

integral part of the defense system, and their work requires efficiency, professionalism, stability and maximum efficiency. It is thanks to the interaction of the police, the military and the public that it is possible to ensure law and order, protect the population and counteract threats that arise during war.

References:

1. Закон України. Про внесення змін до законів України «Про Національну поліцію» та «Про Дисциплінарний статут Національної поліції України» з метою оптимізації діяльності поліції, у тому числі під час дії воєнного стану. URL: <https://zakon.rada.gov.ua/laws/show/2123-20#Text> (дата звернення: 25.11.2025).

2. Національна поліція в умовах воєнного стану: зміни в законодавстві. URL: <https://law-in-war.org/nacjonalna-policzziya-v-umovah-voeynogo-stanu> (дата звернення: 25.11.2025).

3. Особливості надання поліцейських послуг в умовах воєнного стану. URL: <https://Pravo.Cusu.Edu.Ua/Article/View/263> (дата звернення: 25.11.2025).

4. Особливості роботи Національної поліції України в умовах воєнного стану. URL: <https://dspace.onua.edu.ua/items/75c5> (дата звернення: 25.11.2025).

5. Які повноваження надано поліцейським на час дії воєнного стану? URL: <https://golaw.ua/ua/insights/publication/> (дата звернення: 25.11.2025).

Пилипченко В.,

здобувач ступеня вищої освіти бакалавра
Національної академії внутрішніх справ
Консультант з мови: Скриник М.

GENDER DYNAMICS IN POLICE PROFESSIONAL GROWTH AND CAREER DEVELOPMENT

The influence of gender on professional development in policing represents a highly pertinent issue in contemporary law enforcement, as

highlighted by studies such as the International Association of Chiefs of Police (IACP) reports on women in policing[1].

Historically, policing has been a predominantly male profession, and despite advances in gender equality, women continue to be underrepresented in many law enforcement agencies worldwide. Identifying and understanding the barriers faced by female officers – such as organizational bias, restricted access to leadership roles, and persistent stereotypical perceptions of competence – is essential for fostering a more inclusive and effective police force. Addressing gender disparities is not only a matter of equity but also contributes to operational efficiency, enhanced community trust, and the broader legitimacy of policing institutions. Consequently, examining the role of gender in professional development offers critical insights into policies and practices that promote equal opportunities and support career advancement for all officers.

Women in policing frequently encounter cultural norms that favor male officers and reinforce traditional gender roles. These norms can manifest as subtle biases in performance evaluations, limited access to professional training, or exclusion from informal networks that influence promotions. A male-dominated workplace culture often leads to social isolation for female officers, negatively affecting their job satisfaction and engagement.

Gender discrimination remains a persistent obstacle in police careers. Women are sometimes perceived as less capable of performing physically demanding or high-risk tasks, which can influence decisions regarding assignments and promotions. These stereotypes not only undermine women's confidence but also restrict opportunities for skill development and leadership experience. Work-life balance is another significant barrier for female officers.

Today, the Ukrainian police can attract more female candidates through gender-neutral job descriptions, targeted outreach programs, and recruitment campaigns emphasizing equal opportunity. Many police departments lack sufficient policies for parental leave, flexible schedules, or support systems, disproportionately affecting women and limiting their career progression. Mentorship and professional networks are crucial for career advancement. Women in policing often have limited access to mentorship programs and senior-level guidance,

reducing opportunities to acquire leadership skills or gain visibility for promotion [2].

Gender diversity in policing improves relationships between law enforcement and the communities they serve. Female officers are often involved in less confrontational policing strategies, receive fewer complaints, and are more likely to de-escalate tense situations without resorting to force. Women are also perceived as more approachable and trustworthy by citizens, particularly in cases of sexual assault or domestic violence, which enhances public trust and encourages community cooperation.

Research indicates that diverse police teams generate broader perspectives, innovative problem-solving approaches, and more comprehensive decision-making [3]. Gender diversity can also reduce workplace harassment and discrimination by promoting inclusive norms and accountability. The presence of women in leadership positions sets an important precedent for career development in policing. Female leaders contribute to policy reforms, foster mentorship opportunities for junior officers, and challenge traditional organizational norms, ultimately shaping a more equitable and professional police culture [3].

