

WOMEN IN THE MILITARY IN THE 21ST CENTURY

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Abstract: *The second part in the comparative series of military women in the Romanian and United States (US) militaries, details the progressive inclusion of women in the military's education system, occupation and mission opportunities, highlighting the access and challenges thereof. Part I***: Historical Accomplishments of Military Women, focused on a historical perspective to the breakdown of barriers through women's deeds that surpassed expectations and limitation. Part II: Military Women in the 21st Century, focuses on how modern military women have further broken down existing stereotypes and misconceptions about their abilities in their fight for full integration into all aspects of the military.*

Keywords: *military women, gender integration, military culture, military organization, law and policy, Romania, United States.*

Women have proven themselves indispensable in the military throughout the history of conflicts. They have always surpassed the imposed limitations and contributed with skills, abilities and willingness to serve and created future opportunities. Integration of women has been a slow process, but the last 50 years have seen big strides towards equal opportunities in terms of education, occupations and assignments. In the last five years, laws officially acknowledged what women have been doing since the beginning of wars, which was, to fight alongside the men. By giving women opportunities and operational experience, the military ensures diversity of thought in their ranks, especially in high ranks where decisions have political consequences, to help solve complex and multidimensional problems.

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While more work can be done to achieve gender equality, women's historical accomplishments have paved the road for integration in military education, all occupations and opportunities to serve in combat. Military missions have changed in the last few decades from war to humanitarian and peacekeeping endeavors. Integration of female service-members is a complex process which portrays the evolution of militaries in democratic States since the 1990's, triggered by the principle of gender equality. According to international conventions and majority legislative regulations, women and men are entitled to the same rights and liberties; the fundamental human rights of equality and non-discrimination.

Military Education for Women

Military education is a well-organized system, based on order, discipline and patriotism. In Romania, the training of military personnel is based on a standard framework developed by the Ministry of Education, the National Qualifications Authority and the Ministry of National Defense (MApN). The mission of military education is to train qualified personnel in various fields, develop the human potential and increase military performance¹.

In the US, an 8th grade education is required by the Department of Education for all citizens, although military service requires at least a high school education or equivalent. Laws regarding women's inclusion in education were enacted in 1972 with the signing of Title IX². Recent literature suggests that women now are more likely to apply to college than men, are more qualified with higher grades in harder curricula, participate more extracurricular activities and outperform men in college³.

¹ Direcția Generală Management Resurse Umane, *Sistemul educational militar*, 2021, available at <https://dmru.mapn.ro/pages/view/115> accessed on 25.07.2021.

² US Department of Education, *Exemptions from Title IX*, 2021, available at <https://www2.ed.gov/about/offices/list/ocr/docs/t9-rel-exempt/index.html> accessed on 25.07.2021.

³ Lew K., *Unbalanced: The case for removing Title IX's private college admissions exemption*, Duke Law Journal, HeinOnline 70(4), 2021, pp.847-884.

Romanian Military Educational System

MApN has educational structures of pre-university, post-secondary and university, teaching respect, loyalty, responsibility, teamwork, leadership, confidence, initiative and courage. Fitness is also a vital point of the system, daily workouts providing a healthy and organized lifestyle. Young students can participate in military pre-university education in military high schools, which prepare them science and humanities, while indoctrinating them to military life, discipline, regulations and sacrifice. After military high school, students can choose a military path as warrant officers (WO), non-commissioned officers (NCO) or officers. Military post-secondary education structure for warrant officers (WO) and non-commissioned officers (NCO) has diverse curricula, depending on which service they belong to. MApN has five such school, belonging to the Army, Air Force and Navy, plus Communications, IT and Cyber Defense and Logistics⁴.

Officer candidates attend military university education, which offer a variety of fields of study based on the needs of the service. Military or civilian high school graduates are eligible to apply to the six military academies: National Defense University “Carol I”, Army Academy “Nicolae Bălcescu”, Air Force Academy “Henri Coandă”, Naval Academy “Mircea cel Bătrân”, Military Technical Academy and the Military Medical Institute⁵.

