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**PARTICIPATION OF WOMEN IN CREATING SECURITY –  
POLISH ARMED FORCES AS AN EXAMPLE**

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**Abstract:**

The presentation concerns the role of the women in creating security on the women military service like example. The key points of presentation are history and present circumstances of women military service. It concerns statistical data representing of women in the structures, as well as non-measurable variables, like adaptation to service, gender equality, real tasks realized by women, men`s attitudes. The army is the institution has been created by man and for man from many ages. Nowadays, the women are minority in army. There are dominated masculine style of work and communication. It is connected with gender, culture, stereotypies and society`s mentality. For many soldiers this situation is quite inconvenience because of sexual and gender diversity. They think about women as a problem because this needs a lot of changes in army and social mentality. But the research shows that there are places on the world where the female resources are necessity because the women are the only people who could contact with local civilians.

*Key words: women in army, women military service, gender and security.*

**1.Introduction**

Security as an area of functioning of society and the state is closely related to masculinity. Uniform services, such as the army, have been men's domination institutions since the beginning of time, both numerically and in terms of behavior patterns prevailing in them. The presence of women was visible only in a situation of higher necessity, and usually with a falling number of male personnel capable of fighting. In almost every country of the terrestrial world, the army is a perfect example of this trend.

The whole history of the military participation of women confirms this dependence. After the end of the military operations, the women were moved away from security matters. The Polish Armed Forces (PAF) are not an exception in this matter. The global situation changed only at the end of the 1970s, when women in the US Army were allowed to join the military service. This was due to the dynamically operating feminist movements, as well as changes in the army itself, beginning to follow civilian corporations [1].

These changes led to a situation in which women commonly serve in the army, although in each country they constitute a minority in the ranks of the army.

The purpose of the article below is to present the participation of women in creating security on the example of women's participation in the Polish Armed Forces. His main research problem was formulated in the form of a question: how is the participation of women - soldiers in the process of creating security on the example of Polish armed forces?

Based on the main problem, specific issues were summarized that boiled down to the following questions:

- What is the military participation of women in PAF?

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- What is the participation of women in missions and operations outside the country in which PAF participates, with particular attention to missions in Iraq and Afghanistan?
- What are the attitudes of male personnel towards the participation of women in missions and operations outside the country in which PAF participates?

The cognitive effects presented in the article have been achieved using theoretical and empirical research methods. The statistical data provided by the Council for Women in the Armed Forces of the Republic of Poland was used for the analysis. The study also uses the results of own research, carried out using both qualitative and quantitative methods. The former were carried out using the free-interview technique conducted with women – soldiers belonging to the PKW Iraq and PKW Afghanistan. Quantitative research, in turn, was carried out using the auditorium survey technique and they concerned the attitudes of male personnel towards women - PAF soldiers carrying out operational tasks outside the country. Solutions to specific problems are presented in the individual parts of the article.

### **2. Women in PAF today**

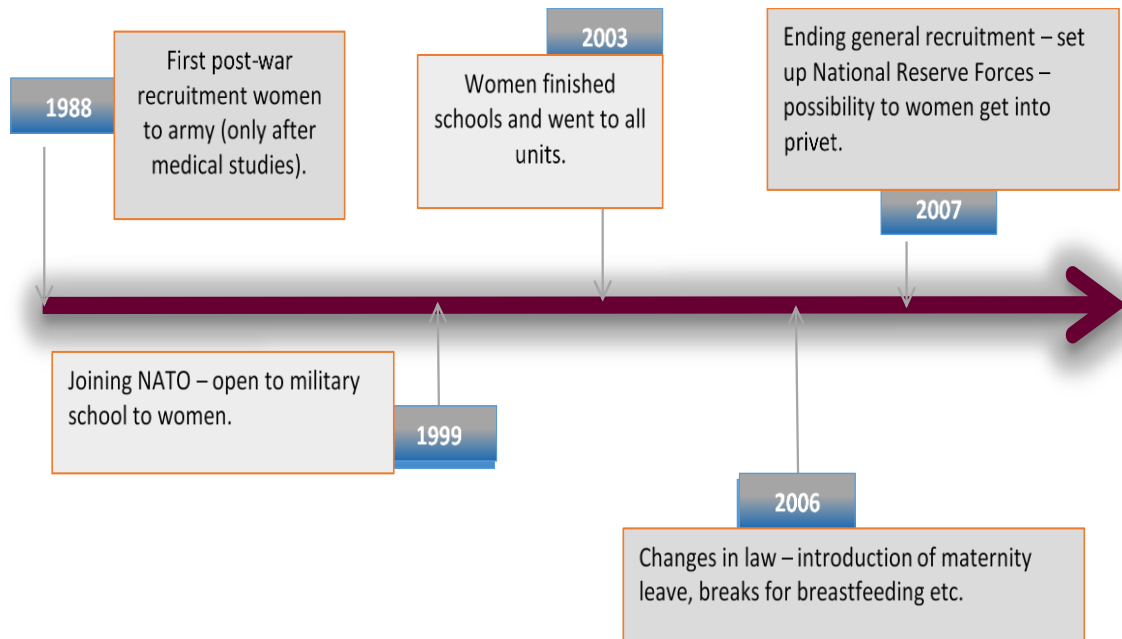
Over the course of history, the role of women in creating security has evolved from the mother of a soldier to a soldier who performs military service on an equal footing with men. Women began to implement medical and logistic tasks for the army's needs, e.g. intelligence, courier and transport tasks. This involvement gave rise to the women's support service, which the widest application on a global scale during World War II [2]. It was also the first time that war units consisting of women were created. Previously women who wanted to fight on the same basis as men were forced to mask sexual characteristics and join branches in men's costumes [3].

