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Does “gender equality” sound like a utopia?

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■ **Abstract.** The situation with gender equality in Ukraine is explored. The reasons for the discrepancy between the formal and actual situation of gender equality are identified, and possible areas of improvement of regulations and their implementation are proposed. Gender stereotypes and gender attitudes that exist in Ukrainian society are described in detail. It is emphasised that they are gradually transforming the influence of the active introduction of femininity. The issues of gender equality in the spheres of national security and defence and economic activity were analysed. The purpose of the research - identify the features of the ideology of gender equality in Ukraine and the role of the state and members of society in the development of a new, fair attitude towards women. The methodology of the research is based on the dialectical-materialistic method of scientific cognition of social phenomena, general scientific methods of formal logic (deduction, induction, analogy, analysis, synthesis, abstraction and specification, modelling), specific methods of legal science (search and processing, monitoring). Scientific originality. In the publication, the doctrine of women's rights in modern society and the state was further developed; theoretical material on gender equality in Ukrainian society (causes and consequences of the existing gender ideology) was systematised; the necessity of developing a new ideology of gender equality was confirmed. Conclusions. The state has a powerful influence on a woman's awareness of her purpose in life, and her role in the state and society. However, the actual implementation of the principles of gender equality, and the implementation of “positive actions” designed to eliminate the imbalance between the opportunities of women and men, depends closely on the activity of the rights holders

■ **Keywords:** women's rights; ideology; gender equality; gender stereotypes; gender attitudes; state

■ Introduction

The historical significance of the proclamation of Ukraine's independence is that the period of class assessment of a person, and the lack of rights of non-citizens of the state has ended. Transformations were expected regarding the legal status of women, their actual, not declared equality with men. However, radical changes in the socio-political system still require updating legislation, in particular, the ideology of attitude toward women in society.

It is widely assumed that women in Ukraine have equal opportunities with men, but not everyone intends to implement them. However, experts and statistics prove that it is false. Ukrainian women continue to be discriminated against based on their gender [1-4].

The issues of gender equality were considered by scientists, state and public figures (the publication uses materials from the works of the following authors: T. Zhurzhenko, O. Perunova, N. Kaminska, L. Kasyniuk, O. Kremleva, E. Melnyk, I. Prus, S. Cherniavsky etc.) Their developments have a significant scientific value for the improvement of legal regulation of gender issues (mostly it is about the role of women in the context of gender equality), raising the level of legal awareness and culture. Considering the importance of the discussion in the process of state building, and the development of civil society, the author considers it appropriate to analyse the situation in this area.

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The purpose of the research – identify the features of the ideology of gender equality in Ukraine, and the role of the state and members of society in the development of a new, fair, status for women.

In the publication, the doctrine of women's rights in modern society and the state was further developed; theoretical material on gender equality in Ukrainian society (on the causes and consequences of the existing gender ideology) was systematised; the necessity of developing a new ideology of gender equality was substantiated.

■ Outline of the Main Material

For the rule of law, both the fact of fixing the right in the law and its enforcement are crucial. Recognition and guarantee of fundamental human and civil rights are one of the most important features of the rule of law. "All human beings are born free and equal in dignity and rights" – this crucial thesis is reflected in the Universal Declaration of Human Rights [5; 6]. However, freedom is not possible if it is not guaranteed by the state [7].

The introduction of gender equality is a prerequisite for positive changes in the life of society, the implementation of human rights, a guarantee of effective solutions to existing state-legal problems and strengthening national security. The process of developing the social orientation of the state and society, the relevant regulations, the implementation of international obligations, and, consequently, the entry of Ukraine as an equal member of the world and European community requires a conceptual definition, development and implementation of gender policy as a foundation for the development of gender culture, the design of gender activity of men and women, adaptation to the world conditions of gender democracy - a component of social democracy [8].

The adoption of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Men and Women" provided an opportunity to consolidate the definition of gender equality - equal legal status of women and men, and equal opportunities for its implementation, and this allows persons of both sexes to participate on an equal foundation in all spheres of society (Article 1 of this Law) [9]. Thus, it is officially acknowledged that gender equality applies to both women and men, but granting privileges or advantages to one gender immediately affects the position of the other, and ultimately – the development of society. Achieving gender equality is not about restricting the power of men and transferring it to women but about equal participation in decision-making and resource allocation regardless of gender, cooperation and partnership between women and men [10].

90% of Ukrainian citizens who suffer from violence in any form – economic, psychological, physical, or sexual – are women. Even despite the global scale

of violence in Ukraine, the problem is mostly "in the shadows". The principle of "it's your fault" is widespread, which means that victims try to hide their suffering, experts say. Significantly, 68% of Ukrainian women do not consider humiliation to be a manifestation of violence. Such are the results of the survey of the Ukrainian Institute of Sociological Research [1].

The underlying cause of the ideology of gender inequality is the transmission of gender stereotypes from one generation to the next – internal attitudes about the place, role, and importance of men and women in society and family. Several groups of such standards are defined. The first includes stereotypes of masculinity (male qualities) – femininity (female qualities). The stereotypical representation of masculinity is endowed with "actively creative" characteristics, and instrumental traits, including: activity, dominance, self-confidence, aggressiveness, logical thinking, and leadership ability. Femininity, on the contrary, is considered as a "passive-reproductive principle", which is manifested in expressive personal characteristics: dependence, caring, low self-esteem, emotionality.

