

UDC 504.75.13.101.1

DOI <https://doi.org/10.24195/sk1561-1264/2026-1-9>

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## AXIOLOGICAL OUTLOOK ON THE ROLE OF WOMEN IN THE ARMED FORCES: CURRENT REALITIES & FUTURE PROSPECTS

*The article offers an in-depth examination of the current state of women's participation in the armed forces across different countries and highlights the principal trends shaping their ongoing integration into the military domain. Drawing on international experience, it analyzes models of inclusion and gender policy implementation, with particular consideration of practices adopted by leading military actors. The study explores how various states address the incorporation of women into defense institutions, focusing on structural reforms, policy frameworks, and evolving operational roles. **Problem.** The central problem addressed in the research concerns the gap between formally proclaimed commitments to gender equality and their practical realization within military systems. Attention is given to defense-related gender policies, legislative and institutional mechanisms, socio-cultural constraints, access to combat positions, and opportunities for professional growth and leadership. The article also investigates persistent barriers that hinder full integration, including organizational resistance, stereotypes, and unequal career advancement pathways. **Purpose.** The purpose of the study is to assess how technological innovation and the changing nature of warfare influence the role of women in contemporary armed forces. As modern conflicts increasingly rely on advanced technologies, cyber capabilities, intelligence systems, and remote operations, new professional niches are emerging that reshape traditional perceptions of military service. **Methods and results.** Using comparative and analytical methods, the research identifies key challenges and contradictions embedded in existing systems. The findings suggest that women's active participation enhances operational effectiveness, strengthens national defense capacity, and supports states' international security obligations. The article concludes that sustained and meaningful integration of women is essential for building adaptive, resilient, and inclusive defense structures capable of responding to the complexities of modern security environments.*

**Key words:** AI, axiology, axiological resilience, women in the military, armed forces, military innovation, futurism, war paradigm shift, future wars.

**The introduction.** At the beginning of the XXI century, there is a steady trend towards an increase in the involvement of women in the military sphere. The transformation of the nature of military conflicts, the development of high technologies and the spread of the principles of females' contribution adds to the rethinking of the traditional role of women in the army. In the XXI century, the armed forces of many countries are undergoing a process of deep transformation, which is facilitated by the rapid development of artificial intelligence (AI) technologies. AI is being integrated into military systems, changing the way warfare is conducted, decision-making, logistics and intelligence optimization. At the same time, the issue of women's participation in these new conditions is discussed. The participation of women in the armed forces is gradually moving from auxiliary functions to full integration into all spheres of military activity, which necessitates a scientific analysis of this phenomenon and its further prospects. Such a combination of technological and axiological aspects creates a new quality of security practices that requires scientific understanding.



**The purpose of the study** is to identify the contribution of women into modern and future military operations. The problem statement and its connection with important scientific and practical tasks are highly discussed among the scientists all over the world. Modern transformations of national and international security systems necessitate a rethinking of the role of human resources in the armed forces, in particular in the context of gender needs. In the context of the growing intensity of military conflicts, the development of asymmetric and hybrid threats, as well as the transition to high-tech methods of warfare, the issue of attracting women to military service is of relevance. Despite the significant expansion of women's participation in the armed forces of many countries, the problem of their full integration into the military system remains insufficiently researched and unevenly controlled at the regulatory, organizational and social levels.

In the scientific discourse, there is still a contradiction between the declared principles of equal opportunities and the real practice of military service by women, regarding access to combat positions, career growth, the system of training and assessment of professional suitability. The lack of a unified approach to gender policy in the armed forces complicates the formation of effective models of personnel management and reduces the potential of defense capabilities of states.

From a practical point of view, this problem is closely related to the implementation of key tasks in the field of defense and security, namely: optimization of personnel provision of the army, increasing its combat capability, improving the system of military education and training, as well as adapting the armed forces to modern NATO standards and international obligations in the field of gender equality. This issue is of particular importance for Ukraine in the context of a long war, when the effective use of all available human potential becomes a strategic necessity. Thus, the study of women's participation in the armed forces is not only of theoretical importance for the development of military sociology, gender studies and security studies, but also of applied value for the formation of state policy, improvement of the regulatory framework and implementation of effective management decisions in the field of defense [3].

