UDC 340.115:305:159.923:351.74(477)
DOI: 10.56215/naia-chasopis/1.2023.63

Historical origin and current state of research gender equality in law enforcement bodies of Ukraine

Yana Komircha*
Postgraduate Student
National Academy of Internal Affairs
03035, 1 Solomianska Sq., Kyiv, Ukraine
https://orcid.org/0009-0000-5853-8151

Abstract
Reforming the security sector is aimed at its transformation with the aim of increasing accountability, efficiency, humanism, the rule of law, and establishing gender equality in the structural divisions of the Ministry of Internal Affairs of Ukraine. One of the structural units of the Ministry of Internal Affairs of Ukraine is the National Police. Gender parity in the National Police is a guarantee of ensuring the implementation of the reform and compliance with global trends in the state's development. The purpose of the article is to conduct a theoretical analysis of scientific research on the issue of gender equality in law enforcement agencies of independent Ukraine from 1991 to the present. The methodological basis of the research was the fundamental principles of equal rights and opportunities for men and women in society. The research used methods of scientific research (cognition): theoretical research methods (descent from abstract to concrete, transition from concrete to abstract), empirical research methods (comparison), complex research methods (abstraction, analysis and synthesis, induction and deduction), which contributed to the achievement of the research goal. The stages of scientific research on gender equality in law enforcement agencies of Ukraine are identified and substantiated: the first stage (1991 – October 2004); the second stage (October 2004 – November 2015); the third stage (November 2015 to the present).It was determined that scientific research on the issue of gender equality in the law enforcement agencies of independent Ukraine concerned the legal regulation of the work of female law enforcement officers and their social and legal protection, gender-colored styles of behavior of employees of law enforcement agencies, their psychophysiological differences and gender equality, psychological conditions for ensuring gender equality equality in the activities of law enforcement agencies, features of the development of gender relations in the interpersonal communication of law enforcement officers. Three groups of problematic issues arising in the work of a female law enforcement officer serving in the National Police of Ukraine are singled out and described in detail. The practical value of the conducted research lies in the conducted thorough analysis of the conducted scientific studies regarding the issue of gender equality in the law enforcement agencies of independent Ukraine and the identification of unresolved issues

Keywords:
gender equality; law enforcement agencies; National Police of Ukraine; male police officers; female police officers

Article's History:
Received: 20.12.2022
Revised: 06.02.2023
Accepted: 27.02.2023

Suggest Citation:
Komircha, Ya. (2023). Historical origin and current state of research gender equality in law enforcement bodies of Ukraine. *Law Journal of the National Academy of Internal Affairs*, 13(1), 63-73. doi: 10.56215/naia-chasopis/1.2023.63.

*Corresponding author

Copyright © The Author(s). This is an open access article distributed under the terms of the Creative Commons Attribution License 4.0 (https://creativecommons.org/licenses/by/4.0/)

Introduction

At the present stage of society's development, transformational changes and the course towards European integration are accompanied by a change in the role of women in all spheres of life, including professional ones. The law enforcement sphere is no exception: the police service, which until recently was considered a purely male matter, has begun to change its gender composition.

If as of 2007, the number of women in law enforcement agencies was only 14.8% of the total number of personnel (among certified personnel – 10.6%), then a decade later the share of women increased to 23.5%, of which in the National Police – 21.8% (Levchenko & Martynenko, 2008; Women. Peace. Security..., 2017).

Gender analysis of the specific features of personnel policy in the system of the Ministry of Internal Affairs of Ukraine (the MIAU) for 2016-2017 regarding the personnel of bodies belonging to the MIAU, central executive authorities, whose activities are directed and coordinated by the Cabinet of Ministers of Ukraine through the MIAU, revealed uneven representation of men and women in positions: three times less total number of women (managers and performers) than men; compared to men, three times less total number of women in certified positions; almost four times less number of women in senior certified positions than men (Burbii & Bochek, 2018).

A major step in the development of gender activities of the MIAU and the protection of the rights of women working in law enforcement agencies was the creation and launch of the public organization "Ukrainian Association of law enforcement representatives" in March 2018. This organization brought together women and men who are representatives of law enforcement agencies and higher education institutions of the MIAU, to ensure equal rights and opportunities for women and men in law enforcement agencies of Ukraine, the introduction of gender equality and gender balance in the workplace.

As of August 2022, over 66 thousand women (employees of the Armed Forces of Ukraine, policewomen, female national guards, rescuers, border guards) work and serve in the system of the MIAU (Over 66 thousand..., 2022). Currently, policewomen are members of specialized mobile police groups for detecting sexual crimes committed by the russian occupiers on the territory of Ukraine.

Gender issues have long been the subject of scientific study by foreign scientists.

Researchers (Brown & Silvestri, 2020), who investigated the issue of women's employment in the police, due to the reform and change in the gender ratio of employees, recognized the increase in manifestations of police care in police activities, but it is an exaggeration to explain this only by the influence of feminization. However, policewomen, regardless of race, are less likely to use force than policemen (Bocar *et al*., 2021).

In many countries in Asia and Latin America, women's police stations have been established and operate, including social workers, lawyers, psychologists, and policewomen. The advantages of this innovation are women's access to justice, prevention of gender-based violence, reduction of the duties of policewomen and the possibility of their career growth, as well as a reduction of the burden on standard police stations (Carrington *et al*., 2020). Limitations of this model compared to conventional models of policing are that female police stations may not be associated with positive perceptions of policewomen, and their segregation may lead to unintended consequences (Nirvikar, 2020).

And even though there are still gender stereotypes both among candidates for police service and among active police officers, only a small proportion of them support the gender-stereotypical view of men and women in the police service, the majority favour gender equality of police officers of different sexes in the performance of police tasks (Bloksgaard *et al*., 2020). According to the results of Brown Katharine and Reisig Michael (2020), the influence of the procedural attitude of legal authorities on the legitimacy of police activity does not differ and is the same, regardless of the gender of the police officer.

The purpose of this study was to conduct a theoretical analysis of the state of research on gender equality in law enforcement agencies of Ukraine in the period from 1991 to the present. The task of this study was to determine the specific features of the development of gender issues in law enforcement agencies of Ukraine, specifically, in the National Police of Ukraine, to identify unresolved problems that require further scientific research with the purpose of integrating them into the practical activities of police officers (Kushnir, 2020).