Romanian women first received military training and education in the early 1970’s through compulsory military service during the communist era. College aged women were trained in infantry, communications, defense and other military specialties during their school years and enrolled in the military Reserves following graduation⁶. The first class of women at a military academy was in 1973 at the Army Academy “Nicolae Balcescu” in Sibiu with 21 NCOs and 150 officers. Locotenent (OF-1/O-2) Maria Ehling was head of class (for rank equivalencies see Appendix A). The graduates followed up with the Course to Prepare Military Women between June 1973

⁴ Direcția Generală Management Resurse Umane. *Sistemul educational military*, 2021, available at <https://dmru.mapn.ro/pages/view/115> accessed on 3.08.2021.

⁵ *Ibidem*, accessed on 3.08.2021

⁶ NATO, *Romania-National report. Committee on Women in NATO Forces*, 2004, available at <https://www.nato.int/ims/2004/win/romania.pdf>, accessed on 27.07.2021.

and October 1973 and three years of weapons specialization in other military schools. General-maior (OF-7/O-8) Floarea Șerban, member of the 1973 class, became the first female General in the Romanian military and achieved highest rank by a woman⁷. In 2012 she became the Secretary of State for Armaments.

In the 80's women's roles and training expanded to include pilots, doctors and logistics. With the fall of communism in 1986 and redrafting of the Constitution, women were excluded from compulsory service, meaning a decrease in military education, training and opportunities⁸. In the 90's women were accepted for professional education in non-military positions due to the new laws and old biases regarding their abilities⁹.

It was only after 2001 that recruitment, training and education of women was revamped. MAPN began utilizing the skills and potential of all candidates, regardless of gender, after the revised Constitution in 2003 compelled equal opportunity¹⁰. Equality between the sexes without discrimination was granted by Article 4 and 16 of the Constitution. Women could participate, without obstacles, in all forms of military education, however, there's been continued male resistance to the growing number of military women, arguing that women overshadow the efficiency and atmosphere which reigns the military. These biases stem from the fear that military women would give the illusion of "pacification" to the military¹¹. Since being part of UN and EU, Romania has adopted and applied equal opportunity laws in response to UN Resolution 1325 Women, Peace and

⁷ Centrul de Instruire pentru Infanterie și Vânători de Munte. *Promoția 1973 de cadre militare femei aniversarea 45 de ani*, 2018, available at <https://ciivm.forter.ro/comunicate/489/promo%C8%9Bia-1973-de-cadre-militare-femei-aniverseaz%C4%83-45-de-ani>, accessed on 3.08.2021.

⁸ NATO, *op.cit.*, 2004, available at <https://www.nato.int/ims/2004/win/romania.pdf>, accessed on 27.07.2021.

⁹ Popa, O. C., *Women in the armed forces The case of Romania. Minerva: Quarterly Report on Women and the Military*, 1999, pp. 39. available at https://link.gale.com/apps/doc/A66239864/AONE?u=nhc_main&sid=bookmark-AONE&xid=344f4cd7, accessed on 28.07.2021.

¹⁰ NATO, *Romania-National report. Committee on Women in NATO Forces*, 2004, available at <https://www.nato.int/ims/2004/win/romania.pdf>, accessed on 03.08.2021

¹¹ Duțu, P., *Perspective în evoluția armatelor naționale*, Editura Universității Naționale de Apărare, București, 2007, p.12.

Security. Romanian government Order nr 137/2000 sanctions discrimination, Law nr 202/2002 provides equal opportunities and MApN Order 57/2003 extends equal opportunities in the military¹².

Previously, the majority of MApN educational institutions offered a disproportionately small number of class seats for women, without objective, legitimate justifications. MApN was warned by the National Council for Combatting Discrimination (CNCD) in October 2014 for this unfounded discrimination. MApN appealed CNCD's decision, arguing that women cannot be part of the Romanian military because they have menstrual cycles and bear children, rendering a unit non-operational. In April 2016, the București Court of Appeals ruled that unjustified exclusion of women from military specialties or providing an extremely small number of seats for women in military higher education is discriminatory¹³.

US Military Educational System

The US military education seeks to develop the students into well prepared and educated military members. Regardless of the path chosen, everyone learns teamwork, discipline, dedication and duty, along with other life skills. Women's inclusion in the military educational systems has only been recent, with the introduction of Title IX in 1972 and it is still controversial due to misguided perceptions and ambiguous laws. The exemptions to Title IX create ways for admissions officials to exclude girls and women or curtail the ratios for the benefit of maintaining outdated beliefs¹⁴.

