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Conference Proceedings of the 4<sup>th</sup> World Conference on Women's Studies (WCWS 2018)

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## MESSAGE FROM THE CHAIR WCWS 2018



College of Humanities and Social Sciences

Anthropology Department

Greetings and welcome to Colombo, Sri Lanka and to the Fourth, World Conference on Women's Studies.

It is with great pleasure that I serve as conference chair for the third time for the World Conference on Women's Studies, organized by The International Institute of Knowledge Management (TIKM). Bridgewater State University, my home institution, is honored to be a hosting partner. I attended the second and third conferences in Colombo in 2016 and 2017, for which I also served as conference chair. The 2018 conference, like the previous one, is in part shaped by observations and insights from the previous conferences, and we are pleased to offer some additional features to the regular panels for the event. 1) The World Conference on Women's Studies (WCWS) Forum: "Women's Economic Empowerment and Increasing Leadership Opportunities". This is a panel of scholar-activists who will address key challenges and potential solutions for gender equality via economic and leadership opportunities, both within Sri Lankan and wider global contexts; 2) A publishing workshop to encourage submissions to partnering journals; and 3) A youth forum where we can learn from local youth about challenges they face and to encourage awareness of gender and women's issues.

As with last year, this year we also look forward to a stimulating and provocative conference, one that challenges our ideas, builds our connections with one another, and invigorates us in our work. The theme, **Women's Studies: Gendered Scholarship, Activism, and Storytelling for a Sustainable Planet**, promises to help us achieve these goals by highlighting the current challenges we face in building resilient local, regional, and global women's movements that respond to the increasing pressures of climate change. Women's stories are critical in this endeavor.

I want to thank TIKM on behalf of all conference participants, for organizing the conference, juggling all the logistical details including the hotel, meals, program, and other features of the conference planning. This group of sharp thinking, energetic, and hopeful conference organizers continue to add to the human story through their innovative conference themes, tackling the most difficult, persistent, and pressing topics of our times, bringing scholars, activists, policymakers, educators, artists and others together from across the region and the planet.

Please take every opportunity during the conference to engage with one another, to discuss your ideas for research, writing and practice. I also hope that you take some time to explore Colombo in all its vibrancy. Welcome to the conference!

**Conference Chair WCWS 2018,**

**Diana J. Fox,**

Professor and Chairperson,

Anthropology Department,

Bridgewater State University,

USA.

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## Women as an Image in War Propaganda Posters

Eren Evin Kılıçkaya Boğ \*

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**Abstract:** The images of women are prevalent in societies globally from advertising to graphic design products with implications about the social roles women embedded in the imagery. In these examples, the images of women frequently stress heterosexual ideals as the forefront of femininity, often with the roles of mother and a housewife. Especially during the World War I and II, in the posters designed for war propaganda, women took on new roles. In the war propaganda posters, the images of women were undertaken different roles with the support of semi-masculine, brave and strong characteristics. The women were encouraged that they have a capability to do every hard work and they were convinced that they could take over the men's job often very willingly. In this essay, especially the American war propaganda posters examined deeply in terms of societal and social within the images of women. This essay is important not only it forms a basis content of social messages, but also it provides the roots of extensive consciousness of feminism, the economic power of woman and the equality of women and men in the world.

Keywords: War Posters, Propaganda, Poster Design, The image of woman

### Introduction

Society has a great power of giving social roles to the genders from the birth or early childhood. As B. Longhurst said that (2008, p.218), gender is often regarded as a cultural overlay to the anatomically founded difference between the sexes. Sex refers to biological differences between males and females while gender refers to the culturally specific ways of thinking, acting and feeling. According to this idea, the roles of men or women are shaped to the gender profiles in mass communication. Femininity and masculinity are the gender terms, referring to the ways of thinking, acting and feeling considered appropriate roles for females or males.

In most of the societies it is inevitable that there will be a range of femininities and masculinities to be found. These notions create the culturally dominant gender codes that movies, advertising and so on both draw upon and help to construct. "In contemporary western culture, femininity seems to be very much more representational and self-presentational matter than the masculinity. It is said that men act, while women appear-women trade on their 'looks' men on their 'presence'" (Longhurst, 2008, et al. p.218). Women have a more powerful role on selling or buying something with the rising of their economical power, which is given to the women by replacing the men's job.

"Clearly men do not passively live out the masculine myth imposed by the stories and images of the dominant culture. But neither can they live completely outside the myth, since it pervades the culture. Its coercive power is active everywhere-not just on screens, hoardings and paper, but inside our own heads" (Storey, 2006, p. 123)

Contemporary femininity is constructed; according to some paradoxes; for example the looks of the human body are very much more important for the women than the men: attractiveness matters much more to how women are regarded and regard themselves. So many women work hard to stabilize the beauty of themselves by means of cosmetics, diet regimes, plastic surgery, injections, liposuction and the like. Similarly, the men are supposed to be stronger, healthier, powerful images as they are coded. The goal of this paper is to take closer look at to understand how an image used in a poster can change the perception of public point of view in the name of society roles.

## **What is a Poster?**

According to Harold Hutchinson's definition, at the beginning of his book *The Poster, An Illustrated History from 1860* (London, 1968):

“A poster is essentially a large announcement, usually with a pictorial element, usually printed on paper and usually displayed on a Wall or billboard to the general public. Its purpose is to draw attention to whatever an advertiser is trying to promote and to impress some message on the passer-by. The visual or pictorial element provides the initial attraction-and it must be striking enough to catch the eye of the passer-by and to overcome the counter-attractions of the other posters, and it usually needs a supplementary verbal message, which follows up and amplifies the pictorial theme. The large size of most posters enables this verbal message to be read clearly at a distance” (Sontag, 1999, p.197).

A poster's first job is to promote something to the public audience. According to Susan Sontag (1999, p.198), the earliest famous posters all had a specific function: to encourage a growing proportion of the population to spend money on soft consumer goods, entertainment, and the arts. The main point of the poster is its message. Usually there is a slogan that supports the advertisement, the announcement in most of the posters.



Figure 1- Poster from the old times.

## **Propaganda Posters**

According to Kathleen M. Ryan (2012, p. 248), propaganda is ‘the deliberate, systematic attempt to shape perceptions, manipulate cognitions and direct behavior to achieve a response that furthers the desired intent of the propagandist. Propaganda is a form of communication to distribute information. The information is designed to make people feel a certain way or to believe a certain thing. The word ‘propaganda’ comes from Latin. At first, it meant ‘ideas to be spread around’. But in the First World War, it came to mean ‘political ideas that are supposed to be misleading’. During the Second World War, propaganda developed with the advance of mass media.

“By the mid-twentieth century, the rhetoric of propaganda had shifted, from the notion of propaganda as a value-neutral persuasive interaction to an idea that propagandistic persuasion was somehow forced upon a powerless audience. Propaganda, fraught with negative associations, was replaced by more neutral terms such as ‘information’, ‘communication’ or ‘persuasion’ Scholars considered the influence and ethics of social psychology, dissected the role of mass persuasion and offered a model to determine if one had been influenced by propaganda” (Ryan, 2012, p. 249).

In western culture, the relationship between propaganda, public information and advertising is intimate and the poster designers used the language of propaganda often in their works.



Figure 2- One of the propaganda poster promoting the war.

“The art of the propaganda is not necessarily ennobled or refined by powerlessness, any more than it is inevitably coarsened when backed by power or when serving official goals. What determines whether good political posters are made in a country, more than the talent of the artists and the health of the other visual arts, is the cultural policy of the government or party or movement- whether it recognizes quality, whether it encourages, even demands it. Contrary to the invidious idea many people have about propaganda as such, there is no inherent limit to the aesthetic quality or moral integrity of political posters-no limit, that is, separate from the conventions that affect (and perhaps limit) all poster-making, that done for commercial advertising purposes as much as that done for the purposes of political indoctrination” (Sontag, 1999, p.203).