The first post-war conscription of women to the army in the Polish armed forces took place in 1988. It was recruitment on special terms, which should be understood that only the graduates of some fields of study, mainly medical and psychology, had the possibility of military service. The rules changed only in 1999 with the entry of Poland into NATO structures. The then requirement of standardization in relation to military issues forced the opening of military schools for women, which in practice meant that they could choose any field of study and military specialties.

During these decades, attempts were made to develop the principles of coeducational service, which resulted in a number of changes in military legislation, as well as in the organizational aspect (Picture 1). It was quite a challenge for the decision-makers who faced the necessity of adapting completely male military property to the presence of women, e.g. providing separate toilets, changing rooms, military equipment, etc. The modification had to be carried out in the legislative sphere, i.e. settle previously unresolved issues. such as maternity leave, breastfeeding breaks, dismissal during pregnancy.

Initially, women were only a small part of the ranks of the army, but gradually from year to year began to arrive among military students, and thus in military units. The particular increase in the number of women in the army was associated with the resignation from the general conscription and the creation of the National Reserve Forces, which in practice opened a professional-oriented corps for women. Previously, it was unattainable for women, as it was mainly supplied by soldiers deciding to remain in the army after the completion of the basic professional service, and this one in Poland was obligatory only for men.

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Pic.1. Milestones in Polish military service of women

At present, the participation rate of women in the army has reached 5.6% and shows an upward trend. Over half of all women serving in the army are serving in the Land Forces (Fig. 1). The tendency to choose this type of troops has been maintained since the beginning of the military participation of women [4]. The second in terms of numbers in this area are the Air Forces, where, however, served almost three times less women. The third type of troops – Navy is the most rarely chosen by the female personnel type of armed forces. Few women are also supporting the ranks of the Territorial Defense Forces, which may be related to the fact that it is a new type of armed forces in the Polish army. A small percentage of female females also have Special Forces, which, however, certainly is not unrelated to the small size of this type of troops in the whole defense system.

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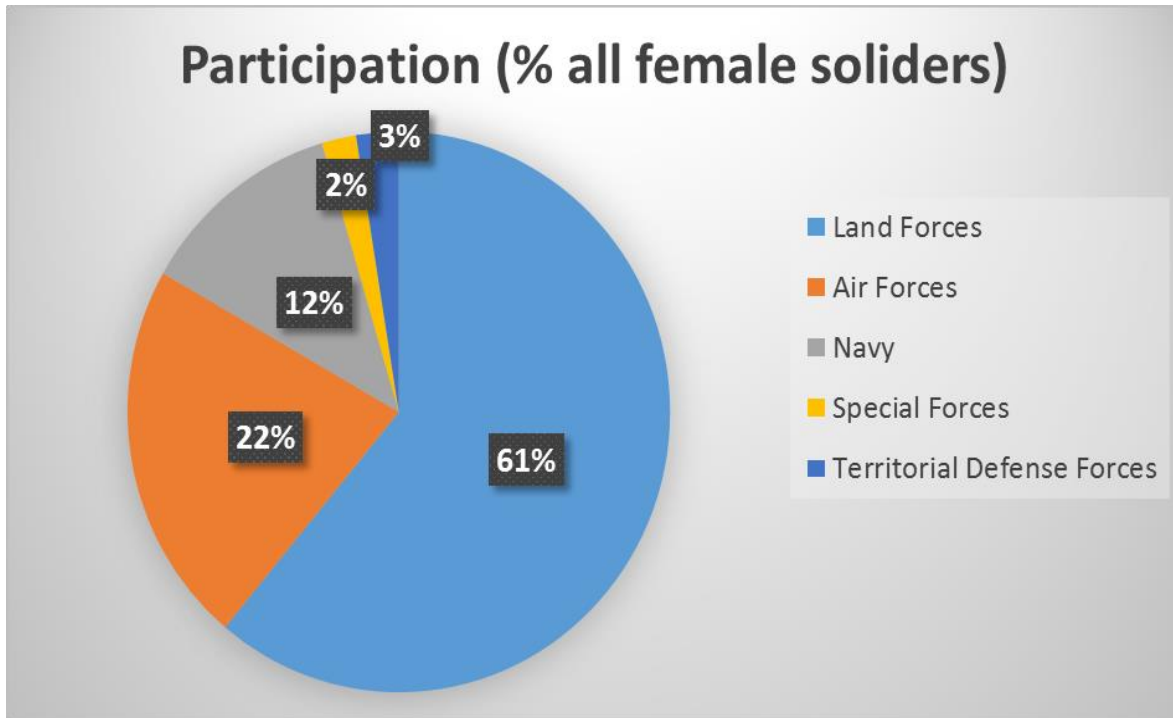
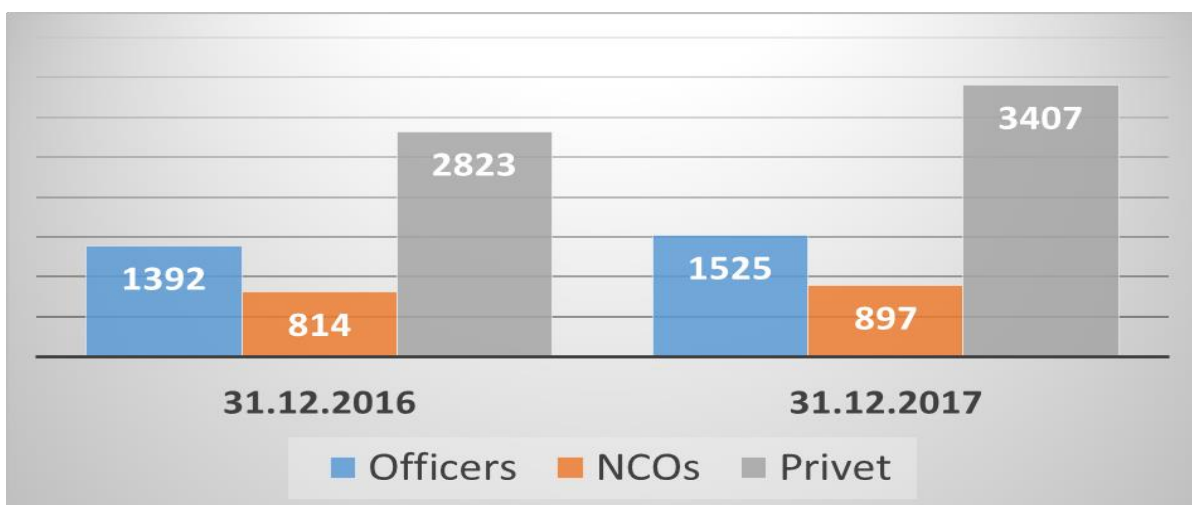


