



Combating Gender Norms: Gender Inclusion in the Armed Forces of India and Germany

Kyrene Solanki

Vasant Valley School, India

solankikyrene@gmail.com

<http://dx.doi.org/10.47814/ijssrr.v8i12.2816>

Abstract

With growing global conversation surrounding the topic of gender equality, armed forces continue to remain as one of the most powerful institutions where traditional gender roles are being challenged and redefined. This study examines the participation and inclusion of women in two culturally distinct military systems of India and Germany. By focusing on public attitudes and societal perceptions, the research examines how women are being integrated into defence forces that have largely been a male dominated domain. A qualitative research method was utilised to examine the interview responses from people in the two countries. Within Germany, respondents (N= 10) were given an online form to fill out whereas in India (N= 19), in-person interviews were conducted with the participants. The study used a convenience sampling technique to acquire responses on people's perception towards women's participation in the forces. Thematic analysis was conducted on the interview responses to generate codes and themes. Findings of the study reveal that people strongly perceive that women continue to face various challenges in the armed forces, especially when it comes to maintaining a work-life balance. In India, social pressure and limited access to combat roles remain key issues, while in Germany, cultural biases and a lack of women in leadership persist despite progressive policies. German respondents frequently spoke about the persistence of traditional gender roles and the need for systemic support, whereas Indian participants highlighted the legal and structural obstacles still in place. The study comes to the conclusion that to ensure women participation in armed forces worldwide, there is need for reform, assistance and general social change.

Keywords: *Defence Services; Armed Forces; Women Participation; Perception; India; Germany*

1. Introduction

Women have broken down barriers and demonstrated their competence in a variety of military professions, marking a significant evolution in gender inclusion in the military on a global scale. Gender dynamics in defence forces around the world have been a topic of continuous discussion, with women still facing many obstacles in spite of growing integration. Women have typically been limited to non-

combat roles in historically male-dominated military institutions. But as societies develop, many nations have started to recognise women's abilities and offer them combat roles. Despite these changes, issues such as discrimination, harassment, and unequal career advancement opportunities persist (Carreiras, 2006). Women in defense forces often have to work harder to prove their competence in an environment that still carries traditional gender biases (MacKenzie, 2015). Mishra et al. (2022) note that the struggle for gender parity in the armed forces often hinges on the intersection of legal, cultural, and institutional reforms.

The struggles faced by women in the military vary across nations but share common themes. In countries like the United States and Germany, policies supporting gender inclusion exist, yet cultural barriers and biases remain. Women in these forces still encounter challenges in promotions and command positions (Segal, 1995). Meanwhile, in nations like India, where military structures are deeply influenced by tradition, women have had to fight legal battles to gain permanent commission and access to combat roles (Jaiswal, 2020). Even when legal victories are achieved, practical implementation remains slow, and resistance from within the system continues (Rao, 2021). According to Kümmel (2015), success in gender integration heavily relies on visible support from senior leadership and targeted gender-mainstreaming strategies.

In addition, women frequently struggle with mental toughness and physical standards in defence mechanisms that have historically been dominated by men. There are still disagreements regarding operational effectiveness because many militaries have different physical fitness standards for men and women (King, 2013).

Additionally, reports of sexual assault and harassment in the military come from a number of nations, underscoring the necessity of structural changes (Burke, 2014). According to research by Perepolkin et al. (2023), power imbalances and institutional culture make women more susceptible to workplace misconduct in militaries across democracies. According to Ethik und Militär (2022), in order to achieve effective gender inclusion, work-life balance, promotional pathways, and working conditions must be addressed in addition to recruitment metrics.

Despite these obstacles, female soldiers are breaking down barriers, demonstrating their leadership and combat skills, and progressively changing military institutions. According to studies by Hänel (2024) and DW (2023), operational-level resistance still poses a challenge to meaningful gender integration, even though inclusion is present on paper. Changes in culture and structure are required to build a defence force that is truly inclusive. Attitudes within military hierarchies must change, and policies supporting gender equity must be successfully implemented. Even though there has been progress, there is still a long way to go before all defence forces are equal, and this will take constant work from military leadership and policymakers. Defence organisations can only guarantee that gender is no longer a hindrance to success in the military by demonstrating a consistent commitment.

