



MILITARY GENDER STUDIES

GOOD PRACTICES AND ROLE MODELS

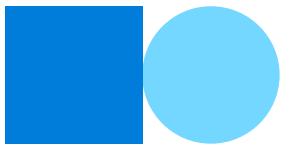
MILITARY GENDER CHALLENGES



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Agenda

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**PERSPECTIVES ON WOMEN IN
ROMANIAN SOCIETY AND INSIDE
ROMANIAN ARMED FORCES**

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GOOD PRACTICES

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CONCLUSION AND DISCUSSIONS



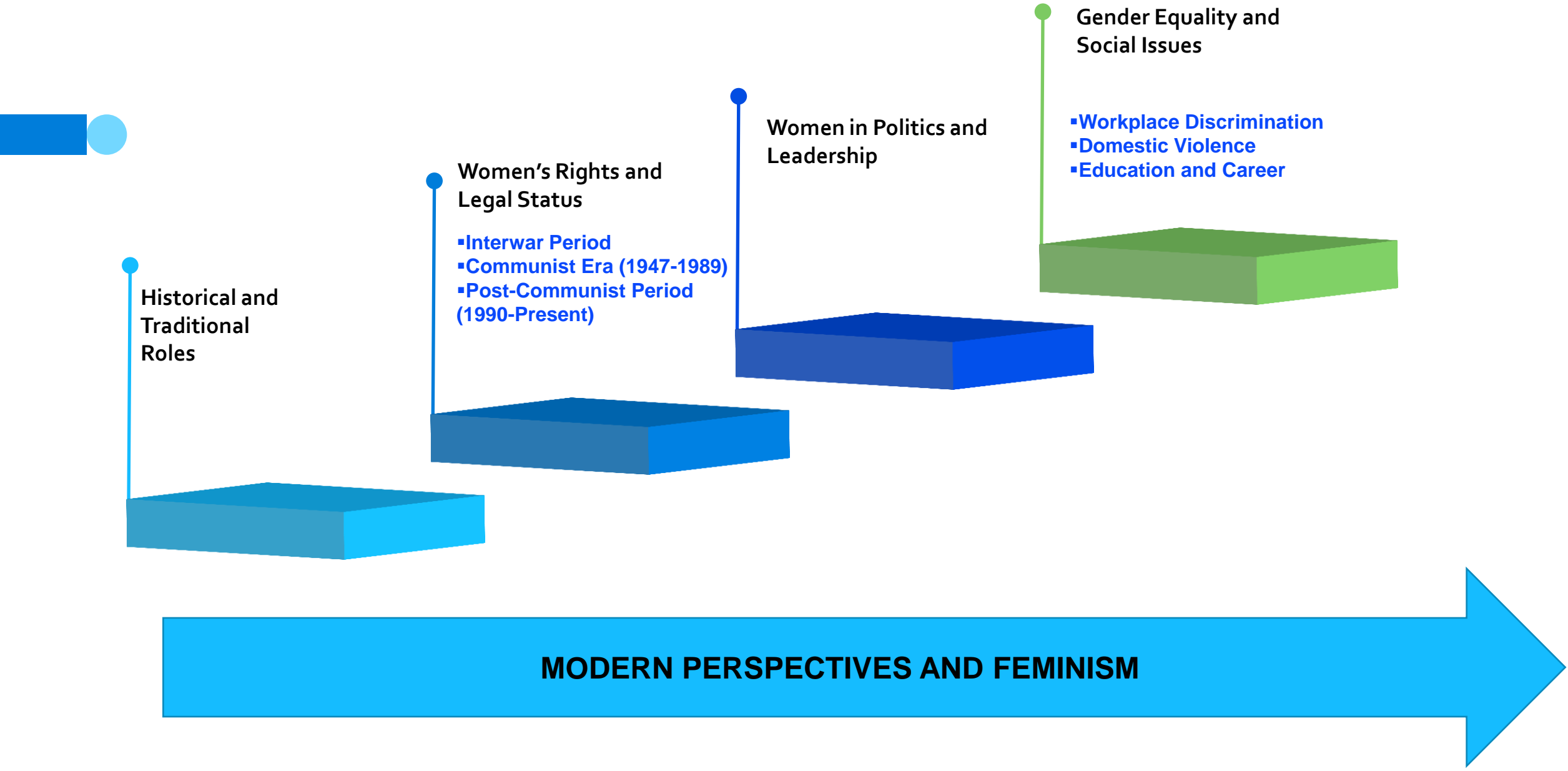


PERSPECTIVES ON WOMEN IN ROMANIAN SOCIETY AND INSIDE ROMANIAN ARMED FORCES