Youth can attend military preparatory schools, such as Junior Reserve Officer Training Corps (JROTC), cadet corps and military boarding schools to receive a high school education with added military preparation. While Title IX prohibits exclusion based on sex, private all-boys military

¹² Țuțuianu, I. S., Rolurile de gen în procesul de reformă a sistemului național de apărare: Sprijinirea operațiunilor militare internaționale, *Strategic Monitor*, 16(3/4), 2014, pp. 49–56.

¹³ MApN, Request for summons nr. DLJ 772, 2015, available at https://www.antidiscriminare.ro/library/files/mapn/cerere_de_chemare_in_judecata_cncd_vs_mapn.pdf accessed on 03.08.2021.

¹⁴ US Department of Education, Exemptions from Title IX, 2021, available at <https://www2.ed.gov/about/offices/list/ocr/docs/t9-rel-exempt/index.html>, accessed on 15.08.2021.

schools proclaim that admission of girls would be contrary to their religious tenets and therefore are granted exception. To this day only about half of the military schools have accepted girls. Public elementary and secondary schools are held to Title IX, unless they provide a substantially equal school to the excluded sex¹⁵.

Military institutions with the purpose of training for military service are exempt from Title IX regulations, although in 1975, Public Law 94-106 Section 803 granted women eligibility to the service academies and required standards for appointment, admission, training, graduation and commissioning for women be the same as for males. Since the mid-1970s most university Reserve Officer Training Corps (ROTC) programs accept women cadets. In 1996, in a groundbreaking decision, the Supreme Court overruled the Fourth Circuit Court of Appeals in *United States v. Virginia*, declaring the male-only admission policy of Virginia Military Institute (VMI), a public military college, unconstitutional based on the denial of equal protection to women applicants. Consequently, VMI would become co-educational and the decision would also become the precedent for public military universities¹⁶.

Since 1975, women and men who complete a bachelor degree at a civilian college or university can earn a commission as an officer after completing Officer Candidate School (OCS), where they learn military tactics, structure and values. After OCS, a new officer, regardless of gender, will receive follow up leadership training and job specialization training before being assigned to a unit. All officers can earn advanced degrees, conduct research and continue their professional military education and study war strategy. These opportunities are given through an impartial selection process. Civilians with specialized skills sought after by the military are eligible for Direct Commissioning, often accelerating the process and waving age limits¹⁷.

¹⁵ *Ibidem*, accessed on 15.08.2021.

¹⁶ Kohler S. R., *Dismantling a relic of the nineteenth century: An end to discrimination at the Virginia Military Institute*, *Utah Law Review*, HeinOnline (2), 1996, pp. 717-750.

¹⁷ US Marine Corps, *US Marines recruiting*, *US Marine Corps*, 2021, available at <https://www.marines.com>, accessed on 15.08.2021.

High school graduates without a bachelor's degree can enlist into the military after taking the Armed Forces Vocational Aptitude Battery (ASVAB) and physical fitness tests. Each military branch has their own minimum scores correlating to military occupations. Enlisted education is provided to recruits equally through basic military training and advanced technical training. Once qualified in an occupation, the service-member will be assigned to a unit where they receive on-the-job and deployment training. Enlisted Professional Military Education (EPME) courses are taken by both males and females after advancement milestones to teach leadership and management skills fitting for the next rank. Joint Senior Enlisted Professional Military Education (JSEPME) programs promote a unified force at the senior enlisted ranks among all branches. Base and ship-based education centers are open to all enlisted service-members. Through a partnership with civilian or military universities, they offer part-time online and classroom college classes towards a bachelor degree. All service-members can also compete for Enlisted-to-Officer Commissioning programs. If accepted they will transfer from their enlisted occupation to study full-time at a university to earn a degree and return as an officer¹⁸.

Gender discrimination in education is still a topic of debate because in historical gender cases courts have not been consistent in applying the same levels of scrutiny to analyze equal protection violations, therefore, they have been inconsistent in decisions and not clearly overruling prior decisions. Currently women in military universities and ROTC programs only make up about 25% of the student population¹⁹.

