

CHAPTER «POLITICAL SCIENCES»

THE PECULIARITIES OF IMPLEMENTATION OF GENDER POLICY IN SECURITY AND DEFENSE SPHERES ON THE EXAMPLE OF UN AND NATO

Iryna Klymchuk¹
Olena Shtraikher²

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Abstract. The study examines the peculiarities of the implementation of gender policy in the field of security and defense by the example of the UN and NATO. To achieve this goal, we considered the legal regulation of gender equality in the field of security and defense of the UN and NATO; analyzed the work of institutional mechanisms for the implementation of gender policy in the field of security and defense by the example of the UN and NATO; characterized the peculiarities of cooperation between Ukraine, the UN and NATO in ensuring gender equality in the field of security and defense. The legal regulation of gender equality at the UN and NATO levels was considered, in particular a number of resolutions (UN Security Council Resolutions on Women, Peace and Security No. 1325, No. 1820, No. 1888, No. 1889, No. 1960, No. 2106, No. 2122, No. 2422, No. 2467, No. 2493), which recognizes the importance of involving women and gender mainstreaming in peace negotiations, humanitarian planning, peacekeeping, post-conflict peacebuilding, governance, and equal participation of women at all levels of conflict prevention or protection from sexual violence. Also the authors analyzed the work of institutional mechanisms responsible for the implementation of gender policy of the UN and NATO, in particular, their expertise and scope of activities. It was clarified that the following persons responsible for the implementation of

¹ PhD in Political Science, Assistant,
Lviv Polytechnic National University, Ukraine.
ORCID: <https://orcid.org/0000-0002-82447804>

² Assistant,
Lviv Polytechnic National University, Ukraine.

UN Security Council Resolutions in NATO: Special Representative of the Secretary-General for Women, Peace and Security; NATO Gender Office; Gender Adviser at the International Military Staff; a number of advisory committees and working groups led by NATO Strategic Command; Civil Society Advisory Council on Women, Peace and Security. At the same time, the UN has seven expert institutions and regional independent human rights experts to combat discrimination and gender-based violence against women and girls: UN Special Rapporteur on Violence against Women; UN Committee on the Elimination of Discrimination against Women; UN Working Group on Discrimination against Women and Girls; Committee of Experts on the Follow-up Mechanism to the Belem-Par Convention; Expert Group on Combating Violence against Women and Domestic Violence; Special Rapporteur on Human Rights in Africa of the African Commission on Human Rights; Human Rights Rapporteur. In addition, a number of sub-organizations and programs have been established at the UN level to achieve gender equality in all spheres of life, such as the United Nations Development Program (UNDP), the HeForShe IMPACT 10x10x10 movement and the UN-Women.

Aspects of Ukraine's cooperation with the UN and NATO in ensuring gender equality in the field of security and defense are highlighted separately. The importance and effectiveness of cooperation between Ukraine and the Alliance during the war in Eastern Ukraine have been established. The support by the UN of Ukraine in fulfilling the obligations within the international regulatory framework on the introduction of gender equality and women's rights was also analyzed.

1. Introduction

In most countries of the world there are still significant inequalities between men and women, in particular, gender inequality is felt in democratic and independent states and Ukraine is no exception. This problem is still quite relevant today, as gender inequality is a multifaceted phenomenon that requires detailed research, which affects not only the political aspect, but also the legislative, social, ideological or biological. Today, gender analysis of various spheres of life is quite common due to the development of feminist movements and organizations that have given impetus to gender research. After the end of the Cold War, the issue of gender became more acute at

the international level, because during wars women are the most vulnerable group, regardless of whether they are civilians or female soldiers. Therefore, at the end of the twentieth century the issue of gender discrimination was put on the agenda in the field of security and defense. The most famous organizations dealing with this problem are, in particular, the UN and NATO, whose policies are aimed at ensuring human rights, peace and security.

The aim of the study is to analyze gender policy in the field of security and defense by the example of the UN and NATO.

To achieve this goal, the study identifies the following objectives: to consider the legal regulation of gender equality in the field of security and defense of the UN and NATO; to analyze the work of institutional mechanisms for the implementation of gender policy in the field of security and defense by the example of the UN and NATO; to characterize the peculiarities of cooperation between Ukraine, the UN and NATO in ensuring gender equality in the field of security and defense.

The object of research is public relations that arise in the process of development and implementation of gender policy.

The subject of the study is gender policy in the field of security and defense by the example of the UN and NATO.

