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Krymets Ludmyla,

Doctor of Philosophy, leading researcher of the National Defense University of Ukraine named after Ivan Chernyakhovskyi;

Hrebeniuk Lesia,

PhD, senior research assistant, Military Institute of Taras Shevchenko National University of Kyiv

THE NATO GENDER POLICY: IS THAT AN ISSUE FOR THE ARMED FORCES OF UKRAINE?

The urgency of the need for gender studies in the security and defense sector of Ukraine is beyond doubt. In the context of the socio-political upheavals of 2014–2021, the annexation of Crimea and the anti-terrorist operation in eastern Ukraine, the national and socio-political identity of Ukrainians has undergone fundamental changes. The level of responsibility of servicemen has increased, the number of women who have shown readiness and ability to defend national interests with weapons in their hands has significantly increased.

Moreover, since 2014 the Russian aggression against Ukraine and temporary occupation of the part of the Ukraine's territory negatively contributed to violation of human rights, not only for military, but civilians including gender-based violence. Conflict affects women and men differently: sometimes involvement of women at the peace table help to settle disputes and reach peace agreements more effectively. So do we really need to exclude half of the population intentionally?

According to Allied Joint Publication (AJP) – 01, gender perspectives is among the foundations of the Alliance doctrine: *«Gender perspectives need to be considered during all stages of a NATO operation; men and women must participate equally to achieve a comprehensive and enduring resolution. NATO is committed to fully implementing the United Nations Security Council Resolution (UNSCR) on Women, Peace and Security across all three of its core tasks. Gender inequalities are often exacerbated during periods of crisis and conflict and, if not addressed, may continue after the end of conflict»* [1].

In 2020 NATO marked the 20th anniversary of the adoption of United Nations Security Council Resolution 1325 on Women, Peace and Security. The participants discussed NATO's changings within Women, Peace and Security agenda. Nowadays, gender perspectives are fully demonstrated all that NATO does. The NATO Secretary General Jens Stoltenberg at the Digital Dialogue on the Future of Women, Peace and Security at NATO urged «all Allies to recruit more women in their military». «Diverse armed forces are strong armed forces», he noted [2].

And what about NATO gender policy in the Armed Forces of Ukraine? Is it a real challenge or reality of Ukraine's development?

UN Security Council Resolution (UNSCR) has been Ukraine's great and long-standing daily priority. In 2016 the Government of Ukraine adopted the National Action Plan for Implementation of UNSCR 1325 for 2016–2020 years [3]. Through implementation of the plan we worked to ensure greater participation of women in decision-making in the areas of national security and defence, in peacemaking, as well as ensuring protection of women and girls, prevention and response to gender-based violence [4].

Implementation of the Security Council Resolution 1325 is also a constant feature of Annual National Programs on cooperation between Ukraine and NATO. Lessons learned and best practices of NATO member-states were studied to foster gender culture within security and defence sector of Ukraine. Our prior goals: restore peace in our homes, reconstitute Ukraine's territorial integrity, and create the welcoming conditions for joining NATO and EU.

The Vision of the General Staff of the Armed Forces of Ukraine (2020–2030) was presented to support the above mentioned reforms within security and defence sector of Ukraine. Gender equality is among 8 basic principles of the Vision (patriotism, rule of law, unity of command, personal responsibility, integrity, leadership, gender equality, respect for military personnel) [5].

On the other hand, Ukrainian government did a breakthrough to support the United Nations General Assembly Resolution of 70 September 2015 No. 70/1 on the 2030 Sustainable Development Goals through the Decree of the President of Ukraine №722 / 2019 (September 30, 2019) On the Sustainable Development Goals of Ukraine until 2030 [7]. The new development targets were defined taking into consideration specific features of Ukraine's development, among which is a place for gender policy issue «providing gender equality, empowering all women and girls».

No doubt, that above mentioned governmental steps allowed to achieve vivid results since 2014, among them we consider the following:

- the quantity of women in the Armed Forces of Ukraine was increased more than in 15 times (today the percentage of female military personnel reaches 11 % of the Armed Forces' personnel – almost the same percentage as in leading NATO armies);