The material for this paper was the published scientific research related to the study of gender equality in law enforcement agencies of independent Ukraine in the period from 1991 to the present.

The historical prerequisites for the legal regulation of women's labour in Ukraine were their separation as a category of workers to whom restrictive and prohibitive norms in labour relations are applied (Shulzhenko, 2018).

First stage of research on gender equality in law enforcement agencies of Ukraine (1991 – October 2004)

This stage began with the declaration of independence of Ukraine and the creation of the Ukrainian police. The main regulations governing women's service in the police were the Law of Ukraine "On Police"[1] and regulations on the service of ordinary and commanding personnel of internal affairs bodies[2].

[1]Law of Ukraine No. 565-XII "On Police". (1990, December). Retrieved from https://zakononline.com.ua/documents/show/156094__600774.
[2]Resolution of the Cabinet of Ministers of the Ukrainian SSR No. 114 "On the Approval of the Regulation on the Completion of Service by the Rank and File of Internal Affairs Bodies". (1991, July). Retrieved from https://zakon.rada.gov.ua/laws/show/114-91-%D0%BF#Text.

The main tasks and principles of the militia, the legal basis, the organization, and subordination of the militia, the rights and responsibilities of the militia, admission to the service in the militia, completion of service, legal, and social protection of police officers, and their responsibilities were enshrined in the Law of Ukraine "On Police".

The regulation on the completion of service by ordinary and senior members of the internal affairs bodies determined the rights, duties and responsibilities, issues regarding the assignment, demotion, and deprivation of special ranks, appointment to positions, transfer and promotion, dismissal from service, certification, vacations, special features of the course services by separate categories of persons of the senior staff.

At that time, scientists of various fields of knowledge showed a permanent scientific interest in gender issues in the law enforcement agencies of Ukraine.

The second stage of research on gender equality in law enforcement agencies of Ukraine (October 2004 – November 2015)

In October 2004, the position of adviser to the Minister of Internal Affairs of Ukraine on human rights and gender issues was introduced (Levchenko & Martynenko, 2008).

Conducting scientific research on gender equality in the activities of law enforcement agencies of Ukraine began in 2008 with the adoption of the "Program for Ensuring Gender Equality in the Security Service of Ukraine until 2011" (Maksymenko, 2010). Actually, until 2016, the MIAU belonged to the small number of executive authorities that developed branch and departmental regulations on gender issues (Zhukovska, 2020).

The first gender studies under the partnership of the MIAU were carried out within the framework of the project "Program of Equal Opportunities and Rights of Women in Ukraine", which was implemented by the United Nations Development Program (UNDP) in Ukraine under the aegis of the European Union and the Swedish International Development Cooperation Agency (SIDA) in 2008 (Levchenko & Martynenko, 2008) and 2009 (Blaha, 2009).

Issues of gender development of police activity in Ukraine, specifically the service of women in the Ukrainian police, as well as in peacekeeping missions, regulatory protection of rights in the field of observing women's rights and promoting gender equality, the formation of gender policy in law enforcement agencies of Ukraine were reflected in the work prepared with the involvement of the adviser to the Minister of Internal Affairs of Ukraine on human rights and gender issues (Levchenko & Martynenko, 2008; Plugatar, 2018).

In 2009, a study was conducted on the opinions and experience of law enforcement officers regarding gender equality and gender discrimination of female employees in their operational and official activities. This study recorded the existence of a pronounced situation of gender asymmetry of personnel in law enforcement agencies (the presence of the so-called "pyramid": as the level of positions increases, the number of women working for them decreases) (Blaha, 2009). The assessment of the prevalence of discriminatory manifestations in law enforcement agencies allowed developing potential mechanisms for their deterrence and prevention.

Since 2008, scientific research has been conducted on the legal regulation of the labour of women working in law enforcement agencies.

In her thesis paper, N.A. Cherednichenko (2008) considered the features of social and legal protection of female law enforcement officers. The scientist concluded that the implementation of measures to implement gender policies solely to improve the status of women does not factor in the situation in which men find themselves, as a result of which there will be no changes in overcoming gender imbalance.

Scientist Yu.V Ivchenko (2009) was the first to comprehensively investigate the philosophical and legal foundations of gender policy in Ukraine in the context of the activities of law enforcement agencies. She considered the term "gender" as a philosophical and legal category that allows considering a person not as an extra-sexual being but allows forming a tolerant attitude towards men and women. Theoretically understanding the problem of equality between women and men, the scientist concluded on the importance of using the advantages of gender-based styles of behaviour of law enforcement officers.

N.V. Maksimenko (2010) conducted one of the first comprehensive studies in Ukraine concerning the issues of women's service activities in law enforcement agencies and their administrative legal support. The scientist considered gender equality as "a universal principle in the field of human rights, which gives persons of the two sexes equal rights and opportunities for their involvement in all spheres of public, state, and private life".

V.V. Kirichenko (2011) investigated the specifics of the administrative legal regulation of gender equality in the activity of the internal affairs bodies (IAB) of Ukraine, considering the psychophysiological and other characteristics of men and women. In her opinion, "gender equality in the IAB" is "a mode of activity in which persons of different sexes are given equal rights and opportunities to enter and complete service in the IAB, considering the physiological characteristics of the person". In her opinion, the establishment of differentiated standards for physical training for men and women; shift schedule for a woman during breastfeeding is not a violation of gender equality.

Specific features of gender relations in the system of professional interaction of law enforcement officers became the object of scientific interest of V.V. Kudria (2011). The scientist substantiated gender equality as "the equal legal status of women and men and equal opportunities for its enjoyment, which allow individuals to freely use their abilities to take part in the political,

economic, social, public, and cultural spheres of life regardless of gender" (Kudria, 2011).

Scientist I.V Shulzhenko (2012) comprehensively researched and scientifically analysed the specific feature of the legal regulation of female labour in law enforcement agencies according to gender profile, considering the sex and the specifics of professional activity (Shulzhenko, 2012). The scientist supported the idea of gender equality when serving in law enforcement agencies and proposed adding a corresponding article to the Law of Ukraine "On the Police"[1].

