

CHAPTER I

INTRODUCTION

1.1 Background of the Study

After reforms in the Nepal Army in 1953, women were recruited into the military in 1960 initially being given the traditional role in the military: the technical fields. Women are recruited purely for military purpose from 2005 after the Maoist insurgency was intensified following the massive involvement of female militants. Women's role was successful to make there billion army more people-friendly. Thus, government also realized the importance of women's role in the military and made the policy for recruitment of women for defense purpose in 2004 (Gautam, 2011).

The position of women is nil in guarding important persons and areas. Similarly, no woman is included in defense policy making and implementing structures formed after the change in policy since 2006. The scenario shows how women hold stakes in the field of defense in Nepal. Thus, women leadership, Bidhya Devi Bhandari as President, Onshari Gharti as Speaker of the Legislature-Parliament and Sushila Karki as the acting Chief Justice of the Supreme court alone cannot provide women a remarkable output, as all of her associates, leaders and colleagues in parliament, cabinet and parties are hardly gender sensitive, the situation does not help the marginalized gender be benefited holistically.

Policy and practice for women's participation in the Nepalese Army is based on the national policy of gender equality and women empowerment. The Nepalese Army has opened recruitment process for women since 1961. Women's participation in civil services and other security forces has followed an increasing trend since 1990. The Nepalese Army started enrolling women from 1961 in technical service and since 2004 in general service. After the socio-political changes in 1990, the awareness and practice of gender equality increased throughout the country(Silwal 2008).

In 2004 when the country was fighting against insurgency, the Nepalese Army opened its door to women soldiers in general service which comprised of combat related duties. First, women cadres in other rank were recruited in 2004 and then women officer cadets were enrolled in 2005. Since 2004, a number of other services have

opened up for women soldiers. They are Military Police, Signalers, Office staffs, Army Band, Military Drivers, Military Clerks, Aircraft Technicians and in Combat, Combat Support and Combat Service Support Arms.

Among the officers of the Nepalese Army, female officers in the general service is 156 while the technical officers counts to 183. Junior Commission, Non- Commission Female Officers and other ranks include 2535 in general service and 786 in technical service. Existing highest rank for women officers have been T/Brigadier General (1) in the technical service and Major (42) in the general service (Silwal, 2008).

As part of a modernization process to meet the challenges of the 21st century, the Nepalese Army has transformed into an equal opportunities employer and has actively started enrolling women soldiers for different tasks and appointments. Even though the concept of women soldiers is not new in the Nepalese Army, it has never before reached the proportions of today. The Nepalese Army has been recruiting women soldiers for the last forty years. Today women soldiers are viewed as equals to their male counterparts. The total number of women in the Army at present is 3668. The Army aims to maintain a 5 per cent female work force.

Nursing Service, Medical Doctor, Engineers, Legal Service Parachute Folders in the Parachute Regiment, are some of the fields in which women soldiers are on active duty. Since 2060 BS, a number of other services have opened up for women soldiers. They are as: Military Police, Signalers, Office staffs ,Army Band, Military Drivers, Military Clerks, Aircraft Technicians, Combat, Combat Support and Combat Service Support Arms,

Women Empowerment refers to strengthening the social, economic and educational powers of women. It refers to an environment where there is no gender bias and has equal rights in community, society and work places. The empowerment of women would result in overall development of society both at micro and macro level. Active participation of women in economic activities and decisions, would contribute towards overall economic development.

Women Empowerment refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society.

Women Empowerment refers to increasing and improving the social, economic, political and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights, such as:

- freely live their life with a sense of self-worth, respect and dignity,
- have complete control of their life, both within and outside of their home and workplace,
- to make their own choices and decisions,
- have equal rights to participate in social, religious and public activities,
- have equal social status in the society,
- have equal rights for social and economic justice,
- determine financial and economic choices,
- get equal opportunity for education,
- get equal employment opportunity without any gender bias,
- get safe and comfortable working environment.

1.2 Statement of the Problem

Male and female both are equal regardless of sex. No one even among the male soldiers is equal in terms of quality which is the very abstract term. The biological feature and ascribed role to them create differentiation between male and female. But their role dichotomized on the basis of social ascription is highly dominant in perceptual level. The military quality measuring through masculinity does not recognize ability of women. Nor does the traditional military institution try to identify the defense quality from within the femininity, which is characterized as a peace loving and promoting. Traditional description on women as ‘emotional and week creatures’ further makes them ineligible to soldier questioning how can they use weapon and law of the country in a rational way to provide security and justice to the people. The tradition also tries to justify women’s absence in armed forces that military profession may endanger reproductive health of women of child bearing and

rearing age, discouraging the beginning of the career.

Women's participation in the military in Nepal is an issue waiting intense debate both on conceptual and policy levels. The issue remains untouched by historians and security experts. Women themselves have neither tried to make it an issue of national importance, nor have they realized the necessity of mainstreaming it through their ongoing social and women-related movements. Very limited information is available and no serious research has been conducted on female soldiers in Nepal. This may be because of not only newness of the subject of women's participation in army that is being debated even half-heartedly since 2006 but also the lack of access to basic information on it, since Nepal is still not fully open for initiating debates on problem of women in recruiting, grooming, training and promoting in the army organization.

- i. How is the socio-economic status of female soldiers of Nepalese Arm affected?
- ii. How is the relationship between male and female in NA?
- iii. What is the Role of female soldiers in NA and how are they empowered?
- iv. Are they able to maintain their personal and professional life?

1.3 Objective of the Study

All female military personnel are recruited in administrative, beurocratic, logistic service and combat-support services, but few women are in the combat. In addition, the performance evaluation system has been developed on the preferential basis of masculine character and efficiency. It discourages systematically in recruiting and promoting women in combat position. Thus, no woman is in the high position of national army in Nepal. Such scenario creates the vicious circle of inferiority complex, mantle fatigue and frustration for women in army, and discourages young girls to adopt the military profession as career. The concepts discussed here try to deal with the confronting issues in terms of theory and practice. There are two objectives of this research, they are:

General Objective

- I. General Objective is to explain the women empowerment in Nepalese Army

Major Objective

- II. Major objective is to study the relationship between male and female soldiers in Nepal Army

1.4 Significance of the Study

This research will be good resources for all those students who want to know about current situation of women in Nepal Army. It will be helpful for policy maker to make plan for women's future career in Nepal Army. It will also make awareness in our community and society about the working environment in Nepalese Army especially for women soldier which is being neglected by various social groups in our community. It will be helpful to maintain good relationship between male and female soldiers in Nepal Army. With good working environment women will feel free and confident on their job career and this will help to develop the country as well. This research might be useful for library purpose so that any interested students on this subject matter can have idea to prepare this type of paper. In future it will be helpful for other researchers to find out changes in women and their working capabilities. This is the guidance for future researches and will help them to find out the required information about the female soldiers working during this period.

1.5 Limitation of the Study

The field work report will be prepared on the basis of data and information up to Oct 2017. This may not be applicable for future resources because plans and policies are changeable. This research is limited within female soldiers of Nepalese Army Headquarter. Females working 10-5 in official works are the respondents. Female soldiers from age group 18-40 are included. Those who are outside NAHQ, in combat duties and soldiers on training are not part of this research. The time duration for this research is not sufficient to make more realistic and wide coverage. Within limited budget and time frame this research is conducted.

1.6 Organization of Study

The first introduction chapter will deal with the introductory framework of the study. This includes general background, statement of the problem, objective of the study, significance of the study, limitation of the study and organization of the study itself.

CHAPTER II

REVIEW OF LITERATURE

2.1 Conceptual Overview

Gender

Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity. Depending on the context, these characteristics may include biological sex (i.e., the state of being male, female, or an intersex variation), sex-based social structures (i.e., gender roles), or gender identity. People who do not identify as men or women or with masculine or feminine gender pronouns are often grouped under the umbrella terms *non-binary* or *gender queer*. Some cultures have specific gender roles that are distinct from "man" and "woman," such as the hijras of South Asia. These are often referred to as *third genders*.

Sexologist John Money introduced the terminological distinction between biological sex and gender as a role in 1955. Before his work, it was uncommon to use the word *gender* to refer to anything but grammatical categories (Money 1955).

However, Money's meaning of the word did not become widespread until the 1970s, when feminist theory embraced the concept of a distinction between biological sex and the social construct of gender. Today the distinction is strictly followed in some contexts, especially the social sciences and documents written by the World Health Organization (WHO).

In other contexts, including some areas of social sciences, *gender* includes *sex* or replaces it. For instance, in non-human animal research, *gender* is commonly used to refer to the biological sex of the animals. This change in the meaning of gender can be traced to the 1980s. In 1993, the US Food and Drug Administration (FDA) started to use *gender* instead of *sex*. Later, in 2011, the FDA reversed its position and began using *sex* as the biological classification and *gender* as "a person's self representation as male or female, or how that person is responded to by social institutions based on the individual's gender presentation."

The social sciences have a branch devoted to gender studies. Other sciences, such as

sexology and neuroscience, are also interested in the subject. While the social sciences sometimes approach gender as a social construct, and gender studies particularly do, research in the natural sciences investigates whether biological differences in males and females influence the development of gender in humans; both inform debate about how far biological differences influence the formation of gender identity. In the English literature, there is also a tracheotomy between biological sex, psychological gender, and social gender role. This framework first appeared in a feminist paper on transsexuals in 1978.