Police departments can attract more female candidates through gender-neutral job descriptions, targeted outreach programs, and recruitment campaigns emphasizing equal opportunity. Early exposure to policing as a viable career for women can encourage greater participation. Formal mentorship and support networks provide female officers with guidance, skill development, and encouragement to pursue leadership roles. Peer networks also help officers navigate workplace challenges and maintain professional engagement. Implementing policies that promote work-life balance, including flexible hours, parental leave, and childcare support, is essential for retaining female officers and enabling career progression [4].

Anti-discrimination policies, bias training, and inclusive performance evaluation systems further strengthen the professional environment. Leadership development programs aimed at female officers can enhance skills, visibility, and confidence. Providing access to specialized training in management, negotiation, and strategic planning ensures that women are prepared to assume senior roles, as

demonstrated by initiatives such as UNDP Leadership Program for Women in Digitalization of Public Services [4].

The gender plays a significant role in shaping the professional development of police officers. Women in policing continue to face structural, cultural, and organizational barriers, including discrimination, stereotypes, limited mentorship opportunities, and challenges related to work-life balance. These obstacles not only hinder career progression but also affect the overall effectiveness and inclusiveness of police organizations [5].

The Ukrainian Association of Women in Law Enforcement (UAWLE) supports professional development and leadership opportunities for women in Ukraine's police and law enforcement agencies. Promoting gender diversity through inclusive recruitment practices, mentorship programs, leadership development, and supportive policies enhances both organizational performance and community trust.

Due to the war in Ukraine, female police officers have the opportunity to advance their professional development under unique and challenging conditions. By addressing gender disparities, law enforcement agencies can create a more equitable environment that enables all officers to reach their full professional potential, ultimately strengthening the legitimacy, effectiveness, and responsiveness of the police force.

References:

1. The Future of Women in Policing: Mandates for Action — International Association of Chiefs of Police (IACP) / Gallup: Future of Women in Policing: Mandates for Action URL: <https://www.ojp.gov/ncjrs/virtual-library/abstracts/future-women-policing-mandates-action>
2. Bailey, L. (2025). The 'police progression paradox'? Why are women under-represented in law enforcement leadership? Policing: A Journal of Policy and Practice. URL: <https://doi/full/10.1080/10439463.2025.2511751>
3. Dukes, C. (2025). Obstacles for women in policing seeking leadership positions. Walden Dissertations and Doctoral Studies. URL: <https://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article>

4. Marier, C. J. (2025). Assessing the effect of gender and diversity on the traditional police culture. *Policing: A Journal of Policy and Practice*. URL: <https://academic.oup.com/policing/articleabstract/doi/10.1093/police/paaf014/>
5. Sousa, W. (2020). Gender diversity in officers' evaluations of police work. Center on Juvenile and Criminal Justice. URL: https://www.cjcj.org/media/import/documents/gender_diversity.pdf

Підкевич В.,

здобувач ступеня вищої освіти бакалавр
Донецького державного
університету внутрішніх справ
Консультант з мови: Мамонова О.

TRAINING POLICE OFFICERS FOR EFFECTIVE COMMUNICATION AND ARMED ACTIONS IN CRISIS SITUATIONS

Training police officers for effective communication and armed actions in crisis situations is instruction that combines legal knowledge, tactical training, psychological resilience, and refined communication in various forms (oral, visual, radio ones).

This subject should be considered from two aspects of legal and ethical blocks: police officers must clearly know the national legislation on the use of firearms, the principles of proportionality and the minimum necessary force; these aspects are basic guidelines for all practical exercises and must be reflected in training programs and briefings before sessions.

Practical training and rehearsing weapon handling should follow an algorithm: constant checking of weapon serviceability, mastering basic drills (grouping and accuracy of shots, reloading), exercising practicing shooting under physical and psychological load [1]. Practical sessions should include drills for accuracy, speed, recoil control and safety measures in conditions of limited visibility or confined spaces.

Communication is one of the main elements of training. It is necessary to be able to use clear, short phrases, including the ones for