When writing the research, a set of theoretical and empirical methods of scientific research (historical, systemic, method of analogy and comparative analysis) was used, which made it possible to fully achieve certain objectives. The historical method was used in the analysis of development of the political and legal framework of gender policy. The involvement of synthesis and analysis methods made it possible to clarify the content and peculiarities of gender policy implementation in the field of security and defense. The use of a logical method made it possible to comprehensively study the subject of research. The comparative method made it possible to compare the peculiarities of implementation of gender policy in the field of security and defense at the UN, NATO and Ukraine. The structural-functional method was used when considering the mechanism for implementing gender policy and its components in the framework of the UN and NATO.

2. Legal regulation of gender equality of the UN and NATO

The reform of the security and defense sectors from a gender perspective involves the implementation of gender initiatives at the structural, political

and personnel levels, including reforms to end domestic violence, human rights violations and discrimination. The security and defense sectors are a combination of bodies with the transparency and accountability policy that adequately meet security and defense needs, including the full and equal participation of men and women in decision-making processes. The initiatives to ensure democracy in the security and defense sectors include: reforming employment and recruitment policies, implementing a system of quotas and internal codes of conduct [10].

The inclusion of gender issues in the security and defense sector, as well as human security initiatives in general are determined by various international agreements adopted at the UN level, in particular: the Convention on the Elimination of All Forms of Discrimination against Women (1979); Declaration on the Elimination of Violence against Women (1994); The Beijing Declaration and Platform for Action (1995); The Windhoek Declaration and the Namibian Action Plan on Gender Mainstreaming in Multidimensional Peacekeeping Operations (2000); Security Council Resolution 1325 "Women, Peace and Security" (2000); UN General Assembly Resolution S-23/2 Political Declaration approving the adoption of the objectives of the Beijing Declaration and Platform for Action (2000); Conclusions of the Commission on the Status of Women "Equal Participation of Women in Conflict Prevention, Regulation and Resolution and Post-Conflict Peacebuilding" (2004) [19].

The Resolution 1325 is the first UN document on "Women, Peace and Security", adopted unanimously in October 2000. Subsequent resolutions sought to strengthen specific aspects of Resolution 1325, in particular with regard to prevention of and protection against gender-based violence, including sexual violence, in conflict and post-conflict situations. The UN Security Council Resolution 1325 recognizes especially negative effects that armed conflict has on women and the important contribution that women can make to peace, security and peace-making. This Resolution calls for greater representation of women in conflict prevention and management. Particular attention is paid to need for a gender perspective in the implementation of peace agreements.

Resolution 1325 covers four main pillars for the promotion of peace and security with the involvement of women:

– Participation – full and equal participation and representation at all levels of decision-making, including in peace negotiations and discussions,

electoral processes (both candidates and voters), UN positions and in the broad socio-political sphere.

– Conflict prevention means the inclusion of a gender perspective and the participation of women in the prevention, spread and recurrence of violent conflicts, as well as in combating the causes, including disarmament.

– Protection – special protection of the rights and needs of women and girls during conflicts and in post-conflict situations, including the reporting and punishment of sexual and gender-based violence; implementation at the national level of regional and international laws and conventions.

– Assistance and rehabilitation – access to medical services and psychological assistance in case of injuries, including for victims of sexual and gender-based violence [3].

Thus, these four pillars are an important aspect in shaping gender security and defense policy. UN Security Council Resolution 1325 was supplemented by other resolutions:

– UN Security Council Resolution 1325 (2000): prevention, protection and participation;

– UN Security Council Resolution 1820 (2008): Protection against sexual violence;

– UN Security Council Resolution 1888 (2009): confirms the importance of Resolutions 1325 and 1820;

– UN Security Council Resolution 1889 (2009): peacebuilding, 1325 anniversary;

– UN Security Council Resolution 1960 (2010): monitoring and reporting system on sexual violence in conflict situations;

– UN Security Council Resolution 2106 (2013): the need for gender education, women's participation, gaps in the implementation of Resolution "Women, Peace and Security";

– UN Security Council Resolution 2242 (2015): considers the role of women in countering terrorism;

– UN Security Council Resolution (2019): sexual violence in conflict;

UN Security Council Resolution (2019): Calls on Member States to commit to nine previously adopted resolutions.

Thus, Resolution 1820 (2008) requires states to take special measures to protect women and girls from sexual violence in places of armed conflict and to ensure access to justice for victims. This Resolution emphasizes

the role of peacekeepers in protecting civilians and calls for more women peacekeepers to be involved [2].

UN Security Council Resolution 1888 (2009) also focuses on sexual violence in armed conflict. It establishes new mechanisms within the United Nations to combat sexual violence in conflict situations, including the appointment of a Special Representative of the Secretary-General. Women's representation in mediation, decision-making and the involvement of women in UN missions are highlighted as a priority.

