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THE IMPACT OF GENDER REFORM ON THE SECURITY AND DEFENSE SECTOR FOREIGN EXPERIENCE

Today's reality is due to the fact that more and more women are choosing to work in the security forces, despite the fact that for centuries, this area of activity was considered purely male. Consideration of the issue of gender equality remains relevant, as research in this area, both at the national and international level, requires a more concrete implementation of mechanisms of influence to ensure equal opportunities in the security and defense sector. Analysis of "UN Women" projects aimed at addressing gender equality and women's empowerment has led to a number of problematic issues, primarily related to the implementation of the proposed actions under the realities of law and mentality of the Ukrainian people. Particular attention should be paid to studying the impact and effectiveness of gender reforms specifically in the national security sector [1].

In the context of the armed forces, as well as other structures aimed at defending national sovereignty, gender stereotypes have until recently been viewed only from the perspective of discrimination against women. The concept of gender has expanded and changed over time. Today, equality, security and development of the state are related concepts, including gender identity. During operations in conflict zones the focus of attention shifts to the equal distribution of responsibilities, which in turn entails the oppression of equality of rights. The defense and security sector often requires prioritizing collective responsibilities over universally recognized rights, and women are far more likely to have to balance these two notions. In this aspect, the experience of Israel is relevant for Ukraine. Military action and the integration of women in national security defense served as an impetus for increasing equality, as well as mobilizing women in the political sphere. As a result, more women became interested in sharing responsibility for national security. At the same time, the venom of groups of women actively resisted those who supported women's right to fight [2]. In consequence, there are contradictions. In order to perform analytical and monitoring functions in the security and defense sector, many developed countries have a gender specialist position, which positively influences the dynamics of the article's main theme. In some armed forces,

as well as in other parts of the defence sector and a number of key security organizations, women are achieving leadership roles.

The importance of applying a gender perspective to the defense sector stems from:

- International, regional, and national laws stipulate that women and men should have an equal right to serve in the armed forces.
- Highly skilled and timely action involves harnessing the full potential of a diverse workforce, women and men, with different perspectives and skills. In addition, the defense sector must be able to apply a gender perspective to fully understand and respond to national security threats.

Many nations and international organizations have committed to increasing participation of women in the armed forces and international missions, and to integrate gender into military operations, including through NAPs on WPS [3].

The United States is another country whose experience proves that not only can women participate equally in the defense of national security, but they can also hold leadership positions. With the advent of the Women's Army Corps in 1943, women could be officially drafted into military service. Women still face stereotypes about who they are and how capably they perform their duties. These attitudes and beliefs threaten the integrity of the Armed Forces as well as their mission [4].

However, the problems faced by female recruits are still encountered in today's security services. Unofficial smear campaigns, questioning women's capabilities. It should be noted that it is not uncommon for men in the defense sector to agree to equality only on the battlefield or in the direct performance of the assigned task. However, when it comes to appointments to leadership positions, salary levels or awards, women often face resistance and pressure. Such problems are international. However, it should be noted that despite the measures introduced in the defense and security sector and other security agencies, such actions should be initiated at the stage of education of future specialists, since the manifestations of sexism are already emerging at the level of classmates in the walls of alma mater.

Active implementation of gender reform based on the experience and research of foreign agencies contributes:

- The absence of barriers related to gender, sexual orientation and gender identity. No one is prevented from serving in any position in the armed forces on the basis of their gender, sexual orientation or gender identity.
- Female and male employees have equal access to mentoring and coaching.

- Family-friendly work policies, role models, mentors and the development of varied career models ensure that diverse women and men remain in the institution and reach high levels of seniority [5].

The actualization of the external and internal components of the structure of a particular state, the ability to effectively and progressively implement the system assumed by the gender reform, contributes to the establishment of a new model of work in the defense and security sector, not only legally, but also in fact.

Gender equality is a recognized necessity and is an indicator of a democratically developed state. The main point is the specification of the concept of actions that the reform involves, as well as the implementation of preventive measures to overcome such negative phenomena. Researches by scientific community backed by practical instructions, foreign concepts and their productivity, competent introduction and working out of own influence mechanisms is a mortgage of development not only sector of defense and safety, but also all state.

Thus, based on the above facts about the impact of reform processes related to gender policy abroad and analytical data related to the defense sector of Ukraine, women are still limited in obtaining positions of risk and importance for national defense. This is due to historically established stereotypes about the position of women and men in the world, which in turn only emphasizes the influence of patriarchal foundations not only in the defense sector but also in other public spheres of activity. Therefore, to summarize the above, there is a need to integrate gender reform at the strategic, operational and tactical levels, as well as its harmonization with international standards and practices. A systematic and unified approach to explaining the essence of gender policy is a basic component, which should be coordinated at the level of higher education institutions in the first place.

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ENSURING GENDER EQUALITY IN THE SYSTEM OF THE MINISTRY OF INTERNAL

The process of implementing equal rights and opportunities for women and men in the activities of the bodies of the Ministry of Internal Affairs is an important step forward in ensuring gender equality. In order to implement and implement the National Plans and the State Program, the Ministry of Internal Affairs adopted a number of departmental orders and conducted a large-scale information-analytical and educational campaign within the law enforcement structure, namely: developed the national plan 1325 "Women, Peace, Security", networks of gender advisers in the staff of the Ministry of Internal Affairs and CEB were created, the educational process, trainings and classes on gender awareness of employees were organized and the gender aspect was introduced in higher education institutions of the Ministry of Internal Affairs.

The principle of gender equality is enshrined in the Constitution of Ukraine. Article 3 of the Constitution enshrines the equality of men and women in all spheres of life. In addition to this norm of gender equality, Art. 21, 24, 51. Part three of Art. 24 of the Constitution of Ukraine is directly devoted to overcoming discrimination against women in Ukraine and emphasizes that equality of rights of women and men is ensured by providing women with equal opportunities with men in socio-political and cultural activities, education and training, work and so on. In order to unite efforts to empower women, as well as to implement all the above obligations and perform tasks within the competence of the Ministry of Internal Affairs, NMU and CEB, the Ministry of Internal Affairs of Ukraine