Women's Involvement in Military Missions and Operations

Militaries change missions based on political climates, laws and national needs, but the missions usually fall within three categories: national defense, participation and cooperation with allies and maintaining international peace and stability²⁰. Present military operations require diverse qualities and resources to ensure peace and security are maintained. The complimentary skills and thinking of men and women are essential for mission success.

¹⁸ *Ibidem*, accessed on 15.08.2021.

¹⁹ Kohler S. R., *op.cit.*, Utah Law Review, HeinOnline, 1996, pp.717-750.

²⁰ Duțu, P., *op. cit.*, pp.25.

Romanian Military Women in the 21st Century

After the 2001 terrorist attacks and subsequent attacks in Europe, MApN boosted recruitment, prioritizing skills, abilities and potential, not gender. New standards for equality and anti-discrimination were implemented in the Romanian military based on UN Resolution 1325 of 2000, which mandated member States to plan, integrate and provide equal opportunity for women. Several resulting Romanian laws and military orders of the early 2000's extended equal opportunity, but continue to limit training for women in several military occupations. By 2004, positions were opened at staff level, logistics, finance, administration and HR, medicine, IT, law, engineering and technology²¹. Romania's gender integration plan of 2014 consisted of anti-discrimination efforts through gender advisors²².

In 2015, Romanian military women were still excluded from occupations such as paratroopers, naval engineers and mechanics, construction, electronic systems and equipment, tanks, explosive ordnance disposal (EOD), chemical biological radiological and nuclear defense (CBRN), naval and anti-aircraft artillery, reconnaissance, marine infantry, aviation electronic warfare, tank and mechanical commander. Due to the predominantly Orthodox faith, women are also excluded from chaplaincy²³.

The International Military Staff Office of the General Advisor and NATO Committee on Gender Perspectives are the two essential institutions for gender integration in all operational aspects of NATO²⁴. Since the start of NATO and UN operations in the Middle East, about 20 Romanian military women deployed to Afghanistan. Romanian women have deployed for peace operations part of KFOR, SOFOR, and antiterrorism operations

²¹ NATO, *Romania-National report. Committee on Women in NATO Forces*, 2004, available at <https://www.nato.int/ims/2004/win/romania.pdf>, accessed on 27.07.2021.

²² *Ibidem*, accessed on 27.07.2021

²³ *Idem*, *Gender perspectives in the armed forces - 2015 Summary of national reports: Romania*.

²⁴ Bâtcă, M., *Femeile combatant in armatele lumii*, Trustul de Presa al Ministerului Apărării Naționale, 2021, available at <http://presamil.ro/femeile-combatant-armatele-lumii>, accessed on 27.07.2021.

part of ISAF, Enduring Freedom and Antica Babilonia²⁵. During NATO Resolute Support, women worked in communications, logistics, administration or medical and they proved devotion and adaptation to peculiar situations in the theater of operations. Locotenent (OF-1/O-2) Roxana Popescu, an engineer, was in command of the logistics platoon of the National Support Element in Kandahar and her mission was to ensure the daily logistical needs of over 600 Romanian soldiers deployed in southern Afghanistan. Sublocotenent (OF-1/O-1) Ioana Pop was a communications and intelligence officer at the National Support Element. Her role was to ensure continued communication between all Romanian military forces and NATO partners²⁶.

Many EU member States have policies which prohibit or restrict women's participation in the armed forces, especially with regard to combat positions and hostile environments²⁷. Currently at the NATO State level, the average number of military women is 12%, an increase compared to 2015, at 10.8%. In special operations units, for the past 15 years, women have been attached as combat medics or intelligence officers²⁸. Since 2016, Romania has lifted all restrictions on the opportunities and training of women in military occupation. Studies have shown that women have very small effects on readiness, unit cohesion or morale. Instead, leadership, training and work ethic have the biggest influence on performance. Perceived double standards and biases contribute to the confusion, but women do not pose problems. However, exclusions affected large numbers of positions with directly lead to advancement²⁹.

In 2009, Locotenent-comandor (OF-3/O-4) Simona Măierean, then Locotenent (OF-1/O-2), became the first female Air Force pilot to fly the

²⁵ NATO, *Romania-National report. Committee on Women in NATO Forces*, 2004, available at <https://www.nato.int/ims/2004/win/romania.pdf>, accessed on 27.07.2021.