Women Empowerment

Empowerment in the context of women's development is a way of defining, challenging and overcoming barriers in a woman's life through which she increases her ability to shape her life and environment. It is an active, multidimensional process, which should enable women to realize their full identity and power in all spheres of life. India envisions a future in which Indian women are independent and self-reliant. It is unfortunate that because of centuries of inertia, ignorance and conservatism, the actual and potential role of women in the society has been ignored, preventing them from making their rightful contribution to social progress. It is also because of distorted and/or partial information about their contribution to family and society that they are denied their rightful status and access to developmental resources and services contributing to their marginalization. Studies have shown that rural women help in producing up to 80 per cent of food in developing countries, yet they are entitled to only a fraction of farm land, and access to just 10 per cent of credit and five per cent of extension advice (Agrawal, 2003).

Women must be empowered by enhancing their awareness, knowledge; skills and technology use efficiency, thereby, facilitating overall development of the society. The concept of Self Help Groups (SHGs) is proving to be a helpful instrument for the women empowerment. SHG is an organization of rural poor, particularly of women that deliver micro credit to undertake the entrepreneurial activity. Entrepreneurship development and income generating activities are a feasible solution for empowering women. It generates income and also provides flexible working hours according to the needs of homemakers. Economic independence is the need of the hour. Participation in income generating activities helps in the overall empowerment of women.

In almost all the societies, women have less power than men, have less control over resources and receive lesser wages for their work. They remain as an ‘invisible’ work force. Inevitably, all these affect women’s capacity to open up, grow, develop, exceed and excel. It is unfortunate that because of centuries of inertia, ignorance and conservatism, the actual and potential role of women in the society has been ignored, preventing them from making their rightful contribution to social progress. They are denied their rightful status and access to developmental resources and services contributing to their marginalization. With regard to their multidimensional responsibilities, it is required to empower women socially, economically and technologically to enable them to stand in society on their own with confidence. Empowerment can give power to women to have control over the circumstances of their lives. It includes both control over resources and ideology, greater self confidence and an inner transformation of one’s consciousness that enables one to overcome external affairs. Empowerment of women is critical not only for their own welfare but also for the development of the country (Nmark 1993).

The Principles of Women Empowerment

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work - respect and support human rights and nondiscrimination
3. Ensure the health, safety and well-being of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy

Women, Military and Family

All the newly conscripted female officers and non-officers are naturally unmarried or single irrespective to ranks and file. Their unmarried status remains up to the training they get for officer cadet or lower ranks. The end of the respective training and posting after such training helps convert every personnel from casual to a more

professional. Their orientation and engagement in the service confines them in the career-oriented military service. Most female soldiers would remain single no longer as they aged 18 to 24 during recruitment. That is average age of general Nepali women for initiating conjugal life and child bearing.

Accordingly, the proportion of the married force and with children would be increased. Survey shows that 50 percent female soldiers are married now. There are significant numbers of dual-military marriages in NA, since the work place is a primary determinant of courtship and mate-selection patterns everywhere. Most female officers have got married with their seniors, batch-mates, rarely with junior officers but not with non-officer juniors. Their preference in selecting partner is primarily the military men, then police, and civilian respectively. The rationale behind such sequential preference was that security personnel have the good understanding about the professional duty, responsibility, obligations, and family support while working in the security forces. It is less likely to get same sort of support and understanding from civilian husband and family. Most dual married couples are in the same service and several dual-married couples are active in inter service within the NA. Equal numbers of women in NA with non-military husbands are working in police, agriculture sector, business, administration and others. According to survey, out of married, 47.89 percent female soldiers have got married with military men.

Recruitment and Agencies

Parents' advice to recruit in NA is most deterministic among the first batch of officers who have done mostly class twelve from the private educational institution located either in Kathmandu valley or headquarters of their home districts. It is found that the individual agency or even consciousness have played less role to decide on whether to adopt military profession. The concept of recruitment of women in army for combating arms and support has been made on many grounds that are unknown to the most female officers before training of officer cadet. There was a lack of conceptual clarity at the functional and operational levels about the clear-cut role and responsibility of the newly recruited female combat-soldiers.

Perhaps due to these lacking, the candidates of the officer cadets have varied confusions while taking decisions. In addition, they saw no performance of the seniors ever before, nor have they any model female officer in NA. Thus, the social and

cultural capital itself has become one of the major instruments to lead them to the recruitment. Social capital refers to the institutions, relationships, and norms that shape the quality and quantity of a society's social interactions. Here, the impact of the social and cultural capital can be described indifferent points. First, it helps the candidates to develop an individual agency that lead them decide in adopting the military professionalism. Second, personal network connections and affiliation of one's parents and relatives in the military institutions work for them. Third, the main cause of attraction is that the youths have already enjoyed the social and symbolic capital gained by their parents in the particular institution and society they were born and grown up. Such lucrative image of their family and relatives in the military society, called as symbolic capital, becomes the source of their job orientation and motivation. Fourth, naturally developing social relationships among persons, parents-children, families of military society promote or assist the acquisition of skills and traits valued in the professional corporate institution of military, since familiarization of military behavior and socialization of the military culture is started from the military family itself. Finally, it provides an opportunity developing the ability to actors to secure benefits by virtue of being members in network connections or other structures of the military. There is fundamental difference between the factors that motivate women to be recruited indifferent levels of NA. The same difference exists on the channels of recruitment and the source of information. The chain factor is worth mentioning in recruitment process. In addition, most soldiers are recruited through individual agencies and both pull and push factors are equally responsible to drag them into the profession. Most female officer's know even the policy discussion and homework about the possible recruitment process even before the vacancy announcement for women. They know the advertisement and vacancies open for female mostly from their family members (mostly father/uncles/elder brother) and relatives. Contrary to it, most soldiers and followers know about the vacancy mostly through their friends, community members and media and family members after its announcement. According to survey, the respondents, who knew about the vacancy advertisement through family members and relatives were all from military family background (Silwal, 2008).

Motivation Factors

Attraction in NA was its uniform and its national, historical and emotional relation

with the Nepali society. Their own interest to be respected like male in the society is another motivating for joining the NA. They took it as advantageous job opportunity that make them employed and financially and socially independent, since youth having 8 class and plus two certificates can hardly get job in other sectors of government. Some women with full responsibility of their homes and families have an expectation to fulfill the dream of their late husbands who lost their lives during the Maoist insurgency. Interest to be respected like men by serving in army also dragged them into the Army. Only 17.65 percent surveyed ladies represent such view. Their parents are very proud of getting them as son and their native people appreciate them saying that being a daughter she has done a good job. An exceptional case also found that a soldier with two younger sisters chose the service in the military so that she could serve her parents in old age as son. In it, social, psychological and financial aspects are involved. Most of the lower ranking soldiers are happy with the service in NA and have a dream to send their children in army especially at officer level, but not in other ranks. They repeated the same nationalist rhetoric that we keep hearing for a long time from military and PLA men that they are adopting the way of hard military life "to pay the cost of mother's milk", and "to serve the people and the nation". Moreover, widespread insecurity during the insurgency, escape from the Maoist undue pressure to go with them, victimization of their family by the rebellion force and their revengeful attitudes towards it, lack of access to employment in other governmental and non-governmental organizations and lack of opportunity for further education, poor conditions etc. prompted them to join the NA.

According to survey data, almost 16.28 percent lady soldiers came for employment, 25.59 percent were attracted by uniform, 4.65 percent joined NA under family pressure, 13.95percent became soldiers for defense of the state, 9.30 percent were attracted by its social image and prestige, 6.98 percent were motivated by seniors in Army. Similarly, 13.95 percent joined NA by their interest to become soldiers to serve the people and the country, 9.3 percent were attracted by the discipline of NA, and first vacancy opened for women. And insurgency and threats etc. were also pushed some of them in NA. Interestingly, all lady soldiers who were motivated by their responsibility to defense for the state, were from military family background (Thapa, 2008)

2.2 Theoretical Review

Women's status, performance, role in the military institution and treatment to them are the contentious gender issues today. It has initiated a debate whether women should serve in army, especially in combat units, effect the combat readiness, cohesion and morale of the troops. There are divergences of views not only among the academics, theorists and war veterans but also within the feminists: liberal, social, and anti-militaristic. The need of women participation in army is advocated through gender perspective that is women's "right to equality and equal opportunity". And "real time experience" is explained through the discussion on psycho-sociological and metaphysical differences existing between men and women questioning women's eligibility to join combat force. Studying the history of Nepali women participation in some wars before and the role of female soldiers in some representative armies help us to change the status, performance, role in the military institution and treatment to them are the contentious gender issues today. It has initiated a debate whether women should serve in army, especially in combat units, effect the combat readiness, cohesion and morale of the troops (Simon2001). There are divergences of views not only among the academics, theorists and war veterans but also within the feminists: liberal, social, and anti-militaristic. The need of women participation in army is advocated through gender perspective that is women's "right to equality and equal opportunity". And "real time experience" is explained through the discussion on psycho-sociological and metaphysical differences existing between men and women questioning women's eligibility to join combat force (Galland 2000). The concepts discussed here try to deal with the confronting issues in terms of theory and practice.

The Concept of Post -Modern Military

The concept of post-modern military is a broad model which was developed to explain significant changes taking place on the composition, missions and operations of the armed forces of western developed democracies after the end of the Cold War. However, the model contends that militaries of the post-Cold War period are becoming gender neutral in their setting up and ethos through full integration of women (Moskos, Williams, Segal 2000). The emphasis in the postmodern military approach to women soldiers lies in the examination of the quantifiable data on the subject-chiefly (Mathers 2006):

- The extent of any restrictions on the roles which women may perform in the military;
- The range of military roles occupied by women;
- The number and proportion of women soldiers; and
- Whether women soldiers are trained separately and put in service separately from their male counterparts.

