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Women Warriors: Russia's Full-Scale Invasion of Ukraine and the Status Change of Women's Rights and Roles in the Ukrainian Army

Abstract: The article examines the legal framework regulating the rights and roles of women in the Armed Forces of Ukraine amid contemporary challenges, especially following the full-scale Russian invasion in 2022. The study reviews the legal basis starting from Ukraine's adoption of the UN Security Council Resolution 1325 "Women, Peace, Security" in 2016 and the implementation of national action plans aimed at ensuring gender equality in the security and defense sector. Particular attention is given to legislative changes that expanded women's access to all military positions, including combat and leadership roles, and the introduction of gender-sensitive language in Ministry of Defense documents. The methodology is based on the analysis of official documents, reports, interviews with military personnel and representatives of civil society organizations, and comparisons with NATO countries' experiences. The results show significant progress in women's legal rights, yet practical implementation faces challenges such as gender stereotypes, insufficient qualifications of personnel responsible for gender issues, and lack of adequate conditions and equipment for female soldiers. Conclusions emphasize the need to adopt best practices from NATO countries, establish specialized councils within the Ukrainian Armed Forces, conduct gender equality training, and monitor compliance with anti-discrimination policies. The study also recommends increasing the media visibility of female soldiers to support gender equality and raise societal awareness.

Key words: gender equality; women's rights and roles; armed forces; war; Ukraine

Introduction

We live in a highly uncertain, turbulent and unusual time in many regards. Take the situation of women across societies and fields of professional engagement. On the one hand, the global feminist movement has brought substantial changes towards better ensuring of women's rights in different parts of the world, and primarily its democratic parts. On the other hand, misogyny remains deeply embedded in many social and professional spheres.

A very important step towards ensuring real gender equality in Ukrainian society in various sectors was that in 2019 the Verkhovna Rada of Ukraine enshrined in the Consti-

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tution of Ukraine a strategic course towards membership in the EU and NATO.

„The North Atlantic Treaty Organization and European Union which Ukraine aspires to become a part of are about first of all a worldview and democratic values based on the rule of law and human rights. The Euro-Atlantic space has recognized the vital role of women in preventing and resolving conflicts and building peace. The more developed a society is, the more tolerant it is towards the issue of women's service in the army, considering it a free choice of any person” (*Методичні...*, p. 2).

When Ukraine is faced with an unjust war started by Russia, brutal killings, problems in domestic and international politics, it may seem that the issue of gender equality is untimely and we should not take it into account. But in reality, the future post-war reconstruction of Ukraine depends on the number of women in politics, in business, and on equal rights and opportunities in the Armed Forces of Ukraine. This is also stated by Ukrainian scientist T. Martsenyuk.

„In a situation of full-scale war, security challenges, and post-war reconstruction, it is important not to lose sight of Ukraine's achievements in ensuring gender equality, which may now be perceived as irrelevant” (Марценюк, 2024, p. 45).

Thus, it is very important to investigate how the situation with women's rights looked like in the Ukrainian army before the full-scale invasion and what changed after February 24, 2022.

Research Methodology

This study employs a qualitative research design that combines content analysis of Ukrainian legislative documents with in-depth interviews to explore how gender equality and women's rights are ensured within Ukraine's security and defense sector. The purpose of this approach is to assess the gap between the formal legal framework and its practical implementation in the context of the ongoing Russian–Ukrainian war.

The legislative analysis covered key national documents adopted between 2016 and 2024, including state programs, government resolutions, and ministerial orders that regulate women's participation in the Armed Forces and other defense structures.

For the empirical component, two in-depth, unstructured interviews were conducted in early 2025. The first interview was with the head of a Ukrainian feminist organization, which provided a civil society perspective on women's representation and advocacy within the military sector. The second interview involved a female service member who has been engaged in military service since 2014, and later, from 2022 to 2024, as a combatant in the Armed Forces of Ukraine. These two cases were purposefully selected because they represent distinct yet complementary standpoints – activist and practitioner – allowing for a richer understanding of institutional and cultural dimensions of gender equality in the Ukrainian army.

The legislative materials were analyzed through content analysis. The interview data were examined using thematic analysis to identify recurring patterns and challenges related to women's participation in the military, institutional culture, and per-

ceptions of gender-based barriers. Given the limited number of interviews, the study does not claim statistical representativeness. However, the combination of document analysis and first-hand narratives provides a balanced perspective on both policy and practice.

