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GENDER ISSUE IN LAW ENFORCEMENT AGENCIES

The issue of gender equality has been important for all countries at different times, but at each stage of historical development, the severity and its nature had their own characteristics. At the present stage of society's development, fundamental changes are taking place in the issue of gender equality. Today it is difficult to imagine the sphere of economy, culture, science, and social sphere without the activity of women. Women are increasingly mastering professions that have historically been considered purely masculine. The service of women in the internal affairs bodies is no exception [1].

The United Nations provides gender-responsive policing throughout the United Nations police work as an operational need to address the differentiated security needs of women, men, girls and boys [2].

The participation of women police officers is critical to the full range of United Nations police activities, such as the rule of law, intelligence, planning, leadership, investigation, public order management, capacity building of the host country's police, targeted policing, gender awareness and engagement communities [2].

In addition, women police officers serve as role models for gender equality, inspiring women and girls to defend their rights and careers in law enforcement. Moreover, women police officers provide a greater sense of security for women and children and improve access and support by law enforcement to local women [2].

Take the US country for example. Women in law enforcement in the United States represent roughly a tenth of all law enforcement officers in the United States. Employed largely as prison matrons in the 19th century, women took on more and increasingly diverse roles in the latter half of the 20th century. They face a particular set of challenges given the history of their entry into the profession, their low rates of participation, and the complex identities they negotiate in the work place. Women who work in law enforcement have struggled for years to gain acceptance in their workplace. Some of their biggest challenges are their lack of representation, stereotypes around women, and intersectionality [3].

For example, women are often afraid to go for a promotion over their male co-worker to do the constant oppression faced. As well as being subjected to rude comments and sexual harassment, women are also left out of office activities and squad bondings. This makes it difficult to build connections and trust with their colleagues, the lack of which can be very dangerous when they are out in the field [3].

Organizations such as the National Association of Women Law Enforcement Executives (NAWLEE) offer mentoring services to women, guiding newly appointed head female officers to become better leaders.

Commander Kristen Ziman of the Aurora (Illinois) Police Department, and also head of NAWLEE, stated that although yes, women are still oppressed today, some of it is self-inflicted [3].

Now, I want to tell about Ukrainian women, who work in police. Statistics on the number of women serving in the internal affairs bodies of Ukraine indicate that their number is constantly growing. However, in the law enforcement environment, women are outside the collective of dominant socio-cultural norms and traditions. The reasons for this are various factors: social, psychological, cultural, educational, and so on. Such situations contradict the principles of democratic, sustainable and non-discriminatory development of society, which confirms the need for a conceptual approach to ensuring gender equality in the activities of the police of Ukraine [1].

So we can draw the following conclusion the current period is marked by the intensification of legislative support for gender equality in the police, but in practice there are a number of socio-psychological and organizational problems that require a comprehensive psychological study of the current state of psychological support for gender equality in the police to identify typical forms of gender stereotypes and prejudices, conflicts, their causes and development of methods for their elimination. The information obtained will allow to develop optimal methods of psychological support of gender equality in the activities of the police, taking into account the specifics of the service, which will increase the level of efficiency in the use of human resources [1].

Список використаних джерел

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COMBATING ILLEGAL MIGRATION IN THE UNITED KINGDOM

Today millions of people leave their place of permanent residence and come thousands of miles in search of a better life. Economic and labour market factors are a major driver of international migration and work is