Those countries, judged to have the most fully integrated militaries, have the fewest restrictions and the highest proportion of women in the ranks, while the militaries of those which fall down in one or more of these categories are described as being only partially integrated. Qualitative measures of women's military service are also considered among the criteria for full gender integration. Comparatively the low prospect for promotion is being investigated and the incidence of reported sexual harassment and the allegations are investigated, and wrongdoers were accordingly punished. There is an implicit assumption of progress incorporated within this model: militaries move through well-defined stages from modern³² through late modern to postmodern (Mathers 2006). In this sense, the full integration of women within military service is regarded both — as stage in the development of a national military and also as part of a global phenomenon. Finally, among those who apply the postmodern military model, there is a clear acknowledgement of the importance of the relationship between attitudes in a society regarding the appropriate roles for men and women and the extension of opportunities available for women in that society's armed forces. More specifically, a factor repeatedly emphasized in social attitudes favouring greater gender equality provides an impetus for expanding the roles to women soldiers

The Liberal Feminist Perspective

The liberal feminist perspective advocates the philosophy of equality of opportunity for all citizens. Feminism is a wide-ranging body of thought encompassing views positioned along a broad political and social spectrum. It is possible, however, to group together a number of feminist perspectives which share certain key features. These include (Mathers 2006).

- A belief in the traditional liberal values of individual choice and freedom;

- A rejection of the notion of essentialist differences between men and women explaining the differences between men and women by referring to the existence of unchangeable biological, physiological, psychological or such other factors; and
- An emphasis on providing women with rights and opportunities which are equal to those available to men³⁶.

Some feminists advocate practices favouring women's recruitment and advancement over those of men. They refer something additional such as 'affirmative action' or 'positive discrimination', while others want to set limits on the equal opportunities agenda, for example by continuing or reintroducing restrictions on women's services in combat (Feinman 2000).

Broadly speaking, however, the liberal feminist perspective focuses on the importance of creating and maintaining a level of field that permit individual women to be judged against objective standards. The assumption of this perspective is that most women would perform as most men. It also views it as important for women to be more fully represented in the various institutions that make decisions about society. Such a move is believed to benefit both women and society as a whole. In addition, it is assumed that women are able to change such institutions from within, if a critical mass of them has gained entry or attained leadership positions(Enlone 1988). In general this perspective favours gradual and limited social change rather than a fundamental restructuring of social relations. Many of the feminist who adopt this perspective believe that it is important for women to play a full role in their national armed forces.

Military service for eligible and interested women is regarded as a responsibility as much as a right in order to ensure the respect as full citizens in society. To enjoy, as a right to take the full benefits of equality in civilian life, according to this point of view, women should take the risk in their lives in defence of their country.

The Anti-Militarist Feminist Perspective

The anti-militarist feminist perspective ridicules women in army as "feminine soldiers in a man's army"(Mathers 2006). Some anti-militarist feminists think that integration of women in military embrace an essentialist view of femininity. The profession that maintains peace through violence and the conduct of war does not fit/suit women who

are regarded as inherently peace-loving. The anti-militarist perspective presented here focuses on the creation of gender identities and the role played by militaries in this process.

Anti-militarist feminists regard militaries as very dangerous institutions. It is not only in the sense that they have the means and the authority to use force against an enemy, but also they pose a threat to their own societies, which they have the responsibility to protect. In this view, military creates and sustains a culture of 'virulent masculinism' which glorifies violence, depends on the oppression of women and is closely related to the patriarchal structure of their societies and helps to maintain it (Feinman). This perspective therefore believes that women have the 'most to gain by cutting back the military's role in society' (Enlone 1988). It, contrary to other perspectives, does not regard women's military service as a sign of progress for individual women and for society. It positions that the entry of women to the armed forces as a retrograde step. It, unlike liberal feminist perspective, argues that women's military services cannot be a mechanism for greater equality between men and women in society because militaries depend for their very existence on a rigid segregation of gender roles, both within the armed forces and society (Mathens 2006).

According to this analysis, the military plays a crucial role in creating and sustaining ideal types of masculinity traditionally, as soldiering was regarded as a man's work. Because, men were believed to possess those characteristics such as physical strength and courage essential for warfare. Women, by contrast, were associated with such characteristics as nurturing and supporting and were regarded as essentially defenceless, emotional and in need of (male) care or protection (Chapkis 1998). Generally, women are permitted in military in a shortage of men willing and able to serve. Even if they are permitted to enter, women are barred in core area of military services, mostly service in combat as defined in the essence of military service, hence institutionalization of masculinity. Cynthia Enloe argues:

Women – because they are women, not because they are nurses or wives or clerical workers – cannot qualify for entrance into the inner sanctum, combat. Furthermore, to allow women entrance into the essential core of the military would throw into confusion all men's certainty about their male identity and thus about their claims to privilege in the social order.... Women may serve the military, but they can never be

permitted to be the military (Enlope 1998).

The analysis of military service also shows that vast majority of women soldiers in sectors regarded as traditionally female. The roles played by women in military are also dominated by jobs of women in civilian society, namely medicine, administration and communications. Creation of women's work within the military and the preservation of combat as men's work help to sustain the notion that women and men are fundamentally different from each other⁴⁶. Furthermore, militaries need to reinforce these gender differences by encouraging women soldiers to continue to exhibit feminine characteristics even while in uniform (Enlope 1988).

Differentiations between the Feminists Theories on Women in Military

The entry of women to the ranks and file in the national militaries around the world has produced enough literature. The work of historians or any researcher of civil military relations or military science is also to seek to uncover overt and covert experience of women's involvement in militaries and wars of the past, oral history, memories of individual women soldiers, case studies focusing on the circumstances of women's military services in particular countries and conceptual analyses (Elshain 2001). State of women in NATO countries as an example may reflect a tentative picture of gendering process of the armies in the world.

Cause of Inferior Treatment of Women in Armed Forces

All components below shows both the stresses manifested in women, and in military institutions. The reality of not promoting women to higher ranks in armed forces is that the officers are directly attributed to extensive combat arms experience, but women are denied the opportunity to compete for these positions because they have limited or no access to combat arms positions. In addition, institutional provision of military itself made women inferior because of relatively softer policies on the criteria for recruitment and training to them. Separate physical tests and standards for women and modification of "service subjects and outdoor exercise to accommodate women trainees are other handicaps. These have created resentment and attitudinal differences from their male counterparts, as women are preconceived as inferior for their role and capabilities in accordance with the traditional combat concept of the military.

- Higher physical strain for longer duration
- Prejudicial outlook towards women
- Mental isolation and lower camaraderie
- Sexual orientation of military personnel
- No permanent Commission
- Conventional image in society
- War crimes
- Low professional output and enhanced workload due to shortage of Marital and maternity issue
- Physical, mental and immoral tortures
- Mental fatigue and drop in operational efficiency
- Low mental presence ,maternity, and pre and post care leave
- Women taken as prisoners of war
- Low morale and decimated performance
- Operational ineffectiveness and combat exhaustion
- Causes of Female soldiers' inferiority in Military
- Negative effect on functional efficiency and poor output
- Unwanted behaviors with women
- Dilution of command and control
- Psychological breakdown
- Physiological problems and mental fatigue
- Low morale and professional motivation

- Low friendly facilities in field and office
- Women leadership un acceptable by men under her comm. and Leadership debilitation

History of Female Soldiers in US Army

For thousands of years in a substantial number of cultures and nations, women have served in various roles in the military, from ancient warrior women to those currently serving in current armed conflicts. While the majority of combatants in most cultures have been men, a number of women in history have fought alongside them. In the American Civil War, there were women who sometimes even fought cross-dressed as men. Fighting on the battlefield was not the only way women involved themselves in war. Some also served as nurses and aides.

Despite various roles in the armies of past societies, the role of women in the military, particularly in combat, is controversial and it is only recently that women have begun to be given a more prominent role in contemporary armed forces. As increasing numbers of countries begin to expand the role of women in their militaries, the debate continues.

More recently, from the beginning of the 1970s, most Western armies have begun to admit women to serve active duty in all of military branches. In nine countries woman are conscripted United States military has most of their positions open to women. There are some restrictions because of physical demands that women cannot meet such as Special Forces positions.

Women have been involved in the U.S. military since 1775, but more in the civilian fields of nursing, laundering, mending clothing and cooking. Several hundred women enlisted and fought in the US Civil War, nearly all of them disguised as men, many discovered on the battlefield and in hospitals after becoming wounded. In 1917 Loretta Walsh became the first woman to enlist. But it was not until 1948 that a law was finally passed that made women a permanent part of the military services. In 1976, the first group of women was admitted into a U.S. military academy. Currently, approximately 16% of the graduating West Point into military.

Some nations allow female soldiers to serve in certain combat arms positions. Others

exclude them for various reasons including physical demands and privacy policies. The class consists of women.

In the years 1990 and 1991 some 40,000 American military women were deployed during the Gulf War operations Desert Shield and Desert Storm. But not one woman was able to take on any form of combat. From 1994 on a policy prohibited women from being assigned to ground combat units below the brigade level.

According to statistics from 2013, 15.6 percent of the U.S. Army's 1.1 million soldiers, including National Guard and Reserve, were female. That year, women served in 95 percent of all army occupations.

Policy Changes

Prior to the 1993 Department of Defense assignment rule, 67 percent of the positions in the Army were open to women. Today, 78 percent of the positions in the Army are open to women, and women serve in 95 percent of all Army occupations (active duty and the reserve components), as of 2014. In the U.S. Air Force, 99% of career fields are open to women, the only ones prohibited to women are Special Tactics Officer, Combat Control, Special Operations Weather Technician, Combat Rescue Officer, Para rescue and Tactical Air Control Party.

In January 2013, Secretary of Defense Leon Panetta issued an order to end the policy of "no women in units that are tasked with direct combat", though it still has yet to be determined if and when women may join the US Army's Special Forces.

