

Україна перебуває на складному етапі лібералізації своєї воєнної політики, що на практиці означає її виведення на рівень апробованих демократичних стандартів. Такий процес не може бути ні лінійним, ні ситуативним, ні тим більше приуроченим до якоїсь пам'ятної події. Йдеться про тривалу імплементацію ліберально-демократичних цінностей в тканину державно-військових, цивільно-військових, внутрішньо-військових та інших відносин. На це знадобляться роки, проте без такої роботи не постане ні нова Україна, ні нова українська армія.

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CURRENT EU'S GENDER EQUALITY POLICY: A GUIDE FOR UKRAINE TOWARDS EUROPEAN INTEGRATION

In the context of Ukraine's European integration, the experience of the European Union in various areas of public life is becoming particularly topical. In Association Agreement between Ukraine and the EU a desire «to promote the gradual convergence of the Parties that is based on shared values and close privileged relations and deepening Ukraine's connection with EU policies and participation in programs and agencies» [1] is specifically stated.

The principle of gender equality is a major social value of the EU. Under article 420 of Association Agreement, Ukraine is committed to promote development of «gender equality and equal opportunities for men and women in employment, education, economic and social activities, and decision-making». In connection with this the analysis and synthesis of the EU experience in the area of gender policy has the great scientific and practical significance for political science.

The equal treatment of women and men has been a fundamental tenet of the EU since its inception. A number of documents that have been adopted for almost 60 years have a significant role in the process of promoting gender equality:

1. The Treaty of Rome (1957) committed Member States to the requirement of equal pay for equal work for women and men.

2. The Treaty of Amsterdam (1997) stipulated that the promotion of equality between women and men was one of EU's fundamental tasks.

3. The Charter of Fundamental Rights of the European Union (2000) states that equality between men and women must be ensured in all areas, including employment, work and pay (Article 23) and reaffirms the ban on discrimination on a wide number of grounds, including sex (Article 21).

4. The Treaty of the European Union (2009) commits Member States to non-discrimination and equality between women and men (Article 2 and 3).

5. The Treaty on the Functioning of the European Union provides that the Union will aim to eliminate inequalities and promote equality between men and women (Article 8). It also stipulates that the EU will aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation (Article 10).

In March 2010, Women's Charter was proclaimed. In this document the EU's policy has been defined in relation to gender equality. The provisions of this Charter have been transformed into a strategy that has a direct relation to the overall European strategy «Europe 2020».

The new plan is focused on solving the issue of women's wages and career prospects for women. In addition, the European Commission pays particular attention to the problem of domestic violence.

Despite the progress in the field of gender equality, made in recent years, women still earn 18% less than men [5]. In addition, very few women occupy senior positions in companies. The European Commission also suggests a large number of cases of domestic violence, in which women are often the victims.

Gender equality, *inter alia*, presupposes the need for economic development and competitive market. Increasing the number of employed women will contribute to 75% of employment, which is the aim of the strategy «Europe 2020».

According to the Justice Commissioner Viviane Reding, in order to enhance growth and development, Europe needs to use the talents and capabilities of women in a better way [6].

The new five-year gender equality strategy prioritised 5 key areas for action:

- equal economic independence for women and men;
- equal pay for work of equal value;
- equality in decision-making;
- dignity, integrity and ending gender-based violence;
- promoting gender equality beyond the EU.

In its turn, these areas include the following tasks:

- increasing female labour-market participation;
- reducing the gender pay and pension gaps and thus fighting poverty among women;

- promoting equality between women and men in decision-making;
- combating gender-based violence and protecting and supporting victims;
- promoting gender equality and women's rights across the world.

The strategy also considers the issues of paternity and other areas in which men are at a disadvantage compared with women.

However, there are concerns that the new strategy will not be fully operational. European Women's Lobby, an organization that brings together women's associations throughout the EU, has expressed concerns about the lack of legal framework. The organization states the presence of a need to leave behind rhetoric and move forward in the area of law and public relations.

Because of the need to ensure that gender equality is promoted, the EU Member States have established supranational bodies and institutions that monitor the application of gender equality laws, provide high quality research that are discussed during the special summit conferences, seminars, and take various measures to combat various forms of discrimination in Europe.

The European Institute for Gender Equality is a European autonomous agency that has been established in 2006. The Institute became operational in 2010. EIGE is located in Vilnius (Lithuania) and supports EU Member States and European institutions, in particular the European Commission, in their efforts to promote gender equality, fight discrimination based on sex and raise awareness of gender issues. EIGE is responsible for collecting and analysing comparative data on gender issues, for developing methodological tools, particularly for assisting the integration of the gender dimension in all policy areas (gender mainstreaming), for facilitating the exchange of the best practices and dialogue among interested parties, and for raising awareness among EU citizens.

Hence, the analysis of the current gender policy of the EU shows that it is one of the most important areas of EU's activity in the social sphere. Gender policy of the EU has a systematic, long-term strategic and consistent character. Rules that are formulated in political practice of the EU, principles and approaches in the area of gender equality should serve as a guide for Ukraine towards European integration.

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