


The 5th Erasmus Gender Seminar

Military Gender Studies
Multiplier Event

BOOK OF ABSTRACTS

19 – 20 JUNE 2023

ACADEMIA MILITAR, PORTUGAL




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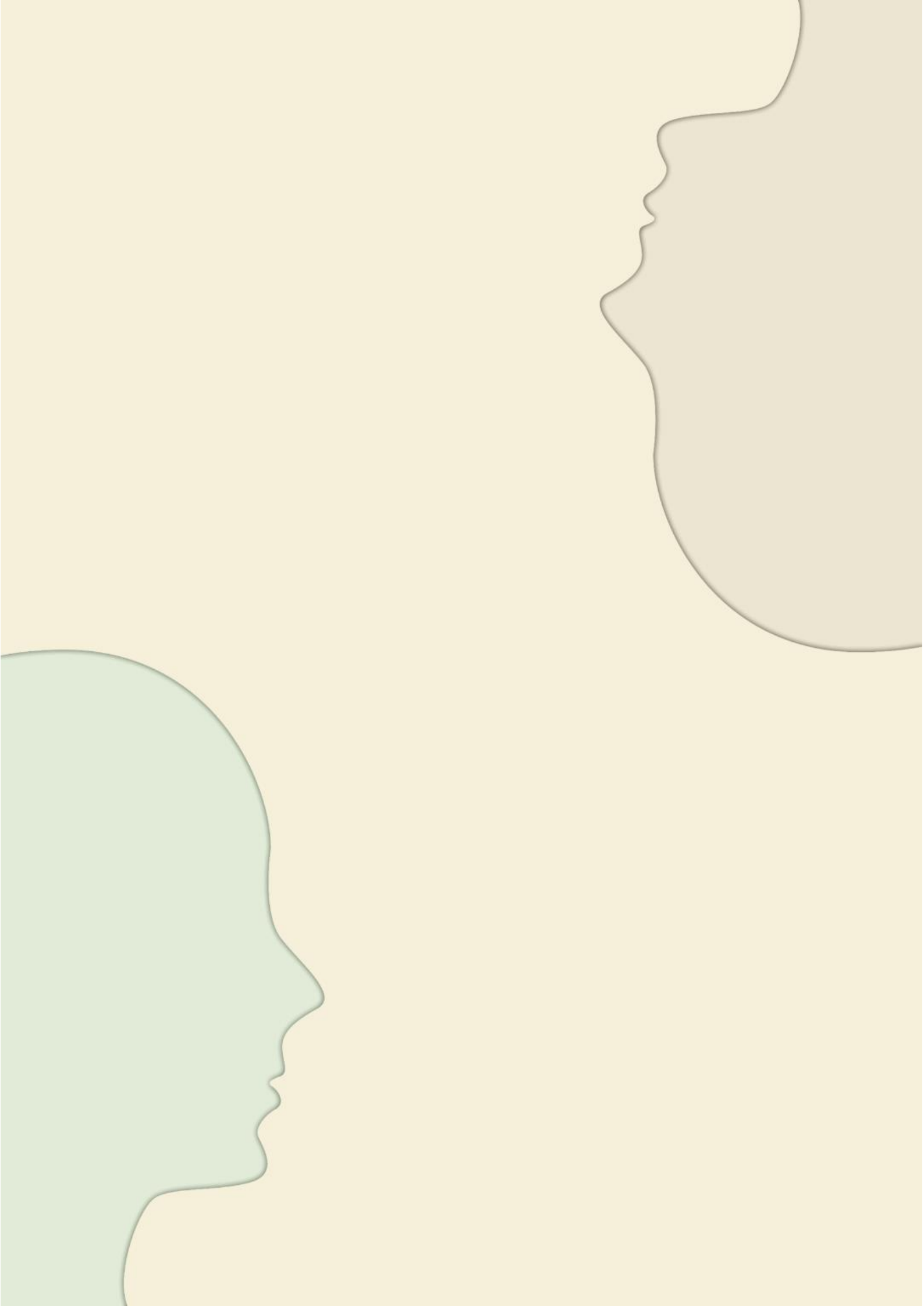
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Dear participants,

