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GENDER SYSTEM IN THE NATIONAL POLICE OF UKRAINE

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Anisimov D.O. Gender system in the National Police of Ukraine.

The article offers a thorough analysis of the influence of a gender approach on special physical training within the National Police of Ukraine, highlighting its significance as a crucial component of law enforcement officers' professional development. The author underscores the necessity of integrating gender equality principles into physical training processes, aligning with international standards to enhance the effectiveness of police officers.

Key aspects of developing tailored curricula that consider the physical and psychophysiological traits of different genders are examined. The analysis also emphasizes the importance of gender-oriented approaches, including mentoring initiatives and the establishment of an educational environment that ensures equal opportunities for both men and women.

Special focus is given to exploring international best practices in gender mainstreaming within police training and the potential for adapting successful strategies from other countries to the Ukrainian context, while being mindful of national and cultural specificities.

Additionally, the author evaluates the role of innovative technologies and psychological support in optimizing special physical training. Modern methodologies aimed at enhancing the quality of education and training for police officers, particularly in high-stress situations and under significant physical demands, are discussed.

Furthermore, the article identifies the main challenges the National Police of Ukraine faces in implementing gender approaches in the special physical training system, along with the future prospects for this initiative, particularly regarding the enhancement of police officers' professional competencies and the strengthening of the National Police's image as a modern and effective organization.

Key words: gender equality, gender system, special physical training, psychological support, training effectiveness.

Анісімов Д.О. Гендерна система в Національній поліції України.

У статті досліджується вплив гендерного підходу на спеціальну фізичну підготовку в Національній поліції України, що є ключовим елементом професійної підготовки правоохоронців. Підкреслюється важливість впровадження принципів гендерної рівності в процес фізичної підготовки, що відповідає міжнародним стандартам і підвищує ефективність роботи поліцейських. Розглядаються основні аспекти створення адаптованих навчальних програм, які враховують фізичні та психофізіологічні характеристики різних статей. Аналізується значення гендерно-орієнтованих підходів, зокрема через наставницькі ініціативи та формування освітнього середовища, яке забезпечує рівні можливості для чоловіків і жінок. Особлива увага приділяється вивченню міжнародного досвіду гендерного мейнстримінгу у підготовці поліцейських, а також можливостям адаптації успішних практик з інших країн до українських умов, з урахуванням національних і культурних аспектів.

Також було досліджено роль інноваційних технологій та психологічного супроводу в оптимізації спеціальної фізичної підготовки. Розглянуто сучасні методики, які сприяють підвищенню якості навчання та підготовки поліцейських до виконання службових обов'язків, зокрема в стресових ситуаціях і за умов високих фізичних навантажень. Виявлено основні виклики, що постають перед Національною поліцією України під час впровадження гендерних підходів у систему спеціальної фізичної підготовки, а також перспективи розвитку цього напрямку, зокрема щодо підвищення професійних навичок поліцейських і зміцнення іміджу Національної поліції як сучасної, інклюзивної та ефективної організації.

Наголошується, що інтеграція гендерного підходу в систему спеціальної фізичної підготовки Національної поліції України є складним і необхідним процесом, який охоплює не лише фізичні, а й психологічні та соціальні аспекти підготовки. Цей процес вимагає координації на всіх рівнях організації та тісної співпраці між різними підрозділами для розробки ефективних навчальних програм, що враховують фізіологічні та психологічні відмінності між чоловіками та жінками. Гендерна рівність у цьому контексті не лише забезпечує справедливі умови для всіх поліцейських, але й сприяє підвищенню загальної ефективності роботи правоохоронних органів. Впровадження адаптованих навчальних програм створює умови, в яких кожен поліцейський, незалежно від статі, може реалізувати свій професійний потенціал.

Ключові слова: гендерна рівність, гендерна система, спеціальна фізична підготовка, психологічна підтримка, ефективність підготовки.

