



# “NICOLAE BALCESCU” LAND FORCES ACADEMY



## HOW TO STRENGTHEN GENDER PERSPECTIVE WITHIN THE EUROPEAN BASIC OFFICER EDUCATION?

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2<sup>nd</sup> – 3<sup>rd</sup> March, 2021, Estonian Military Academy, Tartu, ESTONIA



# AGENDA



1. Introduction
2. National and LFA's approach to Gender-related Perspectives
3. Distribution of male/female students at "Nicolae Balcescu" Land Forces Academy
4. Teaching gender-related subjects in the "Nicolae Balcescu" Land Forces Academy
5. Conclusions

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# 1. Introduction

Adding a *gender perspective* has the potential to transform the traditional military paradigm by including and creating an increased understanding of the importance of non-traditional security issues.

*Gender mainstreaming* is the process of assessing the often different implications for women and men of any plans, policies, and activities of all actors involved. UNSCR 1325 calls for the systematic implementation of a gender perspective in peacekeeping and peace building by all Member States. The ultimate goal of mainstreaming is often described as *achieving gender equality*.



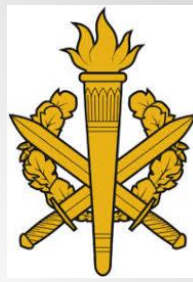
## 2. National and LFA's approach to Gender-related Perspectives

**2002 – the RO Parliament adopted Law 202/2002 on Equal Opportunities between Women and Men, which specifically focused on gender equality (Gender Equality Law). Among other measures, the law provides for positive action promoting gender equality as ‘special actions that are adopted on a temporary basis in order to accelerate the realisation in practice of equal opportunities between women and men (Article 4(e))**

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

**- In accordance with the “2014 Plan”, a gender advisor permanent position was established at the Ministry of Defense level**

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# The 3 Pillars of Women, Peace and Security (United Nations Security Council Resolution 1325)

- Prevention
- Protection
- Participation



**1325**  
women | peace | security

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# Percentage of military active duty military personnel

Figure 1a. Percentage of military active duty women and men

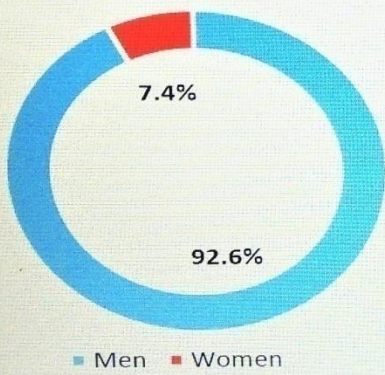


Figure 1b. Distribution of military women by services

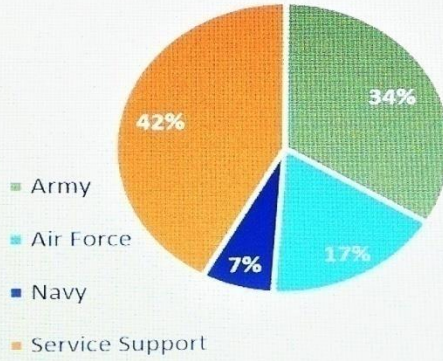
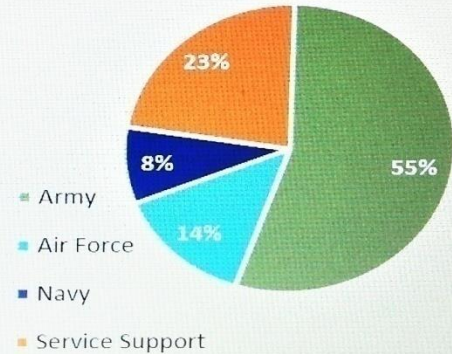