### **War Posters**

Posters were a major part of the overall propaganda effort during World War I and II, coordinated by some national services. The designs varied from small tabletop displays to roadside billboards. Posters played a major role in the minds of the American citizens that helped to sustain the war effort throughout the battle. The Examples are much the posters of American posters, because the idea of the posters for the propaganda comes

from the American tradition and the poster art was the key point of American advertising. So it is not coincidence that there were more examples from American culture.

### **Reading First World War Posters**

“Collections of World War I posters provide a window onto a world that has largely vanished, but it has left behind so many iconic images that when we see them, we conjure up an entire set of representations of war. It is these that frame what Samuel Hynes has called our “war in the head,” our mental furniture on which perch our images of war. These images are not memories—we were not there—but they are representations of the memories of others who were there. Many of those who designed posters brought to the task personal experiences and recollections. Many of those who viewed them during the war certainly linked them to memories of a personal kind” (Pearl, 2009, p.52).



Figure 3- I want you for the U.S. Army Poster

Above is the famous war propaganda poster of American culture. Uncle Sam was pointed the viewer and persuaded to join the army. This iconic poster gains a symbolic meaning of American popular culture and affects other ideas, which are related to want somebody to do something.

### **Reading Second World War Posters**

The posters designed during the Second World War, the graphical point of view also changed according the usage of texts and images. The tendency of using Bold Typography can be seen clearly in most of these examples. Also the role of women had changed in the Second World War posters, the women were not the person only that says ‘Good by’ to their husbands and men. They had gained a powerful images and persuading the braveness and masculinity.



Figure 4- She's a WOW poster

### *Women in War Propaganda Posters*

Collections of World War posters provide a range window onto a world that has largely vanished, but it has left behind so many iconic images of women that when we see them, we recognize an entire set of representations of war and the role of women in war.

In most of the posters the women image used as a persuasive role during First and Second World Wars. You can easily recognize the role of women that used in posters. The usage of handwritten typography and the role of women gave clues about the period of the posters. In figure 5, the V shape in the background represents the V for Victory.



Figure 5- For Every Fighter a Woman Worker.

White (2006, p.156) said that the power to oppress women, to restrict their sense of who they are and who they could be, is laid at the feet of patriarchy and capital, and given a recognizable face in the media. Media texts seduced women to comply with their subservient positions in the world. So the image of woman has a great power in poster art. In Figure 6, the woman was used as a representational image of the French revolution woman figure in the painting of Eugene Delacroix. She holds a flag and dresses also drapery look like the French version. Above of all the soldiers (men), the center image is the key point for victory.



Figure 6- Fight or Buy Bonds.

In figure 7 and 8, also the images of women are working for the victory. Figure 7 shows the women taking row with the dresses like men's dressing and it supports the masculinity and the power. The message is powered by showing the victory is not deserved without any effort and pain.



Figure 7- Victory Girls, every girl pulling for victory.

The woman figure holding American flag that is flying proudly is again dressed like a man and the other workingwomen also look like masculine. The message is given again with the idea of woman has to work if she deserves better war conditions.



Figure 8- The Woman's Land Army of America.

### **What Did Women Do in the War Time?**

According to Alison S. Fell (2018, p.2), for those women, the years 1914-18 sometimes meant a new experience of work, or a case of carrying out their pre-war jobs in contexts that had been transformed by war. For the thousands of women who had worked before the war it was often a question of changing one form of waged labor for another.

“To some extent, the legacies of the First World War on women's lives differed according to whether they had been engaged in what they considered to be work or service. For middle-and upper-class women, the war did not tend to lead to careers, but to a domestic life of marriage and motherhood. Yet the widened social networks, new opportunities and greater independence the war had often brought with it undoubtedly had an impact-which is difficult to measure-on these women's understanding of their rights, roles and relationship to the state” (Fell, 2018, p.6).

One of the workingwoman has a special place in posters history. In 1942, the seventeen-year-old Geraldine Hoff Doyle was the inspiration of workingwoman during wartime. In figure 9, she was seen working on a riveter machine with her red dotted scarf. She has both masculine and feminine look. Poster artist J. Howard Miller, who was given responsibility to make a poster of reassurance to the public, turned her an iconic symbol of workingwoman of wartime.



Figure 9- Working woman named Geraldine Hoff Doyle

“Rosie the Riveter was the star of a campaign aimed at recruiting female workers for defense industries during World War II, and she became perhaps the most iconic image of workingwomen. American women entered the workforce in unprecedented numbers during the war, as widespread male enlistment left gaping holes in the industrial labor force. Between 1940 and 1945, the female percentage of the U.S. workforce increased from 27 percent to nearly 37 percent, and by 1945 nearly one out of every four married women worked outside the home. While women during World War II worked in a variety of positions previously closed to them, the aviation industry saw the greatest increase in female workers” (<https://www.history.com/topics/world-war-ii/rosie-the-riveter>).



Figure 10- Famous “We can Do It” Poster, J. Howard Miller

This poster became the major element of female power and the feminism movement after the Second World War. It was used many places to force the women's heritage and role in society. Her red dotted scarf also gains a symbolic meaning of woman power, braveness and changing situation of gendered roles.

### **Conclusion**

War posters had a deep effect on society, especially that they were the wide range of communication method. The images of women were seen to reinforce the women contribution to the economical and societal life. Gender roles became to change after the Second World War, that woman was not the only person staying at home and looking the children. For many women, the war effort offered opportunities for volunteer service to the nation and for the others; the war provided new, employment options instead of men. Especially in American society the women workers are deeply emphasized from the persuasive roots of wartime.

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# The Changing Dynamics of Gender in the Labour Market: A Jamaican Perspective

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**Abstract:** One of the barriers to human development is gender inequality. In many parts of the world there is a large concentration of females in non-technical service jobs, while their male counterparts are employed in more high skilled technical jobs which are associated with greater prestige and higher levels of remuneration. Nevertheless, the evidence points to a change in how gender roles are being perceived intergenerationally, at least in the case of Jamaica. Drawing on the findings from two studies (1997 and 2017) of lower and lower-middle income communities in Jamaica, along with a review of official statistics on the labour market, this paper discusses the extent to which perceptions of gender roles have remained stereotypical in regard to the household and the workplace. The paper concludes that while gender stereotypes persists the situation has been changing and gender roles are no longer seen as natural or immutable.

Keywords: Gender roles, patriarchy, inequality

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## Introduction

Gender inequality is a major barrier to human development in the twenty-first century. The study of gender explores differences in the experiences of the sexes in all societies. An examination of gender related issues provides a lens through which one can explore how power structures, norms and values impact opportunities of men and women within a society.

In the Caribbean, colonialism bequeathed highly stratified societies and systems of social relations between men and women that were based on a patriarchal ideology. This, despite the fact that the system of slavery gave no explicit place to the patriarchal family, since men and women worked alongside each other in the agricultural fields performing some of the most strenuous tasks imaginable. Despite the many positive changes in gender relations that have occurred in the Caribbean since the 1960s, the period during which decolonisation began, what obtains is an imbalance in power relations between men and women. This is particularly true in the workplace where jobs in technical areas are often considered as being “masculine”. In addition, non-technical jobs are seen as being more “feminine” and as such are usually female dominated. To get a better understanding of the nature of gender segregation in the Jamaican labour market and the extent of gender stereotyping, this paper attempts to answer the following questions:

1. Have changes in the Jamaican labour market been favourable to women?
2. Is there evidence of sex segregation in the wider Jamaican labour market?
3. Is there still evidence of gender stereotyping?
4. Have expectations changed as it relates to male/female participation in technical and non-technical jobs?

## Literature Review

It has been argued that the patriarchal nature of Caribbean societies has its genesis in the colonization of the region. In addition, many Caribbean social scientists are of the view that the patriarchal system lies at the foundation of modern capitalism (Hart, 1989). It has been argued that with some variations the system provides

a context in which men are able to restrict women's access to the labour market. The result is that women are often "directed" to low paying jobs and forced to adhere to the principles of the domestic division of labour (Witz, 1992); while this is happening women's bargaining position in the labour market is weakened.