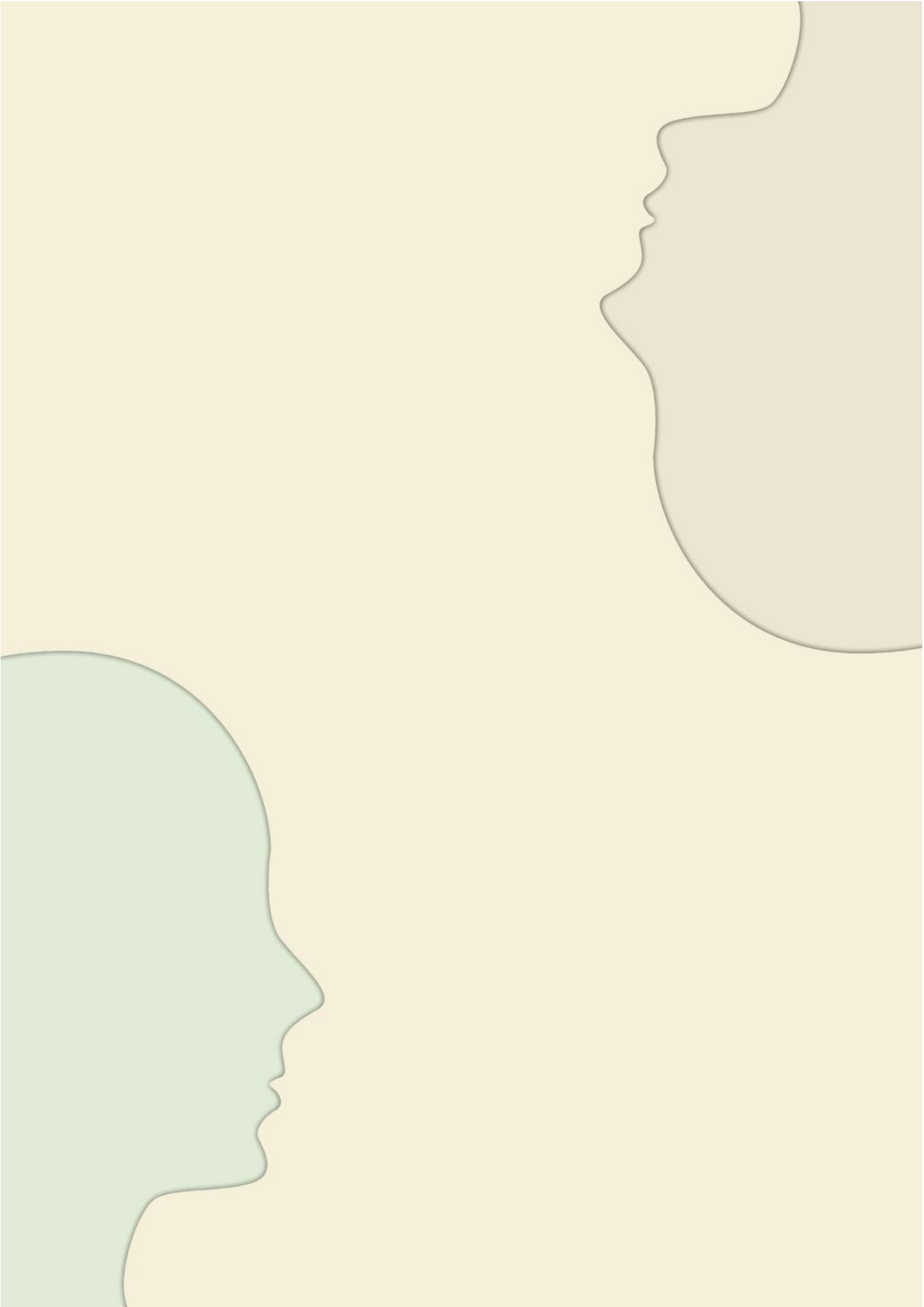
It is with great pleasure that the Organizing Committee of the 5th Erasmus Gender Seminar 2023 (Erasmus GS23), welcome all the attendees to the Military Academy in Amadora.

The Seminar takes place on the 19 and 20 June 2023.

- ⊕ The Erasmus Gender Seminar 2023 is the annual event for members of academia – researchers, lecturers, scholars, graduate, and post-graduate students – as well as representatives of non-profit and research organizations.
- ⊕ The Erasmus Gender Seminar 2023 is organized by the Portuguese Military Academy under the umbrella of the Implementation Group of the Erasmus Initiative for the Exchange of Military Young Officers (EMILYO). The Seminar is specially designed by a committee of experts together with the MGS Project Research and Development team.
- ⊕ Included in the Erasmus Gender Seminar 2023 will be the Multiplier Event of the Strategic Partnership Project Military Gender Studies (MGS). By participating in the Erasmus GS23 you will have the opportunity to learn about this project and take part in a hands-on workshop on how to integrate Gender Studies in Higher Studies Institutions' syllabuses.

