

вміння в улюбленій галузі – астрономії, інженерії, математиці чи біології – експериментальним шляхом, але цього ще замало.

Спеціальності STEM – майбутнє післявоєнної України, вони є ключовими у відновленні країни. Важливо залучати дівчат і жінок до вивчення точних наук в Україні та подолати гендерні стереотипи, пов'язані з цим, вже сьогодні. Посилення ролі STEM-освіти відіграє ключову роль у модернізації освіти та становить важливу складову державної безпеки України. Це також сприятиме підвищенню конкурентоспроможності національної економіки та розвитку людського капіталу, що є одним із ключових факторів інноваційної діяльності у сфері освіти, яка відповідає потребам суспільства та вимогам економіки.

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#### **GENDER EQUALITY ISSUES IN THE ARMED FORCES: THE US ARMY AND THE ARMY OF UKRAINE**

In 2015, US Secretary of Defense Ashley Carter signed an executive order allowing women to hold any position in the military hierarchy, including service on the front lines and in special forces.

In the United States, women have been allowed to serve in the military since 1991, but with restrictions. For example, they had the right to participate in ground operations, but without direct contact with the enemy. American women fought for the right to serve on an equal basis with men, and in the hottest spots, and 8 years ago they achieved results. Women soldiers were allowed to drive tanks, fire mortars, and command soldiers on the battlefield; serve in the Rangers, Green Berets, Navy SEALs, Marines, Airborne [2].

In Ukraine, legislators legalized equality in the Armed Forces of Ukraine for women and men three years later, in 2018. Women are accepted into the army on a voluntary basis (under contract) and are called up for military service in the military reserve, and are also required to perform military duty in the reserve and comply rules of military registration on an equal basis with men [1]. Already in October 2018, Poroshenko for the first time awarded the rank of major general to the Ukrainian, head of the Military Medical Directorate of the SBU, Lyudmila Shugaley. 2 years later, in 2020, the second woman in Ukraine, Yulia Laputina, received the rank of general. In both cases, the decisions made by the presidents were called political and demonstrative. Sometimes you can hear that some women in the Ukrainian army end up there because: for «dynastic» reasons or, for example, to find a husband. So does equality really exist in the Ukrainian army?

In the US military, women make up one-fifth of each branch of the military. The exception is the Marine Corps, where women account for only 8% of the total.

According to the Main Personnel Directorate of the General Staff of the Armed Forces of Ukraine, 31 thousand women served in the Ukrainian army in October 2020. This is 12% of the total number of military personnel of the Armed Forces of Ukraine. Among them are 4,500 officers, about 1,300 warrant officers, approximately 24 thousand sergeants, foremen, soldiers, and more than 1,000 cadets [2].

Now let us drop a line about how things are going with gender equality in the Ukrainian army. In 2018, many positions appeared for which women can now serve under contract. A woman can hold a command position in a combat unit, she can be a star officer, a sniper and a grenade

launcher. However, there are cases where many women hold formal positions in command positions. They occupy a command position in order to receive a rank, but work in a combat unit: registering documents, doing paperwork. Previously, it was impossible for a woman to become a commanding officer. Since 2016, access to all combat specialties has been opened for women [1]. But on the other hand, a very large percentage of women, after serving for a year or two, go on maternity leave. And on the third side, no matter what they say, they will feel sorry for the girl, give her less work and send her on fewer business trips... But there are more women in staff positions.

During active hostilities in Syria, US Army women were snipers, they worked with mortars, drove tanks and infantry fighting vehicles, but they were not allowed into assault squads. In Ukraine, the participation of women in combat operations is allowed; there are examples when women fight directly on the line of contact with the enemy.

As in the United States, women in Ukraine can operate military equipment, unlike the UK, where women are prohibited from driving a tank or submarine, and it is prohibited to send women to combat positions.

In Ukraine there are women shooters, orderlies, intelligence officers – they all actively participate in hostilities. There are many cooks and signalmen. They perform tasks equally with men. Definitely, not every woman will be able to carry thirty-kilogram artillery shells or reload a tank, which is mostly done by hand – it's really hard. That's why women didn't fight before. And now everyone is suffering.

In some professions, it doesn't matter at all whether you are a woman or a man. For example, among American firefighters there is a standard: if you can lift 40 kg and run up the stairs with it, you qualify. In the US Army, physical standards for women and men are different. For example, according to Marine standards, men, depending on age, should run a distance of 4827 meters (3 miles) in 28-33 minutes, and women in 31-36 minutes. Instead of pull-ups, women do hanging on bent elbows for a while; in addition, the acceptable body fat mass values are slightly different [2].