UN Security Council Resolution 1889 (2009) expands the Council's focus on women's participation in peacebuilding by focusing on women's political and economic decisions. It calls for the integration of gender into all post-conflict reconstruction processes; funding and programming of women's empowerment activities; and specific law enforcement strategies, equity to meet the needs and priorities of women and girls. It helps implement disarmament, demobilization and reintegration strategies to meet the needs of women in the armed forces [15].

In addition, although they are not part of the Women, Peace and Security system, it is important to mention two additional resolutions:

- UN Security Council Resolution 2272 (2016): sexual exploitation and abuse in peaceful operations;
- UN Security Council Resolution 2331 (2016): the first resolution on trafficking in human beings and its impact.

None of the Resolutions on Women, Peace and Security is legally binding on States. However, the optional policy framework of the Resolutions on Women, Peace and Security gives States the opportunity to join the international normative agenda, which promotes the protection of women's and girls' rights in conflict and post-conflict situations, as well as women's active participation and gender mainstreaming in peacebuilding.

The resolutions also recall various obligations of States that are binding, including:

- The 1949 Geneva Convention and the 1977 Additional Protocols;
- The 1951 Refugee Convention and the 1967 Protocol;
- The Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol of 1999;
- 1989 Convention on the Rights of the Child and Optional Protocols 2000;
- Rome Statute of the International Criminal Court in 1998.

The resolutions also mention other international humanitarian rights and international human rights obligations related to acts of genocide, crimes against humanity and war crimes, including sexual and gender-based violence. Thus, despite non-binding nature of the resolutions, they recall their obligations to protect and promote the rights of women and girls in armed conflict. In addition, Resolutions 1820 and 1888 recognize that sexual violence used in armed conflict can significantly worsen the situation during the armed conflict and impede the restoration of international peace and security.

In turn, NATO demonstrates its commitment to gender equality by upholding and implementing UN Security Council Resolutions on Women, Peace and Security. One of the most significant achievements of NATO in the implementation of Resolution 1325 and related resolutions is the institutionalization of the agenda in its organization. These Resolutions (1325, 1820, 1888, 1889, 1960, 2106, 2122 and 2422) recognize a disproportionate impact of the conflict on women and girls and call for the full and equal participation of women at all levels of post-conflict conflict prevention [3].

The first steps in implementing NATO's policy on women, peace and security took place in 2007, the same year that the first 1325 National Action Plan was launched. In 2009, two NATO Strategic Teams – the Strategic Operations Command and the Allied Command Transformation – issued Bilateral Command Directive 40-1 on integration of UNSCR 1325 and the gender perspective into NATO's command structure. The first NATO Action Plan was developed in 2010. The directive was updated in 2012. The experience gained from military operations, especially in Afghanistan, has been important in improving the gender mainstreaming in NATO-led military operations. At the Welsh Summit in 2014, Allied leaders acknowledged that integrating gender perspectives into NATO's three main areas (collective defense, crisis management and collaborative security) would contribute to a more modern and sensitive NATO response [14].

The revised policy and the updated Action Plan were adopted in 2014 by NATO, Allies, Euro-Atlantic Partnership Council (EAPC) partners and six global partners. For the first time, Afghanistan, Australia, Japan, Jordan, the United Arab Emirates, and New Zealand have been active in policy development. A total of fifty-five countries have signed the new NATO Plan of Action on Women, Peace and Security.

The updated NATO / EAPC policy highlights the importance of women's participation in conflict prevention, management and regulation, as well as in post-conflict efforts and cooperation. Other priority areas are the training of gender advisers and capacity building for further gender mainstreaming in NATO's operational planning and evaluation mechanisms.

The most recent UN report on WPS demonstrates the achievements of gender advisers in all peacekeeping and conflict zones; increasing the number of peace agreements where women are also signatories; promotion of women to leadership positions; intensification of training and capacity building on gender issues; increased attention to protection of women and girls from sexual violence and the establishment of legal structures to bring perpetrators to justice; and the systematic recognition that empowering women is a fundamental right and a necessary element of global economic growth.

Thus, the resolutions adopted are fundamental documents of common values of the UN and NATO, relating to freedom, democracy, human rights and responsibilities under the UN Charter. These resolutions have shifted the emphasis between the two pillars of participation and protection, allowing women to be portrayed as actors, active players in peace and security. They emphasize the importance of their equal participation and full involvement in all efforts to maintain and preserve peace and security.

3. The formation and implementation of the principles of gender policy in security and defense spheres of the UN and NATO: institutional level

The armed forces of most countries are only at the initial stage of integrating gender into security and defense. This transition phase involves the development of appropriate mechanisms for reform and reformatting at the institutional level.