Welcome to 5th Erasmus Gender Seminar 2023!

The Organizing Committee





COMMITTEES



Conference Organizing Committee Chairperson

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Organising Committee

Colonel Paulo Machado, Military Academy, Portugal

Major João Reis, Military Academy, Portugal

Assistant Professor Sofia Menezes, Military Academy, Portugal

PhD Ana Raquel Romão, Military Academy, Portugal

Sergeant Diogo Silva, Military Academy, Portugal



**INVITED
SPEAKERS**

INVITED SPEAKERS

⊕ **Associate Professor Isabel L. Nunes**

Vice-Rector of NOVA University Lisbon
Coordinator of Portuguese SPEAR research team

Isabel L. Nunes is Vice-Rector of NOVA University Lisbon, coordinating the area of Quality Management, Accreditation and Employability.

She is Associate Professor with Habilitation at the NOVA School of Science and Technology, where she was Vice Dean for Quality, from 2015 to 2017. She was coordinator of the Master in Occupational Safety and Health (2013-2015) and member of the Council of the Department of Mechanical and Industrial Engineering (2010–2015).



Currently, she is member of the Scientific Committee of the Doctoral Program in Industrial Engineering (since Feb. 2009) and of the Scientific Committee of the Integrated Master in Industrial Engineering and Management (since July 2014). She holds a PhD in Industrial Engineering - Ergonomics and Human Factors (2003) and this is her scientific research area, having more than 100 scientific publications in journals and conferences. Since 2015 she chairs the International Conference on Human Factors and Systems Interaction, an affiliated conference of the International Conference on Applied Human Factors and Ergonomics. Coordinates the Strategic Plan and the Quality Management area.

She is also responsible for the management of the SPEAR project - Supporting and Implementing Plans for Gender Equality in Academia and Research.

⊕ **Mónica Lopes, PhD**

Researcher at the Centre for Social Studies, University of Coimbra
Co-Principal Investigator of the Project ENGENDER

Mónica Lopes is a researcher at the Centre for Social Studies (CES) integrating the Thematic Line 2 - Democracy, Justice and Human Rights.

She holds a Ph.D. degree in Sociology from Faculty of Economics, University of Coimbra.



Her current research interests include gender relations, gender policies, social policies, (impact) evaluation and third sector. Since 2002, she has participated in a number of (action) research projects and evaluation studies exploring gender relations and assessing the implementation and impact of public (gender) policies, as well as providing tools and instruments for mainstreaming gender in different areas and institutional settings, namely in Academia.

Most recently she led the Portuguese team of the H2020 project "SUPERA - Supporting the Promotion of Equality in Research and Academia". Currently, is responsible for the scientific review of the EEAGrants project "Gender Equal-Research", Co-PI of the national project "ENGENDER - Gender mainstreaming in curricula and pedagogical practices in Portuguese Public Universities and member of the research team of the European project "PHOENIX - Listening to Citizen Voices for a Greener Europe".

⊕ LtCol Per-Roe Petlund

Gender Advisor Norwegian Defence Staff

Career:

- 37 years in the Norwegian Armed Forces
- Inf/Combat Engineer
- Platoon Commander, Coy Commander, Staff Officer Operations tactical/operational level.
- 8 years Int Ops: UN/NATO/NGO (Europe, Middle East, Africa, Afghanistan)



Gender:

2008-2016: Main Instructor Norwegian Royal Air Force Junior Officer School

2013: GENAD ISAF HQ

2014-2016: Course Instructor at Nordic Center for Gender in Military Operations (NCGM)

2016-2020: Course Director/Subject Matter Expert at NCGM on Gender in Military Operations (GMO) and Conflict-Related Sexual Violence (CRSV).

2020-2021: Senior Staff Officer Equality, Diversity and Gender at Norwegian Defence Staff (DEFSTNOR)

2021- : GENAD DEFSTNOR

2021-: Speaker at multiple international events on GMO and CRSV.

The image features a solid yellow background. On the left side, there is a dark green silhouette of a person's head in profile, facing right. On the right side, there is a dark olive green silhouette of a person's head in profile, facing left. The two silhouettes are positioned as if they are looking at each other. In the center of the image, the word "PROGRAM" is written in a bold, dark grey, sans-serif font.

