

# Strategies For The Development Of Gender-Specific Roles In The Experience Of Foreign Countries

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## ABSTRACT

This article provides analytical information on strategies for developing roles specific to gender models in the experience of foreign countries. The peculiar manifestations of gender stereotypes in European countries, as well as opinions on this issue, are presented. By explaining and analyzing this, we find answers to many questions in our social life.

**Keywords:** Foreign countries, experience, gender, models, roles, development, strategies, adolescent, society, state, legal, socio-political views.

## INTRODUCTION

In the world, based on a gender approach, creative models for the formation of cultural immunity in adolescents, the prevention of crime, suicide, and deviation from social norms among them, the acquisition of national and spiritual values, and ensuring successful socialization are being implemented. In the Declaration of Development until 2030, adopted at the World Forum in Incheon, South Korea, it is noted that "accelerated development in adolescent students of the ability to differentiate their gender roles and master gender roles, the formation of cultural immunity," and systematic work is being carried out aimed at forming immunity against "mass culture" in adolescent students, imitating life situations in the formation of cultural immunity of

Achieving gender equality is a major sustainable development goal facing today's international community. Moreover, gender equality is a human right, and today the issue of achieving and ensuring this equality is becoming increasingly relevant. At the same time, there are cases of broader promotion of the concept of gender equality, narrow-mindedness around it, and associating it with the ideas of "harsh feminism." From this point of view, it is

important to study this concept more broadly, to approach the essence of its content more deeply, as well as to study international requirements and the experience of foreign countries in this area.

First of all, we need to understand that gender is not just a concept related to women and is not related to gender.

The term gender was first used in 1975 and at that time embodied the ideas of "feminism." In scientific circles, the concept of gender was first used by psychoanalyst R. Stoler<sup>1</sup>. Today, this concept is the subject of research in several social sciences and humanities, and each field has its own definition.

As is known, the UN General Assembly's "Plan for Achieving a Sustainable Future for All" in 2015, consisting of 17 goals, defined achieving gender equality as the 5th goal of the Sustainable Development Goals. The World Bank's "Women, Business and Law Index," the Georgetown Institute of the USA's "Women, Peace and Security Index," the World Economic Forum's "Global Gender Gap" global report, the UN Sustainable Development Programs' "EM2030 SDG Gender Index,"

the "Gender Inequality Index," the European Gender Equality Institute's "Gender Equality Index," and the Organization for Economic Co-operation and Development's "Social Institutions and Gender Indices" are maintained on gender equality.

Moreover, if analyzed from the perspective of education and science, only 48 out of 892 Nobel laureates are women. At the same time, Marie Curie, the first female laureate, received the award twice: in 1903 in physics (together with her husband Pierre Curie and Henri Becquerel) and in 1911 in chemistry. In 1935, Marie Curie's daughter, Irene Joliot-Curie, was also awarded the Nobel Prize in Chemistry. The record-breaking awards among women were in 2009 - five women were awarded the Nobel Prize at once, including the first female laureate in economics, Elinor Ostrom. In 2014, 17-year-old Malala Yousafzai received the Nobel Peace Prize and became the youngest recipient of the award in history.

From the above figures and the data presented, it can be seen that achieving gender equality in the world, ensuring equal participation of women in all spheres of society, remains relevant.

A pertinent question arises: have models for achieving gender equality been developed in global practice? To what extent are they justifying themselves?

Analysis shows that the experience of countries that have undergone social modernization shows that success in its implementation is determined by achieving gender equality in the family and society.

Today, there are 4 models for achieving gender equality:

Gender integration - covers all spheres of socio-economic life, political, private, civil society, etc. (Denmark, Iceland, Norway, Sweden, and Finland). The integration of the principle of gender equality implies that certain views on equality become part of policy in all spheres.

Gender equality includes a fair distribution of forces and resources, as well as an equal assessment of the efforts and needs of men and women. In practice, this means that the rights, conditions, and social status of women should be taken into account in relation to the corresponding rights, conditions, and status of men. Gender-based budgeting is implemented in many OECD member countries and is a tool for assessing the impact of the state budget, which

provides an analysis of gender-based allocations aimed at achieving equality of opportunity for men and women in public services. For example, the Swedish government allocated 26 million for a four-year period for the implementation of the Gender Equality Strategy in Government Agencies in 2015-2018.

