



“NICOLAE BALCESCU” LAND FORCES ACADEMY



GENDER PERSPECTIVES AND MILITARY EFFECTIVENESS

Isabela Dragomir



Erasmus+ STT Meeting – Gender Issues
9th-11th October, 2019, Vasil Levski NMU, BULGARIA



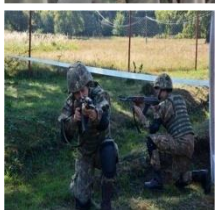
AGENDA



1. Introduction



2. “Nicolae Balcescu” LFA’s educational approach to Gender Perspectives



3. Gender ratios at “Nicolae Balcescu” LFA



4. Future avenues for the implementation of gender perspectives



5. Conclusions





1. INTRODUCTION

- **2014** – Romania adopted the 10-year plan for the implementation of **UN Security Council Resolution 1325 of Women, Peace and Security**

- **Gender advisors at the level of the Romanian Armed Forces**



Increased **involvement** of woman in the military needs to be **constantly promoted** by their respective national authorities so that **more** of them **join** the armed forces.



Elena Raluca Radu
Gender Counsellor in the Romanian Ministry of Defence

✓ are given education and training via military courses delivered by military educational institutions

✓ counsel military personnel and decision-makers on issues such as: gender perspective, tolerance, consideration for women's special needs, women's rights etc.

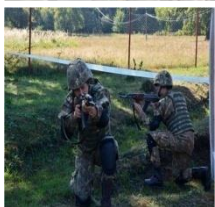


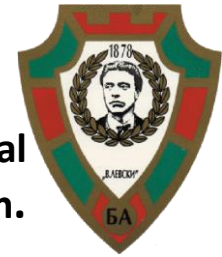
The revised Constitution and “The Status of Military Personnel” represent the legal framework in which women in the Romanian Armed Forces develop and function.



RECRUITMENT

➤ 2002 – Law 202 on equal opportunities between men and women





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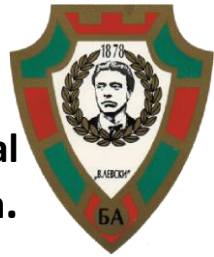
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TRAINING/EDUCATION

➤ 1/3 of the candidates annually selected for military educational institutions are female





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EMPLOYMENT

- staff and logistics positions
- finance
- medical service
- engineering
- information management and technology
- resource management
- public relations
- military law
- military education





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DEPLOYMENT

- multinational operations
 - ✓ KFOR
 - ✓ IFOR
 - ✓ ISAF
 - ✓ ENDURING FREEDOM
 - ✓ RESOLUTE SUPPORT
 - ✓ etc.