1.1 Inclusion of women in Indian Armed Forces

The Army Medical Corps first commissioned female soldiers in 1958, marking a significant turning point in the history of women's enlistment in India's armed forces (Indian Army, n.d.). Women's involvement was first restricted to medical roles, but in 1992 it expanded dramatically when they were hired for non-medical positions. However, despite these advancements, women were restricted from serving in combat roles or holding permanent appointments until recent years. A landmark decision by the Indian Supreme Court in 2020 challenged this restriction by granting permanent commissions to women officers in non-combat support roles, marking a critical step toward gender parity in the Indian military. This decision allowed women serving under short service commissions the option to serve until retirement and opened up career progression opportunities on par with their male counterparts.

Currently, women in the Indian Army serve in various capacities, including the Intelligence Corps, Army Ordnance Corps, and Corps of Engineers. The Army Aviation Corps also witnessed a historic milestone in 2022 when Captain Abhilasha Barak became the first woman to fly combat helicopters. (The Hindu, 2023) Nevertheless, women are still barred from serving in frontline combat positions. Despite their contributions to non-combat roles, they constitute only a small percentage of the armed forces, representing around three percent of the Indian Army, thirteen percent of the Indian Air Force, and six percent of the Indian Navy as of 2022 (Press Information Bureau, 2022). Initiatives such as opening the National Defence Academy (NDA) to women and the introduction of the Agnipath programme, which aims to integrate women into more military disciplines, indicate a gradual but deliberate shift toward increasing female representation in the Indian military.

1.2 Women in the German defence services

Germany, on the other hand, has a longer history of gender inclusion within its armed forces, with women gaining access to combat roles in 2001 following a ruling by the European Court of Justice. German women now serve in all branches of the military, including combat positions, with no legal restrictions based on gender. The Bundeswehr has taken proactive measures to guarantee that female soldiers receive equal treatment by providing them with the same opportunities for career advancement as men and promoting an inclusive workplace. But there are still issues, especially with regard to family support, work-life balance, and gender stereotypes in an institution that has historically been dominated by men.

In 1975, women were first permitted to serve as medical officers in the Bundeswehr, marking the beginning of their integration. This restricted involvement persisted for many years, with roles primarily limited to the medical services. In 2000, Tanja Kreil's challenge to the German government's exclusion of women from armed roles marked a significant turning point. She won her case when the European Court of Justice declared that the ban was against EU equality laws. As a result, the Bundeswehr became one of the last NATO nations to completely remove gender-based restrictions in 2001, opening all military positions to women, including those in combat units.

Women have since broken down barriers and assumed leadership positions in Germany's armed forces. Eva Högl was appointed as the Parliamentary Commissioner for the Armed Forces in 2021, where she oversaw the rights and welfare of service members, including the advancement of gender equality, after the Bundeswehr appointed its first female battalion commander in 2013. Even though there are still cultural and practical issues that need to be addressed and changed, these achievements show a larger institutional shift towards inclusivity.

1.3 Comparison between position of women in Indian vs German defence services:

The participation of women in the armed forces in India and Germany reflects distinct social, cultural, and legal contexts, but both countries have witnessed gradual increases in female roles and responsibilities over time. In India, the journey began in the 1940s, when women were first allowed to serve in the Indian Military Nursing Service during World War II (Indian Army, n.d.). However, it wasn't until 1992 that women were permitted to take on non-medical roles in the Indian armed forces, beginning with short-service commissions in the Army, Navy, and Air Force (Press Information Bureau, 2022). Initially restricted to administrative, logistical, and medical roles, women's involvement steadily grew to include more branches over time. Milestones included the 2008 decision to grant women permanent commissions in select fields, such as the Judge Advocate General (JAG) branch and the Army Education Corps (Ministry of Defence, 2008). In 2015, the Indian Air Force allowed women to serve as fighter pilots, marking a significant advance toward gender equality in military roles (Press Information Bureau,

2016). However, women in the Indian military still face restrictions, particularly in combat roles within the Army and some branches of the Navy, though discussions to expand opportunities continue (Supreme Court of India, 2020).

