientific grounds, which will bring stability in Ukraine preventing violation of human rights and respect for women's rights.

The main function of the UAWLE includes serving as a networking body for women law enforcement officers throughout Ukraine to dialogue and share strategies related to their career development. The association facilitates professional development and mentoring to help advance the careers of the female law enforcement personnel.

A priority of the association is to promote equal rights and opportunities for women and men within law enforcement in Ukraine; research and advocate conditions of attracting and retaining more women within law enforcement careers.

UAWLE is a platform that destroys barriers, unites like-minded people and creates a favourable environment for experience exchange. Through joint efforts it is possible to acquire new knowledge and improve existing ones, expand own capabilities. The association creates conditions for direct communication regardless of position or place of work. To illustrate this aspect we would like to give the example. After having created the UAWLE the members of this organisation - scientists from the National Academy of the State

Border Guard Service of Ukraine named after Bohdan Kmelnitskyi with the assistance of the UN Women have organized the International Scientific and Practical Conference “Implementation of Gender Policy at the Modern Stage of Development of Security and Defence Sector of Ukraine: State, Problems, Prospects” annually, the participants of which discuss the current issues on the implementation of the UN Resolution 1325 “Women. Peace. Security” [21].

At the annual international scientific and practical conference held at the border guard higher educational establishment there is a possibility to discuss the following aspects 1) gender equality legal aspects; equal rights and opportunities of women and men in education and advanced training system within security and defence sector; 3) role of women in decision- making and armed conflicts resolutions; 4) ways and experience of integrating gender approaches into the professional system of the personnel in defence and security sector; the integration of the gender approaches in training specialists for the security and defence sector [9].

The conference has been become a significant turning point or the agenda for gender security not only in the security and defense sector but also in the whole Ukrainian society.

The activities of the UAWLE is aimed at “utilizing resources collectively and creatively” (after Gordon L. Lippitt (1982) [17, p. 17] in law enforcement agencies. In this context we would like to emphasize that much attention is being paid to the mobility, flexibility, future-oriented attributes of the organization.

The group organization of the association is effective and management of group members’ activities is aimed at providing leadership for the achievement of national and global gender equality objectives through the capacity building and professional skill development of women within the law enforcement agencies of Ukraine.

We would like to point out that one of the main functions of the UAWLE includes serving as a networking body for women law enforcement officers throughout Ukraine to dialogue and share strategies related to their career development [25] and in its turn this

makes for the success of the female managerial leadership. For this purpose the special trainings in the skills required to cope with planning, problem-solving and change are conducted for association members according to the management development programme.

Finally, we would like to make a conclusion that UAWLE has been developing step by step successfully. Its organization development is obvious based on human resource management, organization improvement programme that have been worked out on the organization norms trust, leadership and decision-making group processes functioning in order to provide the effective processes of management, education, training and professional activities of the UAWLE members.

It is essential to point out that in the center of the development of the association is the individual – the personality of every organization member and the organization as a group as a whole who are motivated to be as a unity because the unity is strength in the desire for the change of development as the evolution to equality.

The programmes have been developed on the basis of the nature of the UAWLE as the group and is based on the grounds of the definitions of group in various terms, particularly:

1) in terms of perception – organisation members should be aware of their relations to others; 2) in terms of motivation – individuals from the law-enforcement agencies join the association because they believe that it will satisfy their needs; 3) in terms of goals (it is closely related to those based on motivation) - association goal achievement is rewarding; 4) in terms of organization - any group is considered to be an organized system; 5) in the terms of interdependency – association members are interdependent; 6) in the terms of interaction – (it is a form of interdependence) – in the essence of groupness [23, pp. 6–10].

While attending the trainings on developing the organizational abilities the UAWLE members have the opportunity improve the level of their management skills and habits. In this connection we would like to point out that Warren G. Bennis after having investigating the personal qualities of nine leaders needed to run their organizations

attracts our attention to the fact that they are the following: persistence and self-knowledge, willingness to take risks and accept losses, commitment, consistency and challenge. Bennis's study stressed the fact that the most important is learning which is called by him "the essential fuel for the leader" and it is important not just to learn but how to learn in an organizational context [3, pp. 18–189]. The real leaders are able to concentrate on what matters most to the organization and to use the organization as a learning environment.

As for the effective organization of UAWLE group activities, it is necessary to remember about ability, motivation, environmental factors, organizational goals proper organization of group activity and personnel interaction in group on the grounds of organizational rationality. Organizational rationality is some result of: 1) constraints, which the organization must face; 2) contingencies which the organization must meet, and 3) variables which the organization can control. This approach has been proposed by James D. Thompson [24, p. 24]. It is essential to provide periodic check-in system for measuring progress (for the proper evaluation). For this very purpose, the quality monitoring system is used taking into account the professional activity peculiarities of the personnel and the specific character of the social group as organized system within the psychological view.

