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**NEW TRENDS IN UP-TO-DATE GENDER POLICY IN UKRAINE:
HISTORICAL AND SOCIAL ASPECT****Mykhaylyuk O.I.****НОВІ ТЕНДЕНЦІЇ СУЧАСНОЇ ГЕНДЕРНОЇ ПОЛІТИКИ В УКРАЇНІ:
ІСТОРИКО-СОЦІАЛЬНИЙ АСПЕКТ****Михайлюк О.І.**

At the current stage of its existence, Ukraine focused on the gender problem as a component of its domestic policy. The most important issues include the attainment and confirmation of gender equality in the Armed Forces of Ukraine, Ukrainian police, and state service and marital relations.

The purpose of the article is to analyze new trends in the up-to-date gender policy of the Ukrainian state and its basic directions of implementation.

The forms of fulfilment by women of their status in the army and police have been analyzed and the new factors of rushing promotion of women in the armed forces and the police have been substantiated. They include the following: technical re-equipment of military and police divisions, which reduces the need for only "male force"; high level of education, accuracy in all activities, natural humanitarian directivity of women; possibility for self-fulfilment; and rather high degree of material incentives and social privileges.

The factors of the gender parity attainment in the state service sphere have been considered and the disadvantages of the national domestic policy have been highlighted.

Key words: *gender policy, gender equality in the Armed Forces of Ukraine and police, gender parity in the state service, national domestic policy.*

General problem setting. The Ukraine's efforts to join the European and European-Atlantic communities are connected with the need for solving a number of issues. Establishment of the gender parity between separate social groups and the balanced gender policy implementation in the state, in general, hold a prominent place among these issues. This policy should be based on the principles and regulations identified in the global and European societies.

Starting from the declaration of independence, the political and legal base as to the gender has been formed gradually in Ukraine. A number of laws and regulatory legal acts (de facto, several hundreds from the date of the independence), which are imperfect both in terms of content (quality) aimed at the assurance of development of relations between men and women as equal and with the same rights have been adopted. For all the imperfec-

tion, legal and regulatory documents and their practical implementation facilitated, to one extent or another, the gender policy implementation in accordance with global and European requirements. However, only for the last four or five years, the state has started a new review of the laws and regulatory acts adopted by the management authorities; this was caused not only by the need for domestic development of the civil society, but also by new circumstances of foreign policy nature, which came in force because of the conflict in Donbas and the Crimea annexation. In particular, only at the end of 2017, the Verkhovna Rada pre-supported the law on the gender equality in the army [1].

The urgency and practical importance of the problems related to the following are undisputed: equation of male rights in the spheres that were called previously absolutely male ones – Armed Forces of Ukraine, police, and state service; increasing roles of women as a material deliverer of the family and educator of the younger generation under economic crisis conditions, etc.

Analysis of recent researches and publications, which initiated the solving of this problem and which are taken as the basis by the author. When reviewing the publications, the historical approaches demonstrate the fragmented study of the problem of new trends in the up-to-date national gender policy. It should be noted that the modern historiography on new trends in Ukrainian gender policy did not manage to carry out fundamental researches of the above issue. At the same time, there are individual publications, which the author rested on in her studies. First, this is a general article of Yu. Bidenko [2] and I. Uvarova [3], who identify the factors of current inequality of men and women in the Ukrainian society, as well as the essay of I. Heraschenko "Gender equality. What are our achievements?", where the following is stated: "...if one speaks about the representativeness of women in the Ukrainian Government and the Parliament, we have not achieved the all-European indicator" [4]. Second, the analysis updates

and motives of women's participation in the Armed Forces of Ukraine during the ATO operation, and also their enrolment to the Ukrainian police ranks look as up-to-date. This is the update of N. Vavilova "Gender policy implementation in the Armed Forces of Ukraine" published in 2016. The research is devoted to the evaluation of the gender policy essence in the Armed Forces of Ukraine and the review of the motivation factors which influenced the women's decision to enter the acting army of Ukraine [5]. Third, these are the articles about the transformation of the woman's role and position in the up-to-date Ukrainian family [6].