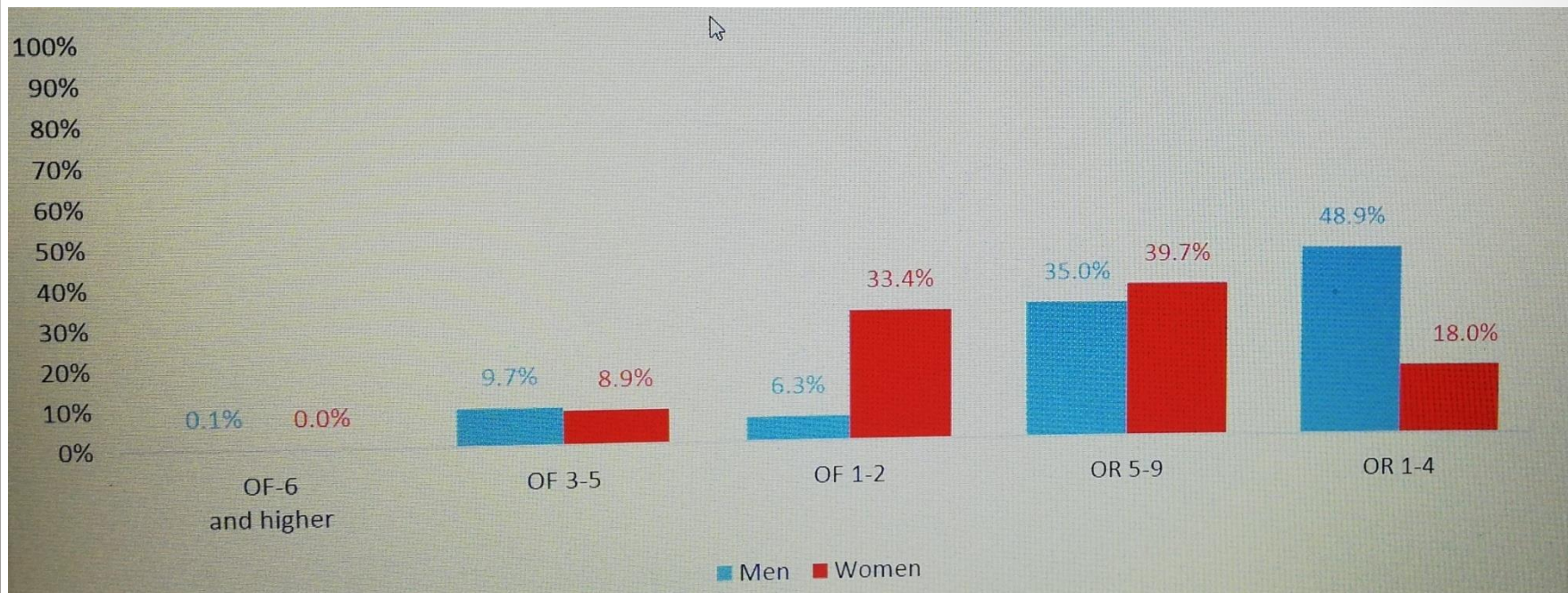
Figure 1c. Distribution of military men by services



Source: 2018 Romania's National Report to the NATO Committee on Gender Perspectives



## Comparison between the distribution of female vs. male personnel, by rank



Source: *2018 Romania's National Report to the NATO Committee on Gender Perspectives*

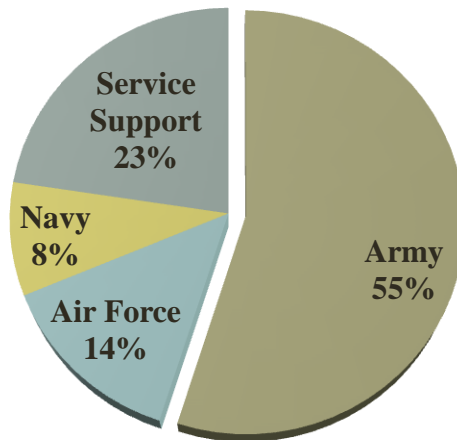
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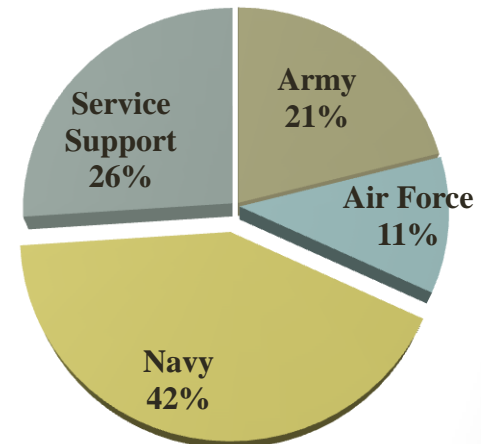


# Comparison between the distribution of female vs. male personnel, by services

Distribution of male personnel by services



Distribution of female personnel by services



Source: *2018 Romania's National Report to the NATO Committee on Gender Perspectives*





# “Nicolae Balcescu” LFA educational perspective related to gender equality



- There are **NO** restrictions/differences regarding the **ENTRANCE EXAMINATION** in the military academies between male and female candidates;
- There **ARE** **physical fitness requirements** and tests for the entrance exam – same tests, different standards, which are **gender-based** (e.g. running: 2000m – 9’30” for females and 8’30” for males, long jump requirements: 3.5 m for females/3.80m for males)