Regulating women's rights and roles in the army in the Ukrainian legislation

If we talk about the regulatory framework of Ukrainian legislation in the field of ensuring women's rights, there are many laws, regulations, orders, etc. For instance, in 2016, Ukraine adopted UN Security Council Resolution 1325 "Women, Peace, Security" and the Cabinet of Ministers of Ukraine adopted Resolution No. 113-r On Approval of the National Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace, Security" for the Period Until 2020 (Кабінет Міністрів України № 113-p, 2016).

According to this document, some state bodies of Ukraine, such as the Ministry of Internal Affairs, the Ministry of Defense, were tasked with expanding the participation of women in building and establishing peace. And to fulfill this task, the following measures were planned:

- improving the regulatory framework in terms of eliminating restrictions for women to serve/work, achieve career growth, prevent and respond to facts of gender discrimination or sexual harassment;
- identifying the needs for improving infrastructure and material and technical conditions for women's service;
- ensuring the participation of women in international peacekeeping and security operations;
- ensuring the participation of women in international peacekeeping processes, negotiation groups, multilateral measures to counter external and internal security challenges and threats;
- increasing the number of women in leadership positions in the security and defense sector, law enforcement agencies, including by implementing positive actions using international experience.

In 2020, the Cabinet of Ministers of Ukraine adopted Resolution No. 1544-r On Approval of the National Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace, Security" for the period until 2025. In terms of structure and content, the Program is based on NATO recommendations and priorities of state authorities, in particular regarding reforms in the security and defense sector, ensuring equal rights and opportunities for women and men (Кабінет Міністрів України № 1544-p, 2020).

In accordance with the Resolution of the Cabinet of Ministers of Ukraine dated October 9, 2020, No. 930, the Model Regulation on the Advisor on Ensuring Equal Rights and Opportunities of Women and Men, Preventing and Countering Gender-Based Violence was approved. In accordance with this resolution, the position of Advisor on Ensuring Equal Rights and Opportunities of Women and Men, Preventing and Countering Gender-Based Violence was introduced in the ministries (Кабінет Міністрів

України №930, 2020). In order to implement the State Social Program for Ensuring Equal Rights and Opportunities of Women and Men for the Period Until 2021, approved by Resolution of the Cabinet of Ministers of Ukraine dated April 11, 2018 No. 273 (Кабінет Міністрів України № 273, 2018), as well as the National Action Plan for the Implementation of UN Security Council Resolution 1325 “Women, Peace, Security” for the Period Until 2025, approved by Resolution of the Cabinet of Ministers of Ukraine dated October 28, 2020 No. 1544 (Кабінет міністрів України № 1544-р, 2020), systematic training on ensuring equal rights and opportunities of women and men has been launched for civil servants, local government officials, and representatives of the security and defense sector.

A very important step towards ensuring real gender equality in the Ukrainian army was Adoption of Order of the Ministry of Defense of Ukraine No. 50 dated February 10, 2022. In accordance with the Order of the Ministry of Defense of Ukraine No. 50 dated February 10, 2022, on Amendments to the Order of the Ministry of Defense of Ukraine dated June 20, 2012 No. 412/DSK, all positions of privates, sergeants, foremen and officers in the Armed Forces of Ukraine became available to female military personnel (Міністерство оборони України, 2022).

In accordance with the Law of Ukraine “On Military Duty and Military Service,” women who are fit for military service regarding their health and age and have graduated from institutions of professional (vocational-technical), specialized pre-university or higher education and have obtained a medical or pharmaceutical specialty are subject to military registration as military conscripts. Women who have a specialty and/or profession related to the relevant military registration specialty, specified in the list approved by the Ministry of Defense of Ukraine, and are fit for military service regarding their health and age, with exceptions, are taken into military registration on their request. Women who are registered for military service may be called up for military service or engaged in work to ensure the defense of the state in wartime on a voluntary basis. In peacetime, women may be accepted for military service and service in the military reserve only on a voluntary basis (under contract). Women perform military service on an equal basis with men (except for cases provided for by legislation on the protection of motherhood and childhood, as well as the prohibition of discrimination on the basis of sex), which includes voluntary acceptance (under a contract) and conscription into military service, service in the military reserve, performance of military duty in the reserve, and compliance with military registration rules (Верховна Рада України, 2012).