Some gender scholars are of the view that patriarchy sometimes manifests itself in male domination of critical sectors of the economy with women playing subordinate roles (Hardwick, 1998; Brown-Campbell, 1998). Additionally, an emerging school of thought exist which contends that relations in the family are similar to those in the formal labour market. That is, within families males continue to lead even in instances where the family structure is matrifocal in nature. This makes it difficult to overlook the link between capitalism and patriarchal systems in both the family setting and the workplace. Especially in light of the fact that signs of patriarchy persist within the Caribbean where women continue to maintain labour participation rates comparable to those of their North American counterparts (Mohammed, 2002).

#### Gender segregation in the workplace

In general, Caribbean gender scholars argue that women have always worked outside the home environment; however, their participation in the more technical sectors of the economy have been significantly lower than that of their male counterparts (Hart, 1989). Ricketts; for example, points out that between 1993 and 2000 Jamaican males dominated areas such as skilled Agricultural and Fishery Workers, Craft and Trades Workers; Plant and Machine Operators and Assemblers and Elementary Occupations. On the other hand, female participation in industries such as Plant Machine Operators and Assemblers declined significantly. Numerically, female participation in categories such as Plant and Machine Operators and Assemblers, fell from 37.6% in 1993 to 15.1% in 2000 (Bailey, 2003, p. 64). These changes suggest that though women continue to maintain a presence in the labour market their dominance is in the service sector.

#### Changing of the guard

Increasingly, men and women are challenging conventionally held attitudes and assumptions concerning male and female work. A quick analysis of the labour market data reveals that women have been moving into traditional male dominated areas of work. Additionally, several researchers have noted that characteristics such as empathy and consensus building which are traditionally associated with women are more valuable to business than the more competitive "masculine" model or the brawny "masculine" strength which is often considered as a useful stimulus for the blue-collar manufacturing environment (McGinley, 2013).

Today more men are attracted to female-dominated occupations and more females are encouraged to take up jobs in male-dominated fields -- particularly the technical ones (Bettio & Verashchagina, 2009). The fact that men and women are willing to venture into industries that were previously stereotyped suggest that the labour market is slowly being desegregated. This desegregation of the labour market in Jamaica allows policy makers and employers to alleviate skill and labour shortages as well as it will allow more individuals with appropriate skillset to work in areas dominated by the other sex.

Despite these critical changes the extent to which Caribbean countries, such as Jamaica, are able to make economic progress will be dependent on the speed with which the institutionalized forms of gender discrimination are removed. For countries of the region to advance women who join the labour force should be able to effectively use their intellect and skills to impact policy and decision-making processes. The rapid development of knowledge economies is another game changer in the gender discourse. Knowledge is now seen as a major driver of industry, productivity and economic growth. In a knowledge based economy males and females are encouraged to tap into their creativity and embrace technology rather than rely on brawn. With increased use of technology in the home and work environment the need to rely on powerful physique has become less important for work. Instead, the hype and swag associated with being physically fit has traded place with robots and more service-oriented jobs. This change has resulted in increased female participation in the labour market while propelling economic growth and development of many countries.

## **Methodology**

A mixed methods approach was used to gather data, allowing the researcher to gain breadth and depth of issues while facilitating corroboration. Data collection began with participant observation of individuals enrolled in the University of the West Indies Community Film Project. This was followed by a review of secondary data. The secondary data sources used include the Jamaica Labour Force Survey 1990-2015, The World Bank Labour Force Database and The World Economic Forum Report. Semi-structured video interviews were also conducted, and a survey administered within 10 inner-city communities across Jamaica. These inner-city communities were chosen to match those in the Boxill (1997) study.

Information gathered from the review of secondary data together with information from the semi-structured interviews was used to guide the development of the survey instrument which consisted of both open and closed ended questions. A total of 450 questionnaires were administered to 202 Males and 227 Females ages 16-35 years.

## **Findings**

i. Have changes in the Jamaican labour market been favourable to women?

Jamaica witnessed a minor change in its male/female labour force participation rate between 1990 and 2015, with rates relatively stable at 78.1 % for males in 1990 to 77.2% in 2015; among females the rates fell slightly from 59.5% in 1990 to 56.7 % in 2015(World Bank, 2018).Two major factors affecting labour force participation rates are: employment opportunities and the demand for income. A 2003 report by the International Labour Office (ILO) shows that labour force participation rates tend to be higher as employment opportunities grow for both men and women (International Labour Office, 2003). Based on the data it is difficult to say that changes in the labour market have favoured females. Instead, one can argue that females' continued presence in the work environment can be attributed to factors such as declining fertility rates (in 1990 fertility rates stood at 2.99% by 2015 the fertility rates fell to 2.04%) and increased educational and training opportunities. Given that Jamaican women are having fewer children they are spending less time in the home caring for their infant and new born children. In addition, female enrolment in tertiary and secondary level institutions remains higher than for males. Even though the Jamaican woman maintains a continued presence in the labour market the reality is that being able to access a job does not translate into an automatic escape from poverty and social deprivation. This is because a large percentage of females participating in the labour market are employed in low waged jobs which puts them at risk of slipping into and out of poverty.

ii.Is there evidence of sex segregation in the wider Jamaican labour market?

In the paper we use the variables of 'income' and 'occupational groups' to determine whether there is occupational sex segregation in the Jamaican labour market. When we examine the income earning gap between males and females in Jamaica it is clear that males continue to earn more than their female counterparts. In 2006 Jamaican men earned on average annually US\$1,665 more than their female counterparts (World Economic Forum, 2006). By 2015 they were earning US\$ 4,366 more than their female counterparts (World Economic Forum, 2015). This wage gap can be explained by the fact that a number of women work in lower-paid and lower-skilled jobs or in the informal sector where income often fluctuates. In addition, women are also known to take more time off from work to care for an ailing child or an elderly family member. It is said that the gender pay gap continues to widen worldwide where women have been earning 57% of what men earn (Gillett, 2018). This significant gap is in large part a function of gender discrimination in the workplace.

In the Jamaican labour market men and women tend to be concentrated in different sectors. A close examination of the 2010 and 2015 data shows the low concentration of males in the Education and Private Households with Employed Persons Industries sector. Notwithstanding this, they were making strides in the

goods producing industry in the areas of Skilled Agricultural, Hunting, Forestry and Fishery and Construction. Based on the ILO International Standard Industrial Classification, filmmaking falls under the Information and Communication Industry; however, in the Jamaican Classification, Transport and Storage is linked with Communication. Close examination of the Jamaican data shows that the Transport, Storage and Communication Industry is male dominated.

This segregation of the labour market is also reflected at the micro level. In this paper we draw on a case study of a project in the creative industries to see if this segregation is reflected – the University of the West Indies Community Film Project (UWICFP). The UWICFP is an outreach project of the Centre for Tourism and Policy Research, at the University of the West Indies, Mona Campus, which encourages at risk youth from inner-city/urban communities across Jamaica to get directly involved with innovative storytelling and filmmaking around important community and national issues. It trains participants in filmmaking over a three-month period. As part of the training, participants are required to choose areas of concentration. Note that the project trains participants in a number of specialisations, such as editing, production, make-up and cinematography. A look at the data show that during the practical segment of the course, the more technical areas such as editing and cinematography were dominated by males whereas the non-technical areas such as production and makeup were dominated by females. A breakdown of the male/female participation over the five year period reveals that of the 140 males and 60 female participants: five (5) females chose to work in editing while more than 40 males opted for this area of concentration. Less than 10 females gravitated towards cinematography compared to almost 50 males, with the majority of females (45) choosing to work in production.

These trends indicate that the male participants gravitated towards jobs that were more hands on while their female counterparts were more interested in organizing tasks. Researchers, such as Culbertson (1994), who have analysed similar trends explain that, traditionally, men were likely to choose to work in technical areas given that that sector was critical in shaping their identity as “masculine”. However, the era is fast coming to an end where men tend to use their job titles, such as construction worker, as an identifier; that is, as sign posts of masculinity. (Culbertson, 1994).