In contrast, Germany's path reflects a swifter progression toward gender parity in the military. During World War II, women served primarily in medical and administrative roles, and with the formation of the Bundeswehr in 1955, their involvement remained limited to support roles. A turning point arrived in 1975 when women were officially allowed to serve in medical roles within the Bundeswehr. But in 2001, the European Court of Justice issued a historic decision that completely changed the structure by allowing women to serve in all capacities within the German military, including combat (Bundeswehr, 2024; Court of Justice of the European Union, 2000). This ruling marked a dramatic change, allowing women to serve in any branch and take on combat duties alongside men. Women now actively serve in the Army, Navy, and Air Force, among other branches of the Bundeswehr, and have the chance to rise through the ranks, including to high command positions. Women can now participate in combat missions more widely in Germany. Though at differing rates and with differing degrees of inclusion for women in active combat roles, both countries are making progress towards gender equality in the military.

There are notable differences in the rates of gender integration between these two countries. The Indian Army is still hesitant to fully integrate women into combat roles, whereas the German Army has welcomed the idea for more than 20 years. However, the experiences of female soldiers are still shaped by the same challenges in both countries, including societal expectations and the physical demands of military service.

According to interviews with women serving or having served in the Indian and German armies, conclusions drawn in the research present provide new insights into how gender roles are perceived and maintained in these military settings. Beyond examining the laws related to gender inclusion, this study examines the challenges and personal experiences faced by women in these different contexts. This paper aims to compare and contrast the German and Indian militaries and place the present efforts and the future prospects for women in armed forces.

2. Methodology:

2.1 Aim: The purpose of this study is to investigate and contrast how society views women's involvement in Germany's and India's armed forces. It explores how public perceptions of women in military roles are shaped by cultural, institutional, and social contexts and how these perceptions mirror national gender norms.

2.2 Research questions:

The study is guided by the following research questions:

RQ1. How do Indian and German participants perceive the role of women in the armed forces?

RQ2. What similarities and differences exist in the challenges faced by women in the defense forces across India and Germany, as perceived by the general population?

RQ3. Are there noticeable gender-based differences in how male and female respondents evaluate women's presence in military roles?

2.3 Participants: A convenience sampling technique was employed to recruit a total of 29 participants, comprising 19 respondents from India and 10 from Germany. Of the total sample, 13 identified as male and 16 as female.

2.4 Research design: The present study employed a qualitative, cross-cultural research design to gain an in-depth understanding of perceptions related to women in defense services in India and Germany. Data were collected through semi-structured interviews and open-ended survey responses. The design facilitated the elicitation of rich, contextual narratives, making it suitable for the comparative exploration of culturally embedded attitudes.

2.5 Data collection procedure:

Data collection was conducted in two phases. In India, participants were approached in person and interviewed using a semi-structured interview guide. Notes and verbatim responses were recorded manually. In Germany, due to geographical constraints, the same interview questions were converted into an open-ended survey form and distributed electronically. Respondents were encouraged to provide reflective and detailed answers in their own words. All participants were recruited through convenience sampling.

2.6 Ethical considerations: All participants were informed of the purpose and scope of the study prior to their participation. Informed consent was obtained, and participants were assured of the confidentiality and anonymity of their responses. No identifying information was collected, and participation was voluntary, with the option to withdraw at any time without penalty.