According to Article 6 of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men,” mandatory military service for men, as provided for by law, is not considered discrimination on the basis of gender (Верховна Рада України, 2015).

It is also worth noting that even before Russia’s full-scale invasion, there were many organizations in Ukraine to protect women’s rights. These included: the Medical Battalion “Hospitaliers” (*Медичний батальйон Госпітальєри*), The Women Veteran Movement (*Український жіночий ветеранський рух*), Invisible Battalion (*Невидимий батальйон*), Ukrainian Women’s Fund (*Український Жіночий Фонд*) etc. In 2019, girls were allowed to enter military lyceums in Ukraine, which was also

a great achievement for civil society representatives championing the cause of women's rights.

If we talk about the regulatory and legal acts that were adopted after the full-scale invasion, a very important and interesting document is Methodological recommendations on the use of gender-sensitive language in the system of the Ministry of Defense of Ukraine, which was approved on April 13, 2024 by the Ministry of Defense of Ukraine. Gender-sensitive language is language that is free from sexism and uses feminine pronouns. Most words that refer to both men and women (gender nouns and pronouns) are used in the masculine gender, which makes women "invisible" because they evoke predominantly male images. For example, when a word does not refer to any specific gender but refers to both men and women at the same time: "deputy" (*заступник*), "employee" (*працівник*), "manager" (*керівник*), "intern" (*стажист*). According to this document, the leadership of military command bodies, formations, military units, higher military educational institutions, military training units of higher education institutions, institutions and organizations, heads of independent structural units in the Ministry of Defense system are obliged to conduct internal information and educational campaigns aimed at raising the level of awareness of the collective (personnel) regarding the use of gender-sensitive language and the non-use of gender asymmetry of language, linguistic sexism, and gender stereotypes. Military personnel, civil servants, and employees of the Ministry of Defense must use appropriate vocabulary when performing their official duties and in communication, using the following techniques: avoid stereotypical statements: "weaker sex" or "stronger sex;" avoid statements that reinforce gender stereotypes in language and consciousness, such as: men are excellent managers, women are ideal performers; use feminine pronouns, which make it possible to make the work of women visible in stereotypically "unfeminine" positions and demonstrate the role of women as full-fledged subjects of socio-political life. Feminine pronouns are not used for military ranks (Міністерство оборони України, 2024).

Another document adopted in Ukraine after the full-scale invasion is the State Strategy for Ensuring Equal Rights and Opportunities for Women and Men for the Period Until 2030, approved by the Resolution of the Cabinet of Ministers of Ukraine No. 752-p dated August 12, 2022. This document addresses the underrepresentation of women among military personnel and law enforcement officers, especially at the decision-making level; the lack of decent working conditions for women and equal opportunities with men in the security and defense sector; the need to ensure decent working conditions for women and equal opportunities with men in the security and defense sector; the need to increase the representation of women among military personnel, rank and file and command personnel, law enforcement officers, in the judiciary, and the prosecutor's office. Also, the need for representatives of the security and defense sector to possess gender competencies and demonstrate a high level of gender sensitivity (Кабінет Міністрів України № 752-р, 2022).

Although Ukrainian legislation demonstrates a strong commitment to gender equality in the Armed Forces, the implementation gap remains significant. The policies often exist at the formal level without consistent mechanisms of monitoring and enforcement. This discrepancy between legal rhetoric and practical outcomes requires a deeper evaluation of institutional culture and leadership accountability.

Beyond the legal rhetoric: Facing practical developments and issues in ensuring women's rights and roles in the Ukrainian military

The existence of various international treaties, laws, and other documents does not always guarantee real equality in practice. Therefore, it is important to analyze the practical side of equal opportunities and implementation of women's rights in the army.

This research is also based on the interview with Iryna Musiy, a journalist documenting Russian war crimes and the founder of the feminist community WOMEN UA.

