

**GENDER POLICY IN THE PUBLIC ADMINISTRATION SYSTEM OF UKRAINE  
(ГЕНДЕРНА ПОЛІТИКА В СИСТЕМІ ПУБЛІЧНОГО УПРАВЛІННЯ  
УКРАЇНИ)**

*Магар Д. Є. – здобувач вищої освіти групи ПУА 4/1*

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*У даній науковій тезі розглядається поточна державна політика України з метою забезпечення рівності жінок і чоловіків у суспільстві, включаючи подолання дискримінації на ґрунті статі та створення умов для реалізації прав і можливостей обох статей у всіх сферах життя. Зазначається важливість ефективного управління гендерними процесами та створення відповідного правового та інституційного механізму для забезпечення гендерної рівності. Підкреслюється активна роль парламентських структур у розробці законодавчих ініціатив та механізмів підтримки гендерної рівності та недискримінації.*

**Ключові слова:** *гендерна рівність, дискримінація, законодавчі ініціативи, інституційний механізм, парламентські структури.*

*This thesis examines the current state policy of Ukraine with the aim of ensuring the equality of women and men in society, including overcoming discrimination on the basis of gender and creating conditions for the realization of the rights and opportunities of both sexes in all spheres of life. The importance of effective management of gender processes and the creation of an appropriate legal and institutional mechanism to ensure gender equality is noted. The active role of parliamentary structures in the development of legislative initiatives and mechanisms to support gender equality and non-discrimination is emphasized.*

**Key words:** *gender equality, discrimination, legislative initiatives, institutional mechanism, parliamentary structures.*

The current state policy of Ukraine is aimed at achieving equality of women and men in society, overcoming all forms of discrimination on the basis of gender as well as creating the necessary social and political preconditions for the realization of the rights and opportunities of women and men in all spheres of labor, social and personal life.

Therefore, the effective management of gender processes by the state and, first of all, the creation of effective mechanisms of gender equality, plays a significant role in the formation and implementation of gender policy.

Gender equality means equal opportunities for self-realization of women and men, guarantees of rights and freedoms taking into account the characteristics of the sexes, mutual responsibilities and joint responsibility in the life process [1].

The implementation of the state policy aimed at ensuring equal rights and opportunities for women and men depends on the effectiveness of the institutional mechanism – a key element of the gender equality.

At the national level, the institutional mechanism includes an extensive network of government authorities, organizations and institutions that implement a policy of equal rights and opportunities for women and men. At present, Ukraine has formed the main components of such institutional mechanism of public administration.

The creation of a legal framework on gender equality is an important step in promoting gender equality and empowering women and men, in particular, the adoption of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” as of 08 September 2005, which defines the institutional mechanism of ensuring gender equality.

In particular, the Article 7 of this Law stipulates that authorities, institutions and organizations with powers in the area of equal rights and opportunities for women and men are:

- Verkhovna Rada of Ukraine;

- Commissioner of the Verkhovna Rada of Ukraine for Human Rights;
- Cabinet of Ministers of Ukraine;
- specially authorized central executive authority on equal rights and opportunities for women and men;
- executive authorities and local self-government authorities, identified in their composition authorized persons (coordinators) on issues of equal rights and opportunities for women and men; associations of citizens [2].

The Verkhovna Rada of Ukraine has broad powers in the area of regulating gender relations and, in accordance with the Law, defines the basic principles of the state gender policy, applies in the legislative activity the principle of equal rights and opportunities for women and men, as well as exercises parliamentary control over execution of legislative acts in this area within the limits provided by the Constitution of Ukraine.

In addition, the subcommittee on Gender Equality and Non-Discrimination of the Committee of the Verkhovna Rada of Ukraine on Human Rights, National Minorities and International Relations operates in the Verkhovna Rada of Ukraine. The Subcommittee was created by the Decision of the mentioned Committee as of 10 December 2014.

The activities of the Subcommittee are aimed at developing and improving legislative mechanisms for ensuring gender equality and non-discrimination as well as adaptation of the national gender legislation to European and international standards.

The Subcommittee initiates the inclusion of a gender component in the activities of all parliamentary committees into all areas of current legislation. This can ensure real equality of rights and opportunities for equal participation of women and men in all areas of society's life as well as equal access to the management, distribution and use of national resources.

Legislative activity of the Subcommittee is aimed at integrating gender equality issues into the political agenda as well as ensures the strengthening of social and gender sensitivity of political processes, which will become a pledge of changing the paradigm of the country's development and accelerate Ukraine's integration into the community of civilized democratic states.

In order to effectively implement equal rights and opportunities for women and men, the department has created a specific list of measures covering all aspects of implementation within the competence of the tasks of the National Action Plan for the Implementation of UN Security Council Resolution No. 1325 "Women, Peace, Security", as well as the National Program under the auspices of Ukraine-NATO. In particular, this is the creation and provision of conditions for women to complete military service, their training, advanced training, as well as informing society about gender processes taking place in the department. Also, the position of assistant to the Head of the State Border Service of Ukraine for gender issues has been introduced in the staff of the Administration of the State Border Service, and the position of assistant rector (for gender issues) has been introduced in the National Academy of the State Border Service of Ukraine named after B. Khmelnytskyi. In the bodies of the State Border Service of Ukraine, part-time assistants to the heads of bodies for gender issues have been determined. Transparent conditions have been created for the professional development and career growth of personnel [3].

Therefore, Ukraine has an active policy aimed at ensuring gender equality, which includes the creation of an appropriate legal and institutional mechanism. This policy involves overcoming gender discrimination, developing and implementing legislative initiatives aimed at ensuring equal rights and opportunities for women and men in all spheres of life. Parliamentary structures are also actively engaged in the development of legislative initiatives and mechanisms to support gender equality and non-discrimination. The implementation of these measures will contribute not only to the harmonization of society, but also to accelerate the integration of Ukraine into a number of civilized democratic states.

#### **Література:**

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