Another possible reason for the concentration of men and women in different jobs is men are more inclined to technical areas given that non-technical jobs are considered uninteresting. Furthermore, jobs dominated by women are perceived as requiring:

“low intelligence;’ necessitating that the holder has a high tolerance for boredom” (Williams, 1995; p.2).

Drawing on the work of conventional theorists one can argue that women were most likely to choose non-technical jobs because they were socialized to be passive and less ambitious relative to men. Ambition and aggression are characteristic honed by men which allow them to compete successfully in the labour market. Linked to this, there are those who contend that technical areas of the labour market are buffered by a ‘glass ceiling’ which favours the advancement of men over the progression of women. A 2017 KPMG study, for instance, shows that there is a perception that glass ceilings for women exist in industries such as finance, retail, banking and consultancy. This situation in a context “where there are an equal number of male and female employees filling entry and middle level manager roles” (p. 25).

Taylor, et al., (2012) also state that in industries such as engineering men are seen as members of the in-group and as such are treated more favourably than females in terms of the amount of remuneration they earn for work, as well as in their career advancement. Women, on the other hand, are seen as part of the out-group and are generally treated less favourably than men. Based on our review of the labour market data, along with the case study, we conclude that despite the dynamism within the labour market there is the persistence of occupational sex segregation in Jamaica.

iii. Is there still evidence of gender role stereotyping?

Regarding the issue of gender stereotyping we looked at two studies to determine evidence of gender stereotyping. The first (Boxill, 1997) which was completed in 1997 examined the extent to which perceptions of gender roles were rigid or flexible and the second (Boxill et al 2017) is a replication of the first. In general, the findings of the 2017 study do not reveal much evidence of strong gender role perceptions among those interviewed. However, there does appear to be the persistence of female roles in the household in regard to shopping, preparing meals and childrearing (of girls). Note though that this perception is not as strong as in 1997. In the 1997 study more than half of the respondents suggested that females should maintain the responsibility of shopping (62.2%) and preparing meals (51.8%) in the home (see table). Close examination of the findings in the table reveals that males were more likely to identify these two areas as female roles. Fast forwarding to 2017 and less than half of the respondents believe that females should maintain the responsibility of shopping (44.4%) and preparing meals (35.5%). Although the results for both surveys are not significantly different, unlike in 1997, the 2017 survey results show men as being less likely to associate either roles as being predominantly female roles.

*Perceptions of gender roles and responsibilities in permanent relationships*

Domestic activities	1997			2017		
	Man	Woman	Both	Man	Woman	Both
Earning money for the household	24.5	1.5	74.0	13.5	1.2	85.3
Doing the shopping	3.3	62.2	34.4	2.5	44.8	52.8
Paying the bills	40.5	6.9	52.6	20.9	6.4	72.4
Choosing a school for the children	5.4	22.4	71.9	3.4	18.4	78.2
Seeing that the children go to school	5.9	16.8	77.3	6.2	16.9	76.9
Taking the children to church	1.3	23.2	75.5	3.7	21.8	74.5
Preparing the meals	1.8	51.8	46.4	3.1	37.5	59.4
Entertaining friends	7.2	16.4	76.2	15.5	12.7	71.4
Teaching boys about sex/ relationships	28.3	12.5	59.2	39.0	4.9	56.1
Teaching girls about sex/relationships	5.6	41.6	52.6	4.9	46.9	48.2
Deciding when children should be at home at nights	7.4	11.5	80.6	9.2	9.8	81.0
Deciding how many children to have in a family	6.4	10.2	83.4	6.1	16.3	77.3

In regard to perceptions related to the labour market a little less than a third (29%) of the respondents were of the view that there are designated male and female work roles. With respect to the occupational groupings that featured prominently in the male/female work dichotomy, construction and carpentry were identified as men's work while domestic helper, office worker and hairdressers featured prominently among the women's work. Given that less than half of the respondents shared this perception of male and female work, it may be concluded that at least in regard to perceptions, gender role stereotypes are slowly disappearing from the Jamaica labour market (see pie chart).

Is there such a thing as male/female work?

In their views on the labour market respondents stated that although more men were entering traditional female occupations, such as nursing, they still struggle against the stereotypes of what a nurse looks like. Similarly, respondents were of the view that though more women were entering the construction industry, the way in which the industry was being portrayed made it unattractive for females. Agapiou (2002) (in Abidemi, et al., 2015) contend that:

“The predominant image of construction is that of a male-dominated industry requiring brute strength and a good tolerance for outdoor conditions, inclement weather and bad language” (p.4).

These stereotypes are among the factors that have prevented both males and females from working in jobs that are not seen to be associated with their gender, thus underscoring the supporting ideology that reinforces notions of what it means to be a male or female.

iv. Have expectations changed in regard to male/female participation in technical and non-technical jobs?

In relation to gendered jobs, the 2017 survey results show that the majority of the respondents believe that there is no such thing as male and female work in the home (81.6%) and in the workplace (77.7%). Those who were of the view that there was such a thing as “male work” or “female work” in the workplace identified largely technical jobs as “men's work”, while more caregiving type jobs were viewed as examples of “women's work”. Some of the technical jobs associated with “men's work” in the home included lifting heavy objects, fixing the electrical lights, moving furniture and working on the outside of the house. Technical “men's work” in the workplace also included lifting heavy objects. One type of non-technical “female work” identified in the home was washing the bathroom. In the workplace non-technical “women's work” entailed desk-work and customer care.

Theorising perceived gender roles

Given that countries within the Caribbean have different historical experiences compared to North American and European countries, Caribbean scholars use slightly different approaches in theorizing gender roles. In fact, Caribbean scholars continue to criticize what they call “the westocentric” analyses of gender and work of postmodernists' writers (Slocum & Shields, 2008, p.696). Scholars within the region are of the view that one must take into consideration the history of colonialism, class and race relations when looking at matters relating to gender equality. For instance, Safa (1986) explains that in lower class communities' males appear to be less dominant when compared with men of other classes. She contends that within these communities women have greater levels of economic autonomy and are not as dependent on men as women in higher social classes. Women of these communities appear to be somehow more empowered to the extent where they share responsibility for the household. This is not to gainsay the absence of gender inequality in the Caribbean. Quite the contrary. A study of Sexual attitudes and practices of males in Barbados by Dann (1987) revealed that many men described women as weak and needing to be controlled by men. In addition they were of the view that women should be largely confined to the household to serve their male partners.

This acknowledgement shows that many of the respondents still subscribe to the traditional idea of gender role which reinforces gender inequality. However, as the data from the two Jamaican studies show, these

stereotypical views of gender roles have changed considerably since the 1980s. But that is the case of Jamaica. It would be interesting to find out what obtains in the neighbouring Caribbean and Latin American countries, as well as what the results of a follow-up study in Barbados would yield in regard to these issues.

## **Conclusion**

Given the small sample size of the survey, results do not necessarily represent the entire Jamaican population. Nonetheless, we can conclude from our findings that while gender role stereotyping persists in Jamaica it is slowly changing. That is, notions of rigid male and female roles at work or in the home appear to be a feature of the past.

The concentration of females in non-technical jobs in the wider society or at the micro level, such as in the UWICFP, is clearly not a natural occurrence and appears to be changing, albeit slowly. In countries, such as Jamaica, where gender role stereotyping persists there is the inevitability of the stagnation of social and economic progress. This implies that addressing gender equality, in all of its manifestations, is a precondition for ensuring human freedom and fostering development.

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The UWI Community film project was started in 2011 by a professor at the university. The aim of the project is to train at-risk youths in the rudiments of film making. Since its inception, the project has expanded to over 32 communities in the cities of Kingston and Montego Bay, graduating over 200 persons in filmmaking.

# Gender and Security – Female Military Service in Social Perspective – History, Present Days, Law and Communication

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**Abstract:** The article concerns the role of the women in national security on the women military service like example. The key point presentation are history and present circumstances of women military service. I plan present results my own research in this area. I have been researched this issues since 8 years. The army is the institution that has been created by man and for man from many ages. The women have been presented only in especially situation, like the lack of male resources, e.g. Second World War. But the situation has been changed; thanks feministic movement in United States. 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. The role of women in army is the projection of women's role in society in every country. 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.

