

PROBLEMATIC ISSUES OF GENDER EQUALITY IN THE EUROPEAN UNION: ADMINISTRATIVE AND LEGAL ASPECT

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Annotation. The article is devoted to gender equality, one of the most relevant topics today, not only in Ukraine, but also in the European Union. Strategic planning of gender policy is an important aspect in achieving the values of equality between women and men. Building a quality strategy requires experience and expert work, in particular, data collection and processing, setting priorities and evaluating the effectiveness of already developed strategies.

The aim of the work is a thorough study of gender equality policy in Ukraine and EU countries in law enforcement agencies.

The methodological basis of the study. In the process of working on the scientific article, such scientific methods as the terminological, systemic-structural, formal-logical, comparative-legal method were used.

Results. The European Union, in particular, the Commission on Gender Equality and Monitoring its Progress, already has some experience in strategic planning to achieve the goals of gender equality, which is implemented in all spheres of life. A review and analysis of this experience can help Ukraine improve approaches and practices for developing strategies in this area.

In Ukraine, scientific research on gender aspects of state policy began in the 90s of the last century. The issue of gender equality should be central in the analysis, planning and adoption of political decisions, budgets, programs, and institutional structures.

The article analyzes actions and trends in the field of gender equality in the EU and Ukraine with the aim of bringing the law enforcement sphere of Ukraine closer to European gender standards.

Conclusions. It was determined that the observance of gender equality or parity democracy is a system of rights, freedoms and duties of a person and a citizen regulated by regulations and provided for by political and legal principles, ensuring the possibility of their equal implementation and observance in all spheres of state and public activity with the help of an appropriate implementation mechanism. Summarizing the European practice, new principles of gender policy are defined, which form the modern ideology of equality.

Key words: equality, gender, parity, gender equality, legal status, gender characteristics.

1. Introduction.

Gender equality is the ability for people of any gender to freely choose their career, religion, lifestyle, etc. Rights, opportunities and access to society should not depend on sex and gender.

The problem of gender equality requires a comprehensive solution at all levels, and especially at the state level. The genesis of the problem most often appears precisely at an early age, during the period of growth, primarily in the family environment, therefore the strategic task of today is to implement measures in the direction of the formation of a self-sufficient family, prevention of family violence, combating human trafficking and gender equality. Solving this problem at the family level will help to solve it in the future in social life, in particular, in a person's professional activity.

Strategic planning of gender policy is an important aspect in achieving the values of equality between women and men. Building a quality strategy requires experience and expert work, in particular, data collection and processing, setting priorities and evaluating the effectiveness of already developed strategies.

While the European Union (EU) project included gender equality as one of its founding goals, and its institutions were empowered to integrate gender equality into all areas of their policies and life, the EU has not achieved these goals. Gender inequality at EU level is perpetuated through a process in which the EU, as a structure based on economic considerations, interacts with androcentric institutions and member states. This significantly determines the political tools, instruments and mechanisms within and beyond its periphery, turning «gender» into co-opted, secondary and subordinate spheres of politics. While gender equality policy discourse has evolved through «equal opportunities», «affirmative action» and «gender mainstreaming» approaches, policies have largely focused on ancillary benefits such as maternity leave, care services childcare and part-time work aimed at helping women. in a combination of work and life situations. These benefits do not significantly change conventional gender roles in the family or at the socio-economic and political levels, which largely perpetuates gender inequality in general [4].

2. Analysis of scientific publications.

Questions regarding the definition of the concept, signs and principle of gender equality were the subject of research by the following scientists: V. Aver'yanov, M. Bletskan, S. Bobrovnyk, O. Zaichuk, I. Bukhtiyarova, V. Galunka, T. Kolomoets, V. Kolpakova, O. Kuzmenko, O. Strelchenko, V. Stetsenko, S. Stetsenko, I. Senyuty, V. Radisha, V. Pashko and others. The rapid development of world processes in general and in Ukraine, in particular, requires an urgent comprehensive theoretical understanding of this issue through the prism of political, social, economic and cultural systems, taking into account their interconnectedness and interdependence. The works of foreign scientists A. Timur Sevintser, Cindy Galinsky, Sinha Manasi detail the issue of gender equality using a feminist point of view, problematizing gender equality with relevant initiatives and actions, outlining the main risks and problems it may face in modern times in order to achieve its goals. On the other hand, ensuring gender equality in law enforcement agencies does not have much progress either in Ukraine or in the EU countries. We believe that an in-depth study of the issue of the conceptual and categorical apparatus in the field of gender will ensure the formation of a single terminological field and the opportunity to effectively modernize domestic legislation, which will have a positive impact on the development of the state and society.

3. The aim of the work.

The purpose of the article is a thorough study of gender equality policy in Ukraine and EU countries in law enforcement agencies.

4. Review and discussion.

In Ukraine, scientific research on gender aspects of state policy began in the 90s of the last century. The equality of people and citizens is the primary source in ensuring the fair distribution and use of public goods and benefits, the formation of effective social relations. Affirmation of social equality is a condition for the development of an open state and civil society. One of the types of social equality is gender equality, which involves ensuring equal rights, freedoms and opportunities for women and men in all spheres of life.