²⁶ Monitorul, *Femeile-militar din România, în misiune în Afganistan: "Aici ai trăiri pe care nu le întâlnești oriunde"*, Monitorul de Vrancea, 2017, available at <https://monitoruldevrancea.ro/2017/09/05/femeile-militar-din-romania-in-misiune-in-afganistan-aici-ai-trairi-pe-care-nu-le-intalnesti-oriunde>, accessed on 27.07.2021.

²⁷ Bătă, M., *op.cit.*, available at <http://presamil.ro/femeile-combatant-armatele-lumii>, accessed on 27.07.2021.

²⁸ *Ibidem*, accessed on 27.07.2021.

²⁹ Harrell, M. C. & Miller L. L., *Military Readiness: Women are not the problem*, RAND Corporation. 1997, available at <https://doi.org/10.7249/RB7515>, accessed on 27.07.2021.

MIG-21 LanceR fighter jet. She graduated the Air Force Academy in 2007 before training for the fighter jet rating. While on NATO mission in Hungary, she was copilot flying the C-17 Globemaster transport plane, in the Heavy Airlift Wing. In 2020, Locotenent-comandor Măiereau was the first woman to become flight commander of Heavy Airlift Wing, part of Strategic Aircraft Capability³⁰.

Air Force Locotenent (OF-1/O-2) Diana Zamfir is the first woman in the Romanian military to conduct a night flight in the IAR-99 ȘOIM aircraft. She also graduated from the Air Force Academy and received her pilot's license in 2015. Since then she has accumulated 250 flight hours and is rated to fly the Yak-52, Cessna 872, IAR-99 STANDARD and IAR-99 ȘOIM. Due to her ambition, sacrifices and hard work, she has been the only woman to fly complicated night missions in a fighter and combat aircraft³¹.

In 2019, an unidentified woman became the first to complete the training and become a member of the Romanian Special Forces (Forțele Speciale). She completed all qualification alongside her male colleagues in special tactics, topography, fitness, alpinism, swimming, survival, emergency medicine and military planning³². In 2020, Mădălina Stănișor was the first women to become a member of Romanian's Army elite Mountain Troop (Vânători de Munte). She completed the courses in military alpinism, ski, tracking, rescue and survival alongside her male colleagues³³. Integration of women in the military has been slow but progressive. Women are increasingly integrated in all occupations and operational forces, but currently they only make up 19% of MApN personnel.

³⁰ Press Corps, *Simona Măierean este prima femeie pilot comandant de aeronavă în cadrul Heavy Airlift Wing din Europa*, MApN Press Corps, 2020, available at https://www.mapn.ro/cpresa/16673_Simona-Maierean-este-prima-femeie-pilot-comandant-de-aeronavă-în-cadrul-Heavy-Airlift-Wing-din-Europa, accessed on 28.07.2021.

³¹ Grumuș, S., *Istoria bazei 95 aeriană "Erou Căpitan Aviator Alexandru Șerbănescu" 1920-2020*, Editura Bacovia, Bacău, 2020, pp.302.

³² Bâtcă, M. *op.cit.* Available at <http://presamil.ro/o-femeie-printre-beretele-verzi>, accessed on 28.07.2021.

³³ Dinu, M., *Aspiranți la un viitor promițător în Armata Românie*, MApN Press Corps, 2021, available at <http://presamil.ro/aspiranti-la-un-viitor-promitator-armata-romaniei>, accessed on 28.07.2021.

US Military Women in the 21st Century

The recent wars in the Middle East, with fluid non-linear battlefields, made the previously well defined forward and rear battlefield positions no longer applicable. Everyone in the theater of operation was subject to direct combat, not only the men assigned combat roles. In 2005, Army Sergeant (OR-5/E-5) Leigh Ann Hester became the first woman to receive the Silver Star for direct combat action in Iraq, cited for valor in close quarters combat³⁴.