PROGRAM

Monday, 19 June 2023

08h30 - 09h00	Registration
09h00 - 09h45	Opening Ceremony
	Prof Helena Carreiras Minister of National Defence
	Gen Eduardo Mendes Ferrão Chief of Staff of the Army
	MGen João Magalhães Commandant of the Military Academy
	Col Nevena Atanasova Chairperson of Line of Development 10 - Gender Mainstreaming Military Erasmus (EMILYO) Implementation Group
09h45 - 10h15	Coffee-break and Group Photo
10h15 - 11h30	Plenary Session - Gender Perspectives in Higher Education
	Chair: Ana Raquel Romão, PhD <ul style="list-style-type: none">⊕ Assoc Prof Isabel L. Nunes NOVA University of Lisbon⊕ Dr Mónica Lopes Center for Social Studies, University of Coimbra⊕ Lt Col Per-Roe Petlund Norwegian Defence Staff
11h40 - 12h45	Plenary Session: The MGS Project
	Chair: Colonel Paulo Machado <ul style="list-style-type: none">⊕ Assist Prof Sofia Menezes Military Academy⊕ Col Nevena Atanasova “Vasil Levski” National Military University⊕ Prof Marina Marchisio University of Turin⊕ Ms Ramona-Elena Herman

	“Nicolae Balcescu” Land Forces Academy
12h55 - 13h55	Lunch
14h00 - 16h00	<p>MGS Workshop: How to integrate Gender Studies in Higher Education Institutions' syllabuses</p> <ul style="list-style-type: none"> ⊕ Portuguese Team ⊕ Bulgarian Team ⊕ Italian Team ⊕ Romanian Team
16h15	Transport to pick-up point

Tuesday, 20 June 2023

08h30 - 09h00	Transport from the pick-up point to the Portuguese Military Academy
09h00 - 10h15	<p>Parallel sessions: Gender Perspectives in Higher Education</p> <p>Chair: Major João Reis</p>
10h15 - 10h45	Coffee-break
10h45 - 12h00	<p>Parallel sessions: Gender Perspectives in higher education</p> <p>Chair: Major João Reis</p>
12h10 - 12h40	Plenary session: conclusions on the 5th Erasmus GS23 and way ahead
12h45 - 13h45	Lunch
14h00	Transport to pick-up point



ABSTRACTS

Horse Coaching as a Support for Building Leadership Competencies

ANNA G. ^{1*}

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Horse Coaching is a technique of coaching using the Horse Assisted Education method. It is based on bringing out people strengths, to help them by pass personal barriers and limitations to achieve a goal, and to help them function more effectively (Dilts R., Od przewodnika do inspiratora. Coaching przed duże „C”. Warszawa: PINLP 2006 r.) R. Dilts views coaching as a technique that involves bringing out a person's strengths, bridging personal barriers and weaknesses on the way to a goal, as well as improving one's functioning as part of a team. The analysis involved a group of 26 students majoring in management specialization 10 men and 16 women. The group of participants performed various tasks with horses from the ground. The tasks were divided into tasks with the horse performed individually and tasks in which the horse was a member of a team. The following research methods were used: Horse Assisted Education, Participant Observation and Deep interview. Performance the particular tasks was bringing the knowledge about the coping with tasks performed with horses in consideration of gender with based on leadership tasks.

Themes: Stereotypes and gender roles; Gender at the workplace

Keywords: Horse Assisted Education, Leadership, Gender, Coaching

Gender Similarity and Gender Differences in Military Leadership

BUMBUC Ș. ^{1*}, RUSU R. ¹, DRAGOMIR I. ¹, HERMAN R. ¹

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Gender plays a significant role in organizational structures and practices, as well as in the military context. Studies have shown that gender similarity and also gender differences in the professional relationships can influence job satisfaction, turnover, and work effort. Women tend to work more overtime hours and report more leadership support when they have a female manager. Men, on the other hand, may be less compliant and more dissatisfied at work with female managers. In the military, gender similarities within leader-subordinate pairings tend to result in more positive working relationships, but differences in performance ratings are unclear. Gender differences in leadership are particularly salient in military contexts, because the military is traditionally a male-dominated environment, with women often being excluded from leadership roles or facing challenges in advancing in their careers. Gender stereotypes also play a role in the military context, male students generally having stronger masculine gender role stereotypes of successful officers than female students. Although traditionally, military leadership has been associated with stereotypically masculine behaviors, such as assertiveness, dominance, and toughness, nowadays the most efficient military leadership behaviors tend to be more feminine than previously thought, exhibiting more emotional intelligence, collaboration, and empathy. Overall, gender dynamics should be considered when designing and implementing organizational structures and practices, as well as in the training of future military officers.