NATO actively integrates gender perspectives into the analysis, planning, performance and evaluation of its operations and missions. It is also an important focus in NATO's cooperation with Partner countries, both in the training of NATO-led troops and missions and in broader defense capacity-building cooperation. NATO also seeks to promote greater gender equality and increase the participation of women in defense and security institutions within the Organization and its member countries .

In addition, NATO has established a network of gender advisers and gender focal points at all units and levels of command, both civilian and military. This network aims to integrate a gender perspective into the day-to-day work of all branches, with gender advisers reporting directly to senior civilian and military leadership (from commanders to the Secretary-General), thus having a direct impact on strategic decision-making.

The headquarters of the Supreme Allied Commander Transformation and their partners provide support for gender education and training. In 2015, based on a training needs analysis, the Allied Commander Transformation Headquarters, with the full support of the Northern Center for Gender in Military Operations, developed a training package known as the Gender Education Package and Curriculum for the Nation, which was updated in 2017. The Northern Center for Gender in Military Operations also provides mobile training teams to respond flexibly to the specific gender training needs of partner countries [3].

The Alliance is working with other international organizations to advance the overall agenda of the UN Security Council Resolution on Women, Peace and Security. The Regional Acceleration of Resolution 1325 is a joint platform that serves NATO, the UN, the European Union, the Organization for Security and Cooperation in Europe and the African Union to share best practices on implementation of Resolutions "Women, Peace, Security". A NATO Civil Society Advisory Committee has also been set up to serve as a platform for women to interact with NATO on security and defense issues.

To better support NATO in implementation of the UN Security Council Resolutions on Women, Peace and Security, a Civil Advisory Council on Women, Peace and Security has been established. This Council provides general recommendations on gender mainstreaming in NATO's core tasks and liaises with women's organizations.

The implementation of the Resolutions on Women, Peace and Security covers various units and governing bodies at the Alliance's headquarters, as well as in the Strategic Teams. Together these organizations are responsible for monitoring and reporting on the Alliance's progress. To achieve this goal, a special Group on Women, Peace and Security has been established under the leadership of the Special Representative for Women, Peace and Security.

In summary, the institutional mechanisms that are responsible for the implementation of the UN Security Council Resolutions in NATO include:

- Special Representative of the Secretary-General for Women, Peace and Security, acting as a high-level coordinator in all aspects of NATO's gender work. This post was established in 2012 and has been permanent since September 2014. Claire Hutchinson has held this position since January 2018;

- NATO's Gender Office and the NATO Advisory Expert Committee on Gender Issues, which are tasked with promoting gender mainstreaming as an integral part of the Alliance's policy development, implementation, monitoring and evaluation process, its programs and military operations;

- Gender Adviser at various levels of NATO's military command structure, including at mission headquarters;

- A working group, led by NATO's Strategic Operations Command, evaluates available assets, including financial, for further implementation of UN Security Council Resolution No. 1325 and other relevant resolutions in the planning and conduct of operations;

- A number of relevant committees that develop and review specific and general policies of the organization;

- Civil Society Advisory Council on Women, Peace and Security to support and guide the implementation of NATO Resolutions and advise on integration of gender perspectives into NATO's core objectives [8].

It is well known that for more than seventy years in a row, the United Nations has made considerable efforts to maintain and maintain international peace and security: by preventing conflicts; helping the parties to the conflict to achieve peace; peacekeeping activities; and creating conditions for maintaining and strengthening peace. The UN also promotes sustainable development, protects human rights and works for the development and observance of international law. In addition, the Organization also coordinates humanitarian assistance operations. The UN system consists of the UN itself and many related programs, funds and specialized agencies, each with its own membership, leadership and budget.

The UN has traditionally been involved in both security and development activities, but only recently the efforts have been made to build effective links between them. In the field of development, the main figure is the United Nations Development Program (UNDP), which in particular aims to

reform security in developing countries and countries in transition on issues such as crisis prevention and reconstruction, democratic governance and poverty reduction. Also, gender equality and empowerment of women and girls is central to the UNDP 2030 Sustainable Development Agenda. Gender equality is reflected in 45 goals and 54 gender indicators of the Sustainable Development Goals. Achieving these goals is to eliminate gender gaps and accelerate their implementation . Through the Gender Parity Strategy for 2018–2021, the UNDP aims to achieve gender parity at all levels of the organization. UNDP does not tolerate sexual exploitation, ill-treatment or harassment and abuse of power [16].