The well-organized monitoring system guarantees the opportunity of the systematic revealing, analyzing and forecasting the real state in organization. The final objective of this monitoring system is to improve the functioning process in order to form the essential level of the professional competence of the association members.

In the association the positive environment has been created for cooperation of its members. In our investigation we have taken into our consideration the fact that the peculiarities concerning the organization and environment have been revealed by Paul R. Lawrence and Jay W. Lorsch [16]. In their study they reveals that organization is an open system in which the behaviors of members are themselves interrelated. The behaviors of members of an organization are also interdependent with the formal organization, the tasks to be accomplished, the personalities of other individuals, and the unwritten

rules about appropriate behavior for a member. Under this concept system, the behavior of any one manager can be seen as determined not only by his/her own personality needs and motives, but also by the way his/her personality interacts with those of his colleagues. Further this relationship among organization members is also influenced by the nature of the task being performed, by the formal relationships, rewards, and controls, and by the existing ideas within the organization about how a well-accepted member should behave [16, p. 6].

James D. Thompson while investigating organization as a natural system has found that the complex organization is the set of independent parts that together make up a whole because each contributes something and receives something from the whole, which in its turn is interdependent with some larger environment [24, p. 6].

In this positive environment, the association activities are realized with the help of:

- 1) motivating and supporting of the association members and development of their professional competence;

- 2) supporting the realization of the Ministry of Internal Affairs of Ukraine Measurers Plan on the performance of the National Action Plan to implement UN Security Council Resolution 1325 on "Women, Peace and Security" for the period until 2025;

- 3) using the best practices of EU and NATO countries within the framework of Euro-Atlantic integration.

In such environment the proper level of the officer's professional competence as the principle factor which ensures the effective performance of the service duties of the personnel is formed. We consider the officer's professional competence to be the ability to perform the service duties up to the level in the specific and extreme conditions. In order to manage the personnel effectively it is essential for the officer to be also competent in the peculiarities of creating gender-sensitive environment that is based on gender equality.

Effective management based on gender equality in the effective working environment gives the opportunity to manage personnel successfully in the military environment which is based in

its turn on officer's interpersonal skills, habits and the ability to create a positive cooperation between the unit members and ensure the proper cohesion level. That is why officer has to be good at forming the gender-sensitive environment in the unit – the group of his subordinates for proper carrying out the profession tasks. The very effective management and the proper cohesion level in the unit based on gender balance are the positive indexes of the military organizational culture for which it is typical of promoting equal opportunities for both female and male subordinates.

Much attention is paid to the problem of protecting health and forming inclination of healthy way of life and increasing the average life expectancy of the association members and the development of the ability of the law-enforcement officers to teach their subordinates to cope with stress. Teaching stress management is on the agenda in UAWLE and it has been incorporated into all the aspects and concepts relating to the system of professional training of the association members. In this connection within the framework of the teaching stress management of the representatives of law enforcement, our attention was attracted by the educational purposes research of Captain Dan Willis [32]. The consistent practice of positive thinking which has an innate power to reduce stress, improve effective stress management and coping skills after trauma, reduce the intensity and duration of depression, and even improve one's overall health for the representatives of law-enforcement agencies are the essential components at the trainings.

In the UAWLE system of instructive trainings on stress management, the key point is that the positive mind anticipates happiness, joy, health, success, improved opportunities, and favorable results. And it is really so, - captain Dan Willis [32] proved in his research that positive thoughts shape one's attitudes, feelings, and quality of life and so in such a way they affect the way a person deals with stress.

In this connection we would like to attract your attention to the fact that Natasha Josefowitz [14] investigates the peculiarities of the process of making career and she recommends to have five

fundamentals besides the appropriate technical skills in order to be successful in the world of work, including the ability of coping with stress. The researcher suggests three main stress coping strategies.

Let us consider them in more details: 1) the usage of support system, particularly: it is essential for the leader to have a special place for relaxation and some people with whom a leader can talk about stress; 2) the need to organize one's life in such a way that some of the extra burdens that stress an individual are minimized (it is a matter of setting priorities); 3) the work on self-management.

For this Natasha Josefowitz suggests for the leader to have obligatory fundamental skills, particularly 1) personal skills (also known as intrapsychic skills (these skills refer to the awareness); 2) interpersonal skills (these are the skills at work in any two-person relationship). They refer not only to mutual understanding, but also to the interplay between two individuals.