➤ **PATRIARCHAL SOCIETY**

➤ **THE PATH TO EQUALITY**

WOMEN IN ROMANIAN SOCIETY



PERSPECTIVES ON WOMEN IN ROMANIAN ARMED FORCES

HISTORICAL CONTEXT

- women's roles in the military were largely limited
- military reforms encouraged gender inclusivity

CHALLENGES AND GENDER BIAS

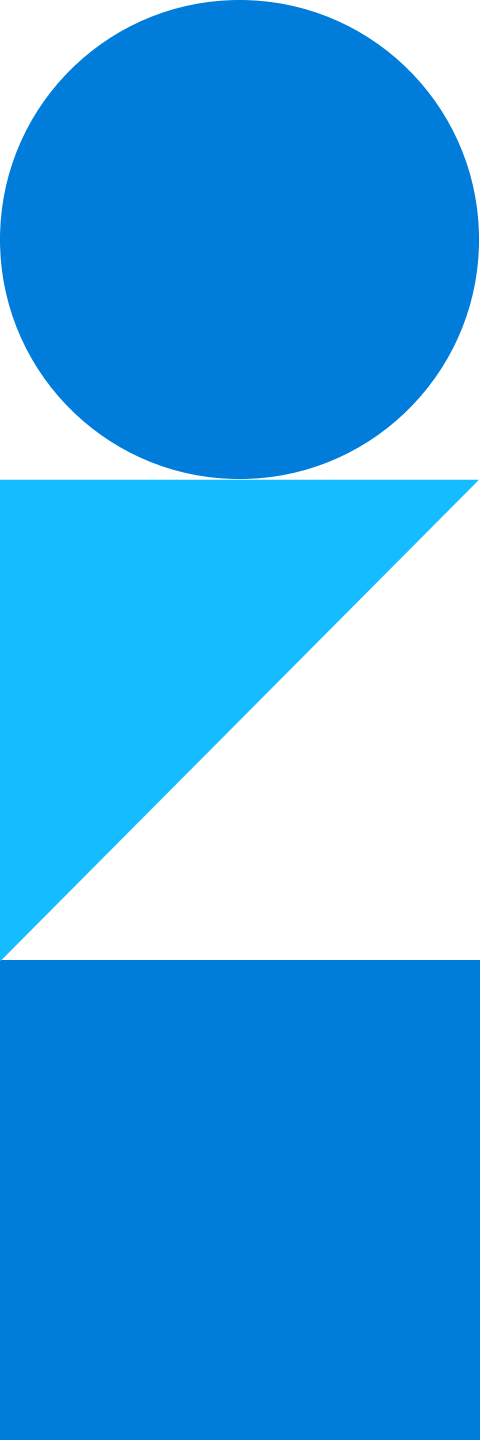
- Underrepresentation
- Gender Stereotypes
- Work-Life Balance
- Harassment and Discrimination

WOMEN'S ROLES IN THE ARMY

- combat roles, intelligence, logistics, medical services, and leadership positions.
- no legal barriers preventing women from joining elite military units