A.V. Moroz (2012) considered gender relations in the IBA of Ukraine as "a new social reality formed at the intersection of the social institution of law enforcement agencies and gender institutions of Ukrainian society, and which incorporates the signs of a predominantly patriarchal ideology of both the former and the latter". The sociodiagnostics of the reform of gender relations in the law enforcement agencies of Ukraine, conducted by Moroz, proved the ineffectiveness of gender transformations: the existence of gender inequality, which is manifested in gender asymmetry, gender imbalance and discrimination at the level of interpersonal relations (Moroz, 2012). Social technology for improving gender relations in law enforcement agencies of Ukraine should include systematic actions at the levels of legal, scientific and methodological, personnel, information and organizational, and socio-psychological support. The researcher substantiated, adapted, and applied theoretical models to understand gender relations in law enforcement agencies: the model of the development of "recognized" and "outsider" relations (to explain the internal mechanisms of gender inequality in the relationship between men and women, the causes of gender conflicts); the model of schismogenesis (to understand the specifics of the development of the conflict, the split in gender relations in law enforcement agencies) includes three types of interaction that lead to gender inequality: symmetrical schismogenesis (reacting to any manifestation of the enemy's power in the same way); complementary schismogenesis (the determination and manifestations of the growing strength of one side are strengthened due to the weakening of the opposition of the other side, which accepts the norms, rules of behaviour, and the image of the dominant side); exchange (women are given work that men do not want to perform, e.g., keeping records); marginality/centrality model (to understand the position of law enforcement officers and its consequences within gender relations).

Scientist O.M. Smirnova (2015) emphasized the importance of factoring in the psychological conditions of ensuring gender equality in the activities of law enforcement agencies of Ukraine, namely: awareness by employees of the importance of gender equality, adequate attitude towards female law enforcement officers.

Thus, in Smirnova's thesis paper, gender-based styles of behaviour of male and female employees were analysed, attention was paid to their psychophysiological differences, and psychological conditions for ensuring gender equality were considered.

The third stage of research on gender equality in law enforcement agencies of Ukraine (November 2015 – present)

Since November 2015, scientific research on gender issues in the structure of the newly created National Police of Ukraine begins.

The study of the theoretical and legal aspect of the specific features of gender relations, conducted by O.S. Golub (2018), allowed determining that according to the direction and totality of its legal means, the legal regulation of gender relations forms the following types: discriminatory type (restriction of the rights and opportunities of one gender compared to the other). This type contributes to the gender gap in society and perpetuates the stereotype of the preference for a particular article; paternalistic type (aimed at protecting women's rights and freedoms). This type of legal relationship is aimed at supporting only women; egalitarian type (creates equal opportunities for men and women in all spheres). This type makes provision for a system of legal norms and real mechanisms for their implementation to ensure equality of representatives of different sexes.

Researcher A.I. Tabanova (2018) advocates a gender-differentiated approach to the work efficiency of men and women (achieving the maximum economic effect through the rational use of labour potential from the standpoint of gender specifics). In her opinion, gender balance is "a fairer distribution of resources and income, rights and responsibilities, workload and rest between the sexes" (Tverdokhliebova, 2017). Therewith, the researcher addresses the compliance of the Constitution of Ukraine with European standards and the proclamation of gender equality, but also points out the declarative nature of these provisions due to the lack of consolidation of the relevant procedures and mechanisms.

Problematic issues in the field of ensuring gender equality in the activities of the National Police of Ukraine, according to T.A. Pluhatar (2018), are the observance of gender equality in the recruitment of men and women to the police; equal rights and opportunities for male and female police officers; sexual harassment at the workplace; the existence of certain aspects of discrimination against both men and women.

O.O. Uvarova (2019) noted that the principle of true equality lies in treating women differently in the following cases:

– related to biological and socially determined differences between women and men (the period of pregnancy of a woman, the time after childbirth and during lactation);

[1]Law of Ukraine No. 565-XII "On Police". (1990, December). Retrieved from https://zakononline.com.ua/documents/show/156094__600774.

– to address the consequences of discrimination against women in the past and/or now (ensuring a more balanced representation of women in leadership);

– to reallocate power and resources between women and men to ensure balance (e.g., introducing quotas for women's representation).

According to the conclusions of the study conducted by I.P. Andrusiak (2017), she distinguishes between the terms "gender equality" and "women's rights" in terms of content and relationship. In her opinion, gender equality is the equality of persons regardless of their gender in all spheres of social life, whereas women's rights are "the specific rights of women, determined by their reproductive function, their desire, ability, and possibility of motherhood, which is a condition for the continued existence of human society".

N.Ye. Tverdokhliebova (2017) believes that when integrating gender into the reform of police forces, gender expertise, gender analysis, gender management, gender statistics, and gender training of personnel should be carried out.

Scientists note that the causes of gender inequality in society are religion, gender stereotypes, and gender attitudes (Kaminska, 2018). These are gender stereotypes of masculinity-femininity, gender stereotypes regarding ideas about the division of family and professional roles between men and women, and gender stereotypes determined by the specifics of labour, as well as gender attitudes of patriarchal and feminist types.

O.V. Gorbachova (2016) spoke about the need for new qualities from law enforcement officers, considering the gender aspect, based on an egalitarian system of ideas. Researchers Ye.A. Savela, A.S. Yaroshenko (2019) and N.E. Tverdokhlebova (2017) challenge claims about gender equality as equality in the duties of national police officers, which are explained by different biological indicators, physiological differences between women and men. D.H. Tinin and V.P. Timofeiev (2022) understand gender equality as a fair and equal distribution of power, influence, and resources between men and women.

A. Blaga *et al*., (2009) and A.H. Harkusha's research (2019) concerned the problem of gender stratification in the National Police of Ukraine. On the way towards gender parity, it is necessary to remember the established traditions regarding gender-role stereotypes and the physical and psychological characteristics of women. The police service makes demands on women that are contrary to the conventional understanding of the position of women as such, and therefore it is necessary to supplement the Labour Code of Ukraine with a provision on the mandatory creation of special supervisory associations that monitor the observance of equal rights and opportunities for women and men in organizations, enterprises, institutions, specifically, and the National Police of Ukraine; to introduce disciplinary responsibility (with further consequences for service) of managers who limit the rights of pregnant women; women's rights related to their reproductive function; the rights of women who are on leave to take care of a child until it reaches the age of three.