2.7 Analysis employed: A thematic analysis was conducted to identify, interpret, and report recurring patterns and themes across the dataset. Responses were manually coded, and emergent themes were developed through iterative review and categorization of the data. This method enabled the comparison of perceptions across cultural and national contexts while preserving the depth and subjectivity of participants' views.

3. Results

Table 1 shows the themes and codes for Indian respondents

Themes	Codes	Description
Perception of women in the armed forces	Physical strength as a barrier	Facing challenges distinct from a male when it comes to engaging in physical participation
	Restrictive lifestyle	Traveling and relocation, not being able to give quality time to family
	Social and family pressures	Difficulty managing along with work, pregnancy and other societal expectations placed on women
Women's contribution to national defence	Perception of Direct contribution	The contributions made while actively joining in the forces
	Perception of Indirect contribution	Contributions made via helping members of the family in the forces, vote, working as officials etc.
Decision making and gender roles in family	Women's equal involvement	Where in they perform roles and undertake decisions just as a man does

The theme of *perception of women in the armed forces* generated three codes. The first one was physical strength as a barrier, which was regarding women facing challenges different from and tougher than a male with regard to physical participation. The second code was restrictive lifestyle which was related to travelling and relocation and also focused upon women in the army not being able to give quality time to family. The third code was social and family pressures which included difficulty managing family alongside work. It is also related to societal expectations placed on women such as pregnancy and housework.

A respondent felt that it is *“for women, life in the armed forces is a lot more challenging, no fixed place, lots of travelling, have to manage home, children, family duties, get good social bonds with other families, social work.”*

Another respondent added *“life of women in the armed forces is restrictive, bound to rigid schedules, less freedom to do what you want.”*

The theme *women’s contribution to national defence* has created two codes. Namely, perception of direct contribution and perception of indirect contribution. The first code focuses on the contributions made while actively joining in the forces and the second one pays regard to contributions made via helping members of the family in the forces, voting, working as officials etc.

A respondent added *“defence research, unpaid work at home is not valued there wouldn’t be soldiers - like exploitation, can’t quantify indirect work, the whole economy is kind of built on their backs”*. Another one stated that *“the govt has many schemes for armed forces families, permanent commissioning, canteen facility, doesn’t have lots of govt intervention, product development is of very fine quality, govt keeps holding lots of events, people have prestige.”*

The theme of *decision making and gender roles in the family* created only one code in India, which was of women’s equal involvement. This code refers to where women perform roles and undertake decisions just as a man does. When asked from the Indian respondents, N=19 agreed that women are involved in decision making equally.

Table 2 shows the themes and codes for German respondents

Themes	Codes	Description
	Physical strength as a barrier	Facing challenges distinct from a male when it comes to engaging in physical participation
Perception of women in the armed forces	Restrictive lifestyle	Traveling and relocation, not being able to give quality time to family
	Social and family pressures	Difficulty managing along with work, pregnancy and other societal expectations placed on women
	Policy and research roles	Wherein women have framed policies and research for the defence forces
Women’s contribution to national defence	Indirect contribution	Contributions made via helping members of the family in the forces, vote, working as officials, volunteer etc.

	Women's equal involvement	Wherein they perform roles and undertake decisions just as a man does
Decision making and gender roles in family	Existence of traditional roles	Women have additional responsibilities such as taking care of the family
	Diverse fields of representation	Women are represented in varied fields
Representation of women in society	Underrepresentation of women in leadership positions	Compared to men, women still continue to be underrepresented in leadership roles

The theme of *perception of women in the armed forces* has generated three codes which are physical strength as a barrier, restrictive lifestyle, and social and family pressures. The first code revolves around facing challenges distinct from a male when it comes to engaging in physical participation. The second code refers to travelling and relocation, and also involves not being able to give quality time to family. The third code is about difficulty managing along with work, with regard to pregnancy and other societal expectations placed on women such as marriage.

One respondent added, *"The life of most women who join the armed forces is 'tough'. They have to take care of family as well as be on the front/border to defend the enemies"*.