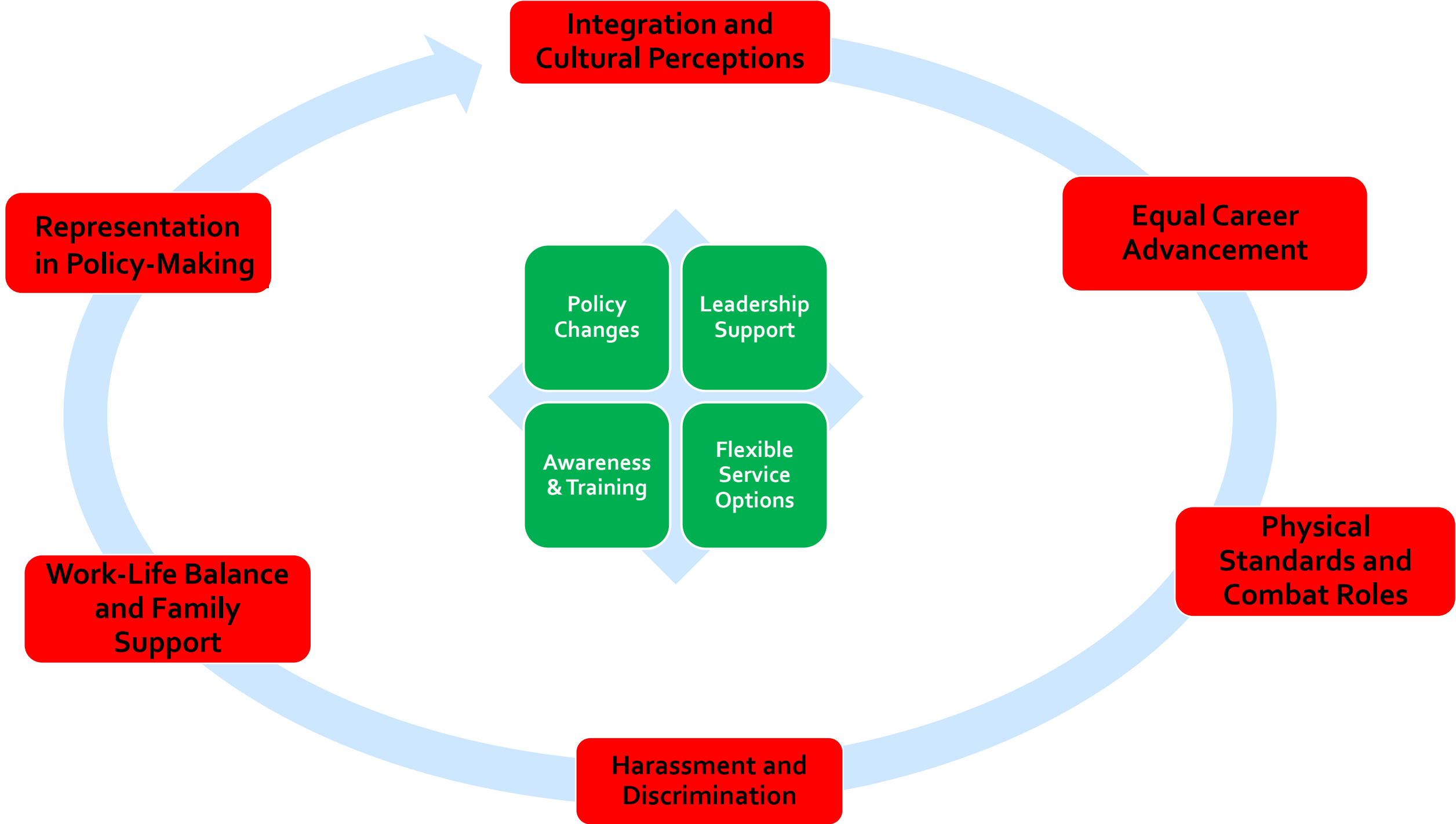
PROGRESS AND FUTURE TRENDS

- more women to join the armed forces
- promote gender equality and integrate more women into leadership and combat roles
- growing acceptance of women in all military fields