In 2013 female U.S Army soldiers are being asked to take part in a new training course designed by Combined Joint Task Force Paladin, which is specifically designed for Female Engagement Team members. The course will help female soldiers train for tasks such as unexploded ordnance awareness, biometrics, forensics, evidence collection, tactical questioning, vehicle and personnel searches, instructions on how homemade explosive devices are made and how to recognize if a device is homemade. This change will open up hundreds of thousands of front-line positions for women. The goal is for all assessments to be complete and have women fully integrated into all roles in the army by 2016.

By May 2015, all nineteen women vying to become the first female Army

Rangers had failed their training at Ranger School. Eleven Marine Corps' en of the nineteen dropped out in the first four days of training. Of the remaining eight who failed in the next step, three were given the option to enroll in the course again. Two of the original 19 women graduated in August 2015. A third graduated in October 2015.

In April 2015 after two-and-a-half year period in which the tough Infantry Officer Course became gender-integrated for research ended without a single female graduate. The final two participants in the Marines' experiment with training women for ground combat started and failed the IOC on April 2. Both were dropped that same day during the grueling initial Combat Endurance Test.

In December 2015, Defense Secretary Ash Carter stated that starting in 2016 all combat jobs would open to women, however Chairman of the Joint Chiefs of Staff Gen. Joseph Dunford of the Marine Corps, wanted to keep certain direct combat positions such as infantry and machine gunner closed to women.

Status of Women in Some Representative Armies: An Overview

The sight of women in uniform has become almost common place in mainly developed countries of North America, Western Europe and the Asia-Pacific region. Women started entering into the national militaries in substantial numbers while legal restrictions on women's military services were removed since the 1970s and the barriers to the recruitment and promotion of women soldiers were lowered. From the beginning of the 1970s, most Western armies began to admit women to serve active duty. Although very few countries require women to undergo military service, in most other respects women in the armed forces are, at least in theory, given the same responsibilities as their male counterparts and are offered the same opportunities. Major cause of such situation is the persistence of restrictions prohibiting women from service in some or all posts with a 'combat designation'. Only some of them permit women to fill active combat roles, including Australia, New Zealand, Canada, Denmark, Finland, France, Italy, Germany, Norway, Israel, Serbia, Sweden and Switzerland. There is significant female presence in the armed forces in these countries and the proportion of women soldiers typically range from at least 0.1 percent to 14 percent. The terms of recruitment trends, and percentage initiation of service, the trend of recruitment of women in military institutions of other so-called

developed and most democratic countries can be found remarkably well except in Poland, Turkey and Italy in terms of numerical strength. There are approximately 20 percent women of the total U.S. Armed Forces serving in other countries which have a long tradition of inclusion. India started to recruit women officers for defense purposes from 1992 and now more than 900 women officers are working in the Indian army, excluding navy and air force, which have just three percent of the total officers. Similarly, 100 (1.5%) in navy and 450 (4.5%) in air force in India are constituted by women in officer level of the respective total strength.

History of Women Participation in War in NEPAL

Nepali women participated in the Nalapani war with the East India Company for the first time in Nepali history, but their participation was neither organized nor professional (Nuciari 2003). After reforms in the Nepal Army in 1953, women were recruited into the military in 1961 initially being given the traditional role in the military: the technical fields. Women are recruited purely for military purpose from 2005 after the Maoist insurgency was intensified following the massive involvement of female militants. Women's role was successful to make the rebellion army more people-friendly. Thus, government also realized the importance of women's role in the military and made the policy for recruitment of women for defense purpose in 2004.

Women in military is a subject depended on the socio-political order of the state institutions that inculcate individuals with sets of norms, value and attitudes. The experience of the armies in the world shows that social attitudes favoring greater gender equality provide an impetus for not only opening opportunity to women in army but also expanding their roles in the institution. The level of women empowerment that helps them demarcate the right and duty of a citizen cognitively is equally responsible for getting and duly performing such roles. The position and role of women in defense is also depended on how they are given the opportunity for service or job. The opportunities are required to the women in Nepal. For, the former makes them citizen and the latter assures their independency with the right to equality and employment. That's why; opportunity granted in army is an acceptance of their status as perfect citizen having the responsibility and capacity to safeguard the country. Women are serving mostly for the combat support and service which play subordinating role.

There by continuing the tradition all female military personnel are recruited in administrative, beurocratic, logistic service and combat-support services, but few women are in the combat. In addition, the performance evaluation system has been developed on the preferential basis of masculine character and efficiency(Ibid 2003).It discourages systematically in recruiting and promoting women in combat position. Thus, no woman is in the high position of national army in Nepal. Nor are they in “liberation” force formed by the Maoists during the insurgency, even if women were recruited in large numbers. Such scenario creates the vicious circle of inferiority complex, mantle fatigue and frustration for women in army, and discourages young girls to adopt the military profession as career. In addition, the male officers neither consult women to make decision in the policy level, nor take seriously any idea of female officers thinking that they have either poor or nil knowledge about combat policy and performance. It is proved by the controversial retirement of two senior female officers of Nepal Army and the zero record of women as the Chief of Army Staff in the world. The provision “equal opportunity for all qualified youth” in army is virtually remained in paper till today in terms of gender balance. General trend of recruitment even in the world shows that women are promoted in armed activities, while there is a severe shortage of male recruits to fulfill the ranks or a need to pacify the social pressure. All are equal regardless of sex. No one even among the male soldiers is equal in terms of quality which is the very abstract term. The biological feature and ascribed role to them create differentiation between male and female. But their role dichotomized on the basis of social ascription is highly dominant in perceptual level. The military quality measuring through masculinity does not recognize ability of women. Nor does the traditional military institution try to identify the defense quality from within the femininity, which is characterized as a peace loving and promoting. Traditional description on women as ‘emotional and week creatures’ further makes them ineligible to soldier questioning how can they use weapon and law of the country in a rational way to provide security and justice to the people. The tradition also tries to justify women’s absence in armed forces that military profession may endanger reproductive health of women of child bearing and rearing age, discouraging the beginning of the career. As all such logic has been proved unjustified in the changing context, since Nepal itself has a history of women warrior in the *Khasa* principalities before unification. Thus, the rationale of the question is here whether women should be recognized as the responsible and pure

citizen. The position of women is nil in guarding important persons and areas. Similarly, no woman is included in defense policy making and implementing structures formed after the change in policy since 2006. The scenario shows how women hold stakes in the field of defense in Nepal. Thus, women leadership in the Ministry of Defense alone cannot provide women are mark able output, as all of her associates, leaders and colleagues in parliament, cabinet and parties are hardly gender sensitive the situation does not help the marginalized gender be benefited holistically. Out of 1,070 females covering all ranks No women from combat position are in the rank of “senior military officer”. Institutional provision itself made them inferior than that of their male counterparts. What seems the reality of not promoting women to higher ranks in armed forces is that the officers are directly attributed to extensive combat arms experience, but women are denied the opportunity to compete for these positions because they have limited access to combat arms position. Softer treatment, lowering physical standards, shorter duration of their training created resentment and attitudinal differences from their male counterparts, as women are preconceived as inferior for their role and capabilities in accordance with the traditional combat concept of the military.

Women in UN Peace Support Operations

UN as a judge of the international legal system is also not able to make women participate on an equal footing with men in United Nations Peace Keeping Operations(UNPKO), nor are the rebellion groups advocating in favor of rights of marginalized gender able to treat women equally with the men. Because, women in the military is a subject dependent on the socio-political order of the state institutions/organizations that inculcate individuals with sets of norms, values and attitudes. The experiences not only of armies around the world including the UN, but also of rebellion show that social attitudes favoring greater gender equality provide an impetus for not only opening opportunities to women in the military but also to expanding their roles in the institution. Empowering women to the extent that they are able to demarcate their rights and duties as citizens is equally responsible for getting and duly carrying out such roles. Opportunity granted in the army is an acceptance of women’s status as citizens with the responsibility as well as the capacity to safeguard the country’s interests.

Nepal became a member of the United Nations in 1955 and since then, has been an active participant of most UN peace operations. The participation of the Nepalese army in UN peace support operations spans a period of over a half century covering some 42 UN missions, in which over 5 personnel have participated. The army's long association with UN peace support operations began with a modest deployment of five military observers in Lebanon (United Nations observer group in Lebanon) in 1958. The first Nepalese contingent, Purano Gorakh battalion was deployed in Egypt in 1974. The Nepalese Army has contributed in senior appointments at UNDPKO and force headquarters and has also deployed military contingents, military observers and staff officers. The army has also contributed significantly through the provision of niche capabilities such as engineers, medical teams and Special Forces contingents. Their devotion to duty and excellent performance has been widely acclaimed. The Nepalese Army has always accepted challenges and participated in most difficult operations. This has had a heavy toll on its personnel, and to date, 58 personnel have made the ultimate sacrifice at the altar of world peace and another 19 have been disabled.

CHAPTER III

RESEARCH METHODOLOGY

Research methodology is an important method to collect required information, data and facts. Research methodology must be scientific and systematic and important facts must be included properly. Various primary and secondary data are required to make research useful and fruitful. Different research methods are applied to make research valid. This thesis is based on Primary and Secondary data and the information is collected through the field work as much as I can. I have used interview schedule, case study and focused group discussion method of the relevant persons, their expectations and necessity while in service and informal as well as for formal talk to collect reliable information for this study. Books, articles published in journals and edited volumes, newspapers, related theses and different relevant websites are used as secondary data. Women working in different strata of NA such as infantry, supporting arms, logistic and technical field will be targeted respondents to collect first hand information.