There are 250 non-governmental women's organizations in Poland, the largest of which are the Association of Rural Housewives and the Polish Women's League (both organizations have about 1 million members). The Center for Support of Women's Organizations, as well as the Center for the Protection of Women's Rights, are the most active.

In the Republic of Korea, within the framework of the national policy project "Acceleration of Future Women Leaders," a database of 100,000 women was created to increase the representation of women.

In 2000, a special committee was created under the Ministry of Social Security and Health of Finland.

In accordance with EU equality legislation, pan-European legislation, and decisions of the European Court of Justice, Finland has been tasked with developing a draft law to amend the law on the equality of men and women. Administrative reform was carried out in the country to improve the institutional mechanisms of equality policy. The responsibilities for implementing the equality policy are currently distributed between the two departments of the Ministry of Social Security and the Ministry of Health. In addition to the institution of the Ombudsman (Commissioner) for Equality, previously established by the government, a new office for gender equality has been created.

Its tasks include the preparation of state programs for the implementation of equality policy, the development of draft laws, and the analysis of the transfer of pan-European legal norms into Finnish legislation. The Office also houses the Gender Equality Council, whose members monitor the implementation of the principles of gender equality in society to ensure equal social and legal status for all Finnish citizens, the implementation of draft laws and amendments, and also formulate and publish their official statements on improving legal documents.

In turn, the Equality Ombudsman carries out its functions as an autonomous monitoring body in cooperation and

under the auspices of the Ministry of Social Welfare and the Ministry of Health.

The competence of the Ombudsman for Equality includes monitoring the implementation of legislation on equality, especially the prohibition of all forms of discrimination, as well as the popularization of the new legal culture established by law.

The Parliamentary Ombudsman annually submits to the parliament a report on the work done, law enforcement practice, as well as shortcomings in the legal framework that do not comply with the Constitution. The Parliamentary Ombudsman regularly holds meetings with representatives of various non-governmental organizations.

Along with the Ombudsman, appointed by the Finnish Parliament, the Chairman of the Court of Justice is the highest body in the country that monitors compliance with the requirements of the law. The Chairman of the Court ensures that the activities of state institutions do not contradict adopted laws. The Chairman also oversees the observance of fundamental civil liberties and human rights. In addition, the Chairperson of the Court of Justice preliminarily checks the lists of participants in government meetings in terms of compliance with the principles of gender equality and non-discrimination in appointments to certain positions.

In 2007, the government program was developed by Prime Minister Marie Kiviniemi. This program is broader and more practical than the previous one.

It emphasizes that the Cabinet of Ministers is responsible for ensuring gender equality. The government has developed an action plan to ensure gender equality and implement a comprehensive gender approach in the activities of government bodies.

The Finnish government strictly adheres to the principle of cooperation with central government bodies and non-governmental organizations in the development of national courses for the implementation of equality policy. In the government program, the Cabinet of Ministers defined the development of a national action plan for the implementation of the equality policy, the responsibility for the creation of which was assigned to the Ministry of Social Security and the Ministry of Health.

In particular, it is planned to amend the law on equality. The purpose of these changes is to achieve equality in public administration, legislative activity, and budgeting. In this case, using the results of the study (including public opinion polls), expert assessments, and other data, the authors of the collection analyze the distribution of labor and power among men and women.

What is common to the worldview of men and women in this country is the belief that the main responsibility for the financial support of the family lies with the man. The majority of men and women believe that men should be more actively involved in raising and caring for children. In Finland, maternity leave is 105 days, paternity leave is from 6 to 18 days, and parental leave is 158 days. In fact, since 1978, Finland has been the first country in the world to introduce paternity leave.

Parental leave is linked to their income. If one of them wishes to stay at home until the child reaches the age of three, the state will allocate a benefit. Parents of young children also have the opportunity to reduce working hours until the child completes the first semester of school. It is generally accepted that the household should not remain the responsibility of the woman, but should be carried out jointly by both spouses.

## **CONCLUSION**

In conclusion, firstly, it is necessary to accept the concept of gender equality as a social concept, paying attention to the fact that it implies equal rights and opportunities created in society for men and women; secondly, it is necessary to improve work within the framework of international requirements for gender equality; thirdly, it is necessary to expand scientific research on gender equality and organize wide awareness-raising work among the population.

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