Fig.1. Women in the army (due to type of forces)

If the point of analysis is transferred to the personal corps in which women perform military service (Fig.2), undoubtedly the most numerous in this respect is the professional body corps. This trend increased only after 2008 with the creation of NAF (National Armed Forces) – a formation that allowed women to enter into the structure of the serial corps. Earlier, due to the lack of participation of women in general conscription, in practice this corpus was very difficult to reach for the female part of society.



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Fig.3. Women in the military corps

PAF participate in missions abroad since 1953, when the Polish contingent was involved in the implementation of operational tasks in the territory of Korea. Until 1988, this participation included only male military personnel. At the time when the first women were accepted under special rules, they also appeared in the composition of contingents. Their recruitment was mainly related to medical protection for Polish military contingents. This resulted from the needs of the Armed Forces and the availability for women – soldiers only posts with medical specialties [4].

PAF participate in missions abroad since 1953, when the Polish contingent was involved in the implementation of operational tasks in the territory of Korea. Until 1988, this participation included only male military personnel. At the time when the first women were accepted under special rules, they also appeared in the composition of contingents. Their recruitment was mainly related to medical protection for Polish Military Contingents (PMC). This resulted from the needs of the Armed Forces and the availability for women – soldiers only posts with medical specialties [6].

The conclusions from the analysis of quantitative data made available by the Council for Women in the Armed Forces indicate that the number of women participating in missions abroad on an annual basis fluctuated within 50 people. This represented around 1% of the composition of the quotas [7]. Despite the lack of formal restrictions on the availability of posts on the mission, the majority of female personnel carried out operational tasks in the medical corps. The institutions responsible for forming the quotas identified various reasons for this phenomenon. First of all, it was the lack of candidates with the required qualifications, just necessary for the Armed Forces in the area of conducting the mission. Secondly, it was the lack of proper sanitary conditions - the need to guarantee separate toilets. Another reason was the very dangerous nature of most missions and the desire to protect women from "extreme living conditions" [8].

Nowadays, women - soldiers participate in several missions and operations outside the country. Most of them are fed by the ranks:

- PMC Afghanistan,
- PMC KFOR (Kosovo),
- PMC Latvia,
- PMC Romania,
- PMC Orlik (Baltic States),
- PMC Czernicki (Mediterranean Sea),
- PMC BiH (Bosnia and Herzegovina),
- PMC Iraq (Kuwait, Iraq, Jordan),
- PMC OIR Kuwait (Kuwait, Iraq, Qatar).

Of all the missions in which PAF participated, the most involved were PMC Iraq and PMC Afghanistan. Women were also present in these contingents [9]. As a preliminary reminder, it is worth mentioning that the involvement of the Polish Armed Forces in Iraq lasted for 5 years, 2003 – 2008. During this time, 10 changes of the PMC served in this region. On the other hand, In Afghanistan, Polish soldiers participated for more than 10 years, from 2005 to 2015, when operational tasks were implemented by 15 PMC changes.

In detailing the above thesis, it should be noted that 193 women participated in Iraq, which constituted 1.33% of all soldiers included in the PMC. These data, however, do not reflect the personal status, as some of them operational tasks performed more than once – for all PMC changes, 24 were female. Most of these women – soldiers took part in a mission on two changes of the Polish PMC (15 women), few on three shifts (8 women).

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The share in four changes, which was in the share of one woman, was record-breaking. This, in turn, the total number of women (women's shares) is down by 55 units ( $15 \times 2 + 8 \times 3 + 1 \times 4 = 55$ ). Therefore, the absolute number of women who went on a mission to the Iraqi area during the whole period of involvement of the Polish Armed Forces is 138 ( $193 - 55 = 138$ ).