MILITARY GENDER CHALLENGES

“THIS IS A MAN’S WORLD”





GOOD PRACTICES

***“... BUT IT WOULD BE NOTHING WITHOUT A
WOMAN...”***



EQUAL OPPORTUNITIES IN CAREER PROGRESSION

- merit-based promotions
- mentorship programs
- transparent selection criteria

WORK-LIFE BALANCE AND FAMILY SUPPORT

- flexible deployment options
- equal access to parental leave

GENDER-INCLUSIVE TRAINING AND STANDARDS

- gender-neutral performance standards
- unconscious bias training

PROMOTING INCLUSIVE LEADERSHIP AND REPRESENTATION

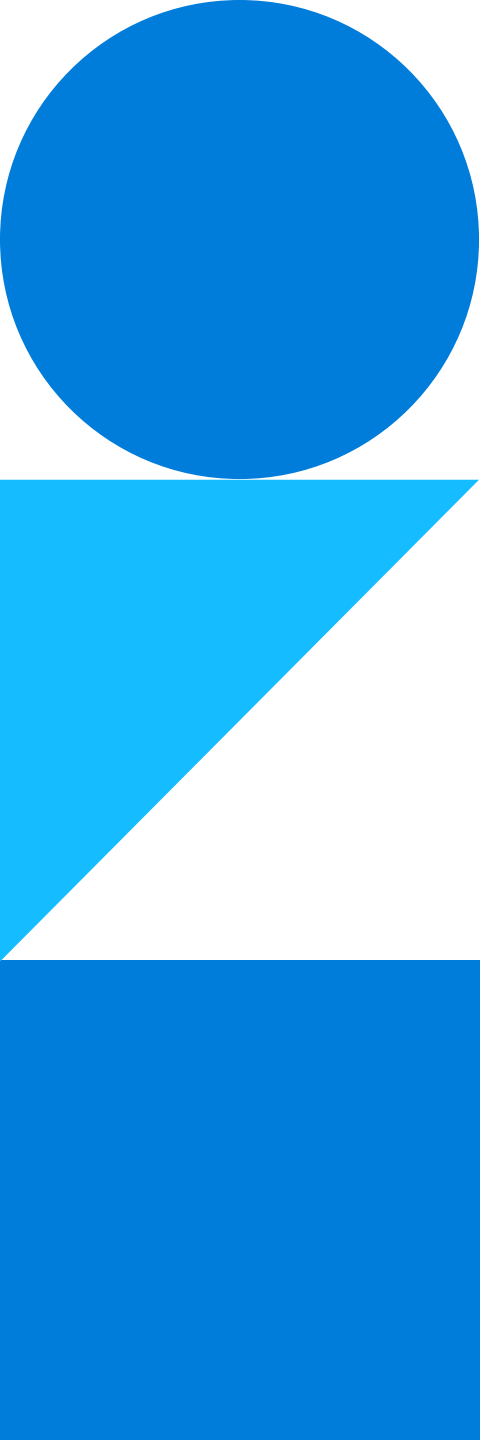
- more women into leadership positions
- mixed-gender leadership teams
- gender advisory committees

PREVENTION AND RESPONSE TO HARASSMENT & DISCRIMINATION

- zero-tolerance policy
- confidential reporting mechanisms
- awareness and sensitivity training

ENCOURAGING A SUPPORTIVE MILITARY CULTURE

- successful female role models
- team-building exercises
- rewarding units / gender-inclusion practices



CONCLUSIONS...

... AND DISCUSSIONS



Build Confidence & Competence

Establish Professionalism & Credibility

Develop Strong Leadership & Communication Skills

Set Boundaries & Stay Resilient

Find Mentors & Build a Support Network

Prioritize Physical & Mental Toughness

Stay True to Your Values & Purpose



**THANK
YOU !**