Formulation of the article objectives (goal setting). The objective of the article is to analyze new trends in the up-to-date gender policy of the Ukrainian state and its basic directions of implementation. Among them, the author focused on the issues relating to the improvement of the gender equality of men and women in absolutely "male" fields – army, police and state service, and also new moments of the woman's position in the Ukrainian family.

Presentation of the basic research material. The author rested on the updates of her predecessors, analyzed the sources and substantiated the following provisions.

Over the last years, Ukraine adopted a number of laws and regulatory acts at a legislative level, which changed essentially the gender policy of the state. The researchers of the studied problem call this process, with some prejudices, "the fundamental change in the principles of gender relations in the independent Ukrainian state" [7]. According to the author, this is acceptable.

One of the first aspects relating to the development of gender equality between men and women in the Ukrainian army lies in the fact that women implement their status by two ways. First, "female" positions: medical attendants, lawyers, economists, etc. Second, women inherited and express their will to continue the glorious traditions of the World War II: be shooters at the front line, aviators, and other soldiers of structural divisions of the Ukrainian army.

It is important to state that at the beginning of October 2015, the head of the Communications and Press Administration of the Ministry of Defence of Ukraine O. Gavryliuk informed at the briefing meeting in Kyiv that 938 women took part in the ATO operation. As of the beginning of October 2015, approximately 14.5 thousand of military men and 30.5 thousand women worked for the Armed Forces of Ukraine. Almost two thousand of them are the officers and 35 women held the executive positions in the Ministry of Defence, the General Staff and divisions of the Armed Forces of Ukraine [8].

It should be noted that as of September 2017, 23.7 thousand military women, including 2,916 as the officers and 42 women as the colonels did the military service in the ranks of the Armed Forces of Ukraine [9].

At the same time, attention should be paid to the act of new factors in the rushing promotion of women in

the armed forces. The modern army with its technical equipment does not require only "male force". Higher and occupational education gives great opportunities for women and allows them to feel equal with people of other sex. Professionalism and education, carefulness and humanitarian directivity of women reduce terrors of war, and facilitate their consequence removal. Moreover, the woman receives a new opportunity for self-fulfilment, with acquiring of specific knowledge and specialities inherent to the post-war period. The economic component related to the material compensation for the service and social privileges after its completion is also important.

The women's service in the army has one more important aspect. Researchers-sociologists state the following: statistic data of interviews in the structural divisions of the Armed Forces of Ukraine before the conflict in Donbas and Russian aggression prove that the largest quantity of military women has already done the service on the positions of service persons under contract.

It should be noted that the education level of military women is much higher than that of men. The presence of women in the army defuses the moral and psychological tension in military collectives, "...enhances the culture of relations between military personnel, ... the share of the military discipline violations by women is minimum" [10].

The results of interviews of 42 women making a war in the ATO zone, according to T. Martsenyuk, demonstrate that the main problem stipulated by almost all the respondents is the lack of possibilities for them to make decisions in the army. Women are actually not allowed to make decisions in the Armed Forces. Many of them work unofficially and actually have no opportunity to be paid for their labour, and will have no state privileges, status of combatant and all resultants in future. The other problem is that some women are hired to the positions they do not deal with. Such daily issues as the lack of special medical care for women, corresponding sizes of uniforms and shoes, and unsatisfactory living conditions are discussed insufficiently at the state level either. In fact, the infrastructure of the Armed Forces of Ukraine is for the needs of men and excludes women with their specific problems from the army [11].

The similar situation is observed in the Ukrainian police. As of 2016, a total of 26 % of women work for the new patrol force of Ukraine [12]. These figures usually prove the insufficient quantity of women in the police. However, their brave examples stimulate and inspire other women. Independent of the gaps and omissions in the policy reforming, there are many positive sides. One of them is the overcoming of gender stereotypes. This process is being implemented extremely slowly, but it is done anyway.

