

THE IMPORTANCE OF GENDER DIVERSITY IN PUBLIC AUTHORITIES

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Historically speaking, we can all agreed that Men held the most of all the worlds resources especially in African countries, a Woman is not allowed to owe or buy or sell any plot of land without the support of a man, she's not allowed to participate actively in politics or hold any important relevant position in public authorities. Gender equality implies that the interests, needs and priorities of both women and men should and must be taken into consideration, recognising the diversity of different groups of women and men (for example: women belonging to ethnic minorities, gay men and women or women and men with disabilities). Gender equality is a human rights principle.” In this work, we will be able to see that Male-dominated and culturally specific theorizing and knowledge have generally resulted in the exclusion of women and other groups. When applied in research, policy, and action, such theories and knowledge not only ignore women's contributions in all spheres of activity but also exclude consideration of issues particularly relevant to women. We will also see different theories and views of gender disparity in public authorities and some recommendations government can use to promote participation of women not only in politics, but every sphere of life. Although laws and systems may appear impartial to men and women, they sometimes maintain and reinforce discrimination against women and the entrenched norms imposing stereotyped roles for men and women. In some aspects, people's thoughts and actions, as well as customs and traditions, are discriminatory and prejudiced against women and are based on stereotyping regarding men and women's roles. Such a way of thinking in society makes it difficult to achieve genuine gender equality, and not only prevents

women from reaching their full potential in various fields but also hinders men from seeking freedom in their lives. Hence, it is necessary to broadly analyse and reform people's thoughts, customs and traditions in society, not merely to consolidate laws and systems, in view of substantial equality between men and women. Women are not only subject to income or asset inequality but also in terms of freedom and power deprivation of women goes beyond one's imagination. They lack not only economic freedom at home because of absence of autonomy in household decisions, limited or complete absence of property ownership rights and the poor wages earned but also lack any freedom in airing opinions over education of children. The status of women in the society is an outcome of the interpretation of religious text and the cultural and the institutional set-up of religious communities. The role of religion is obviously complex and it varies across time and space. However, it is pertinent for societal development that gender equality and the emancipation of women should be considered as important factors for the economic, social and democratic progress of Ukrainian women and women all over the world. Let's not forget "Gender equality" aims to achieve genuine equality between men and women by planting the idea of respecting human rights deeply into society's soil. The Gender Equality Society is not specifically for male or female.

As with any other aspect of social life, gender is shaped by an individual's genetic heritage, physical body, and physiological development. Let's face it. Women make the world go around, literally. Yet despite juggling all of life's crazy demands birthing and raising children, providing financial stability and preparing healthy, home-cooked meals while also trying to find time for exercise, time with friends, and the occasional moment of relaxation-women is still treated as "less than" in the workforce. Gender inequality can affect your living standard and experience while Gender equality concerns equal rights (absence of gendered discrimination).

There has been growing recognition of the need to ensure women's equal access to public sectors. This applies to physical space such as streets, parks, and public transport, as well as to governance structures, and the cultural and economic life. From the perspective of the human settlement's arena, there is also recognition of the need to address women's access to resources, housing and basic services, such as

electricity and energy, water and sanitation, refuse and waste management. I would love to talk about gender and development.

The biggest challenge facing women internationally is the fundamental inequality of political and economic opportunity that the majority of women all over the world face. There are major structural, legal and social barriers to women's empowerment in public life and sector. Lack of visibility and uneven work-life balance arrangement make it especially hard for women to be active in economic and political life. Women also face a lack of political encouragement to run for public offices.

Ukraine has made progress towards gender equality; however, challenges remain. Irrespective of the progress made, challenges remain. Despite Ukrainian legislation's achievements in securing equal rights for men and women, the realization of gender policy is far from being achieved, especially with regard to women's employment rights. Inequality tends to manifest itself in employers' preference for men in hiring and retaining workers during layoffs, and in unequal wages. There are still many strong stereotypes, which are the root cause of gender equalities. These stereotypes need to be tackled so that boys and girls, women and men can reach their full potential. In this sense. According to Council of Europe Gender Equality Strategy 2020-2023, gender equality is one of the priorities of the Council of Europe.

Every Ukrainian female worker deserves decent pay and every Ukrainian girl child needs a high-quality education. But without equitable and smart spending, Ukraine cannot afford the investments needed to ensure that this happens. Therefore, sensible planning and resource management is essential for the country to build the modern education system it needs to become internationally competitive and prosperous. The cultural environment in Ukraine is aggravated by a poor rule of law, insufficient power of the social institutions and lack of political will. Throughout time and in most societies, activities associated with men have been valued and rewarded more than those associated with women. That's why being able to break the gendered lens through which we look at human activity is difficult.

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