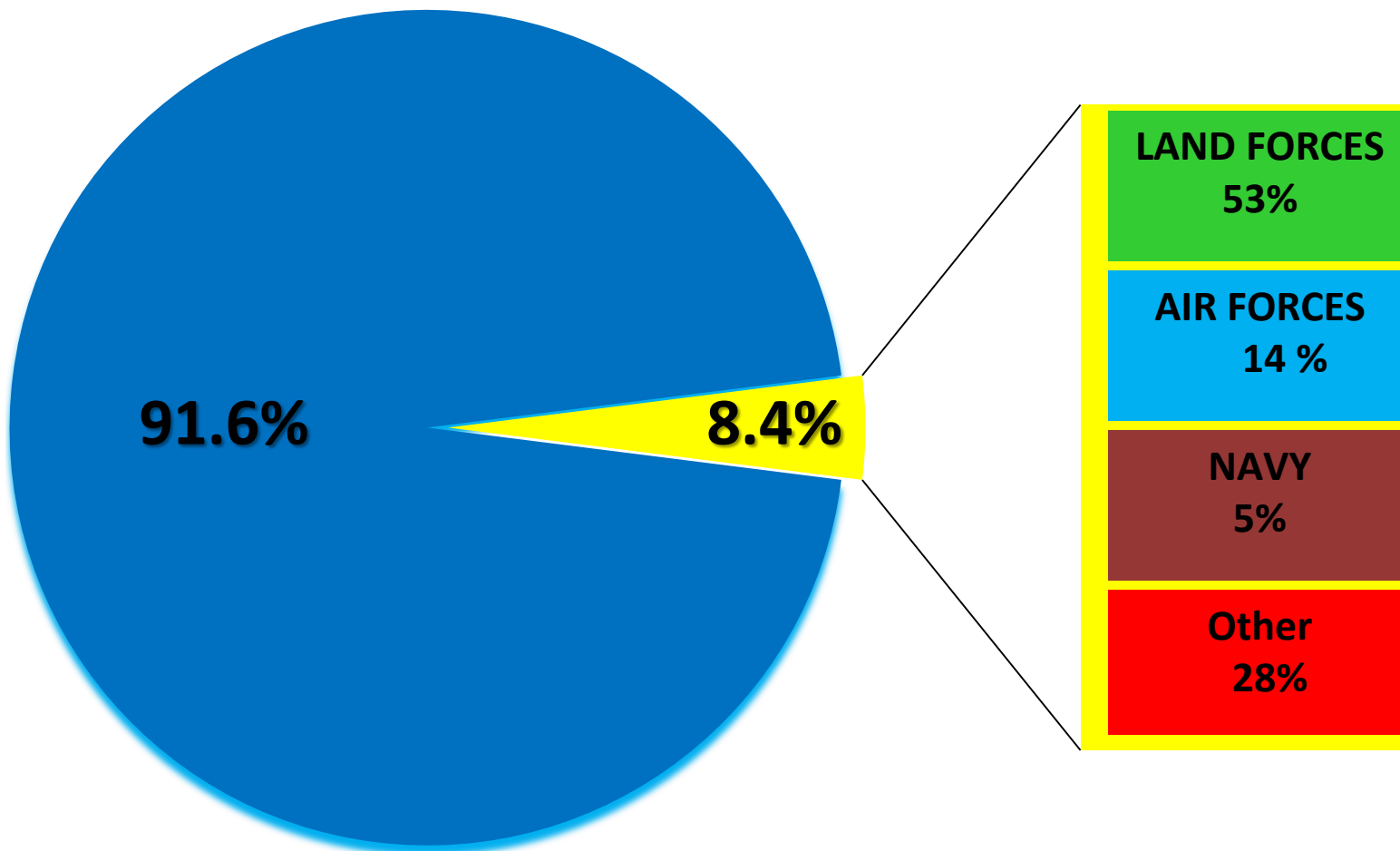
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Percentage of men and women from all active duty military personnel



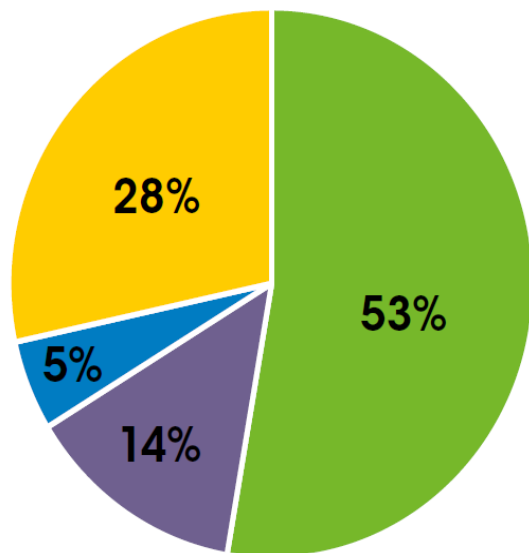
Source: 2017 National Report at the Level of the Romanian Armed Forces