„Of course, we are grateful to our Armed Forces, they are our heroes and we understand this but there are some things we either don't want to talk about or we want to talk about less, because it's not the right time and sometimes we are demoralized. But behind this heroization, we must also understand that the military is a cross-section of society, and many different men serve in it. And if these men in civilian life allowed some humiliation of women, jokes, if they had such typically rude masculine behavior and the fact that they joined the army, it did not change their behavior. The army itself, as an institution, has always been patriarchal and masculine, as history has shown, and changing this takes a lot of time. It is very important to create a safe environment for women within the army so they can perform their duties and fight only against external enemies. All this can be done with the help of various programs that should be implemented from school, changing these stereotypical roles about women. The problem with women is that they constantly need to prove that they are good enough to have authority. It is also important to understand that gender equality is not about uniformity in the military, it is about creating comfortable conditions for each group, it is about taking into account the characteristics of a person so that they can perform their duties efficiently. That is what gender equality is about, and not only in the army” (Musiy, 2025). She wanted to join the Armed Forces of Ukraine, but after analyzing the very difficult situation regarding everyday sexism and prejudice within the structure, she changed her mind. She believes that many ideas enclosed in various documents remain unimplemented, just as there is also a gender advisor and experts in the Ministry of Defense, etc. The insights of Iryna Musiy illustrate how formal equality frameworks coexist with persistent informal barriers in military structures.

Ukrainian scientists such as Bondar V., Selianinova A. conducted a study in 2024 on the attitude of women human rights activists to the phenomenon of feminization of the army. In this study the opinions of the respondents were divided.

„The war contributed to the deepening of patriarchal discourse, the increasing manifestation of these two roles: defender and victim. For men, war, on the contrary, means the consolidation of power positions and even the strengthening of inequality in power relations with women. This, according to another respondent, is illustrated by the almost complete absence of women in military administrations. Representatives of women's human rights organizations note that, despite obstacles, the number of women in the Ukrainian army is increasing, their status is improving, and their needs are increasingly being taken into account, which indicates the feminization of the army. Analyzing the trends towards feminization of the Ukrainian army and the challenges in this process, the participants of the study make different predictions about the future of female soldiers. Some believe that

the formation of women in the army will occur after the victory. Others predict an increase in the number of women in certain specialties due to the development of military technologies that will not require great physical exertion, while the stereotypical division of military specialties will still persist. However, given the current patriarchal narratives in society, feminization is expected to reach a certain glass ceiling” (Бондар, Селянінова, 2024, pp. 49–52).

The issue of harassment remains an unresolved, unpopular, and hidden issue in the Ukrainian army. Ukrainian scientist Tamara Martsenyuk thinks that after the full-scale Russian invasion of Ukraine in February 2022, the issue of sexual harassment in the military has not been mentioned in the media. In her opinion, this may be due to various factors: 1) there are no reports of such cases; 2) women are not ready to talk about cases of gender-based violence; 3) other topics are more important during a war (Марценюк, 2024, p. 49).

We can return to the words of Iryna Musiy that all this can be done with the help of various programs that should be implemented from school, changing stereotypical roles about women. Ukrainian scientist Martsenyuk T. emphasizes education as an important factor for ensuring gender equality.

„Addressing the issue of protection of military personnel from sexual harassment is another step towards a professional army. Education in this case is an important factor, as it involves awareness of gender equality, the ability to recognize sexual harassment, counteract it, and deal with the consequences” (Марценюк, 2023, p. 54).

The second in-depth interview for this research was with Maya Moskvych, she is an activist, a participant of the Revolution of Dignity, a veteran of the Russian Ukrainian war, first woman who joined the Ukrainian National team in the international competitions Invictus Games. Also, she is a gold medalist in both bullseye shooting and archery at the 2022 Warrior Games, which is veterans, and servicemen competitions hosted in the USA. She knows very well what has happened in the Ukrainian army with women's rights since 2014, because she participated in the Anti-Terrorist Operation in 2014, and she went to fight from the first day of Russia's full-scale invasion of Ukraine.

In 2014, she went to war as a volunteer and then there was a big problem that she could not officially join the Armed Forces of Ukraine because then there were absolutely no positions for women. At that time a woman could only be in the position of a clerk, a cook. And there was a problem where to go to serve and she was sent to the National Guard as a clerk, then she somehow transferred to the position of a soldier and when she applied for a military ID, it turned out that it was kind of illegal. One of the places where she could partially realize herself was the structure of the Ministry of Internal Affairs of Ukraine (Police). She was in the Harpoon unit of the Ministry of Internal Affairs and she had a police officer's certificate but she performed tasks in the combat zone. In fact, this was the only format in which a woman could serve in a combat position at that time. She rose to the rank of sniper. There was always one reason for not receiving a certificate even after completing the courses – gender. Then she resigned, and after her resignation she joined the women's veterans' movement and learned that they were advocating for women's rights in the military. In 2017 they achieved the opening of positions in the Armed Forces for women, which was a real breakthrough. Getting a military ID card in

2014 turned out to be a huge problem for her, although she participated in the Anti-Terrorist Operation, she had 6 rotations, she could not get a military ID card because she is a woman. She spoke about this in various media outlets, including *Ukrainska Pravda* (Moskvych, 2025).