The development of the Ukrainian civil society in terms of the gender equality also provides for the use of male and female gender components in the state service sphere. L. Voronko stated correctly: "...such phenomenon as androcentrism when a man is considered as the center (literally – man (andros) in the center, i. e. the

man placement in the center) is widely spread in our society in general and the state service in particular. This creates an ideology acknowledging the priority of men and the secondariness of women [13]. There is a good reason to state that we referred before to the essay of I. Heraschenko where she made an accent on the fact that the effective means in the formation of state management structures are the principles of introduction of quotas. According to her, these means are proven, but have not been really implemented in the regions and central management authorities. It is evident that this is only the first step; this means the need for its continued practical use, and also use of achievements of other countries, and testing and implementation of a new model for attaining the gender equality in the state management and state service spheres.

The evolution of the domestic policy in Ukraine over the last ten years should be considered separately. Unfortunately, the women's position requires more balanced decisions, notwithstanding the corresponding state and legal acts. According to the researchers [14], the following still exists: discriminating legal provisions on the prohibition for women of more than 500 types of works; imperfect gender and anti-discrimination examination system; imperfect systems of suppression of violence against women and domestic violence; and inconclusive identification of rights of married women referred to the category of settlers, etc.

Conclusion and directions of further studies. The up-to-date gender policy in Ukraine, therefore, acquires a new sense. Its important elements include the overcoming of stereotypes in such spheres as the Armed Forces of Ukraine, and state service and marital relations. The legislation imperfection prevents from its implementation to the same degree as the lack of personal experience does.

In the author's opinion, the problem may be further studied on the basis of a complex approach to the problem, with due account of the analysis and generalization of all its components.

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Михайлюк О.І. Нові тенденції сучасної гендерної політики в Україні: історико-соціальний аспект.

Сучасний етап становлення громадянського суспільства в Україні вимагає невідкладного вирішення багатьох питань. Серед них чільне місце займають гендерні.

Метою статті визначено аналіз нових тенденцій сучасної гендерної політики української держави та основних напрямків її здійснення.

Проаналізовано форми реалізації жінками свого статусу в армії та поліції, виявлені і обґрунтовані нові фактори стрімкого просування жінок у збройні сили та поліцію. Серед них виділені – технічне переоснащення військових та поліцейських підрозділів, що зменшує потребу у наявності тільки «чоловічої сили»; високий рівень освіти, ретельність у діях, природня гуманітарна спрямованість жінок; можливість самореалізації; доступна досить висока ступінь матеріального заохочення та соціальні пільги.

Розкрито фактори досягнення гендерного паритету в сфері державної служби та означені недоліки сімейної політики держави.

Ключові слова: *гендерна політика, гендерна рівність в Збройних Силах України та поліції, гендерний паритет у державній службі, сімейна політика держави.*

Михайлюк Е.И. Новые тенденции современной гендерной политики в Украине: историко-социальный аспект.

Современное состояние украинского общества настоятельно требует решения ряда социальных проблем, которые имеют еще и реализации по сути политических, экономических, правовых, моральных и иных составляющих.

Цель данной статьи – проведение анализа новых тенденций современной гендерной политики украинского государства и основных направлений ее осуществления.

Раскрыты формы современной реализации женщины своего статуса в украинской армии и национальной полиции, выявлены и обоснованы факторы стремительного продвижения женщин в Вооруженные Силы Украины и в ряды полицейских. Среди названных, выделены: техническое перевооружение военных и полицейских подразделений, что значительно снижает потребность в наличии только «мужской силы»; высокий уровень образовательной подготовки претенденток; естественная гуманитарная направленность женщин и их скрупулезность; большие возможности для самореализации, связанные с достаточной степенью материального поощрения и социальными льготами.

Рассмотрены факторы достижения гендерного паритета и равенства в сфере государственной службы. Рассмотрены некоторые актуальные вопросы семейной политики украинского государства.

Ключевые слова: *гендерная политика, гендерный паритет в Вооруженных Силах Украины, полиции и в системе государственной службы; семейная политика государства.*

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