Introduction. Gender equality in the National Police of Ukraine (hereinafter referred to as the NPU) is an important aspect that determines the effectiveness of law enforcement and ensures equality of all employees regardless of gender. In the context of special physical training, the issue of gender is of particular relevance, as this aspect determines the physical readiness of police officers to perform complex and often dangerous tasks. Traditionally, physical fitness standards have been focused mainly on male physiology, which has created certain challenges for women working in law enforcement. For example, physical training standards that do not take into account biological differences between men and women can lead to unequal conditions for physical training, which in turn affects the future career and professional development opportunities for women in the police. This is a serious challenge that requires in-depth analysis and revision of existing approaches to physical fitness assessment in the NPU system.

The purpose of the study is to systematically analyze and highlight the role of gender policy in the process of special physical training for the National Police of Ukraine.

Analysis of recent research and publications. While researching this topic, we used the scientific works of such scientists as D.O. Anisimov, V.V. Boguslavsky, V.I. Boyko, L.S. Hnatiuk, O.M. Ivanov, M.P. Kuzmenko, O.A. Lysenko, V.S. Petrov, N.Y. Sydorenko and others.

Results and discussion. In general, empirical research shows that women often face prejudice against their physical abilities, which limits their opportunities for professional growth and participation in specialized units where a high level of physical fitness is mandatory. In this context, statistics show that women are underrepresented in such units, which indicates the need for changes in approaches to physical training, including by adapting standards and developing individual training programs that take into account the physiological characteristics of each employee. This will create more equal conditions for women in the police and increase the overall effectiveness of their work [1, p. 16].

One of the promising ways to solve this problem is to introduce innovative approaches to physical training, including the use of the latest training methods, modern equipment and technologies. The development of individual training programs that take into account the needs and capabilities of each employee can significantly improve their level of training and provide more equal conditions for passing physical standards [2, p. 35]. This will create more equal conditions for all employees, regardless of gender, and ensure a higher level of physical fitness. Innovative approaches can include not only physical training but also psychological support, which are important components of police training, as they often work in extremely difficult conditions, requiring a high level of psychological stability and readiness to act in critical situations. The introduction of innovative training methods is an important aspect of improving the effectiveness of physical training. According to I. Boguslavsky, it is necessary to introduce the use of adapted physical training programs that take into account gender differences [3].

The advancement of gender equality within the NPU system also necessitates a reevaluation of the approaches to recruiting and training new employees. A key focus should be on ensuring equal

opportunities for both men and women to enter the police force, along with creating conditions that support their ongoing professional development. In this regard, it is essential to consider selection processes that account for the distinct physical and psychological attributes of both genders, while avoiding any form of discrimination. This entails adapting physical tests and standards to align with the capabilities of both sexes, thereby ensuring a fair and equitable assessment of all candidates. Specialized training courses should include programs that develop both the physical and psychological qualities needed to perform their duties. For example, female police officers may benefit from training in techniques that increase endurance and strength, as well as the development of self-defense skills that may be more effective given their physiological characteristics. At the same time, men may benefit from an emphasis on developing flexibility, coordination, and psycho-emotional resilience. This approach will ensure a more balanced training and allow each employee to maximize their abilities [4, p. 47].

It should be emphasized that from the legislative point of view, at the national level, the legislator needs to highlight changes in approaches to special physical training, which should be accompanied by relevant legislative and regulatory acts that would enshrine the principles of gender equality and establish clear mechanisms for their implementation. The development and adoption of such documents requires close cooperation between law enforcement agencies and analysis of their practical activities. One of the key steps in this direction could be the development and implementation of specialized training programs that would take into account the needs and capabilities of different gender groups. Involvement of gender experts and specialists in the field of physical training will help to create balanced and effective training methods aimed at developing the necessary skills and competencies of all police officers. It is worth noting that integration of gender equality into all aspects of police activities will not only provide fairer working conditions for all employees, but will also increase the overall efficiency of the law enforcement system, contributing to greater security and stability in the country [5, p. 30]

Implementing gender equality in the NPU also requires systemic changes at the level of management and organization of the service. This includes the establishment of control and monitoring mechanisms that will allow for the timely detection of cases of discrimination or inequality and the development of measures to overcome them. This requires establishing appropriate institutional structures or appointing responsible persons to deal with gender equality issues and ensure fair conditions for all employees. It is important that these mechanisms work effectively and are backed by support at the highest level of the NPU leadership to ensure their implementation and compliance in practice [6, p. 58].