3.1 Rationale of the Selection of Study Area

Women empowerment in Nepalese Army is an untouched topic till date. The present situation of women and their roles in NA is necessity to be studied. Women and empowerment are in a parallel way these days. The researcher's great curiosity about the female working in such a prestigious and risky field of Nepal ie the Nepal Army is the main motivation for the research. Women in army are an issuing topic of the present situation and its study is must for the empowerment of female herself thus this is needed to be researched. So the researcher have selected this topic and the selected area for this research paper is HQ of NA Bhadrakali, Kathmandu. Lady Officers, other ranks, clerks as well as soldiers serving on duty are main focused group.

3.2 Research Design

To meet the aim of study this research is designed in a systematic way. I have included two designs of research. Descriptive and Exploration Research designs are used to achieve the objective of the research.

Descriptive Research Design include the outer seen characteristics of the respondents like age, education, caste, economic status, marital status etc.

Exploration Research Design includes the participations of respondents and shows the relationship between male and female. It also describes the empowerment of women in NA.

3.3 Nature and Sources of Data

In this research, qualitative and quantitative data collected by using both primary and secondary sources:-Qualitative Data refers characteristics and quality of data which is unable to count in number where as quantitative data can be mention in number.

Primary data:-The primary data collected from field work carried out in course of this study. Personal and informal talks are main source of data.

Secondary data: - The secondary data has been collected from both published and unpublished literatures i.e. books, journals, articles, research reports, presentations, thesis, discussions, web-site etc.

3.4 Universe and Sample

Total number of female soldiers working in NA is 3668. It will be difficult to collect all the necessary data from this universe. 350 female soldiers are working under different sectors in NAHQ. In which only 4 offices which are accessible for outsiders to visit and the working women on those offices are 100. The required 50 women working in official duties within this NAHQ are taken on the basis of purposive sampling method for this study. Respondents age groups from 18 – 40 years are studied under this Method.

3.5 Tools and Techniques of Data Collection

In this research work, interview schedule, case study and focus group discussion methods are used as techniques for data collection. To collect the necessary data and information Purposively Sampling Method is used.

3.5.1 Interview Schedule

Women working in office are interviewed indirectly and informally. Interview

Schedule method is done to collect information in this research. Collected possible questions were asked to individual and their answers and experience are main source of data for this research.

3.5.2 Focused Group Discussion

Three groups of female soldiers were grouped in this case to collect useful data. All these respondents were free to express their views. Questions related to women empowerment and their relationship with male co-workers were asked. This research is prepared in a co-operative discussion method in which useful necessary information is collected through informal questionnaire and useful discussions. Their working experience, their relationship within co-workers and working environment for women are the main source of information for this thesis.

3.5.3 Case Study

Detail study of women working in NAHQ in official works and serving on combat roles are included in this case to gain information. Respondents were asked possible questions related to women empowerment and their relationship with other male co-workers. Four cases were selected for this purpose.

3.5.4 Data Processing and Presentation

The data are collected through interview schedule, case study and focused group discussion methods and presented in suitable table. They are analytical and tabulated according to the objective of the study. The method of data analysis described in terms of percentages, frequencies and tabular form. Table issued for profound illustration both qualitative as well as quantitative data incorporated to sketch out the effectiveness of women serving in NA.

CHAPTER IV

STUDY AREA AND SOCIO- ECONOMIC CHARACTERISTICS OF RESPONDENTS

4.1 Study Area

Nepal is a land locked country which lies between two large countries China on the North and India on the East, South and West. It has the total area of 1,47,181 sq km. Kathmandu is the capital city of the nation and here lies the very important ministry, offices, departments, institutions etc. among them is Army head quarter. As Nepalese Army is a non political and non profitable organization established mainly to serve for the nation ie Nepal. It's duties and responsibilities are vast as it has to cover the whole nation. Army HQ is situated in Bhadrakali, the center of Kathmandu valley which is easily feasible to transport and other sectors. 91998 is the total strength of soldiers in NA in which 3664 are female soldiers. Army HQ consists of more than 16 main offices in which more than 800 employees are serving on duty, among them nearly 350 are female. The security system is very high in this sector. As army performs so many secrets tasks and work on security basis it is quite difficult to gain information of our desire. There are offices inside Army HQ which deals or works with civilians as well. So in this research I have included 4 offices which are assessable for civilians for their work and respondents are female soldiers working on those offices. 50 female soldiers are the main respondents of this research paper.

4.2 Socio – Economic Characteristic of Respondents

People lives in society and they have their social duties and norms to follow. They have their own characteristics which differ from other members of society. The characteristics of the respondents to be studied in this research are tabulated in frequency to make the researcher easy to understand and work in a effectively way.

4.2.1 Age Variation of Respondents

Male and female both are eligible to work on NA if they have the citizenship of Nepal and are above the age of 18. In this research female soldiers from age group 18 and below 40 are included as respondents. Age variations of the working respondents are

shown on table 4.1.

Table 4.1: Age Variation of Respondents

Age -Group	Frequency	Percentage (%)
18-25	10	20
26-30	14	28
31 - 40	26	52
Total	50	100

Source : Field Survey 2018

Table 4.1 shows the limitation of the age criteria for a soldier to join army. There are minimum no of respondents ie 10 of age group 18-25 and maximum is from age group 31-40 which is 26. This shows less percentage of teenage female soldiers and high percentage of mature soldiers to bring maturity in work as well as working experiences is high.

4.2.2 Caste / Ethnicity Variation of Respondents

There is free competition for job vacancies in NA. Nepal is a country with vast caste and ethnicity. People with different caste such as Brahmins, Chhetri, Rai, Limbu, Gurung, Magar, Tamang, Newar, Damai, Kami, etc lives on our society. People belonging to different caste, religion, region can apply for the job vacancy in NA. Table below shows the differentiation among people in the basis of caste and ethnicity.

Table 4.2: Caste / Ethnicity Variation of Respondents

Description	Frequency	Percentage (%)
Cheetri	19	38
Brahmins	11	22
Rai/ Sherpa	10	20
Newar	8	16
Dalits	2	4
Total	50	100

Source : Field Survey 2018

This shows that highest percentage of Cheetri and Brahmins, Rai/ Sherpa and Newar comes respectively. Dalits with lower percentage of 4. Here it is clear that the participation of dalits are few and Cheetri are high.

4.2.3 Educational Status of Respondents

Education is a basic thing which leads people to brightness through its knowledge. A well educated people can understand its work easily and can perform easily. There are certain criteria to apply for job vacancies in Army. The minimum educational requirement for a soldier is primary level. At least applicant has to pass 8 to be fit on Army. For officer level one has to clear his higher secondary level education. Table shows the educational status of respondents.

Table 4.3: Educational status of Respondents

Description	Frequency	Percentage (%)
Secondary level	26	52
Higher Secondary	2	4
Graduate	4	8
Post Graduate	18	36
Total	50	100

Source : Field Survey 2018

52% of the soldiers have got their secondary level education which is the highest strength of respondents. Post graduate respondents holds the second place of 36 %. Graduate respondents holds 8% and the lowest percentage of 4 is held by higher secondary level respondents. This shows lesser female are involved in increasing their education level.

4.2.4 Marital Status of Respondents

Marriage is a social ritual that everyone follows to run their generation ahead. After marriage only husband and wife are legally allowed to live together and give birth to child in Nepal. Thus it plays an important role to continue a family. One should be

unmarried to join the NA. There is no such age criteria to get marry after joining the army. The table shows the marital status of female soldiers.

Table 4.4: Marital Status of Respondents

Description	Frequency	Percentage
Married	31	62
Unmarried	19	38
Total	50	100

Source : Field Survey 2018

Married female soldiers of 62% are working in NAHQ which is more than unmarried female soldiers which is 38%. This shows maximum no. of females are involved in their households works as well.

4.2.5 Type of Family

Family is necessary for every social being. Without family no one can survive. Family support and responsibilities towards family is must. Joint family system is nowadays less found in our society. Single family system is seen common nowadays.

Table 4.5: Type of Family

Description	Frequency	Percentage
Joint family	22	44
Nuclear family	28	56
Total	50	100

Source : Field Survey 2018

Mostly respondents are found living with nuclear family ie father, mother and their kids. Nuclear family holds highest percentage of 56 and joint family holds percentage of 44.

4.2.6 No. of Family Members

Family members are important for everyone. There may be variations in family members depending on the family types. Number of family members in the respondent's family are shown in the table 4.6.

Table 4.6: No. of Family Members

Description (number)	Frequency	Percentage
2-4	18	36
4-8	24	48
Above 8	8	16
Total	50	100

Source : Field Survey 2018

This shows that 48% is the highest of family members group 4-8 in which parents with their children and grand parents are included. Parents with their children are grouped in group 2-4 with percentage 36%. Fewer percentage is of group above 8 which is 16% where grandparents, parents ,uncle aunt and children are included.

4.2.7 Economic Status of Respondents

Nepal is under developing country list. People living in this country are mostly under poverty line and some are able to maintain their living status in a standard way and few are among high class. Economy directly affects the social values in our society. One perception for others changes automatically if he/she is economically fit in society. Nepal Army is such an institution which provides job security, health security as well as security for lifetime. It has helped many unemployed people to recover their living styles. Table 4.7 shows the economic status of people in our researched area.

Table 4.7: Economic Status of Respondents

Description	Frequency	Percentage (%)
Weak	19	38
Middle Class	21	42
High Class	10	20
Total	50	100

Source : Field Survey 2018

Table 4.7 shows middle class people holds the highest place of 42% and high class people with lowest place of 20 %. Respondents with weak economic status were also found.