If, on the other hand, women's participation in the male population is taken as the point of consideration, in other words the percentage participation of female personnel in the implementation of operational tasks, the adopted data also do not give grounds to make a significant contribution of women. Irrespective of the overall composition of the individual contingents, in each change the participation rate of women took on a small percentage. From among all PMC's changes, the smallest share in this respect occurred successively in the third, second and fourth changes, in which in no case the 1% index was achieved. The largest proportional share of women in turn had the last and first change in which the discussed percentage exceeded 2%. More detailed data on the percentage share of women in the implementation of operational tasks in individual PMC changes are presented in Fig.4.

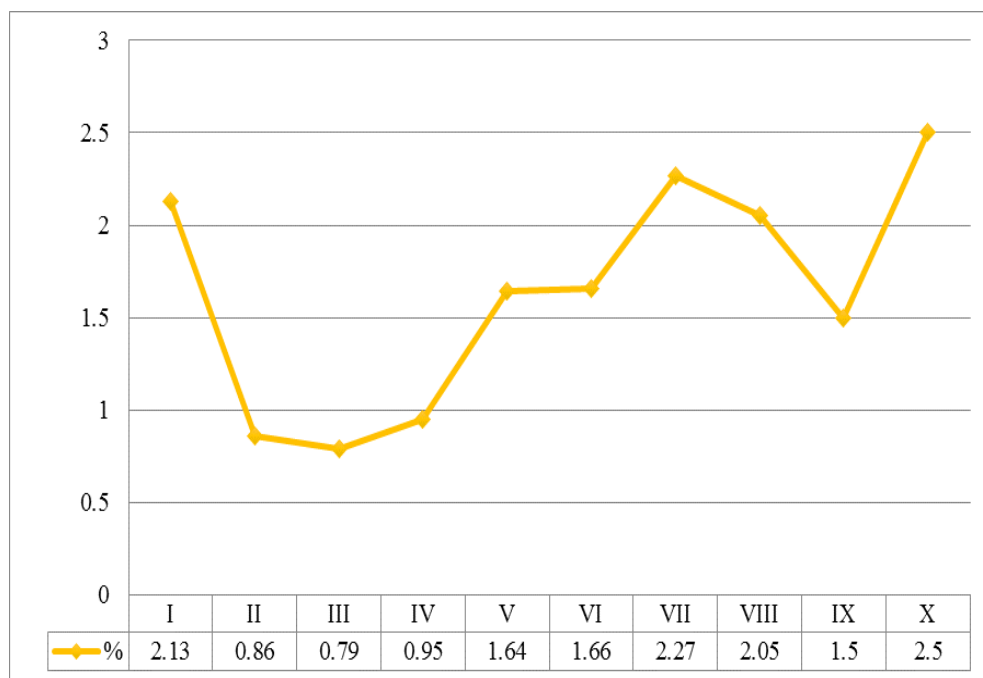


Fig.4. Percentage of women – soldiers in the implementation of operational tasks in individual changes of the PCM Iraq

Source: my own study.

In turn, 366 participated in the Afghan mission, which was already 2.2%, thus more than in the case of PMC Iraq. As in the previous case, these are also apparent achievements, because in reality many women have renewed their operational engagement – for all changes, 74 were female. Most of them served two changes of the PMC (40 women), a significant number participated three times in the mission (21 women), few were present in the composition of four changes (7 women) or five (3 women). The share in the seven changes that took place in the participation of three women was record-

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breaking. Therefore, as in the case of PMC Iraq, the total number of women (female shares) is down by 207 units ( $40 \times 2 + 21 \times 3 + 7 \times 4 + 5 \times 3 + 7 \times 3 = 207$ ). Accordingly, the absolute number of women who went on a mission to the Afghanistan area is 159 ( $366 - 207 = 159$ ).

Regardless of the overall composition of the quota data, in each change the share of women took on a small percentage. Of all the changes, the smallest percentage participation of female personnel was in turn for the second, first and twelfth changes. It should be noted that in the majority of PMC changes, the 1% indicator was not reached on this issue. The largest proportional share of women was recorded in the final changes, i.e. XIV, XIII and X, in which the discussed percentage exceeded 3%. More detailed data on the percentage of women in the implementation of operational tasks are presented in Fig.5.