Good interpersonal skills would entail being able to deal effectively with all types of personalities in a variety of situations, and understanding the impact we may have on others; 3) group skills (a person skilled in group dynamics understands what is going on knows how and when to intervene most effectively to enhance the group work); 5) intergroup skills (whenever there is more than one group in a work place, there are intergroup dynamics that influence people's behavior); this is an important skill for any member of an organization; 6) organizational skills (leader needs to understand the structure of the organization in which they work) [14, p. 30].

Special attention is paid to the development of the organizational abilities of the association members. The proper level of the organizational abilities give the opportunity to carry out the management activity effectively in the system of the professional training. In this system we also have taken into our consideration the results of the anonymous questionnaire on the organizational abilities of the representatives of law enforcement agencies as for their understanding, evaluation, meaning and structure in the context of the professional duties in the special and extreme activity conditions of the defence and security sector of Ukraine. In the programme the

components of the professional activities are taken into account as well. They are the following: the cognitive (gnostic), constructive, organizational and communicative components. Each component is typical of performing the certain functions and responsibilities.

1. Gnostic component (referred to in Greek as cognition), this component is also called a research component) – the system of some knowledge, skills and habits of law-enforcement personnel. This component is considered to be the basis of individual's professional activity, as well as the certain qualities of the cognitive activity that influence its effectiveness): 1) the research of the subjects of the very activity, the process peculiarities of the professional activity and the results of this activity; 2) study and monitoring of individual, age and gender characteristics of the subordinate personnel for effective mobilization of their activities; 3) the reflection of the peculiarities, specificity and results of an individual professional activity.

2. Constructive component – the authority and leadership function: 1) collecting and analyzing some information on the peculiarities and specifics of performing professional activities in the area of responsibility; 2) the ability to overcome stress as well as conflicts and to reach an agreement; 3) organization of group activities of the unit as a small group with external status in general and as a separate entity in particular; 4) the ability to develop a unit and consolidate it; 5) planning of a person's professional activity as the leader of the unit, as well as processes of his/ her individual development.

3. Organizational component: 1) the various types of organizational and managerial activity; 2) the individual professional activity and behavior; 3) informing the subjects of the professional activity; 4) organization, support, control on the basis of individual demand and responsibility; 5) organization of activities of subordinate personnel using the up-to-date methods of the psychological influence on an individual in the conditions of considerable psychological stress.

4. Communicative component: 1) the ability to communicate and exchange some information; 2) communication flexibility; 3) establishing the optimal relations with the professional activity

subjects; 4) problem-solving ability and the ability to change the nature of interpersonal relationships in the conflict situations.

All the components are interrelated and implemented into the consolidated purposeful activity.

The professional activity of the representatives of law-enforcement agencies involves, along with solution of a number of tasks of performing complex organizational functions, including organization of moral and psychological support for the professional activity of subordinate staff. These functions are not limited to the management activity. Among them there are three main groups: self-organization, organization of professional activities of personnel and general organization of the operation of the subordinate unit as a small group with the specific external status. Moreover, in this programme the development of self-organization abilities of an officer as a unit leader is also taken into consideration.

Self-organisation is one of the most important elements of individual's organizational activities as well as in the context of his/her professional activities as a whole. In this case, the important role in the process of self-organization is the ability to organize his/her personal mental abilities and processes, as well as the ability to manage them [29].

In the process of implementing moral and psychological support for the professional activities of the subordinate personnel, the officer's ability to focus her/his attention on the certain types of the psychological support, including the conditions of the considerable psychological stress, to switch one's attention from one type of the professional activity to another, the ability to activate and mobilize all the mental abilities is extremely important, including their implementing in the extreme conditions.

The programme usage gives the opportunity: to form some psychological operations and their complexes through the interaction of various kinds of gender competencies as the essential parts of the professional gender competence of the association members, which is formed during the simultaneous development of all the gender competence elements: some knowledge of gender policy realization

and gender-political strategies; the particular tools and techniques of the effective gender approaches (i.e. the skills of realizing the approaches practically); the ability to create the gender sensitive environment in the unit of his/her responsibility.

It also ensures providing the conscious attitude towards integrating gender approaches in the security and defence sector of Ukraine.

While using the programme there is an opportunity to create the positive atmosphere of providing the equality for all the categories as for the equal rights and opportunities;

- to avoid discrimination of female personnel as for the professional carrier development and improve the educational and training process;

- to develop and implement training programmes for the different target groups in order to improve the knowledge of the personnel on gender equality;

- to attract more women to serve in the security and defence sector

- to train female leaders who will be psychologically ready to carry out the professional duties in the men dominated environment;

- to inspire and motivate the female leaders to occupy top executive positions, etc.