In 2008 Army General (OF-9/O-10) Ann Dunwoody became the first female four star General and first female Commanding General of Army Materials Command, in charge of all Army logistics, maintenance and installation management³⁵. In 2009 and 2010 the Army and Marine Corps used Female Engagement Teams, Combat Support Teams and Special Purpose Marine Air Ground Task Force in Afghanistan and Iraq, since it is unacceptable for male soldiers to interact with the female population. These specially trained female teams worked alongside infantry units to gather intelligence, built relationships, conduct humanitarian missions and counterinsurgency operations. They were highly successful in gaining the trust of the villagers and advancing the mission³⁶. Navy Senior Chief (OF-8/E-8) Shannon Kent, a cryptologic technician and linguist, deployed to Iraq and Syria in support of Navy SEALs during 5 combat deployments between 2007 and 2019. Also in 2010, for the first time women were assigned to Ohio-class submarines and in 2012, Marine combat battalions became open to female Navy medical personnel³⁷.

In 2013 the Direct Ground Combat Exclusion rule was repealed, opening 14,000 positions in submarines, tank maintenance, crew-served weapons and rocket systems and integrating women into combat units. By 2014, about 33,000 new Army positions were opened to women. In 2014, Navy Admiral (OF-9/O-10) Michele Howard became a four star Admiral

³⁴ US Army, *Women in the Army*, 2021, Available at <https://www.army.mil/women/history>, accessed on 15.08.2021.

³⁵ *Ibidem*, accessed on 15.08.2021

³⁶ *Ibidem*, accessed on 15.08.2021

³⁷ Naval History and Heritage Command, *Women in the US Navy*, 2021, available at <https://www.history.navy.mil/browse-by-topic/diversity/women-in-the-navy.html>, accessed on 15.08.2021.

and served as Vice Chief of Naval Operations. Marine Sergeant Major (OF-9/E-9) Lanette Wright became the first female Sergeant Major of a Marine Expeditionary Unit³⁸.

In 2015 all restrictions were removed, which opened 230,000 positions in direct ground combat units and special operations with full integration to follow. Army Captain (OF-2/O-3) Kristen Griest and Army First Lieutenant (OF-1/O-2) Shayne Haver became the first women to complete the Army Ranger School and earn the Ranger Tab³⁹. Since 2016, female Marine officers have graduated from the Infantry Officer Course, Basic Armor Officer Leaders Course and Amphibian Assault Officer School and qualified on the F-35 stealth fighter. Enlisted female Marines have graduated from Winter Mountain Leaders Course, Urban Leaders Course, Basic Reconnaissance Course, Howitzer Section Chief Course, combat training and Scout Swimmer Course⁴⁰. Integration of female recruits at the male Marine Corps Recruit Depot San Diego began in 2021.

Over 600 female Army soldiers have completed Infantry, Armor, Engineer and Field Artillery training. In 2020 an undisclosed female Army soldier graduated Army Special Forces training earning the title of Green Beret. Navy submarine force integrated women on 19 submarine crews (SSGN, SSBN, SSN) with 267 female officers and 8 crews (SSGN) with 49 nuclear trained female enlisted and 242 non-nuclear trained enlisted females. Submarine berthing areas continue to be modified to allow for coed crews. Five Navy females have attended SEAL officer assessment and selection and one undisclosed woman completed the course, but was not chosen for a SEAL officer contract. Seven Navy enlisted women received Special Warfare Combatant-craft Crewman (SWCC) contracts⁴¹.

The Coast Guard has 200 mix gender or gender neutral cutters, with only 49 male-only due to the lack of women. The Air Force special

³⁸ Women Marines Association, *Women Marines history*, 2021, available at <https://www.womenmarines.org/wm-history>, accessed on 15.08.2021.

³⁹ US Army, *Women in the Army*, 2021, available at <https://www.army.mil/women/history>, accessed on 15.08.2021.

⁴⁰ Defense Advisory Committee on Women in the Services, *DACOWITS 2020 annual report*, 2020, available at <https://dacowits.defense.gov/Portals/48/Documents/Reports/2020>, accessed on 15.08.2021.

⁴¹ *Ibidem*, accessed on 15.08.2021.

operations has received several female candidates for Special Tactics Officer, Combat Rescue Officer and Air Liaison Officer and enlisted candidates for Combat Controller, Tactical Air Control Party, Pararescue and Weather. As of 2020, there are 2,000 Space Force service-members, primarily transfers from the Air Force. Defense Advisory Committee on Women in the Services demonstrates that opportunities exist for women in STEM, maintenance, intelligence, logistics, medical, administration, aircrew and cyber. The process of integration has taken time and most likely will only be visible on future battlefields⁴².

