

**Ревенко А.,**

здобувач ступеня вищої освіти бакалавра  
Національної академії внутрішніх справ  
Консультант з мови: **Скринник М.**

## **ACTIVITIES OF PUBLIC ORGANIZATIONS TO PREVENT AND COUNTER DISCRIMINATION IN UKRAINE**

The activity of public organizations to prevent and counter discrimination in Ukraine is a key and driving force that can promote conscious enterprises and organizations. The very issue of organizing and countering discrimination in Ukraine is key for a quality organization that represents its country.

«On the Ukrainian territory of conscious organizations and enterprises, we see such a picture of the organization of prevention and countermeasures against discrimination. Namely, the State Tourism Development Agency (DART) emphasizes that employees should treat each other with respect and dignity and should not engage in discriminatory behavior, which is prohibited under the Human Rights Code. Prohibited grounds for discrimination are race, color, ethnic origin, place of birth, religion, marital status, marital status, disability, mental disability, sex, sexual orientation, age, political beliefs, or serving a criminal or administrative penalty, unrelated with the person's employment. In addition, the behavior of public service employees at the workplace should meet acceptable social standards and contribute to the formation of a positive work environment. The employee's behavior should not jeopardize the integrity of the civil service. All employees can expect and are responsible for their contribution to a safe workplace. Violence in the workplace is unacceptable. Violence is any use of physical force against a person that causes or may cause harm and includes the attempted or threatened use of force» [1].

«The State Employment Service of Ukraine (SESU) within the framework of its powers is clarifying the provisions of the Law of Ukraine "On Employment of the Population», for which a separate section has been created on the website of the SESU, 2 indicating the responsible employees. Among the listed topics on which specialists provide advice, there is no mention of the prohibition of discrimination in employment and the specialist responsible for this area, to whom one could turn for clarification. At the same time, Article 5 of the aforementioned law guarantees «protection against discrimination in the field of employment, unjustified refusal to hire and illegal dismissal»;

Determining a responsible employee, including the topic «discrimination» in the list of topics on which DSZU provides clarification and consultation, creating a separate hotline, at least for recording complaints about discrimination, would be a good example of working both to prevent and to counter discrimination. Such separate thematic subdivisions could also be introduced on the websites of the territorial subdivisions of the DSZU [2].

The issue of activities of non-governmental organizations to prevent and counter discrimination in Ukraine is the most relevant issue today. It is this question that allows any organization to consciously and wisely approach issues not only of discrimination against a man or woman, but also discrimination against your skills, capabilities, appearance and vision.

***Список використаних джерел***

1. The State Tourism Development Agency (DART) is the central body of the executive power that implements state policy in the field of tourism and resorts of Ukraine. State Agency for Tourism Development of Ukraine (SATD) <https://www.tourism.gov.ua/>

2. Document 5067-VI, valid, current edition – Edition dated 09/16/2022, basis – 2471-IX. URL: <https://zakon.rada.gov.ua/laws/show/5067-17#Text>.

***Резнік А.,***

здобувач ступеня вищої освіти бакалавра  
Національної академії внутрішніх справ

*Консультант з мови: Могилевська В.*

**COMBATING GENDER-BASED DISCRIMINATION,  
PREVENTING AND RESPONDING TO GENDER-BASED  
VIOLENCE IN A ZONE OF MILITARY CONFLICT**

Wars and conflicts, such as violent clashes between two groups, shall be studied through a gendered lens. We understand gender in a hierarchical and relational way, imbricated in a normative binary relation: male/female, masculine/feminine. The United Nations (UN) Bureau for Crisis Prevention and Recovery attributes gender to socially constructed variables for each sex in a particular society and culture, identifying differences in roles, responsibilities, opportunities, needs and constraints. When looking at conflicts and wars through a gendered lens, gender appears as a power relation: men are exposed to brutality and violence whereas women are seen as victims [1]. Sexualised violence against women and girls during wars has always been a part of human history. It occurs every day, all over the world. The predominantly male perpetrators include soldiers, paramilitaries and police officers, but also civilians.

Gender-based violence (GBV) is a latecomer to the concerns of international organizations. The UN focused particularly on this issue in the 1990s, in a desire to give priority to human rights and particularly to women and girls' rights. First, in 1993, the UN adopted the Declaration on the Elimination of Violence against Women, which is the first international framework that explicitly defines the forms of violence against women. However, the real progress is illustrated by the establishment of a legal and political framework. In 2000, the UN Security Council thus issued Resolution 1325, as part of the Women, Peace, and Security Agenda. This agenda stresses the importance of women's voices and participation in peacekeeping as well as their specific vulnerability in armed conflict.