

of peaceful assembly, there is no information that will be transmitted by the weapon, there will be some attacks, then the police will be involved in the dialogue.

These are patrol police who are dressed in vests, but the police dialogue is primarily geared towards communication, not the use of force methods.

Further, if there are already fights, then the patrol police, or rather the unit of the TOR, which already wearing body armor, special equipment, are attracted. Of course, the new approach cannot solve the problem of violence in mass gatherings. However, all this must be protected, that needs to be protected.

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Сологуб В., Сологуб В.,

курсанти ННІ № 1 Національної академії
внутрішніх справ

Консультант з мови Скриник М. В.

WOMEN'S RIGHTS OF LAW ENFORCEMENT IN UKRAINE AND GENDER EQUALITY POLICY: THE EXPERIENCE OF OTHER COUNTRIES IN THE DOMESTIC CONTEXT

The processes of developing gender parity as a component of state policy caused not only the need for a separate study of the state of observance of women's rights in law enforcement agencies, but also the development of appropriate measures to prevent the violation of their rights. Such preventive measures, in turn, require a clear picture of the problems of a universal nature that are inherent in most police institutions in which women work.

In the United States and Western European countries, the study of the existing problems of women's rights activists was initiated in the early 1980's by the trends of gender equality in employment and personnel management. From the outset, they were aimed at increasing the number of women in police units, developing models for selecting women for different positions, and also overcoming the problems associated with the adaptation of women to the subculture of the exclusively male police force.

Among the experience of US police agencies, the "New Workplace for Women" project is more likely to be the typical project from the point of view of attracting more women to the service and funded in 1995 by the US Department of Labor for the Albuquerque Police Department (New Mexico). The content of the project is interesting because for its realization a new strategy of attracting women to work in the police has been developed and in two years the number of women serving in police units has increased from 10% to 25%, and the share of female ethnic representatives minorities in some departments reached 47%.

This project is interesting for Ukrainian law-enforcement agencies, given that the strategy was based on a thorough examination of the working conditions of female police officers and an appropriately developed plan to neutralize the identified shortcomings. At the preparatory stage, interviews were conducted with men and women, anonymous interviews with police chiefs and teachers, and all available statistical material was analyzed. As a result, the main emphasis was placed on overcoming the following blocks of problems.

Problems of using self-defense techniques in real counteraction to criminals. Lower growth and weight, the tendency of offenders to despise female police officers, the existence of certain difficulties in the use of weapons and physical force make female police officers potentially vulnerable if they find themselves in a conflict situation during service. In view of this, the Institute of Criminal Justice of the United States proposed the development of a special training course for female law-enforcers.

Inappropriateness of police equipment for use by women. Up to 33% of female police officers noted that the shape and equipment they seem to chronologically did not fit their size. Police units have taken special measures to purchase much smaller police uniforms designed to provide women, patrol cars and a first aid kit for women's hygiene, as well as the retrofitting of part of the premises, which previously worked exclusively for men, under the women's locker room and shower cubicles. Particular attention was drawn to the possibility of staffing units with firearms and special means of smaller size and weight, which makes them more effective for women.

Problems in career advancement because of the bias of male managers. Taking into account the fact that for the year 2000 only 123 women were in the United States, the headquarters of the police unit was significantly expanded, the representation of women in the recruitment and selection boards was significantly expanded, clear methodologies for conducting interviews and assessing candidates for leadership positions, and the Institute for Official Mentoring for Women was actively supported.

German police officers also began to discuss the feasibility of drafting special legislation to regulate the activities of female law enforcement officers. In Germany, for example, on the basis of Part 2 of Art. 3 and part 3 of art. 33 of the Constitution, provided that the same level of professional training of employees is allowed to give preference to women. These Constitutional Principles subsequently developed the Concept on the Service of Women in Police, which today allows them to realize their potential in all areas of police activity. One of the results of this introduction of research findings was the increase in the proportion of women in 2000 to 40% of the total number of German police.

In the territory of the Russian Federation, studies devoted to the problems of women's service in the security structures, were not held until 1998. For the first time this theme became a separate line of work after the parliamentary hearings "Women and Armed Forces of the Russian Federation" on April 13, 1999. There were also no studies that would generalize the foreign experience of female law enforcers, with the exception of the dissertation work by Shchelkunova MV. on the organizational aspects of women's activities in the police of other countries. Since 1999, publications on the results of aeronautical research on the process of women's adaptation in the ATS, the level of conflict between men and women, and the reasons for their dismissal begin to appear. The prevalence of persistent stereotypes about the most expedient use of women was also recorded, according to which men specified passport and custodial services, intelligence and investigation bodies, and criminal and law enforcement departments as the most "relevant" place for women to work

In Ukraine, the idea of creating a holistic concept of legal regulation of the activities of female law enforcement officers is also supported by a number of experts who point out the numerous shortcomings of the current regulatory framework, which is the result of unsuccessful compromises, ill-considered decisions, omissions and mistakes of the legislator. Thus, until 1999, the rules for admittance to educational institutions of the Ministry of Internal Affairs, which limited the number of girls admitted to education, contributed to the preservation of the official gender disproportion, in the range of 5-10% of the total number of annual cadets.

The results of the three years of psychological study of cadets recorded a constant positive dynamics of various types of aggression among girls cadets due to the impact of the police subculture on the personality in the process of professional development. At the same time it is noted that work in the departments of the Ministry of Internal Affairs increases the level of self-esteem of women, stimulates their further professionalization, provides quite wide opportunities for self-realization.

As a disadvantage of the existing system of vocational training, domestic sources noted the lack of specialized adaptation programs aimed at helping women among young professionals to realize their status and formal responsibilities, assimilate the necessary role positions in resolving conflict issues. The conducted analysis of scientific sources allows us to formulate a list of issues that are currently the most problematic in the activities of women's law enforcement officers and the object of the most active attention of specialists in the field of police science, human rights and gender issues. In its abbreviated version it may look like this:

The problems that arise from the need to combine a home-based service.

The contradiction between the interests of the civil service and the reproductive function of women.

Discussion of the positive influence of the following psychophysiological features of women on the quality of their professional duties:

- higher level of emotionality, self-criticism and sociability;
- development of intuition, empathy;
- higher level of executive discipline;
- greater propensity to work stress;
- less dependence on bad habits (alcohol, smoking);
- less physical strength;

The gap between the Declaration of Equal Opportunities and the real level of discrimination against women.

The presence of a problem of sexual harassment in the workplace.

The problem of adaptation to working conditions in the male environment.

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