CHAPTER V

ANALYSIS OF EMPOWERMENT OF WOMEN IN NA

Analysis on Empowerment of Respondents

In the past the role of women in our society was limited within household works only. But now our society believes both men and women are equally important. There is a proverb ‘men and women are two wheels of a cart’ without one cart can’t move ahead. Likewise without both men and women there is impossible to run a family, society, community and even the nation. With the change in time and perception of people living in the same society today women are capable to move forward and have started working with them in their fields. Empowering women and making them capable to work in the place of male himself is the great achievement of today’s world. We can see many women are handling their family and their work at the same time in a great manner. So thus now we believe they are equally involved in every field. After the research on this topic we found that empowering women and their benefits are high among the respondents. There is change in the living standards of women and their behavior towards their family, society has also changed. As they are serving for the Nation they are ideal for the other women in their community and a morale factor for other women as well. They highly encourage other females to work for the benefits of Nation leading them as example.

5.1 Interest in Work

Respondents are seen more active in doing their work. Basically women are seen backwards in many aspects. Their rights of freedom are not found equally in every field either in working fields or in households. They give their full efforts in their work NA has given women the opportunity to prove themselves with the power they have. Table 5.6 shows about the empowerment of respondents.

Table 5.1: Interest in Work

Description	Frequency	Percentage
High	40	80
Medium	10	20
Total	50	100

Source : Field Survey 2018

Above table shows that women are highly interested in their work holding 80% and 20 % are less interested in work. They feel they can do much more work than this besides getting engaged in officials work only.

5.2 Improvements in Living Standard of Respondents

We have our own living style. Everyone does work for their living. There should be fulfillment of basic requirements to live a healthy life. Everyone tries to improve their living style. Table 5.7 shows the percentage of respondents in respect to their living standards.

Table 5.2: Improvements in Living Standard of Respondents

Description	Frequency	Percentage
Highly Improved	23	46
Medially Improved	15	30
Improved	12	24
Total	50	100

Source : Field Survey 2018

The table shows the living standard of respondents after joining the NA. The highest percentage of 46% is of highly improved respondents and lowest percentage is of improved respondents which is 24 %. 30 % of respondents are medially improved.

5.3 Support from Family

Family is an important thing for a human being. Without family no one can continue his generation. Support from plays an important role to move on a healthy life. We should take care of family. Family needs care and their basic needs are to be fulfilled to get support from them.

Table 5.3: Support from Family

Description	Frequency	Percentage
Highly Supportive	22	44
Supportive	18	36
Less supportive	10	20
Total	50	100

Source : Field Survey 2018

Table 5.8 shows 44 % feels family members are highly supportive with their works which is the highest percentage. 36 % are supportive and only 20 % are less supportive which is lowest percentage. These shows there are more family members who encourage respondents with their work.

5.4 Support from Society

Man is a social being. Without society it is un complete. So to be socializing in society he needs to perform many tasks of society. Society only supports those who take active in part in social. Each individual participation is must for maintaining a society in a peaceful way.

Table 5.4: Support from Society

Description	Frequency	Percentage
High	33	66
Less	17	34
Total	50	100

Source: Field Survey 2018

Family and society both are equally important for living in a healthy environment. With the support of society we can move ahead. Respondents of 66 % feel they are highly supported by society which is greater in strength. 34 % of respondents thinks the support from society is less. They think they are supported by the NA itself.

5.5 Maintain Personal and Profession Life

Man is a working animal. He has to perform different roles and tasks. He has his own limitations and boundaries. He needs to balance his relationship with family, friends,

relatives, colleagues etc. To take both professional and personal life in a smooth way one should be very careful with the duties and responsibilities.

Table 5.5: Maintain Personal and Profession Life

Description	Frequency	Percentage
Highly Maintained	27	54
Maintained	23	46
Total	50	100

Source : Field Survey 2018

Table 5:10 show the percentage of maintenance of personal and professional life. Highly maintained holds the 54 % which is the highest percentage while maintained holds 46 % which is lowest. Respondents are able to maintain their personal and professional life.

Case 1

I am 24 years old and I am from remote area of our country where there are few chances of getting well education. So I joined the army from the suggestion and support from my neighbors. My family sometimes takes in a wrong way to serve in army as we can't do things according to our wish. We have to perform duties at night and our family sometimes takes it in a wrong way at that time we have to convince them and make them clear. Our male co-workers always treat us like their sisters. They have considered with our tasks and helped us with our works and time table of duties to be performed. It is difficult for us to get leave when it is required. For me it is more difficult me as I need to go far and it takes a long time to reach my village. On that situation I feel bad but my friends help me with my duties and works and I manage to go on a leave.

Case 2

“After joining the army I am able to solve my family problems financially” I am 32 years old and a mother of one child. It is easy for me to support my family financially. Our economic condition was weak and my parents were unable to give me further -studies. I completed my +2 studies and as per the suggestions of my relatives I decided to join the Army. I am very happy with my job and my family always encourages me. I have started to join classes for further studies as being posted to HQ I got time for myself as well. Most male officers says that lady officers themselves are responsible to limit them in administrative job and to lose their access not only to combat but also to military as career. They not only prefer 10-5 administrative job but to post them nearby from their residence. It was also viewed that they weep in front of senior officers in the pretext of their female specific health problem, pregnancy, infant child, household problems and marriage and the new family etc. and manage to get their postings in the favorable place. A male captain is not allowed to serve in NAHQ, but a lady Second Lieutenant can easily get her posting there.

Case 3

It was difficult for me to get any job in other fields because I have little knowledge about things and my education qualification was low, only +2 level. I tried for officer level training but couldn't successes so at last I applied for sipahi and get successes. At first I felt I m not fit for the job and quit it but whenever I think of difficulties I faced before joining the army and during training I control my mind and start doing my work. After being posted to HQ it is quite easy for me to balance my family and their needs. I can daily go to my house take care of my children and parents. They also fully support me with my work and encourages me in my difficult conditions.

Case 4

I completed my +2 and was in search of an opportunity to be able to stand by my own. Suddenly I heard about the vacancy in Army, being a sports person it was not a big deal for me to pass the physical exams so my only focus was on written and other exams. Luckily I got selected and finished my training periods. My family members, relatives and even my society members feel proud of me that is the great achievement for me. Today I proudly can say to myself I'm able person and can have that capability to handle my family and society in a right direction.

CHAPTER VI

DATA ANALYSIS OF RELATIONSHIP OF MALE AND FEMALE

Data are collected on the basis of the objective of this research. It focuses on the basic two things, how the women in NA are empowered and the relationship between male and female soldiers in their working field. Data are tabulated on the tables to make easier to understand.

Analysis of Relationship of Male and Female Respondents

Male and female both have their roles and duties to be performed. Their working environment and co-ordination between them plays a vital role to accomplish the tasks. Table 6:1 shows the relationship status of male and female respondents.

6.1 Relationship

Both male and female works under same organization and there must be healthy working environment to perform the tasks. The good working relationship between male and female co-workers plays as important role to finish the work.

Table 6.1: Relationship of Male and Female Respondents

Description	Frequency	Percentage (%)
Good	35	70
Medium	15	30
Total	50	100

Source : Field Survey 2018

Table shows the relationship between male and female is good holding 70 % which is highest and medium holding 30 % is the lowest

6.2 Equality

Equality refers to give equal treatment to each individual. There must be no discrimination to anyone to create a good working environment. Bias in work and with person makes the working surrounding unhealthy and ineffective.

Table 6.2: Equality in work between Male and Female Respondents

Description	Frequency	Percentage
Yes	35	70
No	15	30
Total	50	100

Source : Field Survey 2018

Table 6.2 shows the working nature and their evaluation of the respondents with their co- workers.70 % of female respondents feel they are equally tasked while 30 % thinks they are discriminated on their work. They think male are given more priority to choose tasks.

6.3 Security

Security plays a vital role to every individual to live a healthy life. If one is unsecured in different aspects he cannot perform his tasks. So there should be secured working environment to perform tasks.

Table 6.3: Feeling of security with male co-workers

Description	Frequency	Percentage
Highly secured	32	64
Medium secured	10	20
Less secured	8	16
Total	50	100

Source : Field Survey 2018

Table 6.3 shows female respondents feeling of security with male. 32 out of 50 respondents feel they are highly secured which 64%, they feel they are also able as man and are trained so there is so such insecurity with them. 20 % of female thinks they are more capable as being male and physically strong. Rest 16 % feels less secured worked with male.

6.4 Co-operation

Co-operation among each other makes work easier. No one is perfect in every aspect. There may be some difficulties while performing works so one should not feel

hesitate to ask with his co-workers. Everyone should have feeling of co-operation and help each other.

Table 6.4: Co-operation with male co-workers

Description	Frequency	Percentage
Highly co-operative	27	54
Less co-operative	23	46
Total	50	100

Source : Field Survey 2018

Male and female both work under same office under same head. Co-operation in work is a must to finish a task. 54 % of female respondents feel they are highly co-operated by their male co- workers which is the greater percentage while 46 % thinks they are less co-operative. This shows male are co-operative with female.

6.5 Support from Male Senior

Both male and female are equally important to accomplish a task. They both plays a vital role in every sector. Co-ordination, co-operations and support for each other is an important matter. Feeling of support from senior level adds energy in work. One should be supportive to get support from higher level.

Table 6.5: Support from Male Senior

Description	Frequency	Percentage
Highly Supportive	18	36
Supportive	22	44
Less supportive	10	20
Total	50	100

Source : Field Survey 2018

Table 6.5 shows 44 % feels male senior are supportive with their works which is the highest percentage. 36 % are highly supportive and only 20 % are less supportive which is lowest percentage.