It was essential for her to get a military ID and she spent years trying to get it. She got it anyway, and when the full-scale invasion began, she had already got a military ID. She was able to join the Armed Forces of Ukraine officially in the position of a rifleman-medical. Of course, she faced questions from men, why did you go to war, etc. But they asked such questions until the moment they got into the combat zone, but after the first battle at the front, they stopped because they realized that such questions were irrelevant. After that, you gain respect and authority. But in reality, since the bulletproof vest and physical exertion were the same for everyone, both men and women. She also had experience interacting with a person who dealt with gender issues in the brigade, and the problem is that these people are not always able to resolve conflicts professionally, perhaps they are not sufficiently trained. The problem is that usually in conflict situations they work more with the victim than with the aggressor. Often the solution is to transfer the victim to another position and to another place, rather than punishing the perpetrator. This turns the situation into a vicious circle, since the aggressor will never understand the consequences of his behavior, because they simply do not exist for him personally. Maya also emphasizes that the Armed Forces of Ukraine in general need reform, since not only women, but also sometimes men, face unfair treatment (Moskvych, 2025).

The case of Maya Moskvych, in turn, shows the evolution of women's access to military service from informal volunteerism in 2014 to official participation, confirming a gradual shift from exclusion to recognition.

Conclusion

The analysis shows that despite legislative progress, practical barriers and patriarchal attitudes persist. This discrepancy reveals that formal gender mainstreaming requires institutional reform and better education. Based on these findings, several steps could be proposed. To improve the situation of women in the Ukrainian Army, Ukrainian scientists and public figures should study the experience of NATO countries. All actions of Ukraine, as well as Ukrainian science, should be primed for a full, in-depth study of the experience of NATO countries, especially in matters of gender equality.

If we talk for example about the Polish experience, what Ukraine can take as an example is the creation of a Council for Women in Ukrainian Armed Forces. The Council for Women in the Polish Armed Forces was established by Decision No. 22 of the Undersecretary of State of 25 November 1999. It currently brings together representatives of all branches of the Polish Armed Forces and the Military Health Service, military schools and other components. The previously functioning "Council for Women in the Ministry of National Defense" is now the Council for Women's Military Service (*Rada Kobiet*). In accordance with Decision No. 120/ of The Minister of National Defence of Poland of 31 October 2023 on the functioning of the Council for Women's Military Service in the Ministry of National Defence the Council's tasks include:

- identifying factors influencing the performance of professional military service by female soldiers;
- conducting educational activities;
- cooperating with organizational units, representative bodies of professional soldiers, non-governmental organizations, state and international institutions together with their specialized agencies in the scope of exchanging experiences resulting from the performance of professional military service by female soldiers, etc (Decyzja Nr 120/MON, 2023).

In the Estonian experience women have been serving in the military since its conception. As of 1 April 2013, the new Military Service Act states that women can serve in the compulsory service on equal terms with men (Kaitsevägi). In 2017, Estonia's Minister of Defence approved the policy for increasing participation of women in military service.

The Ministry of Defence's area of government is guided by the following overarching principles when involving women in military national defence:

- national defence is a joint effort of all citizens and the entire society, which is why both men and women are expected to contribute equally to national defence;
- society at large must equally support and recognise the contribution of both men and women to social life and ensure equal career opportunities regardless of gender.

There are no professions or positions in the Defence Forces and the Defence League where women's participation is limited or preferred due to gender, while equal requirements and conditions apply to all defence personnel regardless of gender. The main measures of the policy to be implemented from 2017:

- female persons voluntarily entering military service will be allowed to serve in all military units preparing reserve units;
- it is ensured that when assigning a military specialty to both male and female conscripts, the motivation of the person as well as the physical and mental prerequisites are taken into account equally with men;
- the necessary organizational and everyday service conditions in military units are ensured for female conscripts, uniforms and individual equipment are developed or adapted;
- the policy target group and the Defence Forces are regularly asked for feedback in order to identify and eliminate possible obstacles to women's participation in service (Kaitseministeerium, 2017).