The theme of *women's contribution to national defence* generated two codes, namely, policy and research roles and indirect contribution. The first code refers to where women have framed policies and research for the defence forces and the second code speaks about contributions made via helping members of the family in the forces, vote, working as officials, volunteer etc.

A respondent felt that *"Germany has a volunteer army. Men and women who do not join the military do not play a role in defending the country."* Another one informed us that *"alternatively women are primary caregivers of children and elders in every country of the world. International studies demonstrate that when women take the lead in helping the family adjust to new realities and challenges."*

The theme of *decision making and gender roles in the family* generated two codes which were women's equal involvement and existence of traditional roles. The first code was wherein they perform roles and undertake decisions just as a man does. The second code involved how women have additional responsibilities such as taking care of the family.

A respondent said *"hopefully - i assume that in most families women also have their say but given we are in the 21st century, it's interesting that the classical role models are still something in the choice of jobs etc."*

On the theme of *representation of women in society*, two codes were generated: diverse fields of representation and underrepresentation of women in leadership positions.

A respondent held that while women are represented in diverse fields, they are still not represented fairly in leadership positions. To highlight this, they stated: *"Women are represented in politics, on TV, in schools, in ads, literature, probably everywhere except for in high ranking positions in companies"*.

4. Discussion

In the course of multiple interviews, the present study found that both Indian and German respondents held that women in the armed forces undergo significant challenges. In support of these findings, Perepolkin et al. (2021) also unraveled the multiple challenges faced by women in the forces such as bullying, sexual harassment, and double standards. MacKenzie (2015) adds that militaries often promote a masculine warrior ethos that inadvertently sidelines or undermines women's service, especially in combat roles.

The study supports that both countries face challenges in achieving gender equality in the military, rooted in traditional societal mindsets. Despite progress, barriers to women's employment in armed forces continue to affect societal evolution in both countries. Germany saw a significant increase in female soldiers from 2% to 10% between 2000 and 2015, following a European Court of Justice ruling. The success of female integration in armed forces requires clear support from political and military leadership, emphasizing equality of treatment and opportunity (Kümmel, 2015). Burke (2014) asserts that Congressional-level reforms are critical in enforcing gender neutrality, especially in areas such as combat training, parental leave policies, and gender-sensitive infrastructure.

Both countries grapple with challenges in fully integrating women into their armed forces. In Germany, while policy frameworks support inclusion, achieving a balanced representation across all units remains a work in progress. The Federal Ministry of Defence in Germany has worked proactively to align the military and security structures of their forces with the global Women, Peace and Security (WPS) agenda outlined in the United Nations Security Council Resolution. This involves having women advisors in missions, providing mandatory training with regard to gender sensitive concerns, and various policy reforms targeted towards increasing the participation of women in the armed forces and for more opportunities to get promoted to positions of leadership (UN Women, 2000; Ethik und Militär, 2022)..

In India, structural and infrastructural impediments, such as inadequate facilities and the absence of gender-sensitive policies, hinder the seamless integration of women. Additionally, societal biases and the dual burden of professional and familial responsibilities further complicate the landscape for female military personnel (Civildaily, 2025). Segal (1995) emphasized that societal militarism and gendered labor expectations also shape how women's military roles are perceived by the public.

Germany's policy reforms have enabled women to participate actively in combat and operational roles, with women comprising 8.11% of personnel on foreign deployments as of April 2022. Germany's integration strategy emphasizes gender mainstreaming, ensuring that policies and practices across the Bundeswehr are evaluated for their impact on gender equality. This holistic approach has facilitated a more inclusive environment, although challenges persist in achieving parity across all ranks and units (Ethik und Militär, 2022). Research by Hänel (2024) shows that recruitment campaigns alone are insufficient; mentoring programs, visible female leadership, and flexible work arrangements are essential for retention.