Themes: Relevance of gender differences in professional relationships; Stereotypes and gender roles; Gender at the workplace

Keywords: Gender Similarity, Gender Difference, Military Leadership

Prevention of Sexual Violence in Conflict Scenarios: The Case of CAR

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This article tries to expose the necessity of prevention and response to any kind of Sexual Violence by the different peace and humanitarian actors during the last years in the Central African Republic. The primary aim is to highlight the cruciality of training to promote human rights and humanitarian values respecting ethical codes of conduct to battle cases of Sexual Violence by the different actors. Peacekeepers, Government Armed Forces, and promoters of stability are credible and accountable by their acts. One can be all, and impact on the credibility organizations' mandate on the most valuable right that is dignity. The analysis conducted through bibliographic documentary research intends to contextualise the main armed actors on mission in the territory. Moreover, presents concepts, international legal protection, expresses the prominence of the human rights and gender training, contributing, and impacting on the efficiency of peace operations. They make up the main pillar of support for peace and stability, promoting core humanitarian values, as their personnel are exemplary instruments of conflict resolutions and humanitarian assistance, protecting people, especially the most affected by conflicts. Permanent training of the Armed Forces on humanitarian values ensures enhanced protection of civilians.

Keywords: Sexual Violence, Human rights, Conflict, Humanitarian, Civilians

A Cursory Review of Recruitment Strategies and Representation of Women Against a Male-dominant conscript Military in Singapore

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Singapore, the young nimble city-state, relies on male conscription to fulfil her defence needs whilst continuously taps on her female talent pool. The first servicewomen joined the Singapore Armed Forces (SAF) two decades after conscription commenced in 1967. In modernity, declining birth-rate expedites the need to better attract quality individuals to a military career – one that is met with substantial obstacles among the female population due to entrenched gender role expectations and the stigma against a male-dominant conscript army. Despite the scarce literature available on gender studies in Singapore's defence sector, a modest attempt was made to study the methods and avenues of talent acquisition employed by the SAF. From the outset it is observed that women in post-secondary level are the primary target audience for recruitment offices: from hosting seminars from servicewomen's perspectives to establishing female-exclusive scholarships. Also apparent was a fundamental shift towards a gender balanced portrayal of SAF servicemembers before the public's eyes. Nonetheless, the successfulness of these approaches and the ability to retain servicewomen in a patriarchal workplace environment remains untellable due to the opaqueness of the SAF – leading some to slam women representation as tokenistic. Equally obscure are the prospects for mid-career transitions into the SAF due to fitness requirements being a cross-gender obstacle. Even as the SAF battles to rebrand its masculine image, it is noteworthy that women's degree of military participation short of service has tremendously increased with the advent of experiential bootcamps and volunteering opportunities in auxiliary uniformed roles in the SAF.

Themes: Increased Visibility, Representation of Women as Active Soldiers

Keywords: Conscription, Recruitment, Representation

The Implementation of the Women, Peace, and Security Agenda in the European Gendarmerie Forces

MALHEIRO L. ^{1*}, BESSA F. ², REIS J. ¹³, MENEZES S. ¹, MACHADO P. ¹,
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The present investigation aims to study the implementation of the Women, Peace, and Security (WPS) agenda, in the interventions of the gendarmeries under the aegis of the European Gendarmerie Force (EGF). Based on a mixed strategy, with a case study design, data were collected in fourteen countries from a total of twenty-four organizations linked to security in the European Union, including six linked to the EGF, using structured interviews. After densifying the evolution of the conflict, the window of opportunity that created the EGF, and the implications of its current organization not having structures dedicated exclusively to the gender dimension, the suggestions obtained with the primary information were dissected. The integration of existing clues in the literature with the results of the present investigation suggest that the main obstacles to innovation for the implementation of the agenda in EGF institutions result from: (1) existing limitations in the institutions that make up the EGF; (2) the lack of a plan to implement the agenda; (3) the lack of resources (materials and/or structures dedicated to gender) and; (4) the lack of incorporation of the gender perspective in all planning dimensions.