The UNDP cooperates closely with governments, national and local agencies to tackle gender-based violence, which is a major obstacle to both gender equality and sustainable development. In particular, the UNDP supports efforts to ensure justice for victims of sexual and gender-based violence in crisis and non-crisis situations by improving the skills and knowledge of police officers, judges, prosecutors, court administrators, military and religious leaders [16].

UN development programs focus on increasing women's participation and leadership in a wide range of institutions, including parliaments, political parties, public administration, the judiciary, and the private sector. In addition to efforts to increase the number of women candidates, the UNDP is also working to address structural barriers to women's leadership by supporting gender equality laws and to strengthen women's empowerment and leadership in the workplace.

UNDP actively works to improve gender mainstreaming in conflict prevention, disaster preparedness and crisis response, and promotes the peace and security agenda for women.

In the field of UN security, the main figure is the UN Department of Peacekeeping Operations (UNODC), which heads peacekeeping and peacekeeping operations. The UN DMO operates in countries only during or after conflicts. The DMO includes the Office of the Special Representative for Sexual Violence in Conflict. Recently, there has been an increase in the number of women both in peacekeeping personnel and in operations management. After all, involving as many women as possible in UN peacekeeping missions will help restore confidence in troops whose reputation is tarnished by allegations of sexual violence, as well as

protect women and girls in conflict. Today, the percentage of women in peacekeeping contingents reaches more than 30% [11].

The UNDP includes the Office of the Rule of Law, Justice and Security, which is part of the Office for Crisis Prevention and Reconstruction, and the Group on Access to Justice and the Rule of Law, part of the Group of Democratic Governance, which work together to ensure an integrated “one UN ”in the field of security.

As of 2020, there are seven UN expert institutional mechanisms and regional independent human rights experts to tackle discrimination and gender-based violence against women and girls:

- UN Special Rapporteur on Violence against Women;
- UN Committee on the Elimination of Discrimination against Women;
- UN Working Group on Discrimination against Women and Girls;
- Committee of Experts on the Follow-up Mechanism to the Belem do Pará Convention;
- Expert Group on Combating Violence against Women and Domestic Violence;
- Special Rapporteur on Human Rights in Africa of the African Commission on Human Rights;
- Rapporteur on human rights.

These independent expert institutions are responsible for monitoring and supporting the implementation of States' commitments under the global and regional human rights system, including the Beijing Platform for Action, the 2030 UN Agenda and regional instruments on women's rights [4].

The next very powerful institution is UN-Women, an organization dedicated to gender equality and women's empowerment. UN Women Supports Member States in Achieving Gender Equality and Working with Governments and Civil Society by Developing Laws, Policies and Programs Necessary to Ensure Effective Implementation of Gender Standards for the Protection of Women and Girls Worldwide [1]. It has successfully launched the HeForShe campaign, which aims to attract a billion men and boys to support gender equality. Thus, at the World Economic Forum in Davos in January 2015, HeForShe IMPACT 10x10x10 was announced. This international project involves 30 key leaders in three sectors – public, private and academic. All 30 members made joint commitments and developed special responsibilities, formally reviewed by the UN-Women

Expert Group and endorsed personally by the UN-Women Executive Director, Fumzile Mlambo-Nguku, to respond to gender inequalities and test the effectiveness of such interventions [7].

As we can see over the past two decades, the United Nations has made significant progress in promoting gender equality through the establishment of relevant institutions, organizations and projects that have successfully developed tools to eliminate discrimination against women and girls through effective education programs and training platforms.

After the adoption of a set of resolutions on women in peace and security, a number of gender advisers and gender expertise have become an integral part of the structure of all international organizations. Gender advisers began to take an active part in various activities, missions and operations. A gender analysis has become a basic parameter in planning, introducing a requirement to break down gender-disaggregated data to ensure an inclusive response, and gender is seen as central to all doctrines, policies and functions of many international organizations.

4. Ukraine's cooperation with the UN and NATO in providing gender equality in security and defense spheres

In order to promote gender equality in all spheres of life, Ukraine has made key international commitments. Our country has adopted the UN Sustainable Development Goals, acceded to the Beijing Declaration and Platform for Action of the 4th World Conference on Women (1995) and ratified key human rights treaties, including the Convention on the Elimination of All Forms of Discrimination against Women (1981) and Optional Protocol (2003). Gender equality is enshrined in Article 3 and in part in Art. 21, 24, 51 of the Constitution of Ukraine.