N.V. Halitsyna (2020) thoroughly investigated the mechanism of ensuring gender equality in the bodies of the National Police of Ukraine (characteristics, components, levels). She determined that gender equality in the bodies of the National Police of Ukraine is ensured at the national and departmental levels, and also described the components of the mechanism for ensuring gender equality in the bodies of the National Police of Ukraine and the tools for ensuring it at the level of departmental regulation. Halitsyna advocates the introduction of gender quotas in the bodies of the National Police of Ukraine, which will allow the principle of gender equality to be observed when: recruiting women to serve in the National Police; appointment of female police officers to managerial positions; inclusion of female police officers in the competitive and attestation commissions.

Therewith, the introduction of a quota for the selection of women in law enforcement agencies should be balanced and substantiated (over-engagement with gender issues can lead to a decrease in the quality of the professional composition of the police).

L.H. Kovalchuk *et al*., (2017), V.S. Medvedev, D.A. Horbenko (2020) are convinced that the active reform of the security sector of Ukraine contributed to the implementation of the principle of gender equality in the force structures. However, it is still important to optimize service activities by solving existing issues of equality between men and women to eliminate gender imbalances in the service, further ensuring gender equality in the security sector based on an egalitarian system of ideas, competence, and professionalism of police officers regardless of their gender.

N.V. Kushnyr (2020) notes that the proper implementation of the principle of gender equality in labour relations is the establishment of equal rights of men and women when bringing to legal responsibility.

Based on the analysis of the state of ensuring gender equality in the system of the MIAU, scientist O.Yu. Drozd (2020) identified the following solutions:

– to develop mechanisms to ensure equal access for women and men to take part in peacekeeping and special operations, in the work of advisory bodies, civil-military cooperation and measures to combat gender-based offences in the service;

– to develop a separate mechanism for handling complaints in case of gender-based offences committed by colleagues in the service;

– to unify the requirements for physical fitness for candidates for service, considering the international practices on this issue and their statutory regulation.

N.V. Lyakh (2021) understands gender equality as "fair treatment of women and men, a sign of the rule

of law, an indicator of the level of development of society, a condition for the development of democracy". The researcher defines the gender policy in the system of the National Police as "a set of actions to ensure the appropriate social status of police officers pursuant to education, professional, and personal qualities, level of cultural development and potential based on guaranteeing equal opportunities for women and men".

The author of this paper agrees with the scientific opinions of M. Lisa *et al*., (2019) L.V. Martseniuk, and O.V. Hruzdiev (2021) regarding the implementation of gender equality in the security sector of Ukraine: to achieve a balanced professional and personal life, it is necessary to factor in such important aspects of life as health, relationships, career, self-improvement, rest. The advantages of gender equality include ensuring a representative composition; minimizing gender discrimination and preventing sexual harassment in the workplace; creating a non-discriminatory culture; and respecting international and national obligations.

N.A. Orlovska, and Yu.P. Stepanova (2021) note the outstanding role of Resolution No. 1325 (Women. Peace. Security…, 2017) in ensuring gender equality and expanding women's rights in the security and defence sector (Orlovska, 2021). M.I. Sayenko *et al*. (2021) emphasize the problems of women in appointing police officers and implementing a gender-balanced approach in the ranks of the National Police of Ukraine (Saienko, 2021).

The author of this study agrees with the opinion I.Ye. Slovska (2021), who is convinced that the implementation of the principles of gender equality, as well as the implementation of "positive actions" aimed at eliminating the imbalance in the opportunities of women and men, directly depends on the activity of rights holders. Indeed, existing gender stereotypes and gender attitudes began to gradually transform under the influence of feminitives: lady major, lady press officer, policewoman, etc. High motivation will help to successfully overcome the existence of "natural" gender roles, without which it is too difficult to overcome gender inequality.

N.L. Polishko (2021) carried out a comprehensive scientific study of the legal regulation of the work of female police officers serving in the National Police of Ukraine. Under the legal protection of female police officers, Polishko understands a system of legal norms aimed at preventing and eliminating violations of the rights of a policewoman in the performance of her official duties, as well as the activities of state authorities and officials to ensure their implementation. The scientist classified guarantees of compliance with the labour rights of women serving in the National Police of Ukraine as follows:

1) general guarantees (apply to all police officers and allow them to legally exercise the right to labour);

2) special guarantees (security and protection of the labour rights of policewomen):

prohibition of engagement of women who have children under the age of three to work at night; sending women who have children from three to fourteen years of age on a business trip without consent; refusal of employment due to the presence of children under the age of three (for single mothers, a child under the age of fourteen or a child with a disability); imposing on the employer the obligation to provide women with the possibility of combining work and family responsibilities; lower requirements for physical training; the right to protection against unjustified refusal to join the National Police or illegal dismissal.

In her opinion, the social protection of female police officers should ensure compliance with the fundamental social rights of policewomen, creating appropriate conditions for their official activities.

Professional career of a woman in the law enforcement sphere

A small number of scientific papers are available regarding a woman's career in law enforcement. O.M. Chuyko and N.V. Kuravska (2019) believe that gender aspects of career should be investigated, focusing on the terms "career", "professional activity", "employment", and career should be considered as "dynamics of the entire working life of a person", "professional development", "component of self-fulfilment". The levels of factors that affect the career of a person, in their opinion, are micro-level (factors directly related to the personality), meso-level (related to the interaction of the individual with the organizational environment), macro-level (reflecting more institutional influences).

H.S. Buha (2017) notes that the performance of traditional family duties and job responsibilities in the workplace, the lack of "family time" adversely affects the family and the service of a woman as a result of her "double employment".

N.A. Bilevych (2021) investigated gender features of self-fulfilment in the professional activities of women employees of the National Police of Ukraine. She identified the factors that affect the foreign and internal professional success of plicewomen of the National Police of Ukraine. The researcher stated that optimization of professional interaction between representatives of different gender groups is facilitated by their joint activities at the level of small groups.