Keywords: Women in army, women military service, gender and security.

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## 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 purpose of the article below is to present the military participation of women 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 Polish armed forces?

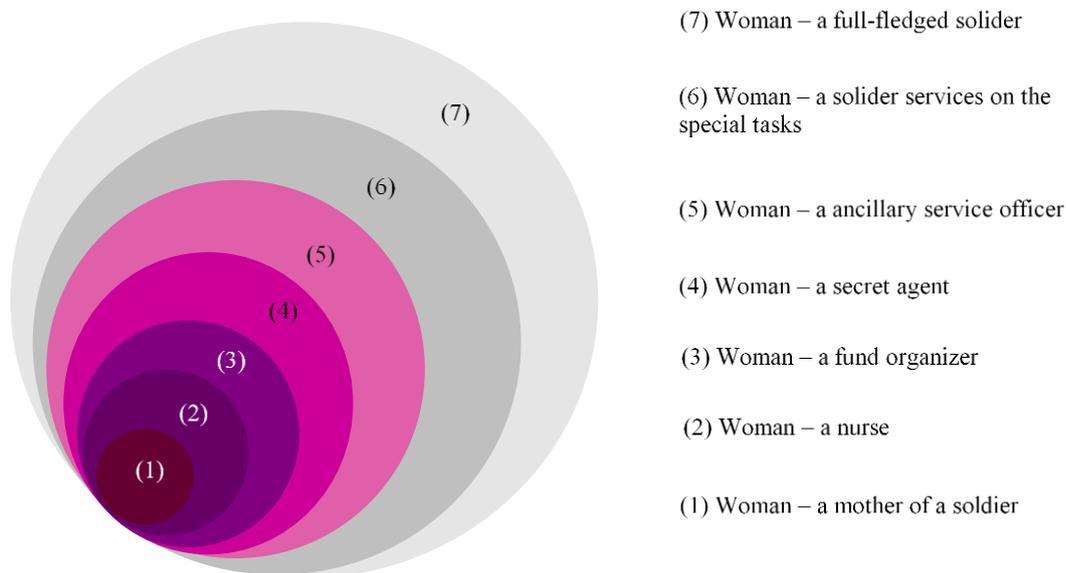
Based on the main problem, specific issues were summarized that boiled down to the following questions:

- How was the historical evolution of the role of women in the Polish army?
- How is the quantitative participation of women – soldiers in the Polish army today?
- What is the participation of women – soldiers in missions and operations carried out outside the country?
- What are the attitudes of men - soldiers towards the military service of women?

The cognitive effects presented in the article have been achieved using theoretical and empirical research methods. The evolution of the role of women in the defense of the country was determined based on the analysis of historical literature. In turn, the solutions to subsequent detailed problems were analyzed by statistical data provided by the Council for Women's Affairs in the Armed Forces of the Republic of Poland (CWA AFRP). Subsequent solutions were generated based on the results of quantitative own research on attitudes of male personnel towards women - soldiers carried out on a sample of 123 Polish soldiers. Solutions to specific problems are presented in the individual parts of the article.

### **History of women military service in Poland**

The role of women in the field of national defense in the case of Poland has evolved over the centuries, ranging from a reproductive function, consisting only in providing the army with new members of society – potential fighters and soldiers. The individual stages of the process of expanding the role of women in the field of defense are presented in Picture 1.



Picture 1. The evolution of the role of women in the defense of the country.

The profession of a soldier for Polish women is a relatively new professional role in terms of form, however, in the informal area it reaches back to the Middle Ages, where the first references to the actions of armed women come from. However, such speeches were undoubtedly sporadic in nature. It was not until the time of the national uprisings (1792-1863) that the names of women engaging in national defense issues through physical or material support appeared on the pages of history and messages for posterity (Wawrzykowska-Wierciochowa, 1988).

Initially, their involvement included only sanitary functions - they were involved in the production of dressing materials and dressing wounds for soldiers. The next step in their military participation was shaping the institution of the marquee. It was the prototype of subsequent logistic services provided by female staff in the auxiliary service. At that time, the first of the women carried out intelligence functions, which came easily to them due to their natural communication skills, as well as remaining beyond the suspicions of the opponent. The next step towards expanding the participation of women in the implementation of defense functions was the provision of courier services, i.e. transferring orders, food, weapons and other articles intended for use on the battlefield. All tasks carried out so far served one purpose, which was always visible when women were engaged in military activities, namely - relieving men from auxiliary work for direct participation in the fight.

Implementation of this type of activity - especially the role of a nurse - was enjoying greater social acceptance, but the participation of women in armed activities was associated with overcoming various formal and mental barriers. While the first women overcome very simply, i.e. by dressing the male uniform and masking secondary sexual characteristics, the latter, due to the perception of the social role of a woman predestinating her to protect the home, were much more difficult to overcome.

Modification of ideas on this was associated with the general change in the position of women in the world initiated with the outbreak of World War I. It forced the existing housekeepers to replace the male personnel

sent to the front in paid employment. Increasing the participation of women in economic life and their "leaving home" was associated with growing social and civic awareness. Women gradually began to acquire public rights as well as legal subjectivity. Due to the need to protect the natural role of women, i.e. motherhood, the first legal regulations in the field of employing women and creating them both the right working conditions and parental leave began to appear.

Women's social awareness expanded into further areas of public life, moving towards participation in the implementation of defense functions. They were still closely guarded by men convinced that women should be kept as far away from the military as possible. Demand for women's activity in the public sphere, including participation in the armed struggle, appeared when there were no men. During the extraordinary threat, the army was heading towards women with a request to join the ranks, as well as the interested, affectionate duty to support the homeland.

This principle has been confirmed in many countries, including Poland, when female staff participated extensively in World War I and II. The military service of women in the First World War was marked by the Polish Military Organization and the Volunteer Legion of Women and was carried out in the sanitary tasks, interview and communication (Council for Women's Affairs in the Armed Forces of the Republic of Poland [CWA AFRP], 2002, pp.22-23).

A similar situation took place during World War II, when every tenth soldier in the Home Army was a woman. At that time, they carried out their tasks initially in the Organization for the Defense of Women, then in the Women's Auxiliary Service and, finally, in the Military Women's Service under the Home Army.

What's more, women also acted actively on the fronts of World War II, through service in the Women's Assistance Service organized by the Polish Army in exile. Polish "pips" marked their mark in the USSR, Iraq, Great Britain, or in Italy. Women provided medical services, transported weapons, and delivered orders straight to the battlefield, where they suffered death many times.

In World War II, women's service met with approval from both the public and the soldiers themselves showing gratitude for care and help on the battlefield. The praise of the authorities at that time was also appreciated, as illustrated by the example of General D.D. Eisenhower, who argued about the usefulness of women to military craftsmanship: "I opposed the service of women in the army until I met with her in London, I realized then that they are doing very well in various positions [...] at the end of the war, even forged heads were able to convince what was expressed in the demand for more women's contingents" (Eisenhower, 1988, p.131).

Although in the Second World War many women proved their predisposition to serve, with the end of the war, the memory of the usefulness of women in the military sphere became more and more disappearing from year to year. With time, the old habits were reverted, which did not take into account the role of women in the implementation of defense functions, and in the best case they reduced it to appear in military representative orchestras.