The new State Social Program for Ensuring Equal Rights and Opportunities for Women and Men for the period up to 2021 aims to strengthen the institutional mechanism for gender equality with an integrated approach to overcoming institutional barriers to gender equality. Ukraine's gender equality policy and legislation also include a Human Rights Strategy and Action Plan adopted in 2015, which aims to ensure equal rights and opportunities for women and men in all spheres of public life. The adoption by the government in 2016 of the National Action Plan for the implementation of UN Security Council Resolution 1325 is also a

praiseworthy step towards the implementation of the agenda of women, peace and security in Ukraine. In addition, in 2017, Ukraine revised its legislation on the prevention of domestic violence, criminalizing it in order to implement the provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), which has not been ratified yet [5].

The UN system to support and promote gender equality in Ukraine is supported by the government, parliament and civil society to ensure women's political, social and economic participation, accelerate women's empowerment and strengthen their role in national reform processes, Ukraine's compliance with international treaty obligations and the Goals of sustainable development.

In fulfilling its obligations to implement the Convention on the Elimination of All Forms of Discrimination against Women, our state submits annual reports to the UN. In particular, the concluding observations of the eighth periodic report of Ukraine were submitted by the Committee on the Elimination of Discrimination against Women in Ukraine on March 3, 2017. They highlight gaps and identify actions needed for Ukraine to address women's rights issues and provide a roadmap for implementing the provisions of the Convention over the next four years until the next national report.

It is an interagency coordination mechanism to improve the effectiveness of gender equality activities by providing technical support and expertise on gender integration and programming and advocacy coordination under the UN Partnership Programs. For example, UNDP's Democratic Governance, Rule of Law and Civic Participation is working to raise awareness of gender equality in the National Reform Program, to address the under-representation of women at all levels of decision-making by promoting gender quotas, and to address discriminatory national legislation, etc. Or "Human Security, Social Cohesion and Reconstruction with a Special Focus on Eastern Ukraine," where UN Ukraine is working on gender-based violence, sexual violence related to the conflict in Eastern Ukraine [5].

The focus group also supports the strengthening of interagency coordination on gender equality. It is a common forum for all UN agencies, foundations and programs to share information and experience related to gender issues. The group seeks to establish an effective partnership and

dialogue between the UN, the government, parliament and civil society in the field of gender equality and women's rights in Ukraine

On July 6, 2018, the Government of Ukraine together with Women-UN signed an Agreement that raises the status of the UN-Women office in Ukraine to the level of the National Bureau. This decision of the Government creates a greater opportunity to expand cooperation in the field of gender equality in Ukraine [17]. For the first time in Ukraine, the Government's Action Plan focused on gender priorities. UN-Women in Ukraine is one of the main specialized assistants and reliable partners of the Government on this path. Examples of such cooperation include strengthening the state mechanism for gender equality, which meets international standards. The gender component is embedded in security and defense sector reforms, including the NATO-Ukraine Annual National Program.

Issues related to the UN Security Council resolution "Women, Peace, Security" are also a cross-cutting issue in the implementation of security and defense sector reforms. The needs of the most vulnerable categories of women and girls are reflected in the processes of local development and reconstruction in the conflict-affected regions of Ukraine.

For Ukraine, being a UN-Women partner is a privilege and an opportunity for a faster process of Europeanization. Especially, taking into account the last six years of the war in Eastern Ukraine, the topic of gender policy is essential. The UN-Ukraine Office in Ukraine started operating in October 2015. Its activities are carried out within the framework of the UN-Women Strategic Plan, approved by the UN-Women Executive Council, and are aimed at supporting and assisting the Government of Ukraine in implementing projects to achieve gender equality.

In 2016, the Government of Ukraine adopted the National Action Plan for the Implementation of UN Security Council Resolutions 1325 for 2016–2020. By implementing the plan, they ensure greater participation of women in decision-making in the areas of national security and defense, peacekeeping, as well as ensuring protection of women and girls, prevention and response to gender-based violence [6].

The implementation of Security Council Resolution 1325 contributes to deepening cooperation between Ukraine and NATO. The experience and good practice of NATO member countries contribute to the promotion of gender culture in the national security and defense sector.

The Government of Ukraine has developed a State Target Program for Reconstruction and Peacekeeping, which aims to fully integrate gender equality and prospects for women's rights in the field of security and defense.