Themes: International policies regarding gender equality implementation

Keywords: Women Peace and Security Agenda, European Gendarmerie Force, European Union, Crisis management operations, Gender perspective

Gender Perspective in Negotiation

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Negotiation is an art present in most the daily people's activities, as well as being essential for the achievement of specific objectives by the different police forces, in which there is a clear differentiation depending if it is for a crisis situation or a institutional one. With the intention to successfully carry out a negotiation, it is essential to possess certain skills acquired in specific training courses.

The different negotiation styles allow us to reflect on the possible existence of differences in the way men and women negotiate. In addition, several studies show that women tend to have a collaborative style as opposed to the competitive style of men.

In order to achieve the objectives set in a negotiation, it would be optimal to form mixed teams that include gender perspective, and therefore, to increase the number of women negotiators, since the number of them is considerably lower than men.

Themes: the negotiation, regulatory, theoretical and ethical framework, gender perspective in negotiation

Keywords: Perspective, Negotiation, Man, Woman, Gender, Impact of Gender Dimension on Warfare

The Impact of Gender Dimension on Warfare

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This work addresses gender dimension and other diversity aspects in warfare, including gender bias in data collection, to go beyond mainstream approaches in policymaking and to infuse gender awareness into conceptual models in international security affairs, according to the elements of a gender-responsive approach to arms control identified by the UN Institute for Disarmament Research (UNIDIR). Gender perspective, based on the resource pack developed by the International Gender Champions (ICG) Disarmament Impact Group helps to shed light on the direct and reverberating impacts of warfare on women, men, girls and boys, such as the likelihood of being targeted by and the long-lasting biological and physiological impacts. focusing on analyzing sex and gender specific effects of emerging and disruptive technologies (EDTs). The 2020 European Commission experts' report Gendered innovations 2. How inclusive analysis contributes to research and innovation: policy review warns that human bias is amplified by technology, inter alia in the applications of machine learning, artificial intelligence, robotics, facial recognition. Data sources on which this review relies include: UNIDIR, International Federation of Red Cross and Red Crescent Societies (IFRC), Control Arms, Small Arms Survey, MOSAIC Module, Reaching Critical Will, European Institute for Gender Equality. The study aims to enhance the ability of the international community to redress gender inequality in warfare and to mitigate gender impact in armed conflict.

Themes: Policing gender discourses in military contexts; Understanding gender-related concepts of UN, EU and NATO; Gender and the Common Security and Defence Policy

Keywords: Armed Conflict, Warfare, Arms, Weapons, Technology

Gender in Nato Workshops

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In recent years, the North Atlantic Treaty Organization (NATO) has increasingly recognized the significance of integrating gender perspectives into military operations. This abstract aims to shed light on the importance of gender subjects in NATO workshops designed to prepare military personnel for foreign missions. Gender equality and inclusion are fundamental pillars of modern peacekeeping and security efforts. Acknowledging the diverse experiences, needs, and contributions of all individuals involved in military operations is crucial for achieving mission success and sustainable peace. Therefore, NATO has committed itself to fostering a comprehensive gender perspective by implementing gender mainstreaming initiatives throughout its structures. The proposed conference presentation will delve into the practical application of gender subjects within NATO workshops. By incorporating gender-related topics, such as gender analysis, gender-based violence, and promoting gender-responsive approaches, the workshops aim to provide military personnel with the knowledge, skills, and awareness necessary for effective engagement in diverse cultural contexts.

This abstract will discuss the rationale behind integrating gender subjects in NATO workshops: Highlighting the significance of gender equality and the benefits it brings to mission effectiveness, local communities, and the broader security environment. Methodology and workshop design: Outlining the strategies and best practices employed in the development and delivery of gender-focused workshops for military personnel, including case studies and practical exercises. Challenges and lessons learned: Examining the obstacles faced in implementing gender subjects within military training, sharing experiences from previous workshops, and identifying strategies to overcome resistance or cultural barriers. Impacts and outcomes: Assessing the tangible outcomes and positive effects of gender-focused workshops on military personnel, including enhanced operational effectiveness, improved relations with local communities, and increased awareness of the importance of gender

perspectives. This abstract will provide insights and practical recommendations to NATO member states, military officials, and training institutions to further enhance the integration of gender subjects in the preparation of military personnel for foreign missions.