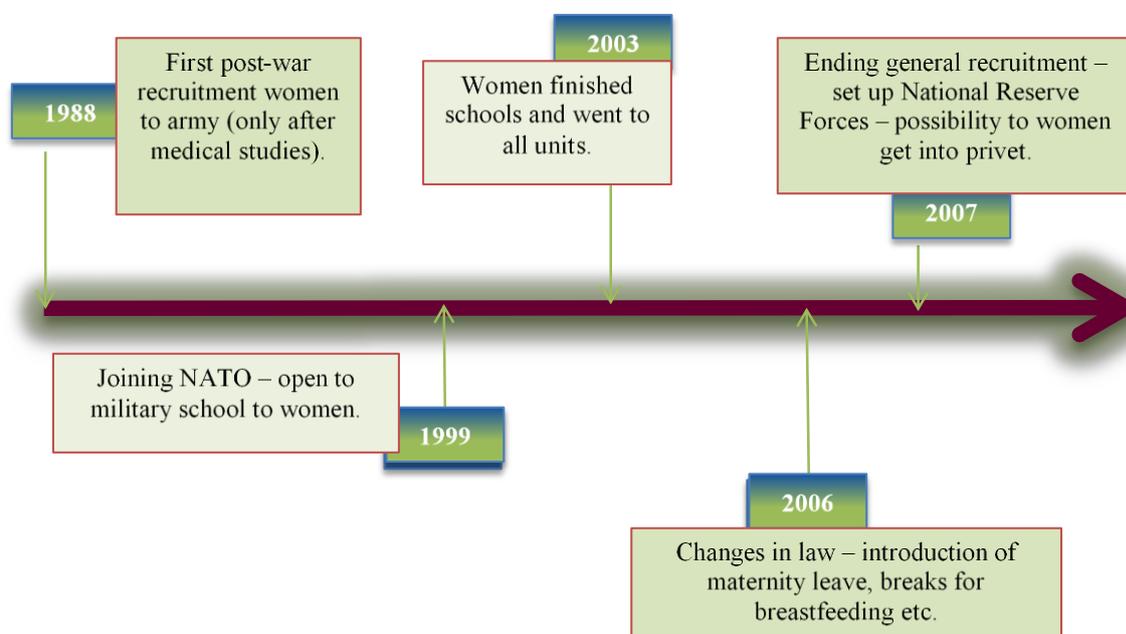
The desire to move women away from the military was a universal rule used in post-war armies. In ceremonies commemorating the fallen soldiers - ATA pilots in September 1945 in White Waltham, one of the guests of the honorary ceremony - Lord Beaverbrook – appealed to the participants for generosity, which will allow "[...] now and in the future education and upbringing of men orphans too old to fly and fight, but not too old to recommend" (Whittel, 2007, p.348). Despite the numerous ATA supplies by women, including three Polish women, they were not mentioned in solemn speeches (ibid.). The American feminists, who were the first to "take up arms" in the 1970s, appealed to this memory.

In the Polish reality, the situation changed only at the beginning of the 21st century. Entry into the structures of the Alliance forced the opening of urgently guarded gates of military units for women and enabling them to be professionally trained in uniformed formations. What's more, it also created the necessity of gradually adjusting

the military property used by men to the presence and service of women, as well as socializing soldiers to a co-ed army.

### Nowadays

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. While in the beginning they were very few in the ranks of candidates for soldiers, women from military students increased each year. Their growing number caused a discussion on a number of changes in the army, aimed at adapting the existing infrastructure and the principles of performing service. This has resulted in changes in legislation regarding issues that have not been regulated in the military so far, e.g. maternity leave, work breaks for breastfeeding, dismissals during pregnancy, etc. Another qualitative change was associated with the abandonment of general collection and the creation of the National Reserve Forces, which in practice opened a private professional corps for women.



Picture 2. Milestones in Polish military service of women.

The share of women in the Polish army today reached 5.6% and indicates an upward trend. The analysis of statistical data presented in Chart 1 allows to conclude that the most popular interest of women was invariably the Land Forces, which supplied more than half of all women serving in the Armed Forces of the Republic of Poland. It should be noted that the tendency to choose this type of troops has been maintained since the beginning of military participation of women. The second in terms of numbers in this respect was the Air Force, where, however, it served almost three times less women. On the other hand, the Navy was 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.

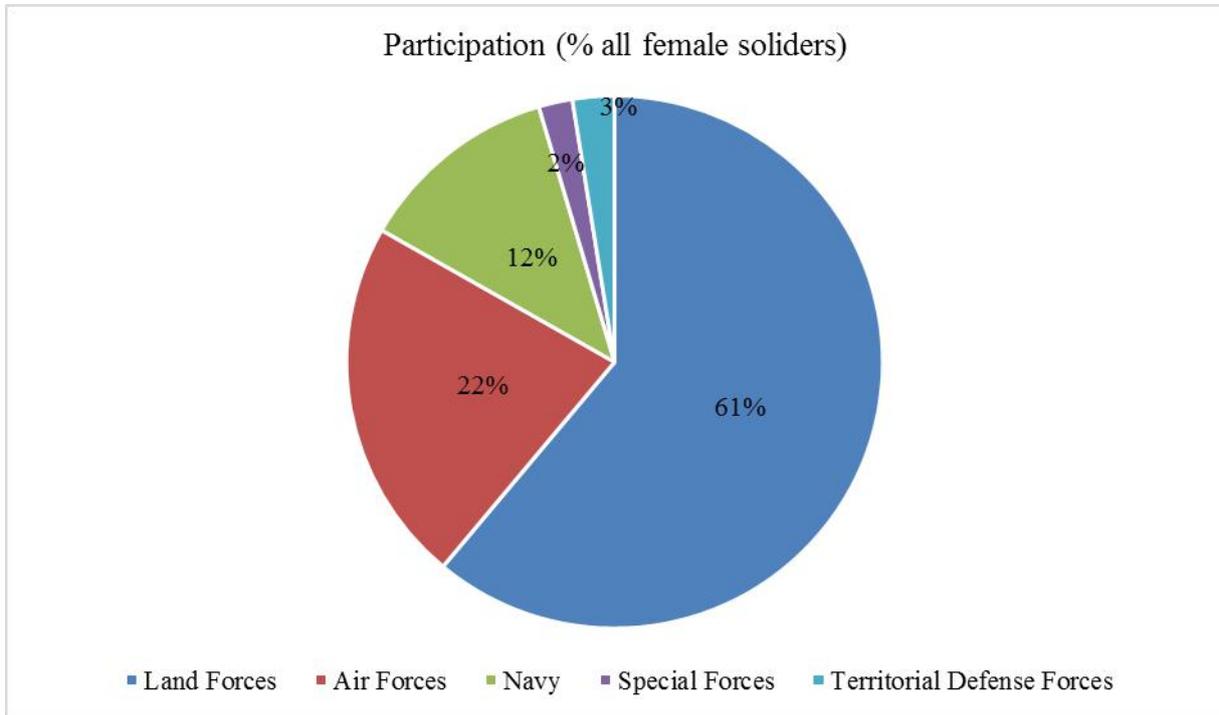


Chart 1. Women in the army (due to type of forces)

If the point of analysis is transferred to the personal corps in which women perform military service, undoubtedly the most numerous in this respect is the professional body corps. This trend increased only after 2008 with the creation of NSR – 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 corps was very difficult to reach for the female part of society.

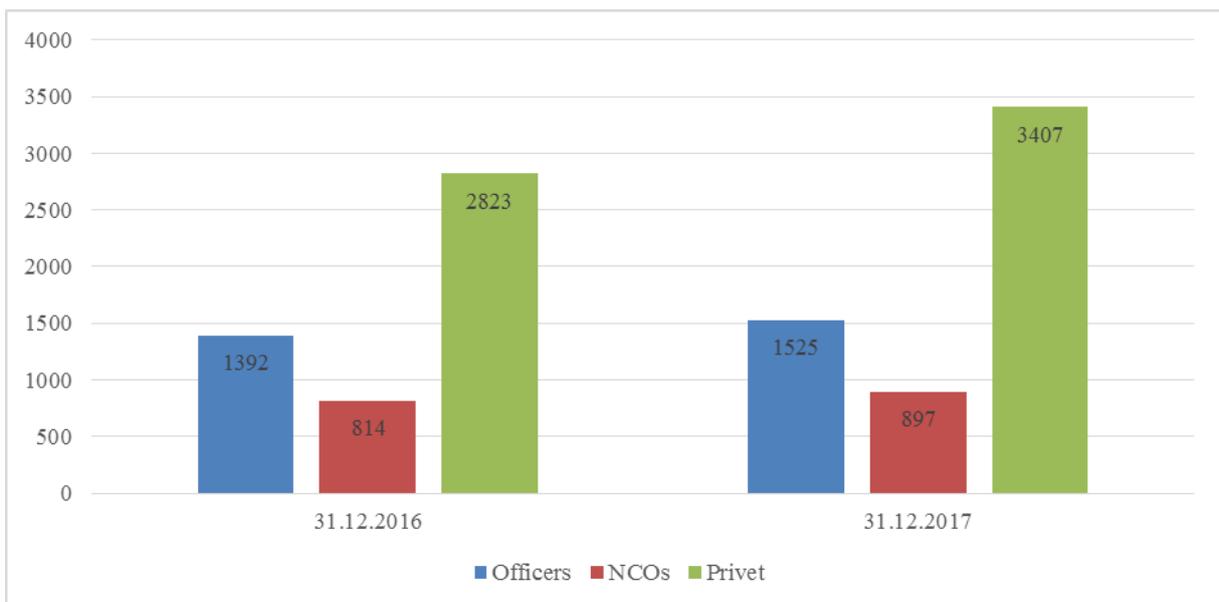


Chart 2. Women in the military corps.