In Estonia also there is special TV program "Women in Form," which takes a closer look at women's career opportunities in the Defence Forces. This TV program shows what is the everyday life of a female professional defence service member and conscript, and what qualities and skills the national defence develops in them (KRA, 2024).

When considering other NATO countries, examples for Ukraine could include those with high indicators of gender equality, not only within the military but also across society as a whole. Such countries are Norway, Sweden, Finland, Germany and France. In the context of countries outside of NATO or the European Union, Israel represents an exemplary model for gender equality in the military. What Ukraine should aim for, and what these countries possess but Ukraine lacks, is a significant representation of women in the highest ranks of the military. To achieve this, Ukrainian government agencies, non-governmental organizations, veteran movements, and institutions of higher military

education must engage in extensive collaboration at various levels with representatives from these countries. It is essential to establish research teams based on Ukrainian and foreign universities, ministries of internal affairs, and non-governmental organizations that will focus on developing and implementing projects aimed at training female military personnel in leadership roles.

Based on the empirical findings, several directions can be proposed to strengthen gender equality in the Ukrainian Armed Forces:

- Institutionalize gender mainstreaming through consistent monitoring and evaluation mechanisms, ensuring that equality policies are implemented beyond the declarative level;
- Increase women's representation at decision-making and leadership levels;
- Promote balanced media representation of female military personnel to challenge stereotypes and make women's contributions in defense more visible;
- Strengthen cooperation between governmental bodies, non-governmental organizations, and academic institutions to ensure evidence-based policymaking and sustained public dialogue on gender and security.

The main conclusion of this research is that Ukraine has a comprehensive legal framework regulating the protection of women's rights in the army. The situation has begun to change and improve since 2018. Thanks to legislative changes adopted in 2018, women are now officially eligible for combat and leadership positions in the army. Additionally, gender-sensitive language has been officially adopted and is now in use. But there are still some problems, for instance there is widespread sexism in both the Ukrainian army and Ukrainian society in general, insufficient level of qualification of people dealing with gender equality issues in the army, lack of normal conditions and equipment for female soldiers in the army. It is worth to recommend to journalists, photographers, and documentary filmmakers who often visit the front lines to try to include female soldiers in their coverage as widely as possible. We know that very often in history, women have not been and are not adequately represented.

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Kobiety wojowniczk: Pełnoskalowa inwazja Rosji na Ukrainę a zmiana statusu praw i roli kobiet w ukraińskiej armii

Streszczenie

Artykuł analizuje prawne regulacje dotyczące praw i ról kobiet w Siłach Zbrojnych Ukrainy w kontekście współczesnych wyzwań, szczególnie po pełnoskalowej inwazji Rosji w 2022 roku. Badanie

obejmuje podstawy prawne, poczynając od przyjęcia przez Ukrainę Rezolucji Rady Bezpieczeństwa ONZ nr 1325 „Kobiety, Pokój, Bezpieczeństwo” w 2016 roku oraz wdrożenia krajowych planów działania mających na celu zapewnienie równości płci w sektorze bezpieczeństwa i obrony. Szczególną uwagę poświęcono zmianom legislacyjnym, które rozszerzyły dostęp kobiet do wszystkich stanowisk wojskowych, w tym bojowych i kierowniczych, oraz wprowadzeniu języka uwzględniającego perspektywę gender w dokumentach Ministerstwa Obrony. Metodologia opiera się na analizie oficjalnych dokumentów, raportów, wywiadów z personelem wojskowym oraz przedstawicielami organizacji pozarządowych. Wyniki wskazują na znaczny postęp w zakresie praw kobiet, jednak praktyczne wdrażanie napotyka na bariery, takie jak stereotypy płciowe, niedostateczne kwalifikacje osób odpowiedzialnych za kwestie gender, a także brak odpowiednich warunków i wyposażenia dla kobiet-żołnierzy. Wnioski podkreślają konieczność adaptacji dobrych praktyk państw NATO, tworzenia specjalnych rad przy Siłach Zbrojnych Ukrainy, prowadzenia szkoleń z zakresu równości płci oraz monitorowania przestrzegania przepisów antydyskryminacyjnych. Rekomenduje się również aktywne angażowanie kobiet w mediach, aby zwiększyć ich widoczność i promować równouprawnienie w społeczeństwie.

Słowa kluczowe: równość płci; prawa i rola kobiet; siły zbrojne; wojna; Ukraina

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