A comparison between the distribution of female vs. male personnel by services

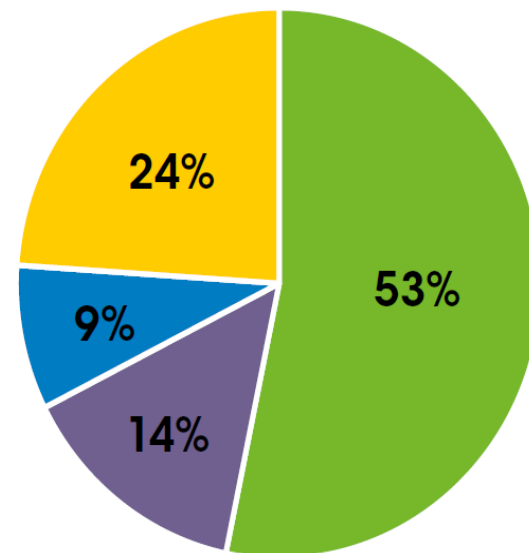


Distribution of female personnel by services



- Army
- Air Force
- Navy
- Others

Distribution of male personnel by services

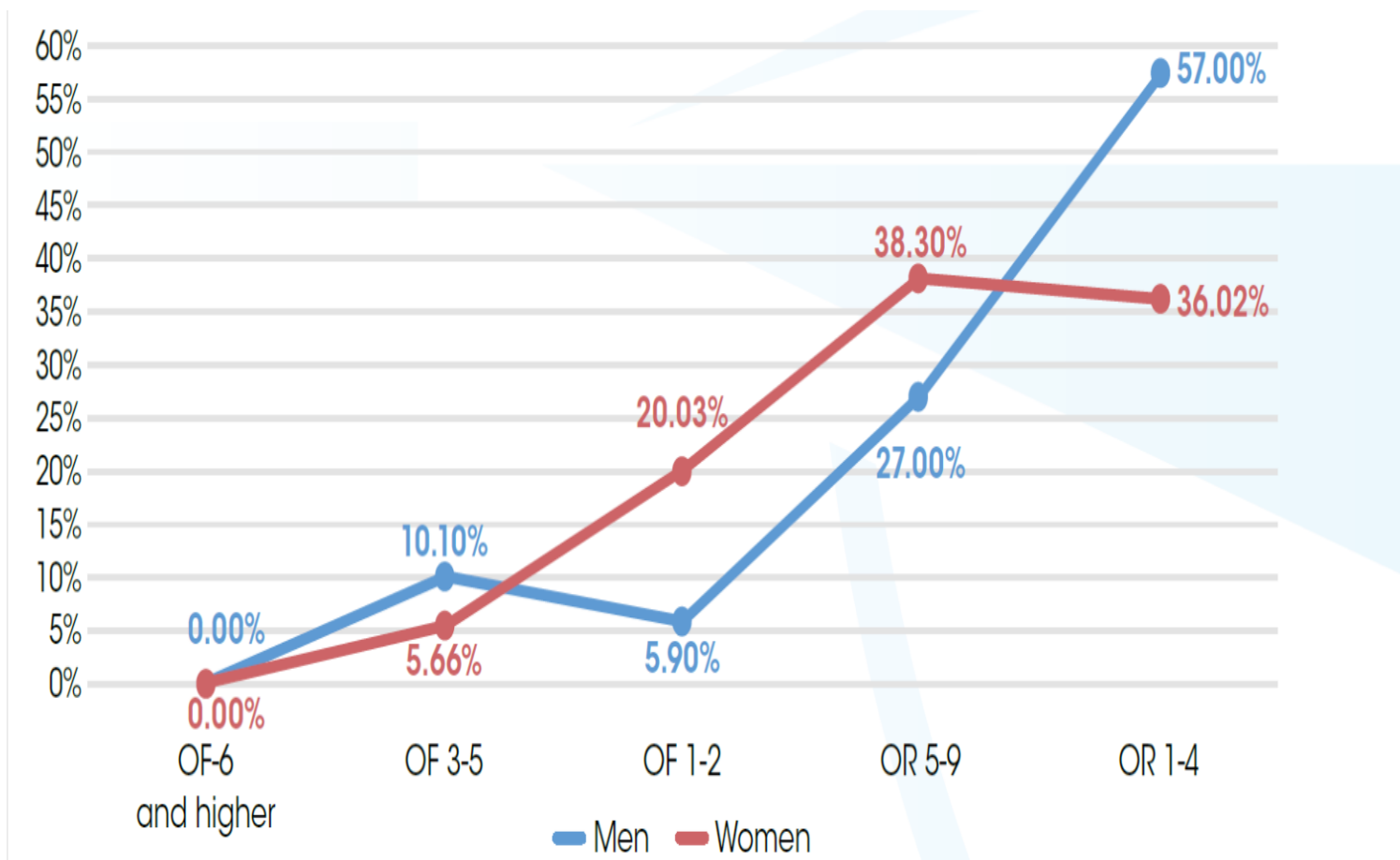


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Source: 2017 National Report at the Level of the Romanian Armed Forces