In order to achieve effective gender mainstreaming, it is proposed to introduce mentoring programs where experienced officers will provide support and mentoring to younger colleagues regardless of their gender. This approach will not only promote professional development, but also foster a culture of mutual respect and cooperation within the organization. In addition, mentoring will help to identify and overcome hidden biases and stereotypes that may hinder the effective work of the team [7, p. 42].

An equally important aspect is the creation of supportive environment during training and exercises. Ensuring equal access to resources, equipment and opportunities for all employees will help to increase staff motivation and engagement. Organizing joint trainings and classes where men and women work together will improve teamwork and mutual understanding between colleagues, which is critical in the performance of official duties [8, p. 20].

To assess the effectiveness of the implemented changes, it is essential to establish a monitoring and evaluation system that enables the tracking of progress and identification of areas needing further enhancement. Gathering and analyzing data on physical test results, employee satisfaction, and other relevant metrics will facilitate real-time adjustments to approaches and methodologies, ensuring the ongoing improvement of training quality. This systematic evaluation will provide valuable insights that can guide future decisions and foster a culture of continuous development within the organization. In the context of globalization and Ukraine's integration into the international community, adherence to the principles of gender equality is becoming not only an internal need, but also a requirement of international partners and organizations. Compliance with international standards in this area opens up new opportunities for cooperation, exchange of experience and resources, which is an important factor in the development and modernization of national law enforcement structures [9, p. 40].

The importance of cooperation with international organizations and partners that have significant experience in implementing gender approaches in law enforcement is also an important step towards improving the gender system at the legislative level. It may include exchange of experience, joint trainings and exercises, as well as participation in international projects aimed at promoting gender

equality in the police system. In his works, Y. Shevchenko noted that the involvement of international experience and partnerships with other countries allows to use best practices and adapt them to Ukrainian realities, ensuring the continuous development and improvement of the national police [10, p. 55].

It is also important to consider the potential for implementing international standards and recommendations related to gender equality and physical fitness. Drawing on the experiences of other countries that have successfully navigated this area can help avoid common pitfalls and expedite the reform process. Collaborating with international organizations, such as the UN or the OSCE, can offer additional resources and expertise essential for the successful execution of the proposed initiatives.

Beyond internal reforms, there should be a focus on public education aimed at dismantling stereotypes regarding the roles of women and men in law enforcement. Information campaigns, participation in community events, and partnerships with the media can help cultivate a positive image of the police as a modern and progressive institution of all citizens, regardless of gender. When citizens recognize the police's commitment to justice and equality, they are more likely to engage and support law enforcement initiatives, ultimately contributing to improved public order and safety [11, p. 22].

It is important to highlight that enhancing gender equality and improving the physical fitness of officers can boost the competitiveness and appeal of the police profession among young people. This is crucial for securing the human resources needed in the law enforcement system to address current challenges. This is particularly relevant given the increasing demand for highly qualified personnel capable of effectively responding to modern threats. By creating an environment where everyone can realize their potential and achieve professional success, regardless of gender, we can attract talented and motivated individuals to the police force [12].

Additionally, special attention must be given to ensuring the safety and protection of police officers' rights while they perform their duties. Considering gender aspects in this context will provide a better understanding of and response to the specific risks and threats faced by different groups of officers. The development and implementation of appropriate policies and procedures will enhance personnel security and create comfortable working conditions [12–15].

Conclusions. Integrating a gender approach into the special physical training system of the National Police of Ukraine is a complex yet essential process that encompasses not just the physical aspects of training, but also psychological and social elements. This integration necessitates coordination across all organizational levels and close collaboration among various departments to create effective training programs that consider the physiological and psychological differences between men and women. In this context, gender equality not only ensures equitable conditions for all officers but also enhances the overall effectiveness of the police force. By implementing tailored training programs, we can establish an environment where every police officer, regardless of gender, has the opportunity to realize their professional potential. This, in turn, aids in developing a more effective law enforcement system that is equipped to tackle contemporary challenges. Such initiatives will positively influence not only the internal dynamics of the police but also the overall security situation in the country, fostering a more equitable.

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