India has recently marked a significant milestone with the graduation of the first cohort of 17 female cadets from the National Defence Academy (NDA) in May 2025. The fact that these cadets received the same demanding training as their male peers represents a change in military education and leadership development towards greater inclusivity (Times of India, 2025). According to Mishra et al. (2022), in order for such milestones to have a significant impact, they must be accompanied by real changes in command culture and the distribution of operational roles.

After the European Court of Justice's 2000 decision in *Tanja Kreil v. Bundesrepublik Deutschland*, which required women to serve in all military capacities, including combat roles, Germany's Bundeswehr

saw a dramatic change. The current situation, where women make up around 12.9% of the Bundeswehr, with notable representation in the medical service (45.5%) and growing presence in other branches, is the result of extensive policy reforms sparked by this legal impetus (Ethik und Militär, 2022). Carreiras (2006) also noted that maintaining long-term gender inclusion in defence sectors requires cross-party agreement and public support.

This study thus confirms that long-standing institutional barriers and societal norms continue to shape and, at times, interfere with the full realisation of gender equality in the armed forces, even though both countries have made significant progress towards gender integration in the military.

5. Conclusion

This research looked at the role of women in the armed forces, comparing India and Germany. It examined how women built military careers in two different cultural and organizational settings, focusing on barriers, social views, and the progress of institutions toward including women. Even with improvements in military gender policies around the world, the armed forces of many countries still showed strong gender biases that impact women's recruitment and promotion.

The study aimed to understand how people view women's roles in the military in India and Germany. It used a qualitative approach and collected responses through interviews and surveys from participants in both countries. The responses were then analysed by themes. Indian respondents pointed out issues like restrictive lifestyles, family and societal pressures, and limited chances for commissions and combat roles. On the other hand, German participants mentioned that although women can legally take on all military roles, challenges exist due to cultural stereotypes, a lack of representation in leadership, and traditional gender roles.

The interviews from both countries show that physical demands, a lack of work-life balance, and gender expectations are common issues. However, German respondents also noticed the positive impact of policy reforms and efforts for gender equality. In contrast, Indian respondents described a continued struggle against institutional and legal barriers. Overall, the study indicates that both nations have made great progress in including women in their militaries, but achieving full gender equality is still a work in progress.

6. Limitations and Future Recommendations

The current study compared responses from people in India and Germany. The approach gave detailed insights into the social stereotypes that affect women's involvement in a field mainly dominated by men. However, the study has several limitations that should be noted.

First, because it relied on qualitative interviews, and the findings may not apply to a wider population. Including structured surveys along with the interviews could have provided better data. This would help better understand the challenges involved in integrating women into the military. Additionally, the study focused on the public's perception of women in defense services but did not involve women who serve in the military. Including data from women in the armed forces could have offered deeper understanding of the struggles they face and their lived experiences.

The research only considered participants from urban and semi-urban areas, and lacked representation from rural communities. This limits the scope of the study. Future research needs to include a larger and more diverse population to understand the different sociocultural beliefs that govern

participation of women in armed forces. Moreover, researchers can also include countries other than India and Germany, to study how gender norms function in other nations and compare the same.

Furthermore, initiatives are essential in rural and semi-urban areas to raise awareness about the existing challenges that women in defense forces commonly experience. Future research can also investigate the institutional mechanisms within military forces that help in bridging the gender gap and lead to greater inclusivity. By recognizing and understanding how the various defense units function, studies can offer significant insights for policy reform and implementation.

References:

