

WOMEN'S RIGHTS ARE HUMAN'S RIGHTS

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Abstract: *the article analyzes the problems of gender inequality in different countries and practice of international law in this question. Legal regulation of gender equality and cooperation between States are to be done worldwide. The relevance of the topic was chosen because some countries break the rules of the UN, it can be seen a latent discrimination. Declarations of international organizations and ways of their application in the current situation are also analyzed, some bills can be borrowed to promote gender work diversity.*

Keywords: *rights, equality, violations.*

ПРАВА ЖЕНЩИН - ПРАВА ЧЕЛОВЕКА

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Аннотация: *в статье анализируются проблемы неравенства полов в разных странах и международная практика в этом вопросе. Правовое регулирование гендерного равенства и сотрудничества между государствами должно осуществляться во всем мире. Актуальность темы была выбрана потому, что некоторые страны нарушают правила ООН, в этом можно усмотреть скрытую дискриминацию. Также анализируются Декларации международных организаций и способы их применения в текущей ситуации, некоторые законопроекты могут быть заимствованы для продвижения гендерного разнообразия в работе.*

Ключевые слова: *права, равенство, насилия.*

The roots of gender inequality are primarily of historical origin. Traditionally, the image of a woman was associated with the homemaker, wife and mother, but over time, these ideas had changed. For example, the industrial revolution and the mechanization of production led to the widespread use of women's labour, and women's struggle for freedom of their rights gradually began, with the support of international workers' organizations and, as a consequence, the emergence of the first international legal standards on labour protection. The first period: the end of 19th century -1945 the need to develop international standards for the regulation of women's work. 1945-1975 The Charter of the United Nations was signed on 26 June

1945, The Universal Declaration of Human Rights was proclaimed by the UN General Assembly in 1948. And the third period is from 1975 till nowadays.

In the era of globalization the issues of legal regulation of gender equality has become particularly relevant. The Cooperation between States as subjects of international law through signing documents with the help of international organizations plays a huge role in maintaining the balance in the society. One of the 17 Sustainable Development Goals, which was announced on 25 September 2015 by the General Assembly in Resolution 70/1 «Transforming our world: the 2030 Agenda for Sustainable Development» is to try to realize the human rights of all and to achieve gender equality and the empowerment of all women and girls. The achievement of full human potential and of sustainable development is impossible if one-half of humanity continues to be deprived of its human rights and opportunities.¹ Girls and women must have an equal access to quality education, economic resources and political participation as well as the same opportunities with boys and men for employment, leadership and decision-making at all levels. All forms of discrimination and violence against women and girls must be eliminated. The issue of weapons and human rights was addressed for the first time by the Human Rights Council (HRC) addressed in a clear and direct manner in September 2013. In November 2013, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Committee adopted a general recommendation (30) on women in conflict prevention, conflict, and postconflict situations.² In this document, the Committee outlines the concrete measures states parties can take to ensure that women's human rights are protected before, during and after a conflict. It notes that CEDAW requires states to focus on conflict prevention, which includes effective regulation of the arms trade, in addition to appropriate control over the circulation of existing and often contraband conventional big and small arms, to prevent their use to commit or facilitate serious acts of gender-based violence.³ The Beijing Platform for Action was adopted at the UN Fourth World Conference on Women in Beijing in 1995. Its section on women and armed conflict includes strategic objectives on reducing excessive military expenditures and controlling the availability of armaments. Specifically, it calls on governments to investigate and punish members of the police, security, and armed forces who commit acts of violence against women, violations of international humanitarian law, and violations of the human rights of women in situations of armed conflict; recognize that women and children are particularly affected by the indiscriminate use of anti-personnel landmines and thus undertake a number of actions to prevent their trade and use. The Geneva Declaration was adopted in 2006 in order to promote sustainable security and a culture of peace by taking action to reduce armed violence and its negative impact on socio-economic and human development. The Declaration also requires its signatories to promote a

¹ A/RES/70/1 Distr.: General 21 October 2015. Электронный ресурс [www.undocs.org.ru]. URL (22.11.2018).

² www.osce.org/secretariat/110526?download=true#1. Электронный ресурс [www.osce.org]. URL (22.11.2018).

³ <http://www.refworld.org.ru/type,GENERAL,,,52d9028d4,0.html>. Электронный ресурс [www.refworld.org.ru] URL (24.11.2018).

comprehensive approach to armed violence reduction issues, recognizing the different situations, needs and resources of men and women, boys and girls, as reflected in the provisions of UN Security Council Resolutions 1325 and 1612.

The low awareness of society leads to the fact that not all victims of daily attacks know about the new legal mechanism of their rights protection.

Some traditional practices (female circumcision, early/forced marriage) are recognized by an increasing number of African States as violations of the rights of girls and women at the international level. This practice violates the human rights to health, safety, security of person and the right to freedom from torture and cruel, inhuman or degrading treatment or punishment, as well as the right to life, when all these lead to death. 130 million girls and women in 29 countries have suffered— such statistics were cited at the regular session of the UN Secretary-General Antonio Guterres. Besides, at its session The United Nations Committee on the Elimination of Discrimination against Women announces that India's abuse of women is the biggest human rights violation on Earth. Tragic rape cases have shocked the country. But the everyday suffering of 650 million Indian women and girls goes unnoticed. There is an urgent need to combat female circumcision; this ritual is carried out in more than 30 countries in Africa. In Egypt, Sudan, Ethiopia, Eritrea, Somalia, Mali, more than 80% of women undergo this procedure. The practice of forced marriage deserves close attention from the international community and should be strictly regulated at the legislative level; it could be eradicated only when women were regarded as full participants in social, economic, cultural and political life.

Comparing the Russian Federation to Muslim or African countries, there is no discrimination against women in our country as one can see there, because Labour Code protects different social groups and provide guarantees to women. But it can be seen a latent discrimination. Public policy refers only to things that are specifically prohibited by a law enacted by the legislature, or prohibited by a regulation established by a government agency. Under federal law, public policy includes statutes prohibiting discrimination against people in specific protected groups, which include sex, race, national origin, disability, age (under 18), and pregnancy. And one cannot notice such discrimination in governmental structures, but in private organizations it sometimes exists. For example, a woman was not allowed to maternity leave by an employer and she was frightened to ask for help in labor inspection, as she does not want to lose job. Sexual harassment is considered a form of sex discrimination. There is no federal protection for sexual orientation discrimination. It is possible to reduce the impact of this problem, if the government or independent organizations coordinate lessons or team-work an hour per week to increase legal literacy. An employer can be unfair, obnoxious or bad at management and it is important to teach both sides to cooperate in the most peaceful way.

Apart from this, California Governor Jerry Brown signed a bill on 1 October 2018 that requires major companies with headquarters in California — including many household-name tech firms like Apple, Facebook — to have at least one woman on their boards by next year, and depending on the size of the board, up to three women by 2021. The law is the first of its kind in the U.S and in the world. Companies that fail to comply with the new rule face fines of \$100,000 for a first violation and

\$300,000 for a second or subsequent violation. The Russian Federation can also borrow such bill in order to promote gender diversity.

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