The second group of gender stereotypes is the idea of the distribution of family and professional roles between men and women. A woman is limited to staying in the private sphere of life (household chores, childbirth), she is responsible for family relationships. Men are endowed with the following features: activity in public life, professional success, and responsibility for the financial support of the family.

The researchers determined that housework and family care takes 23 years in a woman's life. Therefore, she chooses a job with more flexible conditions, as there are still several activities that are considered to be women's only, such as childbirth (although it is a benefit for the entire society)[1]. The vast majority of men (almost 90%) are satisfied with the division of responsibilities in their own families, and more than half (62%) consider that their partners do not object to the defined division of labour. The disparity in the average time spent by women on housework (twice as much as men – respectively 29 as opposed to 15 hours per week) does not alarm them [11].

The third group of gender stereotypes is determined by the specifics of the content of work. According to conventional notions, women's work should be performing, i. e. servicing, have an element of expressive activity. Therefore, women mostly work in trade, healthcare, education. For men, creative and managerial crafts are possible, and employment prevails in the instrumental sphere [12].

Such stereotypes are confirmed by the relatively small number of women in higher positions with higher salaries. Statistics demonstrate that women in Ukraine earn, on average 28%, less than men, although wages are one of the main economic criteria

that unite the interests of employees, entrepreneurs, and the state and significantly affect the living standards of the population. Thus, it is an indicator of the achievements and failures of society.

When determining the number of wages, the owner or authorised body, by Art. 94 of the Labour Code of Ukraine [13] and Art. 1 of the Law of Ukraine "On Remuneration of Labour" [14], must consider the complexity and conditions of work, professional and business qualities of the employee, the results of their work and the economic activity of the enterprise where the person works, but in no case gender.

When applying for high-paying jobs, preference is preferred to men (sometimes when placing a vacancy, the requirements for the applicant immediately indicate the male gender, which is discrimination and contrary to the Constitution of Ukraine and several other provisions). Perhaps that is why Art. 17 of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" prohibits employers from offering jobs only to women or men in vacancy announcements (advertisements), except for specific work that can be performed exclusively by persons of a particular gender, to make demands giving preference to one of the genders, to demand from applicants information about their personal life, plans for having children, etc. Thus, gender policy is being actively implemented in Ukraine, although it has a declarative connotation [15; 16].

Ukraine belongs to the group of countries with the lowest representation of women in power. There is a definite trend: the higher the authority, the fewer positions are held by women. According to the results of the last national elections, 46% of women were elected to village and town councils; only 28% - to regional councils; 15% - to the councils of large cities and regional centres. There are even fewer of them in the Parliament - 12% and only 6% of women in Ukraine hold the positions of ministers and deputy ministers [1].

In addition to gender stereotypes, there is another reason for gender inequality - gender attitudes. All of them are connected and complement each other, are part of life, affect behaviour, developing worldviews.

Gender perceptions are the primary knowledge that is the foundation of gender identity. They reproduce a generalised image of masculinity, femininity, androgyny, and sexual undifferentiation, which is developed in the process of gender socialisation. Under the influence of gender ideas, the personality acquires individual gender experience, which can be observed in the behavioural, emotional, and motivational manifestations of the personality [12].

The child's gender ideas are developed within the framework of gender stereotypes, attitudes, knowledge, judgments, and values that every society, nation, and people have and consciously or unconsciously instils in their descendants.

There are two main types of gender attitudes - patriarchal and feminist. Patriarchal systems have the following features: 1) the approach according to which a man has a leading, active role in the family and society, and a woman has a subordinate, passive role; 2) the belief that the life values of women and men are different: family and love - the main values for women; business, work, self-realisation outside the family - the values of men; 3) preference for family relationships in which the man is the head of the family, makes the main contribution to the family budget; 4) condemnation of the behaviour of women who are dominated by orientations towards self-realisation outside the family, career, professional achievements; 5) the idea that the patriarchal model of society is natural, as it is caused by biological gender differences.

Feminist attitudes of consciousness cover the following aspects: 1) condemnation of using biological gender differences to introduce a rigidly fixed, subordinate position of women in the family and society; 2) rejection of the existence of strictly fixed male and female roles in the family and society; 3) the belief that women and men in modern society have unequal opportunities for self-realisation in various spheres, and this situation is considered unfair; 4) the approach according to which professional achievements, career, implementation of one's capabilities and abilities, and the desire for self-realisation in various spheres of public life are of high value for women; 5) the opinion that society should strive for equal participation of fathers and mothers in the life of the child; 6) condemnation of the attitude towards women as an object of sexual oppression.

