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Hrishko-Dunaievskva Valentyna,

Senior Instructor of the Foreign Languages Department, National Academy of the State Border Guard Service of Ukraine named after Bohdan Khmelnytskyi, Candidate of Psychological Sciences, Associate Professor;
Voitiuk Olena,

Professor of the Foreign Languages Department, National Academy of the State Border Guard Service of Ukraine named after Bohdan Khmelnytskyi, Candidate of Psychological Sciences, Associate Professor

REGARDING THE PROBLEM OF TEACHING STAFF GENDER PARITY AT HIGHER MILITARY EDUCATIONAL INSTITUTIONS

Changes in recent decades have shown that in modern Ukrainian society there are processes that contribute to the revision of worldviews in the direction of gender parity. These changes are spontaneous and require systematic analysis. This problem is especially relevant at higher military educational institutions, where until recently the predominant teaching staff consisted almost entirely of servicemen. The presence of military teachers women was and remains rather insignificant. The facts show that men monopolized the military sphere and did not allow women there for many years.

Does this have an impact on the educational process and what social psychological role it has already played in the formation of future military professionals? This is confirmed by the fact that an increasing number of girls, who since childhood dreamt of choosing a military profession, who were attracted by military training, discipline, ability to use weapons, who feel at ease in a statutory relationship, ready to defend their Motherland on an equal footing with men appears in the walls of higher military educational institutions, studying and performing duties at a high level. By the way, only in 2019 for the first time girls were given the opportunity to study at military lyceums, which in turn, will increase the number of girls-

cadets at higher military educational institutions and then take responsible executive positions in future.

Indeed, first of all the state needs a highly qualified specialist, and not a special masculine or feminine person. As O. Ruban notes, “the existing stereotypes of images of men and women act like a magnifying glass – the differences between men and women are emphasized to a much greater extent than they really are. Under the influence of gender stereotypes, the development of those personality traits that do not meet these stereotypes is inhibited, and therefore, men are forced to be masculine, and women – feminine, even when it does not meet their aspirations and desires [2, p. 33–34].

The time has come when a servicewoman in Ukraine began to be perceived calmly and without undue pathos, not as a certain social phenomenon, but as an ordinary professional who voluntarily masters the chosen profession. The principles of gender equality in military and law enforcement groups are being successfully embodied and evolved, and the stereotype that only men can show the courage and heroism inherent in military affairs is being shattered. But in fact, a model can only be a person (and regardless of gender) who is a carrier of a certain trait. There are many women who are carriers of masculinity, just as there are many men who do not possess such a trait. Gender segregation is difficult to overcome because it has long been supported by society. Under such circumstances, a young person grows up thinking that there is something for them and something not for them. Instead of comprehensive development, stereotypes of masculinity and femininity are instilled, as if certain opportunities in future professional self-realization are taken away. Both men and women are carriers of life experience [1]. For young people it is important to have different examples of life experience, it will enrich them and help in social definition. That is why we believe that it remains clear that gender equality among the teaching staff will provide a holistic picture of the young person's worldview and serve as an example and an opportunity to realize themselves in a modern democratic society where equal gender presence is necessary.

It is worth recalling that only in September 2018 the Law «On Amendments to Certain Laws of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men During Military Service in the Armed Forces and Other Military Formations» was adopted. The document amended the Statute of the Internal Service of the Armed Forces and the Law on Military Service and Military Duty, which significantly expanded the possibility for servicewomen to join the ranks of military universities, including teachers. Thus, the gender division of labor has lost its former strictness, the number of exclusively male and exclusively female occupations and professions has sharply decreased, and the relationship between men and women in the service and family is reoriented to equal rights, people move away from traditional patriarchal « clichés » in gender roles and act according to personal capabilities and needs.

Over time, many roles and occupations are not divided into "male" and "female" any more. The joint training and service activities of men and women also to some extent offset the traditional and patriarchal differences in their norms of behavior, in particular, that women, engaged in predominantly male professions, show a more masculine type – style of thinking and character traits. Then the question arises: the profession is chosen according to individual characteristics or the latter are formed under the influence of activity. At present, we state that the Ukrainian realities are such that, of course, both are happening, but the proportions are not defined. The answer to this question is the field of social and psychological research. We note the fact of changes in the direction of tolerant perception of the processes of parity in the role of military teaching research and teaching staff and the large-scale nature of these processes.

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Давидова Ольга Василівна,

провідна наукова співробітниця науково-дослідної лабораторії психологічного забезпечення Державного науково-дослідного інституту МВС України, кандидатка психологічних наук, доцентка

ГЕНДЕРНО ВИВАЖЕНИЙ ПІДХІД ДО МАСКУЛІННОСТІ ОСОБИСТОСТІ ПОЛЩЕЙСЬКОГО

Гендерна нерівність виступає одним із основних порушень прав людини, що виявляється в нерівних можливостях жінок і чоловіків у різних сферах суспільного життя. З 1 січня 2016 року офіційно розпочато реалізацію Порядку денного сталого розвитку до 2030 року, покликаного забезпечити стійкий соціальний та економічний прогрес у всьому світі [1]. Це порядок денний спільного процвітання, миру та партнерства, що коріниться у гендерній рівності та повазі прав усіх. Проте навіть найрозвиненіші країни досі не можуть повністю розширити можливості жінок або усунути дискримінацію. Разом із тим, на зміну концепції поліпшення становища жінок у національній