Researchers spoke in favour of the introduction of professional and psychological training into the system of professional and psychological training of police officers, the introduction into the organizational culture of a fair attitude of management and all employees towards both women and men (Smirnova, 2015; Shevchenko *et al*., 2018; Bilevych, 2021); psychological support of policewomen at various stages of their professional activity, including through the implementation of a program to increase the motivation to achieve success in the professional sphere and the desire for self-development (Buha, 2017); formation of gender competence of law enforcement officers in the system of professional

training and professional development of police officers (Formation of gender competence…, 2022).

Large-scale research of gender issues in law enforcement agencies of Ukraine

With the creation of the National Police, large-scale gender studies in law enforcement agencies also began to be conducted. These studies were initiated by the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine and supported by the Office of the Deputy Prime Minister of Ukraine for Euro-Atlantic Integration. Expert and technical support for the study was provided by the UN Women structure, and financial support was provided by the Government of the Kingdom of Sweden. Thus, from May to August 2017 and with the involvement of security and defence sector agencies, the "Gender Impact Assessment on the Security and Defence Sector of Ukraine" (2017) was conducted.

The study was conducted with the involvement of five agencies of the security and defence sector (the Ministry of Defence of Ukraine and the General Staff, the MIAU (National Police, National Guard of Ukraine, State Border Service of Ukraine). The results of the study are reflected in the report, which contains an explanatory note, background information, evaluation review, methodology, results (six sections), conclusions, recommendations, appendix. The section "Institutional culture" describes gender issues and relations between male and female employees (existence of gender stereotypes; very low awareness of gender issues and sexual harassment); issues of leadership and public speaking (lack of conceptual understanding of gender equality by managers; increasing their personal responsibility) (Gender Impact Assessment…, 2017). The personnel section describes the specifics of recruitment and selection (a slight increase in the number of women working in the security and defence sector), staff retention, appointment, promotion, and remuneration, mentoring and support. The prepared practical recommendations are aimed at solving the identified problems and strengthening the integration of the gender concept in the security and defence sector (Over 66,000 women…, 2022).

In 2017, a pilot research project on the fundamental issues of the theory and practice of integrating gender approaches into the educational process of higher education institutions of the security and defence sector of Ukraine began, which ended with the creation of Methodological Recommendations in the summer of 2020 (Methodical Recommendations…, 2021). Almost a third of all higher education institutions of the security and defence sector of Ukraine joined the project on the unification of approaches to teaching gender topics, and the methodological recommendations developed based on the conducted study are recommended by the academic councils of higher education institutions of the security and defence sector of Ukraine for use in the educational process (Volobuyeva *et al*., 2021).

Currently, an information and training manual has been published for security sector specialists on gender aspects of conflicts (Women. Peace. Security…, 2017). The manual consists of six chapters, appendices, and a dictionary of the most commonly used terms that directly relate to the topic of gender equality, the formation of non-discriminatory behaviour skills, and countering gender-based violence.

In 2018, the Ukrainian Centre for Social Reforms published the results of research on the modern understanding of masculinity, which was commissioned by UNFPA and the United Nations Population Fund, with the support from the Department for International Development of the Government of Great Britain and Northern Ireland (UK DFID) (Ministry of Social Policy…, 2018; Modern understanding of masculinity…, 2018). The methodological framework of the survey was based on IMAGES (International Men and Gender Equality Survey) approaches adapted to the local socio-cultural context. The purpose of the study was to analyse the process of socialization of modern men, examining the features of their behavioural models, attitudes and cultural practices associated with the influence of gender norms and stereotypes.

In 2019, within the framework of the UN Women Project "Gender Equality at the Centre of Reforms, Peace, and Security", which is carried out with the financial support of Sweden, the UN Women structure in Ukraine prepared the collection "Gender Issues in the Security Sector", which was translated and published by the OSCE Bureau for Democratic Institutions and Human Rights (OSCE/ODIHR) (Deni, 2019).

On the initiative of the MIAU, in the period from February 2019 to December 2020, the study "Understanding masculinity and gender equality in the security sector of Ukraine" (IMAGES) was conducted (Understanding masculinity…, 2021). This was the first national study in the history of the Ukrainian security sector. The survey covered 1,595 employees of the National Police, the National Guard of Ukraine and the State Border Guard Service of Ukraine in an equal ratio between employees (15% of the total number of respondents were women) from six administrative regions of Ukraine (west, centre, east, south countries). The sample consisted of representatives of these services, including those who, at the time of the survey, were on duty in the Joint Forces Operation area, those who had returned from there, and those who had no such service experience. Expert and technical support in conducting the research was provided by the structures of UN Women with the financial support of the governments of Sweden and Norway and in partnership with the National Academy of Internal Affairs, the non-governmental organization "Promundo", the Kyiv International Institute of Sociology. The results of the study of issues of masculinity and gender issues in the Ukrainian security sector were answers from men

and women to questions about gender equality in the family, at work and in society.

That is, the conducted research pointed to the need to implement effective actions for the organization of personnel work and conduct preventive measures of an educational, psychological, and educational nature, aimed at the formation of employees' conscious attitude towards their work, their observance of gender equality, mutual respect and tolerance. It also identified the need to create a roadmap for the implementation of gender policy in the divisions of the MIAU and develop recommendations for further promotion of gender equality as a priority area in the security sector. The real implementation of the research results in the practical activities of police units was the development and implementation of training classes aimed at forming the gender competence of employees of the units of the MIAU (Formation of gender competence..., 2022; Perunova *et al*., 2022).

Based on the analysis, the following stages of scientific research on gender equality in law enforcement agencies of Ukraine can be distinguished:

The first stage (1991 – October 2004) began with the declaration of independence of Ukraine. At this time, the Ukrainian police was created, the Law of Ukraine "On the Police" and the regulations on service in internal affairs bodies were adopted. This stage is characterized by a permanent scientific interest in gender issues in the law enforcement agencies of Ukraine of scientists of various fields of knowledge;

The second stage (October 2004 – November 2015) began with the introduction of the post of advisor to the Minister of Internal Affairs of Ukraine on human rights and gender issues. It is characterized by the emergence of comprehensive sociological and psychological studies on gender equality in the context of law enforcement activities, but these studies are not systematic in nature;

The third stage (November 2015 – present) began with the reform of the Ukrainian police and the creation of the National Police of Ukraine. It is characterized by gender studies within the framework of scientific national studies, which are systematic in nature and have the status of national programs and projects with subsequent integration into the training system of future specialists.