Over the past five years, Ukraine has made progress in improving its recruitment policy. This has led to a steady increase in the number of women working in the security and defense sector [13]. As of today, more than 25,000 women serve in the Armed Forces of Ukraine: 3,400 of them are officers. Also, more than 31,000 women work in the Armed Forces. About 7,000 performed tasks in the area of Operation Joint Forces (JFO) and received the status of a participant in hostilities. More than 40,000 women work in the system of the Ministry of Internal Affairs. In the State Emergency Service – 8 thousand women, in the State Border Guard Service – 11 thousand, of which 13% – officers. Expanding the list of positions for female soldiers, sergeants and non-commissioned officers by 63 positions in 2016, for the first time in Ukrainian history, on the one hand, consolidated the practice that already exists in Ukraine, and on the other – was a step closer to NATO standards. In total, more than 55,000 women serve and work in the Armed Forces of Ukraine [12]. It is now clear that restrictions on the rights of servicewomen have been somewhat minimized, but full compliance with the principle of gender equality has not yet been achieved, as some positions in the Armed Forces of Ukraine are still inaccessible to women, especially in special forces and highly mobile airborne forces.

In recent years, Ukraine has suffered from Russian aggression, but as a result, the situation has highlighted the importance of striking a balance between men and women during armed conflict, identified shortcomings and needs to be improved in the field of women's security, including protection and participation. As a result of military events, cooperation between Ukraine and the Alliance at this time is as relevant and important as possible. It is worth noting that it was after the beginning of the Russian aggression that their work became much more extensive than with any other partner country or organization. NATO-Ukraine Joint Working Group on Defense Reform is the main focus of NATO-Ukraine cooperation in defense and security sector reform [18].

Established in 1998 under the auspices of the NATO-Ukraine Commission, it implements initiatives in the areas of civil-military relations,

democratic oversight and civilian governance of the armed forces and other agencies in the security sector, defense planning, policy development, strategy and national security concepts.

This Joint Working Group enables Ukraine to benefit from the significant experience of Allies and serves as a tool through which Allies can provide assistance. It also provides the institutional framework for NATO's cooperation with ministries and agencies involved in defense and security sector reform in Ukraine. These include the National Security and Defense Council, the Ministries of Foreign Affairs and Defense, the National Guard, the Border Guard Service, the Security Service of Ukraine, the Verkhovna Rada, and others [9].

All NATO member countries and Ukraine are represented at the Group's meetings. Since 2013, these meetings have been chaired by the NATO Assistant Secretary General for Political and Security Policy.

The core group is held quarterly at the expert level at NATO Headquarters in Brussels. Annual summits are held with the participation of senior officials from the Allied capitals and Kyiv.

The basic documents that define the content, nature and form the legal basis of Ukraine's "special partnership" relationship with NATO and which regulate Ukraine's cooperation with the Alliance are the NATO Partnership for Peace Framework Document dated 10 January 1994, the Charter on a Special Partnership between Ukraine and NATO dated 9 July 1997 and the Law of Ukraine on the Principles of Domestic and Foreign Policy dated 1 July 2010.

Taking into account the Euro-Atlantic course of our country's foreign policy and the intensification of support from NATO member states, cooperation with NATO is one of the priority areas for development.

Within the framework of cooperation, much attention is paid to the implementation of a wide range of areas, including: creating an effective planning and budgeting system, reducing corruption risks, creating a national sustainability system, strategic communications, combating hybrid threats, cybersecurity, medical and psychological rehabilitation, human rights protection, gender policy, communications and information systems, achieving interoperability, humanitarian demining, training and education, implementation of NATO standards.

The updated package of Partnership Objectives (CP) for the Ministry of Interior includes 3 objectives, namely:

- (CP I 0013) gender policy;
- (CPI 0304) planning and budgeting;
- (CPU I 7302) cybersecurity [20].

Within the framework of the Commission for Coordination of Euro-Atlantic Integration of Ukraine, representatives of the Ministry of Internal Affairs of Ukraine participate in interdepartmental working groups, in particular in the interdepartmental working group on implementation of state policy to ensure gender equality in Ukraine's security and defense sector.

Today, Ukrainian women play a significant role in the peacebuilding process. Former President of Ukraine Petro Poroshenko once appointed a well-known politician, then First Vice Speaker of the Verkhovna Rada and one of the leaders of the movement for gender equality among MPs Iryna Herashchenko, to the post of the Presidential Commissioner for Peaceful Settlement of the Situation in Donetsk and Luhansk Oblasts. There are also two women working on humanitarian and political issues in the Minsk working groups.

Russia's aggression against Ukraine and a temporary occupation of the part of Ukrainian territory have led to human rights violations, including sexual and gender-based violence. Unfortunately, impunity for human rights violations and abuses committed during Russia's aggression against Ukraine, not least in terms of sexual violence, remains. This is partly due to the fact that the conflict continues and that part of the territory of Ukraine remains under the control of illegal armed groups supported by Russia. Although much remains to be done, Ukraine has made significant progress towards implementing the Women, Peace and Security Program and achieving gender progress in security and defense.