Admittedly, a person has to overcome stereotypes imposed from birth to be self-sufficient and implement themselves in various spheres of life, as they interfere with their comprehensive development and limit their choice of the profession [12]. The thought of modern society is being transformed under the influence of the active introduction of femininity. Currently, men and women in Ukraine want to see changes in their conventional roles. 77% of Ukrainians say that equality between men and women is essential for them, and 61% of Ukrainians want more balanced representation in political and public life. However, when asked about the quantitative representation of different genders at all levels of political and public life, women are more inclined than men to demand an increase in their representation. Therewith, a significant number of men share the opinion that the situation should be changed and the percentage of women's representation should be increased. And only 36% believe that men should dominate [11].

Since the independence of the state, the second type of woman's identity - "business" - has been actively developed. A woman entrepreneur inevitably faces the necessity of double resistance, as she

is forced to implement her initiatives in conditions of risk, lack of legal guarantees, and political and economic instability. Therewith, she has to confront both the bureaucratic system that blocks her initiative as an entrepreneur and patriarchal stereotypes and gender discrimination in the male business environment. Thus, the "identity of a businesswoman" in modern Ukrainian society can be considered a form of "identity of resistance", and it is a problem [17].

There are problems with the implementation of the policy of equal rights and opportunities for women and men in the security and defence sector. War has remained a purely male affair for thousands of years, but due to military aggression, stereotypes about the purpose and capabilities of women inherent in a patriarchal society are deepening, as women have become armed. In leadership positions in law enforcement agencies, and military trenches, they cause some irritation, and sometimes openly aggressive rejection by men [18].

Implementation of NATO standards and recommendations should minimise such adverse phenomena. In particular, all positions of privates, sergeants and petty officers are open in the State Border Guard Service of Ukraine; all areas of educational training in the National Academy of the State Border Guard Service of Ukraine are named after B. Khmelnytsky for women and men. More than 11 thousand women work and serve in the ranks of the border guard agency. The agency ensures equal access to positions and military ranks and equal responsibilities during service.

To ensure the efficient provision of equal rights and opportunities for women and men, 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 1325 "Women, Peace, Security", and the National Program under the auspices of NATO-Ukraine was established. In particular, it is the establishment of conditions for the military service

of women, their training, and professional development, and informing society about the gender processes that occur in the department.

Positive examples of qualitative integration of the gender component into the activities of the State Border Guard Service of Ukraine are the declaration of the implementation by the Service of Article 12 of the Law of Ukraine "On Ensuring Equal Opportunities for Women and Men".

In addition, in the bodies of the State Border Guard Service of Ukraine, there are freelance assistants to the heads of gender issues. Transparent conditions for the professional development and career growth of the staff have been established. In particular, servicemen, regardless of gender, have equal rights and opportunities to participate in the project "New Face of Leadership". Decision-making on the appointment of servicemen to leadership positions under this project is based on a rating assessment of their professional abilities [19].

■ Conclusions

The state has a powerful influence on a woman's awareness of her purpose in life, and her role in the state and society. However, the actual implementation of the principles of gender equality, and the implementation of "positive actions" designed to eliminate the imbalance between the opportunities of women and men, depends closely on the activity of the rights holders.

Unfortunately, many Ukrainian women remain silent about violations of their rights, discrimination, harassment and even violence due to distrust in the national law enforcement and judicial system. Most often, such passivity is associated with a low level of awareness of legal issues [15; 16]. Without high motivation, it is too difficult to successfully overcome the existence of "natural" gender roles, and therefore the phenomenon of gender equality may remain a utopia for a long time.

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«Гендерна рівність» звучить як утопія?

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■ **Анотація.** Досліджено ситуацію, пов'язану з гендерною рівністю в Україні. Визначено причини невідповідності формальної та реальної ситуації щодо гендерної рівності, запропоновано можливі напрями покращення нормативного регулювання та його виконання. Детально схарактеризовано гендерні стереотипи й гендерні установки, що побутують в українському суспільстві. Акцентовано, що вони поступово зазнають трансформації під впливом активного впровадження фемінітивів. Проаналізовано проблематику гендерної рівності у сферах національної безпеки й оборони, економічної діяльності. Мета статті – з'ясувати особливості ідеології гендерної рівності в Україні та роль держави й членів суспільства у формуванні нового, справедливого ставлення до жінок. Методологію дослідження формують діалектико-матеріалістичний метод наукового пізнання суспільних явищ, а також загальнонаукові методи формальної логіки (дедукції, індукції, аналогії, аналізу, синтезу, абстрагування й конкретизації, моделювання), спеціальні методи юридичної науки (пошуку й обробки, моніторингу). Наукова новизна. У публікації отримала подальший науковий розвиток доктрина прав жінок у сучасному суспільстві й державі; систематизовано теоретичний матеріал із проблематики гендерної рівності в українському суспільстві (причини та наслідки наявної гендерної ідеології); засвідчено необхідність формування нової ідеології гендерної рівності. Висновки. Держава здійснює потужний вплив на усвідомлення жінкою свого призначення в житті, її ролі в державі й суспільстві. Проте фактичне впровадження принципів гендерної рівності, а також реалізація «позитивних дій», спрямованих на усунення дисбалансу між можливостями жінок і чоловіків, безпосередньо залежить від активності носіїв прав

■ **Ключові слова:** права жінок; ідеологія; гендерна рівність; гендерні стереотипи; гендерні установки; держава