Thus, based on the analysis of scientific research on gender equality in law enforcement agencies, problematic issues that arise in the work of a female law enforcement officer can be identified as follows:

1) problematic issues affecting a woman's "self-concept" (Gender in psychological..., 2015): insignificant representation of women in law enforcement agencies; some women in leadership positions in law enforcement; work in double load mode; management's mostly negative attitude towards women of reproductive age; perception of women's professional achievements not as their own, but as undeserved advancement up the career ladder; constant overcoming of stereotypes by a woman in her professional activity; the problem of a woman's combination of family and professional spheres of life; the intensity of law enforcement activities, which affects other areas of a woman's life.

2) problematic issues that exist in the professional environment of law enforcement officers (Gender in psychological..., 2015; Martsenyuk, 2021): "vertical" and "horizontal" official relations; rivalry between women and men in the traditionally male-dominated field of police activity; identity crisis as a possible consequence of a woman's adaptation to the "male" management system.

3) problematic issues of professional activity of a female law enforcement officer (Prykhodko, 2018): difficulties in completing power and speed physical tests by women due to the specifics of their anatomy; problems of using self-defence techniques in real situations of countering offenders; unsuitable police equipment for its use by female police officers; problems in promotion due to the bias of male managers; the spread of sexual harassment.

Conclusions

The analysis of scientific research on gender equality in law enforcement agencies of independent Ukraine from 1991 to the present allowed establishing that the subject of gender equality in law enforcement agencies of Ukraine is in the circle of interest of scientists of various areas of knowledge (law, psychology, sociology, etc.).

Features of the development of gender issues in law enforcement agencies of Ukraine, specifically in the National Police of Ukraine, are characterized by three stages of scientific research of gender-based official relations: 1991 – October 2004; October 2004 – November 2015; November 2015 – present.

Ensuring gender equality in law enforcement agencies is considered by scientists at the levels of legal support (adopting laws and departmental regulations, ensuring effective mechanisms for their implementation); scientific and methodological support (conducting scientific research and implementation of their results); personnel support (recruitment to the police, moving away from gender asymmetry in the personnel composition towards gender balance in management positions, implementation of a gender-balanced approach); informational and organizational support (informing and legal education of police officers on gender issues; constant monitoring of the state of implementation of gender equality in units); socio-psychological support (psychological support for the career growth of men and women during the entire period of their service).

Unresolved problems that arise in the work of a female law enforcement officer and require further scientific research and integration into the practical

activities of police officers are three groups of problems (problems that affect the "self-concept" of a woman; problems that exist in the professional environment of law enforcement officers; problematic issues of professional activity of a woman). Based on the conducted theoretical analysis, it was found that the prospect of further scientific research is to investigate the features of gender-based interpersonal relations of police officers of the National Police of Ukraine.

Conflict of Interest

None.

Acknowledgements

The scientific research corresponds to the topic of scientific research and scientific and technical (experimental) developments for 2020-2024, approved by the Order of the Ministry of Internal Affairs of Ukraine No. 454 dated 11.06.2020 (as amended), the Plan of research and development works of the National Academy of Internal Affairs for 2022 (chapter 3 "Plan of preparation of thesis papers"). The author of this study would like to express sincere gratitude for the support of the supervisor, Doctor of psychological sciences, professor Olena Ivanivna Kudermina in writing this scientific paper.

References

[1] Andrusiak, I.P. (2017). *The idea of gender equality in the ukrainian legal duma of the other half of the 19th century*. Lviv: Lviv Polytechnic National University.

[2] Barko, V.I., & Ivanova, O.V. (2015). Theoretical and methodological approaches to ensuring gender equality in the activities of the internal affairs bodies of Ukraine. *Law and Safety,* 1(56), 81-85.

[3] Bilevych, N.O. (2021). *Psychological and organizational and legal ambush for successful self-realization in the professional activity of policewomen of the National Police of Ukraine.* Kyiv: National Academy of Internal Affairs.

[4] Blaga, A., Kobzin, D., Levchenko, K., Martynenko, O., & Sheyko, R. (2009). *The problem of gender parity in internal affairs bodies of Ukraine. Social analysis of the problem*. Kyiv: Ministry of Internal Affairs of Ukraine.

[5] Bloksgaard, L., Fekjaer, S.B., & Moberg, R.J. (2020). Conceptions of gender and competencies among police recruits in Scandinavia. *Nordic Journal of Working Life Studies,* 10(2), 43-59. doi: 10.18291/njwls.v10i2.120818.

[6] Bocar, A.B., Knox, D., Mummolo, J., & Rivera, R. (2021). The role of officer race and gender in police-civilian interactions in Chicago. *Science,* 371(6530), 696-702. doi: 10.1126/science.abd8694.

[7] Brown, J., & Silvestri, M. (2020). A police service in transformation: Implications for women police officers. *Police Practice and Research. An International Journal,* 21(5), 459-475. doi: 10.1080/15614263.2019.1611206.

[8] Brown, K.L., & Reisig, M.D. (2020). Procedural injustice, police legitimacy, and officer gender: A vignette-based test of the invariance thesis. *Behavioral Sciences & the Law,* 37(6), 696-710. doi: 10.1002/bsl.2439.

[9] Buha, H.S. (2017). Problems of nutrition of gender equality of female police officers of the current Ukrainian society. *Psychological foundations for the security of service activities of law enforcement agencies* (pp. 28-34). Kriviy Rig: Donetsk Law Institute of the Ministry of Internal Affairs of Ukraine.

[10] Burbii, A.V., & Bochek, O.I. (2018). Gender analysis of personnel policy in the system of the Ministry of Internal Affairs of Ukraine. *Constitutional and Legal Academic Studies,* 2, 146-151.