5. Conclusions

After analyzing the peculiarities of the implementation of gender policy in the field of security and defense by the example of the UN and NATO, a number of scientific and practical conclusions were made. The normative-legal regulation of gender equality at the UN level was considered, in particular: Resolutions of the UN Security Council on women, peace and security No. 1325, No. 1820, No. 1888, No. 1889, No. 1960, No. 2106, No. 2122, No. 2422, No. 2467, No. 2493, which provides a legal and policy

framework recognizing the importance of involving women and gender mainstreaming in peace negotiations, humanitarian planning, peacekeeping, post-conflict peacebuilding, governance, and calls for the full and equal participation of women in all levels of conflict prevention, protection from sexual violence.

An analysis of the work of institutional mechanisms for the implementation of NATO's gender policy has been carried out, which includes the collection and analysis of information on the specifics of ensuring the principle of gender equality in the armed forces of NATO and Partner countries. To implement Resolution 1325, there are relevant institutions in NATO's arsenal: the Special Representative of the Secretary-General for Women, Peace and Security; NATO Gender Office; gender advisor; a number of working groups and relevant committees, etc. The Alliance pays considerable attention to gender mainstreaming in NATO and Partner countries; developing relevant gender competencies in NATO civilian and military personnel through the Science for Peace and Security Program. Another tool of the Alliance is the Working Group, led by NATO's Strategic Operations Command, to assess the implementation of Resolutions 1325 in military circles and armed operations; Civil Society Advisory Council on Women, Peace and Security, which also influences the implementation of UN Resolutions.

The UN has an advisory body for the implementation of gender policy – the International Research Institute for the Advancement of Women, and its responsibilities include research and development of gender equality programs. NATO is also working with the United Nations and other organizations to implement the 1325 Regional Acceleration Platform to share practices and experiences on 1325 Resolutions. Another effective tool for gender policy is the United Nations Development Program (UNDP), which helps to implement gender equality in various spheres of life. In particular, it is worth noting the UN-Women structure, which was created specifically to achieve equality at the global level. Also popular is the HeForShe Solidarity Movement for Gender Equality, launched by the UNDP. The effective UN institutional arrangements are: the UN Special Rapporteur on Violence against Women, the UN Committee on the Elimination of Discrimination against Women, the UN Working Group on Discrimination against Women and Girls, the Committee of Experts on

the Follow-up Mechanism to the Belem-Par Convention, the Expert Group on Combating Violence against Women and Domestic Violence, Special Rapporteur on Human Rights in Africa of the African Commission on Human Rights, Rapporteur on Human Rights. All these institutions have one common goal – to achieve gender equality, in particular in the field of security and defense, through practical developments, which are supported at the legislative level in many countries.

The aspects of Ukraine's cooperation with the UN and NATO in ensuring gender equality in the field of security and defense are highlighted separately. It is important to note that cooperation between Ukraine and the Alliance at this time is quite successful and important. A NATO-Ukraine Joint Working Group on Defense Reform has been established. This Joint Working Group allows Ukraine to benefit from the significant experience of Allies and serves as a tool through which Allies can assist in a wide range of areas, including gender policy. It also provides an institutional framework for cooperation with NATO with ministries and agencies involved in defense and security sector reform in Ukraine.

Ongoing reforms have been identified as paying close attention to gender equality, or national and international commitments on gender equality and women's rights, as well as new gender equality priorities caused by the conflict. Ukraine has joined key international commitments to ensure gender equality, including the UN Sustainable Development Goals, the Beijing Declaration, the Platform for Action at the 4th World Conference on Women (1995) and ratified key human rights treaties, including the Convention on the Elimination of All Forms of Discrimination against Women (1981) and its Optional Protocol (2003). Relevant legislative support and international cooperation programs provide a major impetus for the development of gender policy in the field of defense and security. The new State Social Program aims to ensure equal rights and opportunities for women and men until 2021 and to strengthen institutional mechanisms to ensure gender equality and includes a comprehensive approach to overcoming institutional constraints in the field of gender equality. The Government's adoption of the National Action Plan to implement UN Security Council Resolution 1325 (2016) is an important step towards the implementation of the "Women, Peace, Security" agenda in Ukraine. The UN supports Ukraine in fulfilling its obligations under the international regulatory framework for

gender equality and women's rights by establishing a UN Focus Group on Gender Issues and a UN-Women office in Kyiv, which has been equated to the National Bureau level since 2018.

It can be concluded that our state is actively trying to implement gender standards in the field of security and defense, by ratifying a number of international agreements, by joining various international programs and training platforms, which in turn gradually allow to understand and accept those norms and values the democratic states have been following for a long time.

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