REGULATORY AND INSTITUTIONAL FRAMEWORK FOR GENDER PARITY IN PUBLIC ADMINISTRATION OF UKRAINE

**Problem statement.** Ensuring gender parity is an important line of the public administration activity in Ukraine on its way to European integration, calling for reconsidering of gender roles and statuses, as well as equal participation of women and men in all the spheres of social life. However, in the social consciousness, gender rights and opportunities are of a declarative nature. This state of social consciousness does not correspond to the needs and interests of objective social processes, thus remaining in the focus of public administration researchers.

**Recent research and publications analysis.** Studies of parity gender relations in Ukraine, including those in public administration, have been conducted by G. Daudova, L. Honiukova, N. Hrytsiak, L. Husliakova, T. Isaieva, V. Korzhenko, I. Lazar, O. Levchenko, T. Melnyk, V. Sychova, O. Uvarova, O. Voronina, L. Voronko, I. Zherebkina and other researchers.

**The paper objective** is exploration of the issues of the regulatory and institutional framework for gender parity in public administration.

The paper tasks are:

– analysis of the regulatory framework for protection of equal rights and opportunities of women and men, including those in public administration;

–highlighting the activity of the domestic and international institutions that promote gender parity.
The paper main body. The paper analyzes the regulatory and institutional framework for equal rights and opportunities of women and men, including gender parity in public administration.

The Ukrainian legislation on gender parity is inseparably connected with the commonly recognized international documents and the operating representative offices of international organizations. Thus, the paper reveals their main provisions that promote gender equality.

The agencies, institutions and organizations, authorized to ensure equal rights and opportunities of women and men, are as follows: Verkhovna Rada of Ukraine; Ombudsperson for Human Rights of Verkhovna Rada of Ukraine; Government Commissioner for Gender Policy; executive authorities and local governments, and their authorized persons (coordinators) appointed to supervise the matters of equal rights and opportunities of women and men; public associations, etc.

Conclusions of the research and prospects for further surveys. The regulatory and institutional changes in the field of ensuring gender parity create a foundation for providing positive transformations in public administration due to a scientifically substantiated policy that popularizes gender equality in the society through the lens of social responsibility, which can be regarded as an indicator of changing gender roles. The obstacles on the way to ensuring gender parity are related to the declarative approach to implementation of the key norms of the Ukrainian and international law.

Considering the above-said, we deem it necessary to:
– develop a mechanism for introduction of a positive gender discrimination with an effective system of privileges, benefits, prohibitions, compensations, aimed to eliminate the existent misbalance between female and male opportunities as to realization of equal rights;
– provide the legal regulation of mass media activity in the mechanism of their functioning and legalization (registration or licensing) as an important
institution of forming gender ideology in Ukraine with account of the specificity of mass social consciousness through overcoming gender stereotypes.

Keeping in mind the above proposals would contribute to harmonization of gender relations, including those in public administration, which would make a positive impact on the state of the mass social consciousness, and favor the international image of Ukraine as a country that fulfills consistently its obligations in the sphere of protecting human rights and basic freedoms.