FGD Group 1

Equal training periods and schedule are made for both male and female. But after completing training mostly lady officers are posted inside valley. A male captain is not allowed to serve in NAHQ, but a lady Second Lieutenant can easily get her posting there. Most male officers observe that lady officers themselves are responsible to limit them in administrative job and to lose their access not only to combat but also to military as career. They not only prefer 10-5 administrative job but to post them nearby from their residence. It has also viewed that many female soldiers they weep in front of senior officers in the pretext of their female specific health problem, pregnancy, infant child, household problems and marriage and the new family etc. and manage to get their postings in the favorable place. Many male soldiers are dissatisfied with them. They think they are in Army with same salary basis but they are limited to office works and duties. They don't have to perform difficult tasks and jobs of patrolling at nights.

FGD Group 2

Both male and female have their own roles, duty and responsibilities to be performed in NA. In spite of different biological features women have to perform hard physical training, mental excursion, pressure of time and family pressure to be able to fit on Army. Male help their female co-workers in their works and in duties whenever they have their health or family problems. Those male soldiers and officers or senior commanders with whom women have equally participated in difficult tasks or have performed duties at all levels always appreciate female for their duties and task performed. They positively support them in their works and problems.

Generally Nepali women have to balance between her career and family (marriage and childbearing) at same time of their lives. Female are happy with their recruitment in NA, but after getting married they start facing social and familial problems. Mostly after marriage, their families and husbands start telling not to stay in barrack. In some cases before the marriage, they put precondition that "we can't agree with the marriage, if you do not leave the barrack after marriage". They face the real problems after they deliver child. NA provides 60 days 'leave for delivery, and 15 days for male to serve his wife. The two month old child can't stay in the child care center run in the NA. If the commander is female friendly and liberal enough in their cases, they can

balance the child rearing and the profession. Most practical things depend on the level of sensitivity of their commander on ascribed role of women, as there is no white and black demarcation drawn by the institution for the post-delivery time. In some cases, their commanders ,after the delivery, waive their night duty and send them home in the evening and excuse the PT in the morning, even if they have 24 hours stand by duty and should stay in barrack.

FGD Group 3

After marriage, women soldiers can hardly balance their profession and family, except in the case of women officers who are in the technical administrative field, or are born in a family of military officers and get married to the military officers or higher middle class people located in cities. That is why most women prefer the day-time administrative jobs in non-combat military services. Society also sees in a good way if women come to their home at night instead of staying on barracks.

Sexual harassment cases also are found. It is perceived that women are being sexually harassed, verbally abused and physically exploited in the security forces by their bosses and male counterparts. With the increasing numerical strength and expanding role of responsibility of women in NA, the cases of sexual harassment are also in the increase. There is no definition of harassment in NA. Juniors and women are humiliated as by scolding in filthy languages naming sister, mother and father is the normal phenomenon in NA. There are several kinds of practices of punishment in accordance with the severity of the cases, but no such case has ever reached at the level of Court Marshal.

CHAPTER VII

SUMMARY CONCLUSION AND RECOMMENDATION

7.1 Summary

Women and their empowerment is an important issue in today's world. Women are active in different fields these days. There is no such sector where women are not included. The title of this research is also women related "Women Empowerment in Nepalese Army". Women related problems and issues are being discussed. How is the socio-economic status of female soldiers of Nepalese Army affected? How is the relationship between male and female in NA? What is the Role of female soldiers in NA and how are they empowered? These are the basic problems and this research paper has worked considering this problems. The Major objective of this study is women empowerment in Nepalese Army and general objective is to explain the relationship between male and female soldiers in Nepal Army. To study about women empowerment in NA has its own Importance. It will help other academic students for further studies. Social institutions and policy makers will work out on the major issues to find out the problems to empower women. This research paper is prepared to analyze the women empowerment in NA and the relationship between male and female soldiers.

Major Findings

- Age group from 18-40 are seen employed in NAHQ. Age group from 31-40 is the highest which is 32 % and lowest is 20 % which is of age group 18-24.
- Cheetri women are seen more in number followed by Brahmins, Rai/ Sherpa, Newar, and Dalits are seen in lesser number. Cheetri holds the highest percentage of 38 and dalits holds 4 %.
- Secondary level education is seen high in number and graduate solders are in lesser number. Other have completed post graduate and higher secondary level. Highest is 52 % and lowest is 8 %
- Married female soldiers holds the highest percentage of 62 than unmarried which is 38%

- Nuclear family system is seen more in numbers of 56 % than joint family of 44 %
- Family members with number 4-8 are in greater number of 48 % and the family members with number 2-4 is in lowest number of 36 %.
- Middle class people are in highest number of 42 % and respondents with 36 % of lower class is the lowest. Higher class people are also found.
- Relationship between male and female is good. There is healthy working environment between male and female soldiers.
- Women are highly empowered holding 80% and empowered respondents are 20%
- Equality in work and the percentage of respondents who agreed are 70 % and who doesn't are 30 %.
- Respondents who felt highly secured working with male co-workers are highest with 64 % and lowest are 16 %.
- Highly co-operative male workers hold 54% which is highest co-operative and less co-operative are also seen in which less co-operative holds 46 % which is lowest.
- Male senior and their support felt by respondents is highly supportive, supportive and less supportive in which supportive holds the greatest 44 % while less supportive is lowest of 20 %
- Highly improved in living standard is 46 % and medial improved is 30 % which is lowest.
- Support from family members is high holding 44 % supportive holds 36% and less supportive holds 20%
- Support from society holds 66 % which is high than less support from society which is 34 %.
- Personal life and professional life is maintained by respondents. The

percentage of highly maintained is 54 % which is greater than maintained only which is of 46 %.

7.2 Conclusion

Observing the female soldiers in NA, it still does not accept women in its core area as a general phenomenon, nor do the most female soldiers and their parents realize it. Women officers are addressed as "sir" by their juniors in the institution and after recruitment in NA are recognized as "sons" in their families. They are happy that they are serving in Army as "men". It is proved by statuesque in NA institutional arrangement which is the same as was before women recruitment. No policy has been introduced to make NA women friendly except for some minor relaxations for women while recruiting and getting training. Women in the military are subject related to socio-political institutions that socialize individuals with sets of norms, values and attitudes.

In addition, male officers neither consult women on policy-level decisions, nor do they take the idea of female officers seriously, believing as they do that women have poor knowledge about combat policy and performance. Hence a collective initiative is required to reconstruct and redefine the role of women in defense. It is possible only through advocacy, research and promotion of women in the army and defense-related fields. Simultaneously, a debate has also to be initiated on how the participation of women in the armed forces can weaken their deep-rooted masculine institutional character and make them friendly to both genders. Equally important is to recognize women's potential contribution in combating threats to the nation and promoting peace.

7.3 Recommendation

Government should take deep interest in making plans and policy to empower women. It should facilitate female soldiers to take part in activities held for the changes to be made for the betterment of them. NA should create women friendly environment to make women free to deliver her opinions in decision making. Her problems should be given priority as her problems are basically social issue. Strict rules should be made to discourage harassment and misbehaves towards women soldiers. There should be better settlement facility of family quarters near their office

area to give a secure and healthy living environment. Higher level planning and decisions making system should also be applied for women so as to improve in their matters as well.

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Adjutant General Department (Record Office) 2017

APPENDICES

Appendix 1

QUESTIONNAIRE SCHEDULE

Women Empowerment in Nepalese Army

(Interview schedule for study of Women Empowerment in Nepalese Army, Army Head Quarters, Bhadrakali, Kathmandu)

NAME

AGE

EDUCATION

MARITAL STATUS

CHILDREN

FAMILY SYSTEM

NO. OF FAMILY MEMBERS

1. Who inspired you to join the army?
 - a) Family
 - b) Friends
 - c) Self
 - d) Others
2. Any relatives in Army?
 - a) Yes
 - b) No
3. Are you satisfied with your job?
 - a) Yes
 - b) No
4. Do you feel dominated from senior officers or male co- workers?
 - a) Yes
 - b) No

5. Do you feel secure working with male co-workers?
 - a) Yes
 - b) No
6. Do you feel you are equally treated among other male workers?
 - a) Yes
 - b) No
7. Is short-service efficient for ladies?
 - a) Yes
 - b) No
8. Do you agree you are getting more privilege than male co-workers?
 - a) Yes
 - b) No
9. Do you want to be deployed outside valley?
 - a) Yes
 - b) No
10. Do you think this job helps you to improve your living standards?
 - a) Yes
 - b) No
11. How does your family supports you with your work?

12. How do you support your family ?

13. Do you think you are able to maintain your professional life and personal life?If
 Yes/No how?

14. How does your co-workers support you with your job and personal matters?

15. How often do you visit your family?

16. Do you think you are fit for this job?

17. How you felt your life after joining the Army?

18. How your society treats you after your job in Army?
.....
19. What do you feel your responsibility for your society and country?
.....
20. How do you promote other for joining the army ?
.....
21. How do you expect your male co workers to treat you with your works?
.....
22. How do you suggest your senior to co –operate with your problems?
.....
23. How do you help your female co-workers with her problems?
.....
24. What is your expectations from NA?
.....
25. Do you feel you are empowered in NA? How?
.....

Appendix 2

Check List for Focused Group Discussion

1. How do you feel working with female soldiers?
2. Do you feel working with female is easy or difficult?
3. Do female soldiers ask you for support? How do you support them?
4. How is the working environment in your office for female soldiers?
5. Do you think female soldiers are capable to complete their given tasks?
6. Do you think female soldiers are physically fit and mentally alert as men?
7. What are your suggestion for female soldiers about their carrier?
8. Do you think being a female you are fit for the job?
9. Are you given the task of your ability? Or are you being neglected being a women?
10. How does your male co –workers and senior treats you ?