- position of the Government Commissioner for Gender Equality Policy was introduced on June 7, 2017;
- women serve in the Armed Forces of Ukraine on an equal right with men, including officer's positions (except for those subject to legal restrictions, taking into account possible risks to their health, including reproductive health);
 - open access to female servicemen to all military occupation specialties of NCOs, including “combat” (MOD order № 317 from 07/09/2020);
 - equal access to military ranks is provided;
 - girls have access to military education at all levels, including military and naval lyceums;
 - equal amount of responsibility during military service is fixed for men and women;
 - a network of gender advisers has been established and is under development;
- at present time, more than 10 % of women (from the total number of involved personnel) contributed to the forces and means of anti-terrorist operation in Luhansk and Donetsk regions. During the ATO/JFO (Joint Forces operation) 227 women received state awards, unfortunately 10 of them posthumously. About 10,000 women (servicemen and employees of the Armed Forces of Ukraine) received the status of combatants (war veterans).
- during 2018-2020, as part of the initiative of the Deputy Prime Minister for European and Euro-Atlantic integration, expert and technical support of the structure UN Women, higher military educational institutions of the Ministry of Defence participated in a pilot project to unify approaches to gender component among higher education curricula within defence and security sector of Ukraine;
 - the distance learning course «Gender policy as the principle of a modern democratic society» was developed and implemented;
 - at least 6 % of women participate in peacekeeping operations as a part of national personnel (Brussels, Mali, Democratic Republic of Congo, South Sudan, LITPOLUKRBRIG). Participation of women in peacekeeping and security operations shows that gender equality is an important factor in strengthening defense capabilities of Ukraine.
 - the system of hotlines has been created in the Ministry of Defence and the General Staff of the Armed Forces of Ukraine, which provide psychological, social and legal assistance (counseling), including on gender discrimination and gender-based violence in military units (institutions).

The implementation of gender policy is still an urgent issue for the Armed Force of Ukraine. The taken successful steps towards NATO gender policy illustrate that we have chosen right direction for building new democratic society. We still have some problems with Ukrainian mentality [6] as for the role of women in society and in the Armed Forces, but it is less and less from day to day. The question is about «quality, but not quantity» as to women in the army: proper and good training of

personnel (women), in-time reaction for violations of their rights, comprehensive understanding of responsibilities should be realized at all levels of command. My strong belief is that gender equality – it is not exclusively «women’s issue», but vitally important topic for peace and security in our country. It’s about society and increasing societal capacity.

If we have already started talking about gender, then, in my opinion, we need to say one fundamental thing: gender is not about sex, gender is not about women, gender is about human rights, gender is about equal rights and opportunities for women and men. After all, women in the army are a kind of litmus test of readiness of the Armed Forces, the security forces of Ukraine for reforms, for development, for NATO standards.

Equal rights and opportunities for women and men have become an integral part of Ukraine’s security and defence sector reform. Ukrainian defenders who decided to serve for their country with weapons in hand and take part in countering Russian aggression have received official recognition of their status, and those who only want to join the Armed Forces now have such an opportunity. Appropriate conditions are being created for the comfortable service of Ukrainian women within security and defence sector.

In order to find more sustainable security solutions, men and women need to work together. Women need to be involved at every stage and every level of operations and missions. Improving gender equality is essential for our ability to do job right. Diversity gives us strength and allows us to achieve our common goal – lasting peace and security.

The Ministry of Defence takes appropriate measures aimed at ensuring equal rights and opportunities for women and men, and above all at providing women with career prospects in accordance with the level of education, experience and performance;

The achieved results of taking into account the gender aspect in the process of functioning and development of the Armed Forces indicate that the policy of equal rights and opportunities for women and men is one of the priorities of the leadership of the Ministry of Internal Affairs and the General Staff of the Armed Forces.

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Купчишина Валентина Чеславівна,
старша викладачка кафедри психології,
педагогіки та соціально-економічних
дисциплін Національної академії Державної
прикордонної служби України імені Богдана
Хмельницького, кандидатка педагогічних
наук

МАСКУЛІННІСТЬ ЯК ОДИН ІЗ ТИПІВ ГЕНДЕРНОЇ ІДЕНТИЧНОСТІ ОСОБИСТОСТІ

Дослідження гендерної проблематики на сьогодні є одними з самих обговорюваних у різних наукових сферах. Ці питання стають предметом наукових досліджень науковців історичних, культурологічних, економічних, політичних, юридичних, педагогічних, психологічних та ще цілого ряду наук. Але саме в психологічній науці психологія статі, як окремий напрямок дослідження, набув актуальності. Провідними завданнями нового напрямку вчені визначають вивчення психологічної статі як окремого особистісного утворення, дослідження особливостей його впливу на інші особистісні прояви, вікову динаміку становлення статевої ідентичності особистості тощо [1, с. 9].

Дослідження особливостей гендерної соціалізації, етнічні та кроскультурні аспекти статерольової поведінки, вивчення міжстатевих відмінностей та аналіз вікових особливостей становлення статевої самосвідомості особистості (В. Абраменкова, Ю. Альошина, А. Байбурін, С. Бем, Т. Виноградова, Т. Говорун, В. Каган, Т. Котлова, Т. Мельник, О. Мітіна, Б. Хасан та ін.) дали змогу детальніше дослідити взаємозв'язок цих процесів та їх вплив, місце у дослідженні психологічної статі як базового особистісного утворення та отримати відповіді на виклики сучасності.

Гендер як система уявлень є невід'ємною складовою культурного дискурсу й соціальних практик спілкування, взаємодії та діяльності людей. На думку О. Хохліної «він має множинні форми вияву, які не зводяться лише до сукупності статевих ролей, запропонованих суспільством за ознакою статі. Гендером буде і