[11] Carrington, K., Guala, N., Puyol, M.V., & Sozzo, M. (2020). How women's police stations empower women, widen access to justice and prevent gender violence. *International Journal for Crime, Justice and Social Democracy,* 9(1), 42-67. doi: 10.5204/ijcjsd.v9i1.1494.

[12] Cherednichenko, N.A. (2008). *Social and legal protection of women employees of internal affairs bodies*. Kharkiv: Kharkiv National University of Internal Affairs.

[13] Chuyko, O.M., & Kuravska, N.V. (2019). *Gender and career: Education manual*. Ivano-Frankivsk: V.P. Suprun.

[14] Deny, L. (2019). *Gender nutrition at the police: Information-method. Gender nutrition in the security sector*. Geneva: DCAF, OSCE/ODIPL, UN Women.

[15] Drozd, O.Yu. (2020). Gender security in the MVS system of Ukraine: Nutrition of the day. *Scientific Bulletin of Public and Private Law,* 3, 112-116. doi: 10.32844/2618-1258.2020.3.20.

[16] Gender impact assessment of the security and defense sector in Ukraine in 2017. (2018). Retrieved from https://eca.unwomen.org/en/digital-library/publications/2018/07/gender-impact-assessment-of-the-security-and-defense-sector-in-ukraine-in-2017_europe.

[17] Halitsyna, N.V. (2020). Mechanism for ensuring gender equality in the bodies of the National Police of Ukraine. *Legal Scientific Electronic Journal,* 5, 113-120. doi: 10.32782/2524-0374/2020-5/25.

[18] Harkusha, A.H. (2019). Gender parity: A woman in the National Police of Ukraine. *Theory and Practice of State Administration and Miserable Self-Regulation,* 1.

[19] Holub, O.S. (2018). Peculiarities of legal regulation of gender licences. *Public Law,* 4(32), 222-226.

[20] Horbachova, O.V. (2016). Social and psychological aspects of establishing gender parity in the National Police of Ukraine. *Law and Security,* 4(63), 128-132.

[21] Ivchenko, Yu.V. (2009). *Philosophical and legal analysis of gender policy in Ukraine.* Kyiv: National Academy of Internal Affairs.

[22] Janice, H., Laurence, B.L., Milavec, D.E., Rohall, M.G., & Michael, D.M. (2016). Predictors of support for women in military roles: Military status, gender, and political ideology. *Military Psychology,* 28(6), 488-497. doi: 10.1037/mil0000142.
[23] Jassal, N. (2020). Gender, law enforcement, and access to justice: Evidence from all-women police stations in India. *American Political Science Review,* 114(4), 1035-1054. doi: 10.1017/S0003055420000684.
[24] Kaminska, N.V., Pashko, D.V., & Romanova, N.V. (2018). Causes of gender nervousness blame. *Legal Psychology,* 2(21), 30-47.
[25] Kirichenko, V.V. (2011). *Administrative and legal security of gender equality in the organization of activities for the personnel of the EIA*. Zaporizhzhia: Classic Private University.
[26] Kovalchuk, L.H., Kozub, L.I., Levchenko, K.B., Legenka, M.M., & Suslova, O.I. (2017). *Women. World. Security. Informational and educational guide for specialists in the security sector.* Kyiv: Coordinator of OSCE projects in Ukraine.
[27] Kudria, V.V. (2011). *Gender recognition in the system of professional interaction between practitioners in the bodies of internal affairs*. Kyiv: National Academy of Internal Affairs.
[28] Kushnir, N.V. (2020). *Theoretical ambush for the implementation of gender equality in the labor law of Ukraine*. Kharkiv: The National Technical University "Kharkiv Polytechnic Institute".
[29] Levchenko, K.B., & Martinenko, O.A. (2008). *Women in internal affairs bodies of Ukraine*. Kyiv: Telesik.
[30] Lisa, M., Korenman, E.L., Wetzler, M.H., & Elizabeth, V.V. (2019). Is it in your face? Exploring the effects of sexual dimorphism on perception of leadership potential. *Military Psychology,* 31(2), 107-116. doi: 10.1080/08995605.2018.1556555.
[31] Lyakh, N.V. (2021). Principles of gender policy and their implementation in the activity of the police. In *International scientific conference* (pp. 124-127). Lodz: The Republic of Poland. doi: 10.30525/978-9934-26-148-0-33.
[32] Maksimenko, N.V. (2010). *Administrative and legal regulation of women's service activities in the police*. Kirovohrad: Kirovohrad Law Institute of Kharkiv National University of Internal Affairs.
[33] Martsenyuk, L.V., & Gruzdev, O.V. (2021). Woman in the security and defense sector: harmony of professional and personal. *Scientific Bulletin of the Dnipropetrovsk State University of Internal Affairs,* 2, 76-84. doi: 10.31733/2078-3566-2021-2-76-84.
[34] Medvedev, V.S., & Horbenko, D.A. (2020). Current state and problems of gender equality in the activity of the security sector of Ukraine. *Legal Psychology,* 2(27), 7-16. doi: 10.33270/03202702.7.
[35] Ministry of Social Policy of Ukraine, UNFPA. (2018). *Masculinity today: Men's attitudes to gender stereotypes and violence against women.* Retrieved from https://ukraine.unfpa.org/en/publications/masculinity-today-mens-attitudes-gender-stereotypes-and-violence-against-women.
[36] Moroz, A.V. (2012). *Institutional and socio-technological aspects of gender relations in the internal affairs bodies of Ukraine.* Kharkiv: Kharkiv National University of Internal Affairs.
[37] Orlovska, N.A., & Stepanova, Yu.P. (2021). Actual issues of ensuring gender equality in the light of United Nations Security Council Resolution No. 1325 and related resolutions. *South Ukrainian Legal Journal,* 2, 20-26. doi: 10.32850/sulj.2021.2.4.
[38] Over 66,000 women work and serve in the Ministry of Internal Affairs system – Pavlichenko. (2022). Retrieved from https://parlament.ua/news/stalo-vidomo-skilki-zhinok-praczyuyut-u-mvs/.
[39] Perunova, O.S., Yurchenko-Shekhovtsova, T.I., & Galustyan, O.A. (2022). *Formation of gender competence of employees of units of the Ministry of Internal Affairs of Ukraine*. Kyiv: Ministry of Internal Affairs of Ukraine.
[40] Plugatar, T.A. (2018). Ensuring gender equality in the activities of the National Police of Ukraine. *Scientific Bulletin of Public and Private Law,* 3(2), 42-47.
[41] Polishko, N.L. (2021). *Legal regulation of the work of women serving in the National Police of Ukraine.* Kyiv: National Academy of Internal Affairs.
[42] Prykhodko, I.I., Yuryeva, N.V., & Matsegora, Ya.V. (2018). Gender features of law enforcement and military service: Theoretical aspect. *Honor and Law*, 1(64), 106-114.
[43] Savela, E.A., & Yaroshenko, A.S. (2019). Issues of gender policy in the National Police of Ukraine: Theoretical and legal aspect. *Carpathian Legal Gazette,* 3(28), 185-185. doi: 10.32837/pyuv.v1i3(28).345.
[44] Sayenko, M.I., Malyarenko, S.A., & Tyshchenko, M.S. (2021). Parity democracy and gender equality in the activities of the National Police of Ukraine. *Scientific Bulletin of the Dnipropetrovsk State University of Internal Affairs,* 2, 92-97. doi: 10.31733/2078-3566-2021-2-92-97.
[45] Shevchenko, L.O., Kobikova, Yu.V., Lamash, I.M., Forotynska, O.V., Chepiga, L.P., & Shtrygol, D.V. (2018). *Gender in psychological and sociological studies*. Kyiv: AFEW.
[46] Shulzhenko, I.V. (2012). *Legal regulation of the work of women – employees of internal affairs bodies*. Donetsk: DonNUET.
[47] Shulzhenko, I.V. (2018). Historical aspects of legal regulation of women's work. *Modern Problems of Humanitarian and Legal Sciences,* 1, 177-179.