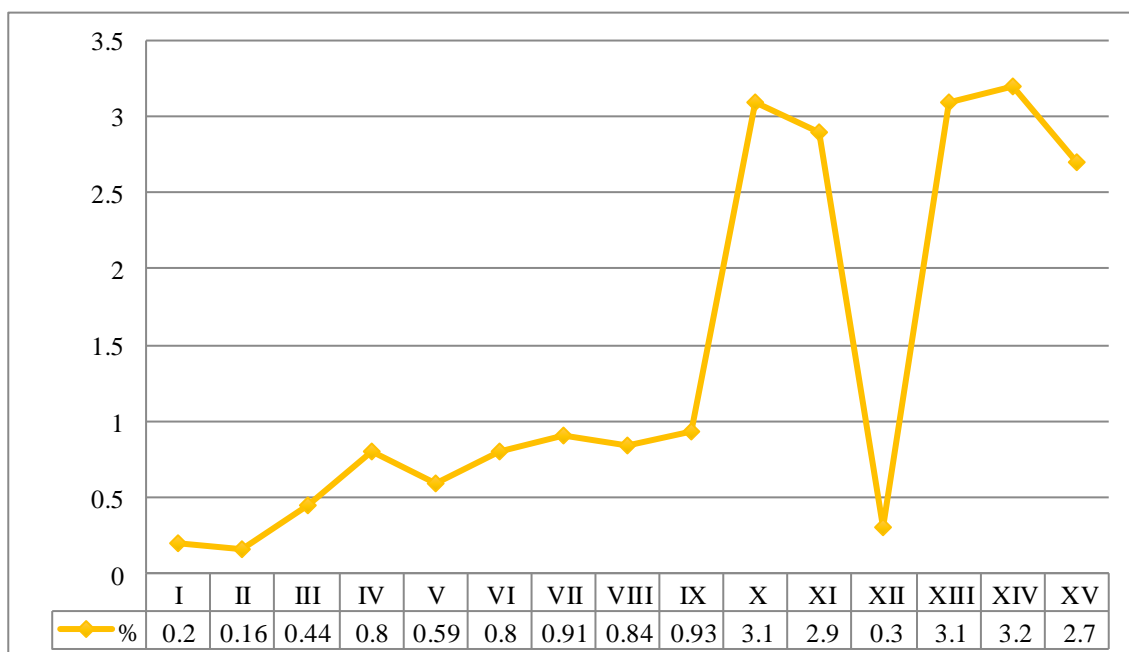


Fig.5. Percentage of women - soldiers in the implementation of operational tasks in individual changes of the PMC Afghanistan  
Source: my own study.

These data prove that both missions do not differ significantly in terms of the quantitative share of women, despite differences in time and duration. From a quantitative perspective, however, it should be admitted that more women participated in the implementation of operational tasks in Afghanistan than in Iraq, both if this participation is considered in absolute, average and percentage values. Proportionally to the whole of the contingents, it can be generalized that in the PMC Iraq station every one-hundredth soldier was female, and in the PMC Afghanistan depot – every fifty. In no change to the PCM Iraq, an indicator larger than 3% was not achieved, which in turn was achieved in the case of three changes of the PMC Afghanistan.

If the point of consideration is shifted to the personal groups to which the positions occupied by women were classified, it was found that in most cases they carried out tasks in medical and peri-auxiliary groups [10]. It can be assumed that this group was formally

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classified CIMIC positions, under which soldiers are responsible for building relations with the civilian population covered by the mission. It should be noted here that these functions are of great importance in the Islamic cultural circles, where the position of women is devalued so much that they have no right to have any contact with men from outside the family. This ban applies to girls from the age of 13. Such social conditions create a necessity involved in the operational activities of female personnel. The regions of Iraq and Afghanistan are not an exception in this respect. Only women - soldiers could provide medical or humanitarian help to local women, so without their participation it is difficult to talk about the implementation of one of the basic objectives of all peace activities, which is to bring civilians together.

Groups	Area of realizing operational tasks			
<b>Medical</b>	<b>PKW Iraq</b>	<b>PMC Change</b>	<b>PKW Afghanistan</b>	<b>PMC Change</b>
		I, II, III, IV, V, VI, VII, VIII, IX, X		I, II, III, IV, VI, VII, VIII, X, XII, XIII, XV
<b>General Military</b>		V, VI, VII, VIII, IX		III, IV, V, VI, VII, VIII, IX, X, XI, IV
<b>Other</b>		X*		VI, IX, X**, III***, IX****

\* psychological support; \*\*aviation, \*\*\*economic, \*\*\*\* justice and legal service

**Table 1. Participation of women - soldiers in groups in individual changes of the PMC**

Source: my own study.

In order to make qualitative findings regarding the relationship between gender and various elements of functioning in the service abroad, women – soldiers during free interviews were asked for a number of information in this regard. Due to the spatial limitations of this article, only conclusions regarding the most important aspect of service in the coeducational environment, i.e. the implementation of official tasks in the mission area, will be presented. It should be noted that, according to Polish legislation, no different practices are applied to female soldiers, both at the candidate stage, in preparation for service, and in active military service. These rules are universal for soldiers serving in the country and abroad, and according to them sex cannot be a differentiating factor when it comes to delegating to the official position as well as to individual tasks. On the basis of information obtained from respondents, it may be tempted to state that this is, to a large extent, only the theoretical postulate, because in practice it was possible to find indirect discriminatory practices at the stage of preparing the National Military Committee, which takes place in the country. Their essence consisted in delegating women to positions related to staffing and administrative work, and not taking them into account in positions related to direct participation in the fight [11].