In the situation of reflections on the participation of women in the army, it is also important that they take command functions. In total, there were 474 women in such positions, of which  $\frac{3}{4}$  acted as the platoon or team commander.

*Table 1. Women in command positions.*

Position	Number of women
Team leader - identical	164
Platoon commander - identical	24
Company commander - identical	80
Commander of the medical evacuation group - identical	24
Other commanders	15

Performing command functions is one of the indicators of the position of women in the military environment. It might seem that the figures do not indicate in this respect a large participation of the female sex in the command. However, it should be borne in mind that the number of command posts is limited, and their holding is often associated with meeting certain requirements, e.g. experience, education, etc. However, it can not be ruled out that men's pre-emption of being a commander is irrelevant here. , which can be particularly evident in senior officers.

### **Women in missions and operations**

The Armed Forces of the Republic of Poland participate in missions abroad since 1953, when the Polish contingent was involved in the implementation of operational tasks in the territory of Korea. It is a fact that for almost half a century this participation included only military personnel until 1988, when the first women were taken into military service on special terms, and as a result recruited for missions. 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 (<http://www.mon.gov.pl/pl/artykul/3250>, 2012).

The situation changed after 2003, when the ranks of the army began to supply graduates of officers' schools and military academies representing various military specialties. Of course, not immediately after school, women were directed to missions, in practice only after obtaining a minimum experience in the service in units in the country could talk about participation in missions and operations. Undoubtedly, it was quite important in this respect to direct women to positions related to civil-military cooperation.

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. 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" (ibid.).

In line with the position taken by the Women's Council in the United Nations in connection with the implementation of the UN Convention 1325 on the necessity to guarantee women's participation in promoting peace and security, there are no barriers for women interested in the recruitment of candidates, as provided by institutions representing women's interests in the armed forces service in contingents (ibid.).

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).

It should be noted that many of the operations undertaken by the international community are carried out in Islamic countries. An example of this is the implementation of such tasks by the Poles supplying the ranks of the PKW Iraq and PKW Afghanistan. How important the presence of women in such areas is best shown by the incident in Iraq.

"In 2004, Iraqi coalition forces wanted to interview a woman from a Shiite village in an area known as fundamentalist. They took her to the military base without her husband or any relative. When the military brought her back home, her family did not trust her anymore. She could have been raped or sexually assaulted in a different way. [...] The effects of such an approach disrespecting the gender issue were deplorable: the woman was punished by death by stoning, and the husband took his own life away because he was unable to protect his wife, which is considered a disgrace" (Military Center of Civic Education [MCCE], 2012, p.21.)

Due to the area of activity and cultural conditions under which local women and girls over 13 years of age forbid any contact with strangers, women - soldiers were the only people who could provide them with medical and humanitarian assistance as well as communicate with them. Thus, excluding women or reducing their number in such areas will naturally involve the exclusion or limitation of the number of local women who will be able to help. This, in turn, undermines the whole sensibility of the actions by which the international community is to reach through the "hearts and minds" to the local population.

### **Men`s attitudes**

Women's military service enjoys the support of nearly two-thirds of Polish society. Recent statistical data in this respect, originating in 2007, indicate 68% support. At the same time, it should be noted that more than half of the population then supported the military service of women in a decisive manner. It is worth considering whether she accepts as many supporters among the representatives of the military community.

In a study conducted in 2009 by the Military Bureau of Social Research, data was obtained that military participation of women is supported by 60% of male soldiers, while 22% are against it. It is worth emphasizing that among the arguments put forward by both sides, the supporters recognize the positive influence of women on human relations prevailing in the army, while opponents stress the lack of formal and informal preparation of the army for the service of women (Drapikowska, 2015).

If, however, the point of considerations has been transferred to attitudes towards women performing combat positions, the number of supporters drops significantly. More than half of men - soldiers are against it, arguing their attitude of women's lack of experience in the field of pounds, and also referring to the cultural gender model, in which the woman is perceived as a weak, fragile and delicate being ([http://www.wp.mil.pl/pliki/File/RADA\\_DS\\_KOBIET/Publikacje/wydawnictwo\\_dwipo.pdf](http://www.wp.mil.pl/pliki/File/RADA_DS_KOBIET/Publikacje/wydawnictwo_dwipo.pdf), 2012).

The obtained results of own research (2014) allow to state that only every tenth soldier is a supporter of women's military service and presents the view that there should not be any restrictions on the availability of positions, in other words, he accepts currently applied in this area solutions in the Polish army. Much more, however, because as many as 1/3 of the surveyed soldiers, indicates that the existing system is not correct, and for women in the army should apply restrictions on the availability of military positions and specialties. Representatives of this view, therefore, tend towards solutions used even in the American or British army, where there is no wide access to women's positions.

Among the soldiers, however, there was a negative attitude towards cooperation with women in the army. What's more, every sixth man was an opponent of the presence of women in the army, while every third only accepted it, doing so due to the changing social reality, declaring at the same time that he is not a "staunch supporter" of this issue. The attitudes represented by soldiers are shown in Chart 3.

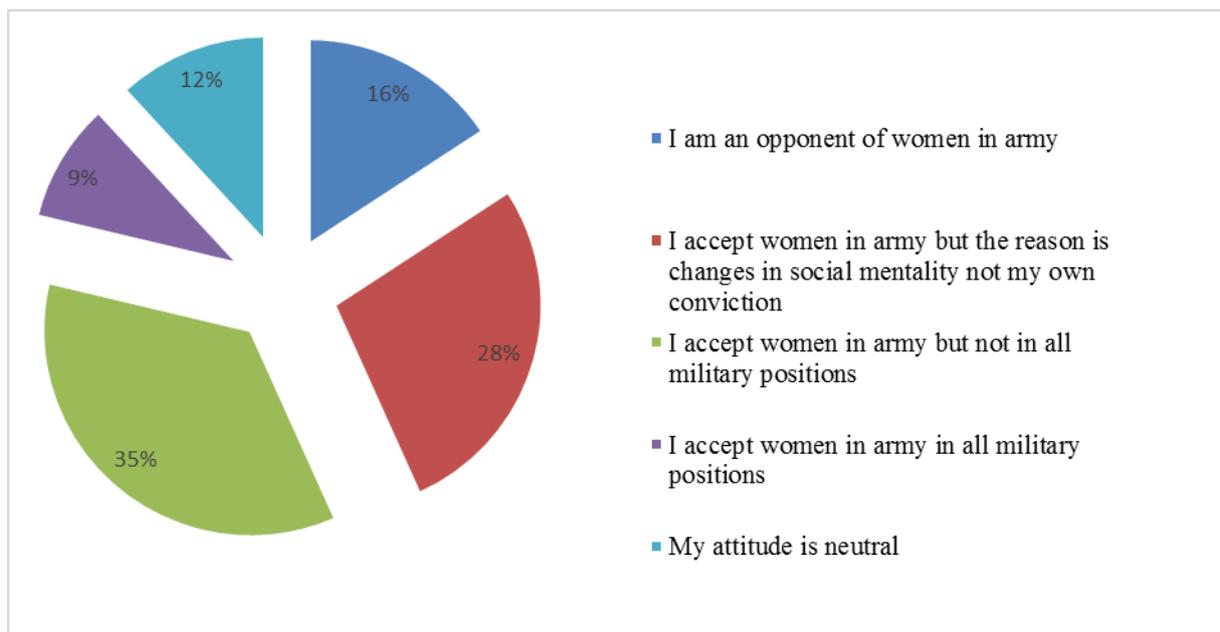


Chart 3. Ratio of male soldiers interviewed for women's military service

The study analyzed thoroughly negative attitudes towards women's military service, whose sources, based on the results obtained, were classified into several categories. The first of these was the differences observed by men - soldiers in the treatment of men and women in the army, both by senior superiors and throughout the general military system. Respondents pointed to the distinction in the standards of physical fitness assessment, as well as favoring women in the various elements of military service. An illustration of the presented thesis may be the statements of the respondents presented in Table 2.