A comparison between the distribution of female vs. male personnel by rank

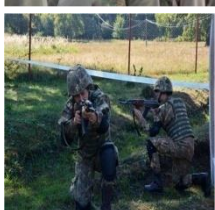


Source: 2017 National Report at the Level of the Romanian Armed Forces



2. “NICOLAE BALCESCU” LFA EDUCATIONAL PERSPECTIVE ON GENDER EQUALITY

- ❑ There are **NO** restrictions/differences regarding the entrance exam in the military academies between male and female candidates;
- ❑ Physical fitness requirements and tests for the entrance exam – same tests, different standards, which are **gender-based** (e.g. long jump requirements: 3.50 m for females and 3.80 m for males; running: 2000 m – 9’30” for females and 8’30” for males).



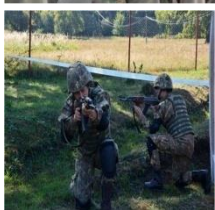


2. “NICOLAE BALCESCU” LFA’S EDUCATIONAL APPROACH TO GENDER PERSPECTIVES



GENDER ISSUES/ EQUALITY – Academic disciplines

- **MILITARY ORGANIZATIONAL BEHAVIOR (II/3) – 4h**
 - ✓ Stereotypes
- **FUNDAMENTALS OF LEADERSHIP (II/3) – 8h**
 - ✓ Gender socialization
 - ✓ Women in leadership positions
- **BASIC MILITARY TERMINOLOGY (International semester II/4) – 6h**
 - ✓ Women in the military
- **CULTURAL AWARENESS (International semester II/4) – 12h**
 - ✓ Gender roles
 - ✓ Positive discrimination
 - ✓ Cultural attitudes towards gender issues
- **INTEROPERABILITY (International semester II/4) – 4h**
 - ✓ Gender challenges





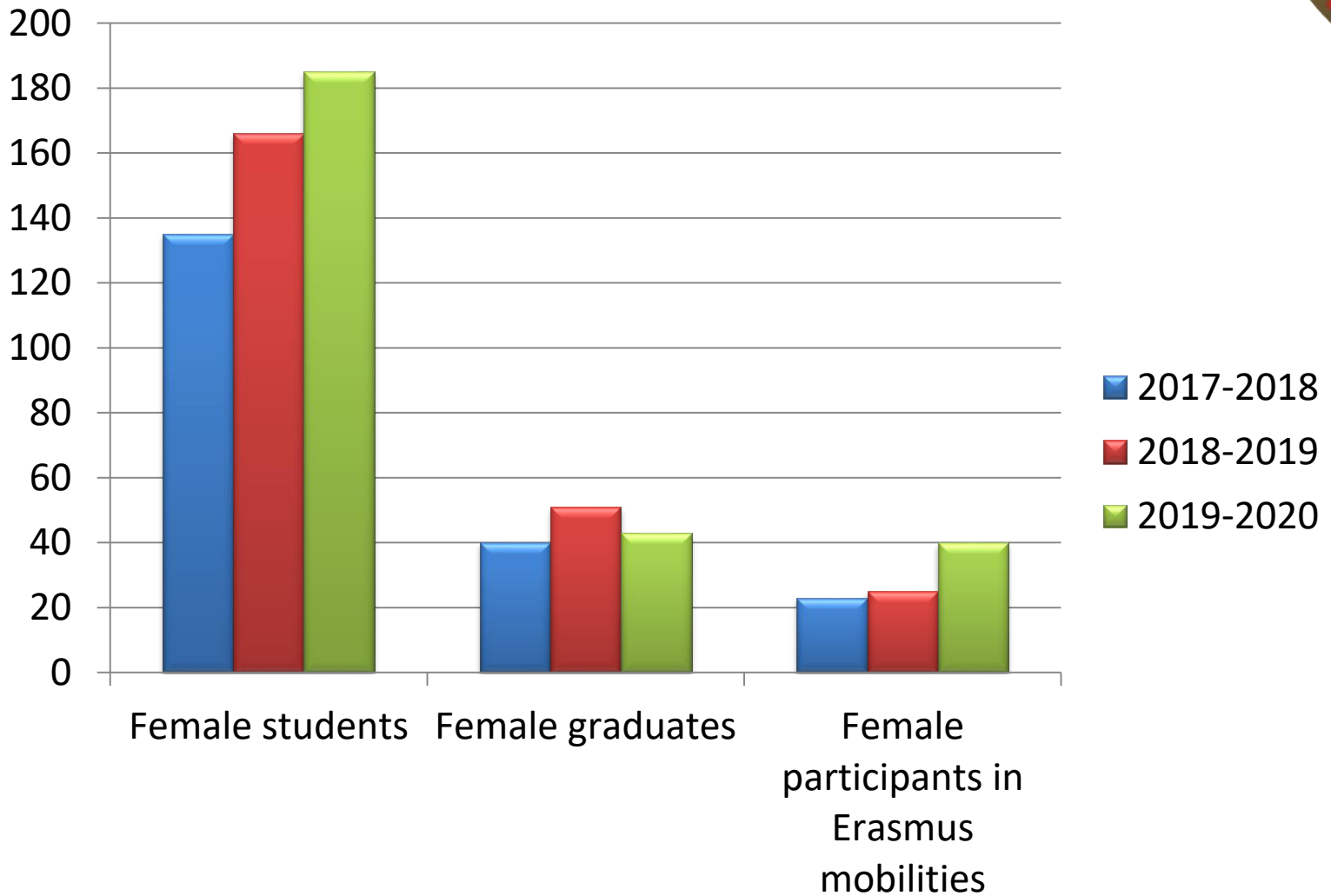
3. GENDER RATIOS AT “NICOLAE BALCESCU” LFA