Conclusions

Militaries are constantly developing and changing to keep up with the evolution of societies. Populations now are more culturally, ethnically and ideologically diverse and societies are more liberal and accepting than in the past. Militaries must adapt their recruiting to take advantage of quality applicants from less traditional avenues in order to stay competitive in the job market. Technical skills, creativity, flexibility and strategic thinking are in high demand and in order for the militaries to compete with the civilian job market, they must become more inclusive in order to find and keep quality people⁴³. Political and military leaders must take into account the function of the military and the society they serve, in order to achieve a balance because the military and society must be in tune with one another. The military must also be on the forefront and set the example, among State institutions, for the inclusion of minorities. They must also obey the laws imposed by the State⁴⁴.

Recent US military reports suggest that women are being integrated in all military training and occupations and given opportunities to succeed in

⁴² Kavanagh, J. & Wenger J. W., *Integrating women into the Marine Corps infantry: Costs, representation, and lessons from earlier integration efforts*, Defense and Peace Economics, 2020, 31(1), pp. 4-23, DOI: 10.1080/10242694.2018.1465675.

⁴³ Cohn, L. P., *Military Service Hearing: Increasing Awareness Among Young Americans and Lessening the Civil-Military Divide*, Statement of testimony in support of the Commission on Military, National and Public Service, Washington, DC., 2021, available at https://inspire2serve.gov/_api/files/270, accessed on 25.08.2021.

⁴⁴ Dandeker, C., *"Femmes combattantes": Problèmes et perspectives de l'intégration des femmes dans l'armée britannique*, Revue Française De Sociologie, 44(4), 2003, pp. 735-758. DOI: 10.2307/3323235.

all career paths. The number of women serving in the US military rose slightly in the last decade. Female enlisted make up to about 16%, with senior enlisted at 15%. Female officers represent about 19% of the officer corps, with high-ranking female officers being 7%. In a 2015 open memo, General Joseph Votel, Commander of US Special Operations Command (USSOCOM), expressed his full support for the integration of women in special operations. He made clear the honored standards will be applied equally, without changes, to men and women. He expressed USSOCOM's need for a diverse force of exceptional people for the complex security problems of today and tomorrow⁴⁵.



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⁴⁵ US Special Operations Command, *Women in service review*. USSOCOM, 2015, available at <https://www.socom.mil/Pages/womeninservicereview.aspx>, accessed on 25.08.2021.

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Appendix- Military Rank Equivalents

Romanian Army	NATO/ code	Romanian	US code	US Army
Officer ranks				
Sublocotenent, Locotenent	OF-1		O-1, O-2	Second Lieutenant, First Lieutenant

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Romanian Army	NATO/ Romanian code	US code	US Army
Căpitan	OF-2	O-3	Captain
Maior	OF-3	O-4	Major
Locotenent-colonel	OF-4	O-5	Lieutenant Colonel
Colonel	OF-5	O-6	Colonel
General de brigada	OF-6	O-7	Brigadier General
General-maior	OF-7	O-8	Major General
General-locotenent	OF-8	O-9	Lieutenant General
General	OF-9	O-10	General
Enlisted ranks			
Soldat	OR- 1	E-1	Private
Soldat	OR- 2	E-2	Private
Fruntaș	OR- 3	E-3	Private First Class
Corporal	OR- 4	E-4	Corporal/Specialist
Sergent	OR- 5	E-5	Sergeant
Sergent-major	OR- 6	E-6	Staff Sergeant
Plutonier	OR- 7	E-7	Sergeant First Class
Plutonier adjutant	OR- 8	E-8	Master Sergeant
Plutonier principal adjutant	OR- 9	E-9	Sergeant Major of the Army
Other ranks			
Mastru militar V	OR- 5	W-1	Warrant Officer 1

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Romanian Army	NATO/ code	Romanian	US code	US Army
Mastru militar IV	OR- 6		W-2	Warrant Officer 2
Mastru militar III	OR- 7		W-3	Warrant Officer 3
Mastru militar II	OR- 8		W-4	Warrant Officer 4
Mastru militar I	OR- 9		W-5	Warrant Officer 5