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This rule was omitted only for medical personnel and civil-military cooperation, as well as for translators. And it also disappeared in later changes of the PMC Afghanistan. As a confirmation, it is worth quoting examples of women's statements in this matter:

- (...) *there was no difference in delegating tasks, women were just in other positions than men, I heard that it changed later and e.g. in Afghanistan it was different;*

- (...) *this took place before departure, while determining the time. For example, there was an unwritten ban on appointing women to command posts. Everyone had their task on the mission, which he did. (...) I learned about it from the oral transmission. There are various reasons, from cultural ones, that the village elders, with whom the commander often contacts, does not consider conversations with women - he does not treat them as an equal partner for talks, social - if a woman died on a mission, the PR and Afghan war would suffer many, many others, depending on the attitude and creativity of the justifying person, in my case I was offered a position that I considered a challenge, which is why I did not fight these prohibitions.*

Not without significance is the fact that women-soldiers were omitted while filling positions related to command. Quantitative data show that only in four changes of the PMC Iraq they carried out command functions. In each of the discussed cases, this share did not exceed 1% (VI change - 0.7%, VIII and X change - 0.2, IX change - 0.1). Similarly in PMC Afghanistan – on the basis of quantitative data, it can be stated that women held commissions in as many as nine changes, however, none of them in the group of women – commanders were more than 5 people. At this point, it should be noted that these data were confirmed in the relations of respondents and respondents of free interviews who admitted that women were intended for command posts. The following words of one of the respondents may confirm:

- *For example, on almost all changes, a woman-soldier could not be the commander of a motorized platoon. Only in the tenth shift was such a case and commander – the woman was praised by his soldiers, despite the fact that there were older officers who were looking for a hole in the whole. In my opinion, what counts above all is the opinion of the soldiers with whom you stay and work every day, and not someone who spreads rumors, sitting on a chair and not participating in operations.*

The women who took part in the study were asked to state whether in their opinion there was a difference in delegating tasks on the mission due to the sex of the soldier. This issue concerned entrusting soldiers with other tasks on grounds of sex, despite taking the same position. Attitudes in this respect were divided – a significant part of the surveyed women admitted that in their surroundings the attention was paid to the sex of the soldier in the allocation of his official duties. As a result, women were eliminated from some of the works, or their participation in this area was limited. This rule concerned especially dangerous tasks, such as trips to patrols and combat tasks, requiring direct contact with the opponent. The respondents drew attention to the informal rule of avoiding giving them instructions that would involve life risk or required a lot of physical strength, or were complicated in the subjects' assessment. However, this principle was applied to a lesser extent in the case of PMC Afghanistan, where differential practices were decidedly less frequent. The exemplifications of this tendency are presented in the following selected statements of respondents:

- *Yes, for example, tasks that required more strength or trips to special places were entrusted to men;*

- *There were no women in battle groups on the change in which I took part, so the women did not leave as much as the base as men, unless, for example, a woman at CIMIC, there were also many translators (...).*

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*- I only noticed with time that I was relegated from my duties even when I felt that I would manage them because I was afraid that something would happen to me or that I would see that men could not make it, and I would. For example, after firing, the psychologist only came to investigate me, others did not (...). The psychologist was professional, he questioned everyone, but the fame had gone to see me, that I was the only one who did not advise me, but that my service from the outpost was not removed, because no one was willing to change from the internal station to the extended;*

*- Yes, of course - women occupied mostly staff and auxiliary positions - health service. As a rule, women do not take part in tasks related to direct contact with an opponent.- Through the prism of my position, there are generally cases in different delegation of tasks on missions for women and men (...). Sometimes the superiors assume in advance that a female soldier will not be able to cope with certain tasks, motivating that she is a woman, i.e. they do not even give her a chance and opportunity to be able to prove or check;*

*- It depends on the superior, whether he treats a woman - a soldier like a soldier or a woman (...). I am after four years of studies and I can work with men and I did not see any differences in delegating tasks for me, but you can see, and not only on the mission, that the guys are soft and can not put tasks to women. They are afraid or see that they can not cope because they behave like princesses, not like soldiers.*

A small majority of women presented the view that gender was not a differentiating factor when delegating tasks on a mission. In their opinion, tasks were delegated properly to the position held, without the use of discriminatory practices, which is confirmed by the following statements of the respondents:

*- (...) there was equality and in such cases, the women performed much better service orders than men. Women much better cared about the entrusted equipment and took care of entrusted tasks, unfortunately I know only in terms of medical service (...);*

*- (...) I had a very good supervisor, I never noticed a different treatment based on sex;*

*- In the cell in which I worked, there were only women, and the man commanded us, so there were no differences;*

*- Everyone had assigned tasks depending on the cell or team in which he was located. They were often equal tasks for both women and men;*

*- At the beginning of the mission, they did not want to expose us to patrols. After two weeks, we started to ride and it remained so until the end;*

The study also included the conviction that in the opinion of women gender was important in the performance of official tasks. The majority of respondents taking part in the missions presented the attitude that gender is not the cause of differences in the quality of performed tasks and the effects of work in the army. Women were of the opinion that the deciding factor was the personality conditioning of a given person, only a few respondents had a different opinion in this respect. However, their attitudes were not completely clear and did not disqualify any of the population. In support of the above words, it is also worth quoting women's statements.

*- Yes and no, it depended on the nature and qualifications of women - there were women among us who performed their tasks perfectly, sometimes even better than men, but there were also those that were incompetent, and they did so with each other . a sweet idiot, which hurt the image of women in the army.*

*- In a sense, yes - as it is in life, in guys who are very military and fitness, guys cope better, whereas in medicine - definitely women;*

*- In my opinion and personal opinion are the positions in the army - especially on the mission - where the soldiers were better - men. I am mainly referring to command*

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*positions in combat patrols. I do not want to generalize, of course, because I met men who were replaced by women because of better preparation or condition.*

*- In retrospect, women certainly could not do everything;*

*- Women are, by their very nature, more scrupulous, especially if they are subject to permanent evaluation and opinion. Therefore, very often, although it is not a rule of thumb, we put in twice as much work than men, so that we would be judged at least average by their opinion.*

It is also worth presenting a male point of view here. If the heart of the considerations is transferred to attitudes presented by male personnel, as a result of the comparison of the results of quantitative and qualitative research, it has been concluded that men display acceptance of the participation of women in missions abroad. However, most of them see the need to limit access to posts that they can cover on a mission. The highest acceptance occurs in the case of posts related to medical protection and related to contacts with civilians. It is not without significance that women in these positions are a kind of necessity, because of the possibility of talking or providing medical assistance to female people in the mission area.