# Distribution of male/female students at “Nicolae Balcescu” Land Forces Academy

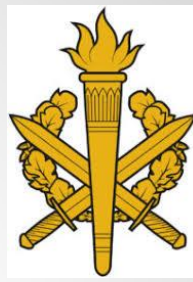


*Number of students – bachelor’s degree studies*

Year of study	Number of students enrolled at the “Nicolae Balcescu” Land Forces Academy								
	Academic year 2018-2019			Academic year 2019-2020			Academic year 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
I	291	72	363	225	72	297	230	95	325
II	194	43	237	288	71	359	223	72	295
III	219	52	271	194	43	237	288	71	359
<b>Total students</b>	<b>704</b>	<b>167</b>	<b>871</b>	<b>707</b>	<b>186</b>	<b>893</b>	<b>741</b>	<b>238</b>	<b>979</b>



# Distribution of male/female students at “Nicolae Balcescu” Land Forces Academy



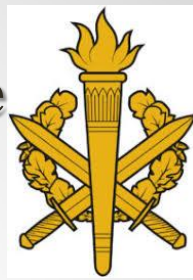
*Number of students – master’s degree studies*

Year of study	Number of students enrolled at the “Nicolae Balcescu” Land Forces Academy								
	Academic year 2018-2019			Academic year 2019-2020			Academic year 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
I	171	27	198	226	48	274	227	53	280
II	105	21	126	167	25	192	220	48	268
<b>Total students</b>	<b>276</b>	<b>48</b>	<b>324</b>	<b>393</b>	<b>73</b>	<b>466</b>	<b>447</b>	<b>101</b>	<b>548</b>

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## 4. Teaching gender-related subjects in the “Nicolae Balcescu” Land Forces Academy



### 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 (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





## 5. Conclusions

- Change of mentalities and overcoming biases can only be achieved through dialogue, tolerance and acceptance of diversity;
- Changing the mindset of personnel in military organizations, by making them aware of the necessity of supporting gender mainstreaming;
- Raising the number of women in military organizations is certainly important to provide a gender balance, but it is also important to raise the awareness of gender mainstreaming among the personnel because only when an organization has both, can gender equality even be considered;
- Include **GENDER ADVISORS** in the military organizations;
- Gender perspectives should be included in existing training modules and not treated as a stand-alone topic.



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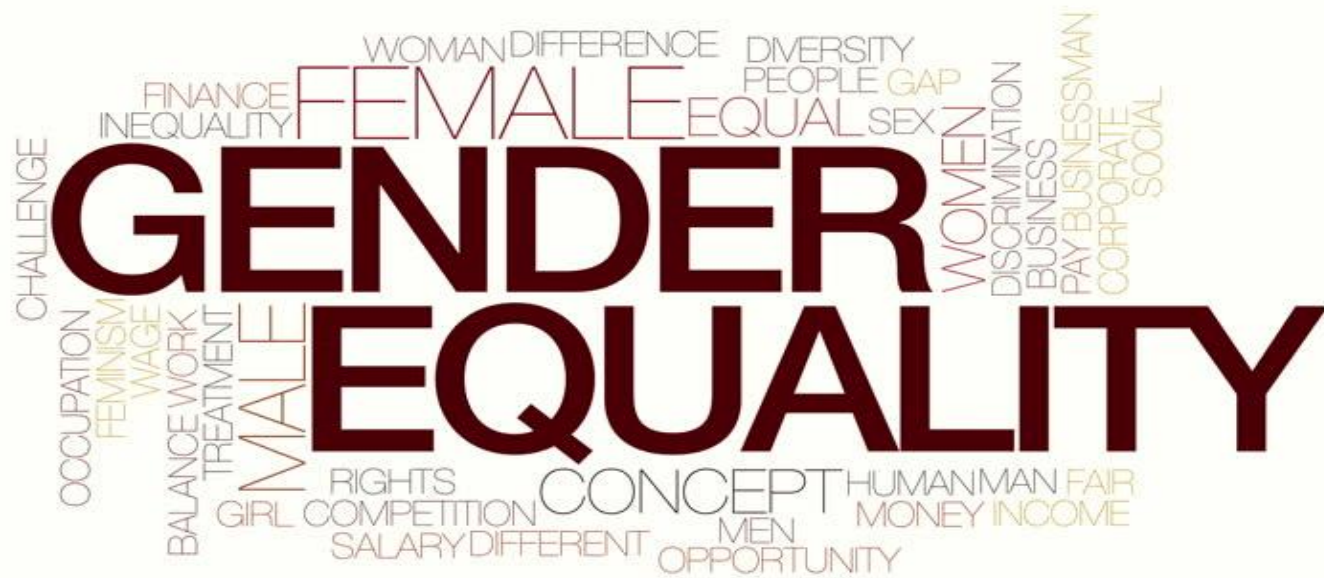
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**THANK YOU FOR YOUR ATTENTION**



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

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