[48] Slovska, I.E. (2021). "Gender equality" sounds like a utopia? *Scientific Bulletin of the National Academy of Internal Affairs*, 119(2), 107-112. doi: 10.33270/01211192.107.
[49] Smirnova, O.M. (2015). *Psychological conditions for ensuring gender equality in the activities of the internal affairs bodies of Ukraine.* Kharkiv: Kharkiv National University of Internal Affairs.
[50] Tabanova, A.I. (2018). *Gender policy in Ukraine: Problems and solutions*. Odesa: Atlant.
[51] Tinin, D.G., & Timofeev, V.P. (2022). Psychological aspects of gender policy in the security sector of Ukraine: The ratio of masculinity and femininity. *Scientific Bulletin of the Dnipropetrovsk State University of Internal Affairs,* 1, 393-398. doi: 10.31733/2078-3566-2022-1-393-398.
[52] Tverdokhlebova, N.E. (2017). Consideration of the gender aspect as a means of increasing the effectiveness of law enforcement activities. *Law and Security*, 3(66), 149-153.
[53] Understanding masculinity and gender equality in the security sector of Ukraine. (2021). Retrieved from https://www.naiau.kiev.ua/files/zakon_ukr/gender/2021_03_25/UnWomen_2021_Resume_Ukr.pdf.
[54] Uvarova, O.O. (2018). *Women's rights and gender equality: Academic manual*. Kyiv: Holembovska, O.O.
[55] Volobuyeva, O., Vyatkina, A., Ganaba, S., Goncharenko, O., & Gushyn, O. (2021). *Methodological recommendations for the integration of gender approaches in the system of training specialists for the security and defense sector of Ukraine*. Kyiv: Klymenko, Yu.Ya.
[56] Zhukovska, H.H., Levchenko, K.B., Ostapenko, O.O., & Suslova, O.I. (2020). *Gender policy in legal documents*. Kyiv: Coordinator of OSCE projects in Ukraine.

Історичні витоки та сучасний стан досліджень гендерної рівності в правоохоронних органах України

Яна Комірча
Аспірант
Національна академія внутрішніх справ
03035, пл. Солом'янська, 1, м. Київ, Україна
https://orcid.org/0009-0000-5853-8151

Анотація
Реформування сектору безпеки спрямоване на його перетворення з метою забезпечення оптимальної підзвітності, підвищення ефективності, гуманізму, верховенства права, утвердження гендерної рівності в структурних підрозділах Міністерства внутрішніх справ України. Одним зі структурних підрозділів МВС України є Національна поліція, де гендерна паритетність слугує запорукою забезпечення проведення реформи й відповідності загальносвітовим тенденціям розвитку держави. Метою статті було проведення теоретичного аналізу наукових досліджень стосовно проблематики гендерної рівності в правоохоронних органах незалежної України з 1991 року донині. Методологічною основою дослідження стали засадничі принципи рівних прав і можливостей чоловіків та жінок у суспільстві. У дослідженні використано такі методи наукового дослідження: теоретичні (сходження від абстрактного до конкретного, перехід від конкретного до абстрактного), емпіричні та комплексні (абстрагування, аналіз і синтез, індукція та дедукція), що сприяли досягненню мети дослідження. Виокремлено й обґрунтовано етапи наукових досліджень гендерної рівності в правоохоронних органах України: перший етап (1991 рік – жовтень 2004 року); другий етап (жовтень 2004 року – листопад 2015 року); третій етап (листопад 2015 року – донині). Визначено, що наукові дослідження з проблематики гендерної рівності в правоохоронних органах незалежної України стосувалися правового регулювання праці жінок-правоохоронниць і їх соціально-правового захисту, гендерно забарвлених стилів поведінки працівників (працівниць) правоохоронних органів, їхніх психофізіологічних відмінностей і гендерної рівноправності, психологічних умов забезпечення гендерної рівності в діяльності правоохоронних органів, особливостей розвитку гендерних відносин у міжособистісному спілкуванні правоохоронців. Виокремлено та детально описано три групи проблемних питань, що виникають у роботі жінки-правоохоронниці, яка служить у Національній поліції України. Практична цінність проведеного дослідження полягає в ґрунтовному аналізі проведених наукових досліджень стосовно проблематики гендерної рівності в правоохоронних органах незалежної України та визначенні невирішених питань

Ключові слова:
гендерна рівність; правоохоронні органи; Національна поліція України; чоловіки-поліцейські; жінки-поліцейські