In Ukraine, the standards for men and women are different; in addition, the indicators depend on the category to which the military man belongs and the age group [2]. All of them are determined by Order of the General Staff of the Armed Forces of Ukraine No. 35 dated February 11, 2014. So, for example, instead of pull-ups, women do flexion and extension of their arms while lying down, and are exempt from running 3 km.

Culturally, it has been accepted that men, even on a subconscious level, are ready to protect women and take care of them. For example, research in Israel has shown that the wounding of a female colleague causes complex reactions in male soldiers: they become more difficult to control, less likely to obey orders, and rush to take revenge. Such studies have not been conducted in Ukraine.

Men in the Ukrainian army perceive women as is customary in our society. If you need to carry boxes of ammunition, they will definitely help, open the door for a colleague, and let you in first:

Probably, the fact that there are women in the team encourages men to provide better conditions. For example, rooms where you can wash – a woman brings comfort to the unit. Of course, there may be conflicts because of her, but if she is a normal, adequate woman – everything will be fine: it all depends on the behavior of women in the army.

Sometimes situations arise when you have to ask your superiors for help – this is in rare cases of harassment. But if the command finds out about such cases, they are immediately suppressed. Such precedents for violating boundaries are rather the exception to the rule and occur due to a lack of education and awareness of their actions among individuals.

The burning issue is the perception and stereotypical thinking of Armed Forces personnel and, in general, understanding of basic concepts, what gender equality is, and why we are talking about it, in fact, in the Armed Forces of Ukraine.

Now this problem is being solved through trainings, explanations, and educational activities. Lawyers, medical workers, moral and psychological support specialists, chaplains and the press service work with the commanders of military units. These are the people whom the military trusts the most. However, legislation can be changed faster than consciousness: The Armed Forces of Ukraine, like any other country, are traditionally, to a greater extent, male audience, so it is difficult to break the stereotypes of how women are perceived in the army.

Among the officer corps, almost all positions are open to women. But work with explosive objects, diving, fire fighting, submarines and ships, as well as certain positions in special forces units still remain unavailable.

There is such a position as, for example, «loader from the ground» – such a soldier must lift a projectile weighing about 40 kilograms and load the weapon for firing. Therefore, the Ministry of Defense cannot open this position to women.

The definition of gender discrimination is enshrined in Ukrainian legislation in relation to male military personnel. When it comes to discrimination in the army, attention is artificially focused on women and distorts the concept of gender equality.

For example, in the Armed Forces (this also applies to border guards), female employees with children under 3 years of age may be assigned to positions with easier working conditions. There is no such rule for men [4].

The punishment for a criminal offense by a military member also differs depending on whether the person is a man or a woman. Women soldiers do not serve their sentences for war crimes in a disciplinary battalion, or for administrative crimes in a guardhouse, unlike men.

Although according to the 2016 order, women and men can be in the same positions, they serve differently in the same unit and in the same position. The stumbling block is the usual daily attire for military personnel. There are restrictions on when a woman can wear an outfit, but for men there are no restrictions [2].

This also applies to business trips. A military woman cannot be sent on a business trip if she is pregnant or has a child under the age of 14 without his consent; men's consent is not asked. Staying in the war operation zone is also considered a business trip today.

Therefore, if we bring legislation closer to NATO standards, orders and standards should be the same for both men and women, the issue of discrimination in the Armed Forces of Ukraine must also be resolved mutually. The main cause of discrimination is still stereotypical thinking which is often related to gender or age; therefore, such discrimination can be felt by both men and women.

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## **ДОСЛІДЖЕННЯ МЕХАНІЗМУ ЗАБЕЗПЕЧЕННЯ ГЕНДЕРНОЇ РІВНОСТІ В УМОВАХ ВОЄННОГО СТАНУ**

Питання гендерної рівності та механізмів її забезпечення протягом тривалого часу залишається досить актуальним та потребує більш глобального дослідження, особливо в період воєнного стану. В демократичній державі, якою є Україна, повинні дотримуватися рівні права жінок та чоловіків в усіх сферах життєдіяльності суспільства, зокрема оборонній, оскільки Основний закон України гарантує рівні права жінки та чоловіка.

Особливості гендерної політики в умовах воєнного стану та механізми її забезпечення досліджували такі вітчизняні науковці: І. Грицай, Д. Драгомерецька, І. Ковбас, В. Сиченко та ін.

У словнику української мови запропоновано таке визначення поняття «механізм» (від грецької μηχανή, mechane – «машина»; з англ. – mechanism та нім. – mechanismus –