Appendix 3

Check List for Case Study

1. How do your family members sees you after joining NA?
2. What is the behavior of society members after you joined the army ?
3. How much are you empowered after joining the Army?
4. How much capable do you feel yourself for this job?
5. How much do you support your family and society in their decision making matters?
6. Are do given an opportunity to make decisions?
7. Do your male co- workers asks you about your problems and give suggestions?
8. Have you ever felt harassed by your co- workers and seniors? If so have you ever talked about it?
9. Have you ever talked about your working environment with your family?
10. How much do your family supports working with male workers?

Appendix 4

Nepalese Army in UN Peace Support Operations

S.N.	Mission	Year
1	UNOGIL, Lebanon (Military Observers)	1958
2	UNIPOM, India/Pakistan (Military Observers)	1966
3	UNEF II Sinai, Middle East (Peacekeeping Troops)	1974
4	UNIFIL, Lebanon (Peacekeeping Troops)	1978
5	UNMOT, Tajikistan	1989
6	UNGOMAP I/II, OSGAP I/II/III (Military Observers)	1989
7	UNIKOM Kuwait/Iraq (Force Commander)	1991
8	UNMIH, Haiti (Peacekeeping Troops)	1991
9	UNTSO, Israel , Middle - East (Staff Officer and Military Observers)	1992
10	UNISOM, Somalia (Peacekeeping Troops)	1993
11	UNPF/UNPROFOR, Former Yugoslavia (Peacekeeping Troops)	1994
12	UNGCI, Iraq (Peacekeeping Troops)	1995
13	UNTAES, Eastern Slovenia (Military Observers)	1996
14	UNPREDEP, Macedonia (Military Observers)	1996
15	UNOMIL, Liberia (Military Observers)	1996
16	UNMOP, Prevalaka (Military Observers)	1998
17	UNMIK, Kosovo (Military Observers)	1999
18	UNOMSIL/UNAMSIL, Sierra Leone (Peacekeeping Troops)	1999
19	MONUC, DR Congo (Peacekeeping Troops)	1999
20	UNAMET/UNTAET/UNMISSET, East Timor (Peacekeeping Troops)	1999
21	UNFICYP, Cyprus (Force Commander)	1999
22	UNMEE, Ethiopia/Eritrea (Military Observers)	2000

23	MINUCI, Ivory Coast (Military Observers)	2003
24	UNOCI , Ivory Coaste (Military Observers)	2003
25	UNMIL, Liberia - Provost (Peacekeeping Troops)	2003
26	UNDOF, Israel/Syria (Force Commander & Staff Officers)	2004
27	MINUSTAH, Haiti (Peacekeeping Troops)	2004
28	ONUB, Burundi (Peacekeeping Troops)	2004
29	UNMIS, Sudan (Force Commander and Peacekeeping Troops)	2004
30	UNIFIL, Lebanon (Peacekeeping Troops)	2006
31	UNOMIG, Georgia (Military Observers)	2007
32	MINURCAT, Chad (Military Observers and Peacekeeping Troops)	2008
33	UNAMID, Sudan (Military Observers and Peacekeeping Troops)	2008
34	UNAMI, Iraq (Staff Officer and Peacekeeping Troops)	2008
35	UNMIT, Timor-Leste (Military Observer)	2008
36	MINURSO, Morocco (Military Observer)	2010
37	UNMISS, South Sudan (Military Observers and Peacekeeping Troops)	2011
38	UNSMIS, Syria (Staff Officers)	2012
39	UNISFA, Sudan (Military Observers and Staff Officers)	2012
40	MINUSMA, Mali (Peacekeeping Troops)	2013
41	MINUSCA, Central African Republic (Military Observers and Staff Officers)	2014
42	UNSMIL, Lybia (Peacekeeping Troops)	

Source: Adjutant General Department (Record Office) 2017

Appendix 5

Present Participants in UN Mission

S.N.	Mission	Country	Contingent	Mil-Obs	Staff Officer	Total	Remarks
1	UNIFIL	Lebanon	850		20	870	
2	UNAMI	Iraq	76			76	
3	MONUSCO Mech. BN.	Congo	701	16	4	896	
	MONUSCO Eng Coy		175				
4	UNMIL	Liberia		1		1	
5	UNMISS SIB	South Sudan	700	7	38	1745	
	UNMISS FRB		850				
	UNMISS HRC		150				
6	UNAMID F.R. Coy	Sudan	175	13	18	381	
	UNAMID S.R. Coy		175				
7	UNTSO	Israel	3			3	
8	MINURSO	Morocco		4		4	
9	UNDOF FHQ Support	Syria	140		12	335	
	UNDOF ENG PL		30				
	UNDOF MECH INF		153				
10	UNISFA	Sudan		3	2	5	
11	MINUSMA	Mali	140	3	13	156	
12	MINUSCA	Central African Republic	120	3	10	133	
13	UNSMIL	Lybia	60			60	
Total			4495	53	117	4665	116 Females

Present Participation as of 11-Nov-2017

Appendix 6

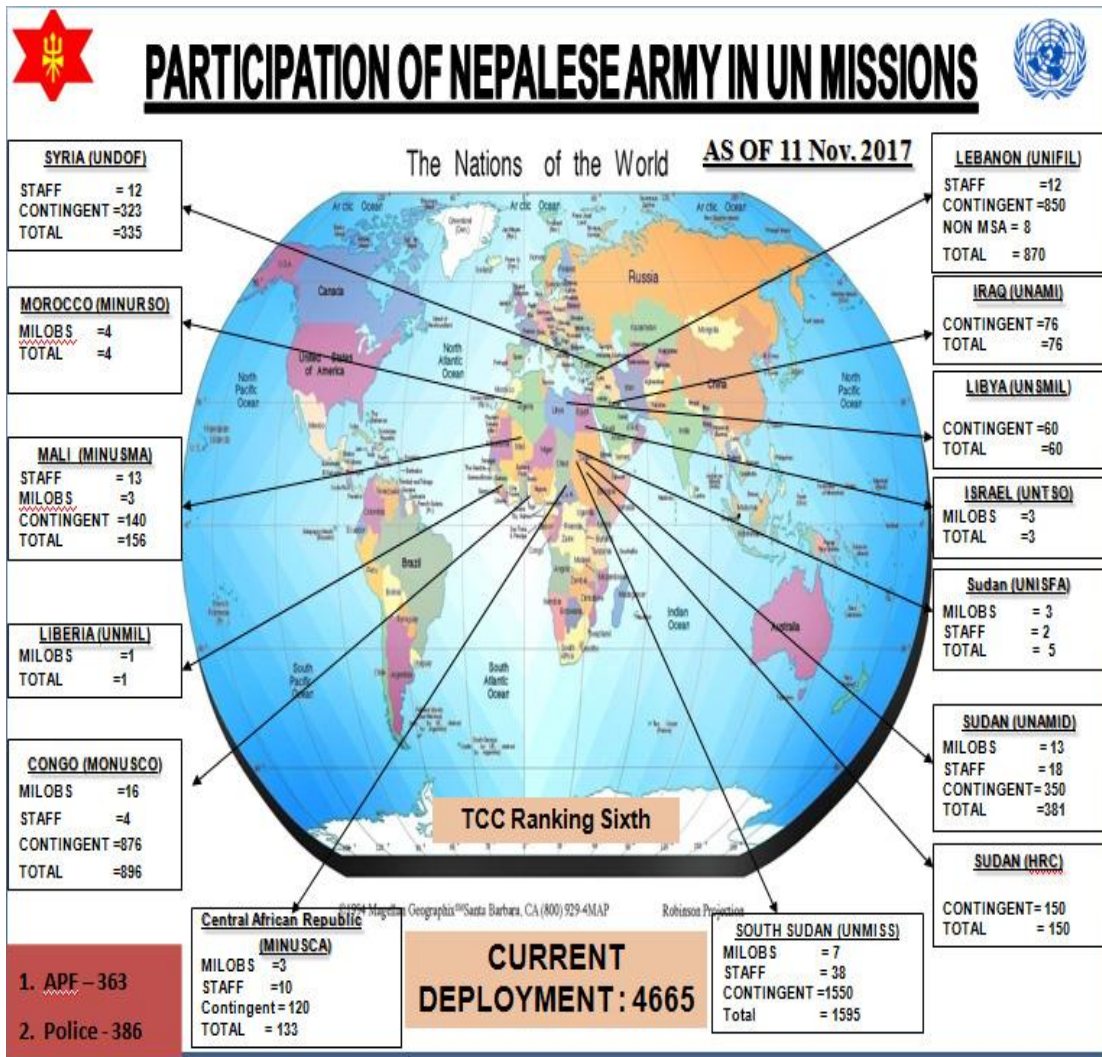
History of Women Recruitment in Nepal Army

S.N.	Nature of Service Role Responsibilities Started	Year
1.	Nursing Service Support Nursing in Birendra Military Hospital	1961
2.	Parachute Folders Civil-job initially Folding Parachutes	1965
3.	Medical Doctor Service Support Doctor in Birendra Military Hospital	1969
4.	Para Folders Commence Converted into military Service Practicing	1969
5.	Military Clerks Infantry/Combat Clerical Job	1969
6.	Legal Service Support Nepal Army JAG	1998
7.	Engineers sup Combat Support Civil, Computer and other Engineering related	2004
8.	Military Police Infantry/Combat Policing to enforce discipline in the army	2004
9.	Signalers Combat Support	2004
10.	Army Band Service Support Ceremonial Duty through Army Band	2004
11.	Office Staff/sup/comb Infantry/Combat Dispatching important Document and maintenance of the NA office premises	2004
12.	Aircraft Technicians, Service Support Technical work for aircraft Maintenance	2004
13.	Unit infantry Infantry/Combat Soldiering/combating	2004

Source: Adjutant General Department (Record Office) 2017

Appendix 7

Present Participation



Present Participation as of 11-Nov-2017