In the 21st century one of the main signs of the democratic development of society is the elimination of various forms of discrimination, overcoming gender inequality. At the same time, in a number of countries of the world that have chosen a democratic path of development, including Ukraine, to one degree or another, gender imbalance continues to exist in every sphere of life, which objectively

makes the full functioning of public structures and the private sphere impossible. The lack of gender equality leads to the emergence of destructive processes in society, creates obstacles on the way to social unity and, as a result, stops sustainable human development and prosperity. Therefore, ensuring the equality of women and men is one of the main issues of the formation of the Ukrainian state [1; 3].

Globally, gender equality involves the removal of all social barriers that hinder the manifestation of individuals. It is customary to assess the situation in the field of gender relations using the Gender Inequality Index. The Index was first presented by the Secretariat of the World Economic Forum in Geneva in 2010 and has been used by the United Nations in the Human Development Report since 2010 [2].

The Gender Inequality Index (English: Gender Inequality Index) is an integral indicator that reflects the inequality in achievement opportunities between men and women in three dimensions: reproductive health, empowerment, as well as in the labor market - the economic activity of women and men.

During the years of independence, Ukraine has more than doubled the situation with the Gender Inequality Index: in 1991 it was 0.472, and in 2021 - 0.200, with such indicators Ukraine ranks 35th in the world in terms of the value of the gender equality indicator [2].

Note that the gender equality index is an indicator of ensuring democracy in European states, ensuring equal rights and opportunities for men and women.

Gender equality indices provide an inconsistent picture of current gender inequality even in countries with relatively high equality. The subjective perception of gender inequality by women and men and their support for gender equality among the population and politicians, respectively, in countries with relatively high gender equality, such as Great Britain and Germany, do not correspond to ideal indicators [7; 4]. In both women's and men's perceptions, the treatment of women was more unequal than that of men. However, the inequality perceived by women was greater than the inequality perceived by men. In addition, women report that they personally experience less inequality than do women as a group (person-group discrepancy). Finally, women's and men's left-liberal (vs. right/conservative) political ideology was found to be a relatively stronger predictor of support for gender equality than perceived personal and societal inequality [7].

Research by European scientists proves that political ideology has become the strongest factor in supporting equality. Therefore, it is extremely important to implement the principles of gender equality in the formulation of policies in every sphere of life.

In this paper, Sinha Manasi and Bibhakar Pratyush argue that the trajectory of gender equality policy in the EU, the inherent factors and processes that continually shape and define it, and how it influences the wider EU policy discourse. Using a feminist perspective and the new female leadership in the EU, the signs of a gender policy that prioritizes and problematizes gender equality with relevant initiatives and actions are given, as well as the main challenges it may face in modern times to achieve its goals. [4; 5].

Noting about «gender equality», it is appropriate to provide a definition in accordance with the Law of Ukraine «On Ensuring Equal Rights and Opportunities of Women and Men» dated September 8, 2005. According to the Law, gender equality is the equal legal status of women and men and equal opportunities for its implementation. which enables persons of both sexes to participate equally in all spheres of public life [8].

That is, the category «gender equality» should be understood as the principle that establishes the realization of the rights and freedoms of women and men, both legally and in fact, under the same conditions and opportunities. «Gender equality» provides equal rights and opportunities for women and men to participate in political, state, and social life.

However, by ensuring equality of results, society, on the one hand, seems to establish additional guarantees for the implementation of the principle of gender equality, but on the other hand, the

peculiarities of each individual are leveled, due to their intellectual, physical and other abilities. In support of this position, the opinion of O. Dashkovska should be cited, who believes that since the material and mental abilities of people, the conditions and circumstances in which they develop, are unequal, therefore the results of their activities cannot be the same. Law only establishes an equal measure of behavior for all. At the same time, the government's eradication of a person's sense of individuality can create total equality, but the equality is not freedom, but slavery [6, p. 104].

It is appropriate to note that gender equality also implies fair treatment of any gender. Thus, gender justice is a process of fair treatment of women and men, the essence of which is the observance of social justice, taking into account the gender specificity of articles. That is, women and men have the same status in society and the same opportunities in the state.

Compliance with the principle of gender equality should be implemented by executive authorities as a separate and mandatory area of their work. The balance of interests of the sexes strengthens socio-political stability, without which further social development of the state is impossible [9, p. 15]. Ensuring the interests of each article is ensured by the principle of gender parity or parity democracy.

Therefore, by ensuring parity democracy or gender parity, the state ensures equal social and legal status and equality in relationships, in which women and men have equal legal and political status and are represented as equals and carry out activities in gender-balanced authorities and management structures.

5. Conclusions.

Summarizing world practice, we consider it necessary to outline the principles of gender policy that shape the modern ideology of equality

- gender equality is considered as an integral part of all policies, programs and projects;
- achieving gender equality requires recognizing that the specific interests of women and men must be taken into account when forming policies, implementing programs and projects;
- achieving gender equality means that equal rights and opportunities must be ensured regardless of gender;
- women's access to decision-making at all levels is a central issue in achieving gender equality;
- to achieve gender equality, it is important to ensure the equal participation of men and women as equal subjects in economic, social and cultural processes;
- gender equality can be achieved through partnership between women and men based on the principles of parity democracy;
- achieving gender equality requires the implementation of special steps aimed at reducing gender inequality [4; 6].

We emphasize that the observance of gender equality or parity democracy is a system of rights, freedoms and duties of a person and a citizen regulated by regulations and provided for by political and legal principles, ensuring the possibility of their equal implementation and observance in all spheres of state and public activity with the help of an appropriate implementation mechanism. Gender equality is one of the fundamental principles of the development of civil society and the rule of law. The development of a state with European values requires further study of the mentioned issues.

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