The programme is based on the correlation of the elements of the professional activities with the modelling of the problematic-oriented situation. Thus, the system of problem-solving tasks are aimed at the difficult types of creative activity. Their usage contributes not only for the development of creative thinking but also for increasing motivation, attentiveness and thoughtfulness of the UAWLE members. At the trainings a climate of trust informality is created, it includes suggesting norms such as confidentiality of what group members say while discussing the professionally oriented problem solving situations, respective active listening, and the need for cooperation.

Conclusion

Taking into consideration all above mentioned we would like to make a conclusion that:

1. The study results of the psychological peculiarities of the UAWLE activities and its role in gender mainstreaming of defence and security sector of Ukraine testify about the fact that the knowledge of proper organization and group dynamics for the rising in effectiveness of personnel organization and management of association as the well-balanced group of the law-enforcement representatives within the organized system gives the opportunity to regulate group processes and influence upon group dynamics for its effective organization and development.

In its turn it will ensure achieving the organization aim - to provide equality and human rights according to the international standards on the basis of the special creating environment of women's empowerment.

2. The results of the scientific sources analysis testify about the fact that nowadays the problem of female organisations and its development have not been investigated up-to-the level. That is why it is essential to study the social group as organized system not as isolated phenomena but as the interrelated processes of social interaction within the UAWLE as the organization and social group as organized system.

3. The UAWLE is perceived as a means of satisfying some individual needs as for professional development and making the career. That is why the UAWLE is a social structure with its status and role relations, norms and power relations.

4. The role of the UAWLE is of vital importance not only for the security and defence sector of Ukraine but also for the whole Ukrainian society, particularly to embed fundamental human rights for both women and men law-enforcement representatives who have to be professionally competent while carrying out the professional duties and also who are capable to create gender-sensitive environment in their organisations.

5. The UAWLE activities including the system of the professional training of the association members are closely connected with the UAWLE goals and that is why the UAWLE members are attracted to this organisation and highly motivated to be its members and moreover they are communicated on the basis of interpersonal liking and in such a way (when the individuals – representatives of the law-enforcement agencies join an association) they achieve some goals outside the group.

6. The system of professional training within the framework of UAWLE gives the representatives of law-enforcement the opportunity to develop officers' abilities to create gender-sensitive environment based on the proper knowledge of gender integrating aspects on the basis of the regulation of the group processes and influence upon group dynamics for its effective organization and development and also to analyze the relationships between male and female subordinates in their units. It is so important for strengthening the voice of women and contributed to the growth of their credibility within a typically male-dominated environment.

In this connection, we would like to stress that UAWLE unites representatives of the various law-enforcement agencies and give them more courage to overcome stereotypes and develop the organisational abilities through networking, professional development and mentorship.

7. In the system of professional training much attention is paid to the forming the essential level of professional competence of the personnel, including the leadership abilities as the obligatory leader's personnel skill in law enforcement. At the trainings on leadership the ability to create the leadership environment, where commitment, complexity, and credibility dominate.

8. The rise in effectiveness of the UAWLE group organization and management of group members' activities is aimed at improving human resources (HR) management including the development of the organizational abilities, stress management and abilities to create gender-sensitive environment.

9. The UAWLE is the organization where the group nature as the phenomenon and socio-psychological determinants of group dynamics on the grounds of group activity organization and individuals interaction are aimed at cooperating the efforts of all the female and male law enforcement representatives on the basis of group leadership which give the opportunity to regulate the group influence upon individual in the context of group dynamics.

10. The UAWLE plays an important role in the forming officer's gender awareness as for the necessity to create gender sensitivity in their units in the context of the whole professional training provides the equal opportunity for all the categories of the personnel in the organizations of the defence and security sector of Ukraine.

The UAWLE activities is aimed at its members development founded on the articulated value system in which its purposes are clear and logically consistent with norms, values, expectations, the trainings programmes goals. Organisation development is directed towards developing the capabilities of the whole association as a system where association members arrange themselves and their relationships in order to get something important accomplished and to solve problems either for themselves, the defence and security sector and for the Ukrainian society.

The size of the article does not give us the opportunity to reveal all the peculiarities of the problem considered.

The directions of the further investigation of the development of the UAWLE are the following: 1) to study and implement the best national and international practices and experience of female law-enforcement organisations as for protecting human rights and improvement of women awareness of women's perspectives and training; 2) to carry out the family life needs analysis and work out the programme of family life stability; 3) studying the organization as a system and working out of effective management strategies of UAWLE group dynamics on the basis of the United Nation Security Council Resolution 1325.

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