- Bundeswehr. (2024, December 31). *Women in the Bundeswehr: made possible by Europe*. Retrieved June 22, 2025, from Bundeswehr website: <https://www.bundeswehr.de/en/about-bundeswehr/identity-of-the-bundeswehr/equal-opportunities/women-bundeswehrde.wikipedia.org+6bundeswehr.de+6dw.com+6>
- Burke, C. (2014). *Women in Combat: Issues for Congress*. Congressional Research Service.
- Carreiras, H. (2006). *Gender and the Military: Women in the Armed Forces of Western Democracies*. Routledge.
- Civildaily. (2025). *Women empowerment issues - Jobs, Reservation and education*.
- Court of Justice of the European Union. (2000, January 11). *Judgment of the Court of Justice in Case C-285/98: Tanja Kreil v Federal Republic of Germany (Press Release No. 1/2000)*. Retrieved June 22, 2025, from <https://curia.europa.eu>
- DW. (2023). *Women in the German army are still rare*. <https://www.dw.com/en/women-in-german-army-still-rare/a-68721546>
- Ethik und Militär. (2022). *For a Bold Implementation – Women, Peace and Security in the German Defense Ministry and Armed Forces*. <https://www.ethikundmilitaer.de/en/issues/2022/command-and-inclusion>
- Hänel, L. (2024, April 13). *Women still rare in Germany's military*. dw.com. <https://www.dw.com/en/women-still-rare-in-germanys-military/a-68801436>
- Indian Army. (n.d.). *Army Medical Corps*. Retrieved June 22, 2025, from <https://indianarmy.nic.in/Site/FormTemplate/frmTempSimple.aspx?MnId=Ge+nGqBhVjH+Hf6UOe3dLw==&ParentID=bLP+Di3o7QW5GkdGjU1b0w==>
- Jaiswal, R. (2020). "Women in the Indian Army: A Legal Analysis of the Supreme Court Judgment on Permanent Commission." *Economic and Political Weekly*, 55(12).
- King, A. (2013). *The Combat Soldier: Infantry Tactics and Cohesion in the Twentieth and Twenty-First Centuries*. Oxford University Press.
- Kümmel, G. (2015). *Gender integration in the German armed forces: Between legal change and cultural continuity*. *Connections*, 14(3), 61–86.
- MacKenzie, M. H. (2015). *Beyond the Band of Brothers: The US Military and the Myth that Women Can't Fight*. Cambridge University Press.
- Ministry of Defence. (2008). *Annual report 2008–09*. Government of India. <https://mod.gov.in/documents/annualreport>
- Mishra, Y., Mohanty, U., Jeswani, S., & Panda, P. (2022). *The changing contours of women in Armed Forces: A comparative study of India and Israel*. SSRN Electronic Journal. <https://doi.org/10.2139/ssrn.4212253>
- Perepolkin, D., Goodrich, B., & Sahlin, U. (2023). *Hybrid elicitation and quantile-parametrized likelihood*. *Statistics and Computing*, 34(1).
- Press Information Bureau. (2016). *First women fighter pilots of IAF to be commissioned on June 18*. <https://pib.gov.in/newsite/PrintRelease.aspx?relid=146096>

- Press Information Bureau. (2022, March 28). *Women in the Armed Forces*. Retrieved June 22, 2025, from <https://pib.gov.in/PressReleasePage.aspx?PRID=1811325>
- Rao, M. (2021). "Gender Equality in the Indian Army: Legal Battles and Roadblocks." *Journal of Defence Studies*, 15(4), 72-89.
- Segal, M. W. (1995). "Women's Military Roles Cross-Nationally: Past, Present, and Future." *Gender and Society*, 9(6), 757-775.
- Supreme Court of India. (2020, February 17). *Secretary, Ministry of Defence vs. Babita Puniya & Ors*. Retrieved June 22, 2025, from https://main.sci.gov.in/pdf/SupremeCourtReport/2020_v1_pi.pdf
- The Hindu. (2023, May 25). *Army gets first woman combat pilot in Capt. Abhilasha Barak*. https://www.thehindu.com/news/national/army-gets-first-woman-combat-pilot-in-capt-abhilasha-barak/article65460156.ece?utm_source=chatgpt.com
- Times of India. (2025). *Stint at NDA transformative, readies us for military roles and leadership, say first women cadets set to graduate from academy*.
- UN Women (2000). *United Nations Security Council Resolution 1325 on Women, Peace and Security*. UN Women. <https://www.unwomen.org/en/docs/2000/10/un-security-council-resolution-1325>

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>).