Keywords: Gender, NATO, Pre-deployment training, Mission abroad

Fostering the New Elites - The Gender Perspective in the View of Military and Civilian University Students in Italy

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In this paper perceptions and opinions expressed by two groups of university students sharing the same University study course are compared. Observed students are Italian Army cadets and civilian of both genders, sharing the same courses and subjects of study (data from MGS Erasmus+ Project). The paper presents the generational change within two different future elites, considering cadets and university students as a unique social group oriented to reach medium-high and high positions in various economic and professional sectors within national and global society. Starting from theories about the so-called culture gap between civilian and military elites as it was studied around the 2000 (Feaver & Kohn eds. (2001) Soldiers and civilians. The Civil-Military Gap and American military security; Forster, Edmonds & Cottey (2003) Soldiers and Societies in post-communist Europe; Forster (2006) Armed Forces and Society in Europe), the research presents the substantial culture similarity of the two groups, according to the set of orientations towards gender diversities and gender relations within the military organisation, perceived and expressed by university students of both genders and status (civilians and military) of the so-called Z generation. To check the cultural change regarding gender relationships within the military, a comparison is made with a sample of military and civilian university students from the previous generation (the Millennials) thanks to a comparative research with similar data collected in the same institution in 2003 and 2004 (G. Caforio ed. (2007) Cultural Differences between the Military and Parent Society in Democratic Countries).

Themes: Gender equality in European Military Educational Institutions, Relevance of Gender differences in professional relationships, Gender and the Workplace

Keywords: Gender Relations, Military Organization, Cultural Gap, Cultural Change

Gender Perspectives on Navy Crews

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Gender issues constantly affect mixed crews on military ships, which traditionally include mostly men, but also women in a smaller percentage. In Navy, especially as an officer, are needed qualities other than physical ones, which is no longer a disadvantage for women. The tasks are especially related to knowledge and the level of training in the military branch. Women can have an advantage in terms of professional training due to the seriousness and perseverance they prove in their work. Compared to the last few years, the number of women studying to the Romanian Naval Academy to become officers has increased considerably, 20% of the total number of students, compared to the last 4 years when it represented only 15%. In their encouragement came the examples of women who succeeded in their military careers, which have successfully integrated in the work group and who occupy important positions even as ship commanders. However, it is still a challenge for women to earn their place in this “world of men”. Discrimination against women on board ships and their integration, is mainly based on the cultural space and the manner in which a woman is perceived in the society of which she is lives.

Themes: Gender equality in European Military Educational Institutions, Relevance of Gender differences in professional relationships, Gender and the Workplace

Keywords: Military ships, Integration, Professional training, Discrimination.

Gender Perspective in Artificial Intelligence

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The multiple opportunities that Artificial Intelligence (AI) technologies offer are no longer in doubt. Similarly, though, nobody can question that AI may generate risks, including those derived from a malicious use of the technology, and exacerbate societal biases, inequalities and divides (UN Women, 2022). Most people find it hard to believe that computers can be gender biased. Computers, and especially their software, are conceived as gender neutral and impartial. However, these algorithms and the data they use are built by humans, consequently, they can inherit the bias and prejudices present in humans.

This study examines the intersection between Artificial Intelligence and gender focusing on the usage of AI imaging tools and applications. As case studies, we used the depiction of “traditional” male and female roles and occupations (soldier, nurse, military leaders etc.) and the visualization of “typical” gendered definitions and terms (conflict related sexual violence, victims of armed conflict etc.). After running several tests on multiple AI Imaging platforms, we identified inconsistencies and limitations in the depiction of male and female roles and occupations and systematic perpetuation of gender biases and stereotypes.

The results indicate the need for a profound ethical reflection and critical thinking on the on the usage of AI software (European Commission High-Level Expert Group on Artificial Intelligence, 2018). If AI is not developed and applied with a gender perspective, it is likely to reproduce and reinforce gender stereotypes, as well as existing discriminatory social norms, with the challenge that it may be even more difficult to identify the biases, given the lack of transparency and accountability in the development of these technologies. As a result, the benefits offered by AI technologies may not be fully realized by society (UN Women, 2022).

Themes: Gender Stereotyping through AI Imaging

Keywords: Artificial Intelligence, Gender, Imaging, Stereotypes, Biases, Ethics



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MÓNICA LOPES**

Researcher at
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**The Organizing Committee shows the utmost appreciation to all the
Authors and Participants that contributed to the success of this event!**

June, 2023