Academic year	Category	Number
2017-2018	Total number of students	751
	Female	135
	Total number of graduates (in 2017)	238
	Female	40
	Number of participants to Erasmus+ Programme (SMS and SMP)	90
	Female participants in Erasmus mobilities (SMS and SMP)	23
2018-2019	Total number of students	871
	Female	166
	Total number of graduates (in 2018)	271
	Female	51
	Number of participants to Erasmus+ Programme (SMS and SMP)	102
	Female participants in Erasmus mobilities (SMS and SMP)	25
2019- 2020	Total number of students	892
	Female	185
	Total number of graduates (in 2019)	237
	Female	43
	Number of participants to Erasmus+ Programme (SMS and SMP)	110
	Female participants in Erasmus mobilities (SMS and SMP)	40



Dynamics of female students numbers between 2017-2019

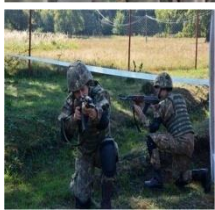




3. FUTURE AVENUES FOR THE IMPLEMENTATION OF GENDER PERSPECTIVES EDUCATION



- ✓ more disciplines to discuss topics related to gender issues
- ✓ live interactions between students and female role-models



BG Florentina Radu-Ioniță, commander of the Central Military Hospital and the first military woman doctor to have the rank of general

COL Doina Mureșan, the first woman commandant of a national military college





CPT **Simona Măierean**, the first woman to fly a supersonic MIG-21 Lancer

LT **Mirela Ivașcu**, the first female commander of a Romanian Military Police detachment in the operations theater in Afghanistan



LT **Ana-Maria Lungoci**, the only female flight instructor on the YAK 52





4. FUTURE AVENUES FOR THE IMPLEMENTATION OF GENDER PERSPECTIVES



PUBLIC DIPLOMACY PROJECTS

Presentations, conferences, round-table talks, think-tanks focusing on gender-related issues



- ✓ Better promotion of the military system among high school students



- ✓ A more intense promotion among young people of the successful examples of officer career (both female and male);
- ✓ Change of mentalities and overcoming biases can only be achieved through dialogue, tolerance and acceptance of diversity.



4. CONCLUSIONS

- Achieving gender equality in the military is not about filling quotas;
- It is about **providing both men and women with equal rights**, responsibilities and opportunities;
- **Implementation of gender perspectives** starts early on
 - Education
 - Role-models
 - Good practices in society
- Encourage openness to **dialogue**
- Embrace **diversity** in all forms



Interdisciplinary approach – gender perspectives and feminist ideologies with military theory and discussion of military effectiveness





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THANK YOU FOR YOUR ATTENTION!



Diversity. Equality. Unity. Dignity, respect, and justice for all.