Table 2. Selected statements of respondents indicating the differences in treatment of women and men as the main determinant of negative attitudes towards women's military service.

Questionnaire no	Contents
R7	“Less efficiency, less requirements, favoritism, and a salary such as for a man”.
R48”	“Because they are treated better. At least in my JW. This can not be generalized but some women use it in their work”.
R64	“[...] Other standards with FE (the opponent will not distinguish between whether a woman or a man [...])”.
R71	“Quick appointment, favoritism, treatment inequality with male soldiers”.
R108	“Because they are treated in a special way by senior superiors and promoted to higher positions, which should be promoted by men with more seniority”.
R113	“I am not an opponent but unfortunately women are treated differently (better) than men (lower standards with PE, preferred when nominated for positions)”.
R59	“Because there is no equality (different standards)”.
R105	“They want equality and promotion with lower fitness standards”.

An important factor that has a negative impact on the perception of women's military service was the conviction of men about the lack of predispositions in women to perform a soldier's job. In this respect, men focused on the physical construction of women, conditioning less physical fitness, as well as the qualities of character that they feel women have, and which discredit them as soldiers. Statements by officers are presented in Table 3.

Table 3. Selected statements of respondents indicating the lack of predisposition among women as the main determinant of negative attitudes towards women's military service

Questionnaire no	Contents
R40	“During real tasks that are complicated and require extra effort, they can not cope with them”.
R43	“I had ladies as subordinates and they did not work”.
R41	“In my opinion, this is a difficult profession carried out under special conditions in a stressful environment and I believe that a possible woman in the army is only in dentistry or human resources as an employee of the army”.
R66	“They are favored, lack of ability and commanding skills, lack of organization of work, fear of subordinates”.
R114	“This is not a job for women, they do not work well in team management, a lot of absenteeism at work”.
R25	“The problem is that they have much higher skills and predispositions in the areas typical of exercise time and peace, subject to a real attempt are definitely useless”.
R108	“[...] In addition, they can not cope with the stress of the battlefield”.

Another issue that influences the disapproval of the presence of women in the military is a moral factor that meant the projection of courteous behavior towards women from the civil milieu to the military. As the research has shown, in the opinion of men - soldiers, it is inappropriate in the walls of a military unit. Examples of statements confirming the above statement are presented in Table 4.

*Table 4. Selected statements of respondents indicating morality as the main determinant of negative attitudes towards women's military service*

Questionnaire no	Contents
R18	"[...] There are no regulations of "moral" nature [...]"
R65	"Because they kiss them in the hand and advance faster without meeting the requirements (any)".
R83	"1) they are treated as women and not like soldiers 2) they have their spokesperson forcing some solutions to their advantage".
R126	"Because they are treated better than men, especially by senior officers, for example, the colonel kisses the corporal in her hand during the greeting".

The next factor generating negative attitudes of men-soldiers towards women soldiers, which is a kind of "natural" objection, is the involvement of women in family roles, where the dissatisfaction of the respondents concerned the absenteeism of women at work, caused by pregnancy and motherhood, while unable to appoint another person's. However, compared to other factors, this allegation rarely generated negative attitudes. The confirmation is provided in Table 5.

*Table 5. Selected statements of respondents pointing to family roles as the main determinant of negative attitudes towards women's military service*

Questionnaire no	Contents
R18	"[...] Long-term absenteeism in the event of pregnancy and childbirth with the simultaneous inability to appoint another person".
R64	"[...] 2) upbringing and maternity leave (every woman has the right to do so) but no job presence – failure".

Analyzing the attitudes of the male part of the military community one should bear in mind the issues of socio-cultural conditions. Poland belongs to a block of former communist states, where the social roles of women and men were closely related to the division of labor. In the family, the man was responsible for ensuring material existence, while the woman was responsible for looking after the children. The professional activity of women in post-war Polish society was focused mainly on odd jobs, and their income was only aimed at improving the home budget and not its creation.

Contemporary Polish society is the aftermath of education in such a social system. A few generations grew up in it, and they passed their values from home to the families they founded. Their attitudes grew out of the observation of families, in which the man was the head of the house due to the higher salary. On the other hand, the soldier's profession is closely related to masculinity. Since the beginning of time, men have had defensive functions, hence it is difficult to expect that in a society developed on the basis of a strict division of the private sphere (family and home) and the public sphere (work, politics), the work of women in men's occupations met with high and rapid social acceptance especially in the male part of the population.

## Conclusions

With reference to the first detailed problem concerning the military history of women's participation, it was established that throughout history the role of women in the state security system has evolved. Over the centuries they have come a long way - from a soldier's mother to a full-fledged soldier, carrying out tasks on a par with men. The first mention of the participation of women in the field of defense come in the Middle Ages. However, about the wider participation, after which the relations in documents can be said only from the times of Polish national uprisings, i.e. the Kosciuszko Uprising, January Uprising and November Uprising. The period of World War I and II is the formation of the first regular female formations, which, although proved to be useful in the area of the military, were removed from their functions at the end of military operations. This situation lasted until 1988, when women began to be taken into the army on special terms, which in practice meant only medical and musical corpora. The full implementation of military service came only with the entry of Poland into the structures of the North Atlantic Alliance, when the standardization requirements forced the opening of military universities for women.

The solution of the second detailed problem regarding the contemporary conditions of women's military service should be noted that today they account for less than 6% of military personnel. Most of them are servants in the Land Forces, while the least in Special Forces, which is understandable due to the fact that this type of troops is the smallest number.

Looking for solutions to the third specific problem, it was established that the participation of women soldiers in missions and operations outside the country was marginal compared to the female staff. Initially, it was associated only with the medical protection of the NEC, because only such positions were available to women. Since 2005, when women graduated from military schools and had minimal experience in the service, they could participate in operational tasks in all available positions. In practice, however, their continued involvement in medical security.

Regarding the fourth specific problem involving men's attitudes towards women's military service, it was found that in the majority of respondents they are positive, however with two reservations. The first of these are changing social roles, and hence increasing professional opportunities for women. The second in turn concerns restrictions on the availability of posts. According to the surveyed men, women should only serve in selected military specialties, primarily medical and administrative. Negative attitudes are mostly derived from the stereotypical perception of the role of women in society, mainly through the prism of family roles.

In conclusion, it is worth noting that today Polish armed forces, as well as the entire international community, are involved in peaceful activities undertaken in many parts of the world where the social position of a woman is devalued. This is especially true for Islamic states, in which, due to cultural conditioning, women - soldiers are the only people who can talk and help the female population over 13 years of age. Limiting the number of contingents in them, or closing them in the database, will in practice lead to a reduction in the quality of entire operational activities, due to the limitation or exclusion of local women from medical and humanitarian aid. It should not be forgotten that when it comes to contemporary operations, women - soldiers - Polish women, European women, Asian girls or American women - are an example for local women that their biological sex should not determine lower social status. This, in turn, may seem the first step towards changing the position of women in many parts of the world.

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