### **4. Men`s attitudes toward women in mission and operation**

Opinions of male military personnel in the implementation of operational tasks by women - soldiers were obtained as a result of conducting quantitative surveys carried out using the survey technique [12]. The research sample consisted of 127 soldiers – men directed to improve competences at the National Defense Academy as part of Postgraduate Commander-Command Studies and Postgraduate Operational-Strategic Studies, as well as Higher Tactical and Operational Courses. The research group included 54 captains, 34 majors and 39 lieutenant colonels. The majority of the soldiers were Land Forces officers (111 people).

The characteristics of the studied population in terms of experience in working with women indicate that the majority, 67% of respondents have such experience. It can therefore be concluded that officers are increasingly dealing with women in military service. This feature is quite important due to the fact that it affects many components of the officers' attitudes towards military service

The implementation of operational tasks by women has been a fact for more than a dozen years, which, however, is not tantamount to the acceptance of this state of affairs by the military milieu. As it was already mentioned, in a study conducted in 2009, i.e. after completing a mission in Iraq and during a mission in Afghanistan, by the Military Bureau of Social Research, it was found that more than half of male soldiers are opposed to women performing combat positions. The attitude was argued by men, arguing the lack of women's experience in the field of pounds, and also by referring to the cultural gender model, in which the woman is perceived as a weak, fragile and delicate being [13].

Attitudes towards the implementation of operational tasks by women – soldiers were the subject of research for the doctoral thesis. The participation of women – soldiers in operational tasks carried out by the Polish Military Contingents in Iraq and Afghanistan. This issue was decided to be examined in order to get to know men's opinions about the implementation of operational tasks by female personnel, and presented in this paper to outline men's attitudes towards women – participants of missions outside the country [14].

Starting from the general attitude to the participation of women in the implementation of operational tasks, it should be admitted that the majority of surveyed soldiers presented the view that women should perform service outside the country -  $\frac{3}{4}$  of the respondents.

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If the area of action is adopted as the point of consideration, then in the case of soldiers of the PCM Iraq, the attitude of approval was expressed by 82% of respondents, already in the PCM Afghanistan – 70%. Such statistics may be astonishing due to the fact that the participation of female staff in the Afghan mission was more common. However, taking into account the above, it can be concluded that a larger number of women in the composition of contingents did not positively affect the approval of their participation in the implementation of operational tasks.

Only 25% of all respondents were in favor of a different attitude, according to which the implementation of operational tasks should rest only on men. Analyzing the voices of opposition to the coeducational military contingents, a few factors were distinguished, which constituted the argumentation of such an attitude. First, the respondents were convinced of the physical and mental weakness of women, which was reflected in military missions. An additional factor that reduced their effectiveness during operational tasks were biological incapacitation.

Another argument was the demoralizing or distracting influence of women on the male environment. In addition, the soldiers believed that a small percentage of women in the contingents set them a privileged position, consisting in delegating easier tasks, especially those that threaten the least possible life or health, which in turn was contrary to the principle of equality in the profession. Others took the view that the practical dimension of military service for women should be expressed only in specific areas of activity, such as medicine, psychology, administration, law.

Separately, there were also other justifications for the low position of women in the countries of the mission's operation, stereotypical perception of the social role of the woman, creating logistic problems and other rationally unsupported attitudes. Selected examples of statements of respondents who are in favor of closing women's access to participation in the implementation of operational tasks are presented in Table 2.

No. of the questionnaire	Contents
A7	<i>Most of them went through mood swings, avoiding tasks that did not suit them.</i>
A11	<i>Because they create many problems, for example logistic.</i>
A45	<i>They are not chosen for competences.</i>
A56	<i>For example, the mission of Afghanistan, the issue of religion and the perception of women in the Islamic world.</i>
A88	<i>Low physical fitness, biological / physiological ineptness, disperse the actions of men.</i>
A70	<i>They should bring up children.</i>
A79	<i>Not in the fight positions [...] approach of subordinates - they will always subconsciously defend women by exposing others, less physical strength, too emotional approach, problems for women, temporary indisposition.</i>
A90	<i>In general, I think that women in the army should have auxiliary functions:</i>

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	<i>economics, medicine.</i>
A136	<i>Why should they drive there if they do not carry out combat tasks.</i>
A134	<i>They distract men and cause conflicts between them.</i>

Table 2. Characteristic statements of the respondents - opponents of women's participation in missions abroad

Source: own study based on survey questionnaires.

On the basis of the obtained results, it can be concluded that the attitude towards the participation of women in missions abroad is related to the position that a potential woman would occupy. The much greater approval of men concerns positions that are not qualified as militant.

### **5. Summary**

Due to the fact that in the armed forces women have been functioning for more than half a century, their role in the profession also increases – from the subordinate executing the orders to the commander issuing them. This change is accompanied by the possibility of participation of female personnel in the international process of creating security, which in practice is implemented through missions and operations undertaken in various parts of the world. The purpose of the articles was to present this participation on the example of PAF. His achievement was related to answering specific problems set out in the introduction.

As regards the first detailed problem, it has been established that currently the Army feminization coefficient in PAF is 5.6% and has been adopting a slow but upward trend for years. This, in turn, translates into many aspects related to the functioning of women in the army, an example of which is engaging them in operational activities outside the country.

In reference to the second detailed problem regarding the participation of female personnel in such activities, on the example of the mission in Iraq and Afghanistan, it has been proved that women constitute a small percentage of soldiers in the PMC. What's more, most of them are ranked in the medical and general-military group.

Referring to the third detailed problem involving the attitudes of male personnel, it was established that the majority of male soldiers display approval for the participation of women in missions and operations outside the country. It should be noted, however, that this acceptance applies to most positions of a medical nature, or related to civil-military cooperation.

On the basis of the generated solutions to specific issues, additional requests were made regarding the participation of women in the international process of creating security on the example of PAF. Although so far a trace of Polish women – soldiers participated in missions abroad, it can be concluded that while the army will engage in foreign operations, more and more women will support contingents with their own competences. This is supported by a number of arguments, ranging from the predispositions of the women themselves – soldiers, and ending with the position of NATO promoting the service of women abroad. It can be expected that in the near future the provisions of the Alliance will also enforce some solutions on signatory states aimed at increasing the participation of women in the implementation of operational tasks.

In relation to the whole problem, one should bear in mind the words of E. Fromm: Everyone is allowed to develop specific features that distinguish him from others as an individual, as a representative of a given nationality. Equality does not mean the negation

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of differences, but the possibility of their best realization [15]. It is therefore necessary in this respect to understand that equality does not mean identity, but that differences can not be an obstacle to the development of the individual. In the case of operational tasks, differences between the sexes should be used in an optimal way, e.g. in contacts with the local population. Due to the differences in personality as well as the social position of women, female staff can carry out tasks at the negotiation stage, which is easier for women because of better communication skills. On the other hand, male personnel perform better at the decision-making stage, due to the tradition of countries covered by the mission, in which the woman is not a decision-making body.

The factor that speaks in favor of the participation of women in military contingents is also the presentation of a good example of the local population, for which the female gender is not a subjective value. Such a position is accepted by the entire population – men who bring decision-making in their own hands, as well as women who accept their social inferiority. Showing examples of women from the Western world who can perform tasks as well as men and have a good education can be an example for Muslim women, that they do not have to be an inferior social category and for men, evidence that the subject treatment of women is an approach, which does not involve negative social phenomena.

The last but not the least important argument for the participation of women in missions is the fact that they are the only units that can interact with local women. In many countries covered by the operation of the mission, due to patriarchal social relations, the position of a woman is devalued, which means that they are also prohibited from taking interviews and receiving medical help from people of different sex. Such rules in the absence of female personnel in the composition of quotas may lead to the exclusion of women from humanitarian and medical aid, which in turn significantly reduces the effectiveness of the entire operation.

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- [2] Cf.: E.M. Car, *Kobiety w szeregach Polskich Sił Zbrojnych na Zachodzie 1940-1948*, Auditor Publishing Office, Warsaw 1995.
- [3] D. Wawrzykowska – Wierciochowa, *Rycerki i samarytanki*, MOD, Warsaw 1988, p. 12.
- [4] Cf.: B. Drapikowska, *Militarna partycypacja kobiet w Siłach Zbrojnych RP*, Scientific Periodicals of AND, *Quarterly* no. 2(91), Warsaw 2013.
- [5] *Służba kobiet w Siłach Zbrojnych RP – raport za 2006 rok*, source: <http://www.mon.gov.pl/pl/artykul/3250> [access: 24.07.2012].
- [6] Ibidem.
- [7] Ibidem.
- [8] Ibidem.
- [9] Cf.: B. Drapikowska, *Udział kobiety – żołnierzy w zadaniach operacyjnych realizowanych przez Polskie Kontyngenty Wojskowe w Iraku i w Afganistanie*, AND, Warsaw 2015.
- [10] Only in PMC Afghanistan, in individual cases, other personal groups were provided [psychological support, aviation (3 changes), economic (1 change), justice and legal services (1 change)].

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[11] Examples are functions related to patrolling the area, i.e. leaving for patrols, most often a few days, in which soldiers stay outside the base and are exposed to a number of threats to life and health, such as traps, explosive charges and other asymmetrical actions undertaken by military groups formed in enemy territory, identified with terrorist organizations.

[12] Cf.: B. Drapikowska, *Obraz kobiety – żołnierza w opinii oficerów*, AND, Warsaw 2015.

[13] *Problemy wojskowej służby kobiet. Wojskowa służba kobiet wg opracowań WBBS*, źródło:

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[access: 24.08.2012].

[14] Cf.: B. Drapikowska, *Udział kobiety – żołnierzy w zadaniach operacyjnych realizowanych przez Polskie Kontyngenty Wojskowe w Iraku i w Afganistanie*, AND, Warsaw 2015.

[15] E. Fromm, *Love, Sex and Matriarchat*, Publishing House Rebis, Poznań 1999, p. 129.