Analysis of recent research and publications on this topic proves that the current state of women's participation in the military is experiencing some similar issues regardless of the served state. In most countries of the world, military service for women is voluntary, but in recent years, some states have introduced or expanded compulsory service without gender exceptions. Countries such as Norway and Sweden have already implemented the model of gender-equal conscription, and several other states are at the stage of its implementation.

The latest example of the introduction of compulsory military service for women is Denmark. According to the decision of the Danish parliament of March 25, 2025, from July 1, all women who will be 18 years old at that time can receive a corresponding notification. And from January 2026, they will be drafted into the army.

The proportion of women in the armed forces varies significantly depending on the state, which is due to political decisions, cultural characteristics and historical traditions. In Western Europe and North America, the level of women's participation in the military is steadily increasing [9].

In Ukraine, the presence of women in the Armed Forces has increased significantly, especially in the context of a full-scale war. Women take an active part in ensuring the defense capability of the state, performing tasks both in the rear and directly in the combat zone. Their number has increased several times compared to the pre-war period, which indicates deep structural changes in the military system.

The Women's Corps of the Israel Defense Forces was formed in 1948, that is, simultaneously with the creation of the state itself. Therefore, from the first years of Israel's existence, women became active participants in the formation of its armed forces. Today, women make up about 35% of IDF personnel.

In 1995, Israeli women, through the decision of the Supreme Court, achieved the right to serve in the Air Force. Female Israeli citizens have the opportunity to serve on equal terms with men in the ground forces, navy and aviation. At the same time, artillery and border units remain the most common areas of their service. The term of compulsory military service for men is three years,

while for women it is two years. Israel is characterized by an approach in which gender equality in the military sphere is an element of the overall defense strategy: a woman is considered as a full-fledged combat subject. Given Ukraine's decision to open military educational institutions for women in 2019, it can be assumed that the state is focused, in particular, on the Israeli model.

Israel is one of the few countries where female military personnel are allowed to participate in hostilities. This decision is due to the peculiarities of the geographical location and the difficult geopolitical situation: the state is forced to constantly maintain a high level of mobilization readiness and use human resources as efficiently as possible. However, as of 2016, only about 7% of combat positions were held by women. At the same time, military personnel are allowed to leave the place of service overnight, they are provided with benefits when entering higher education institutions and are paid competitive wages. During the service, women receive professional training in accordance with the specifics of the unit in which they serve.

Since the creation of NATO, a policy of equal opportunities for military personnel regardless of gender has been proclaimed. In 1976, the Committee on Women in the NATO Armed Forces was established, which was transformed into the NATO Committee on Gender Issues in 2009.

In several Allies, women have served as defense ministers, including in Albania, France, Germany, Italy, the Netherlands and the Netherlands. At the same time, they all performed these functions as civilians. Individual countries also have women in the highest military positions: in 2008, American Ann E. Dunwoody became the first woman in US history to receive the rank of four-star general. Currently, more than a hundred women in the US Armed Forces hold the rank of general.

Until recently, only the United States of America and Australia ensured that there were no restrictions on women in military service. At the same time, international documents, in particular UN Security Council Resolution 1325 "Women, Peace, Security", adopted in 2000 and ratified by Ukraine in 2016, emphasize the need to consider women not only as victims of conflicts, but also as active participants in peacemaking and security processes.

Within the North Atlantic Alliance, approaches to the recruitment of women into the armed forces differ depending on national legislation and military policy. In total, more than 300 thousand women serve in NATO countries, of which about 40 thousand have officer ranks.

According to an associated NATO report in 2019, the highest percentage of women in the armed forces was recorded in Hungary (20%) and Greece (19%). The third place is occupied by the United States of America, where women make up about 17% of the army. In Poland, Italy and Montenegro, women's participation rates in the army are close to those of Ukraine and are approximately 6%. The lowest level of female involvement among NATO countries is observed in Turkey – about 0.7% of the total number of military personnel.

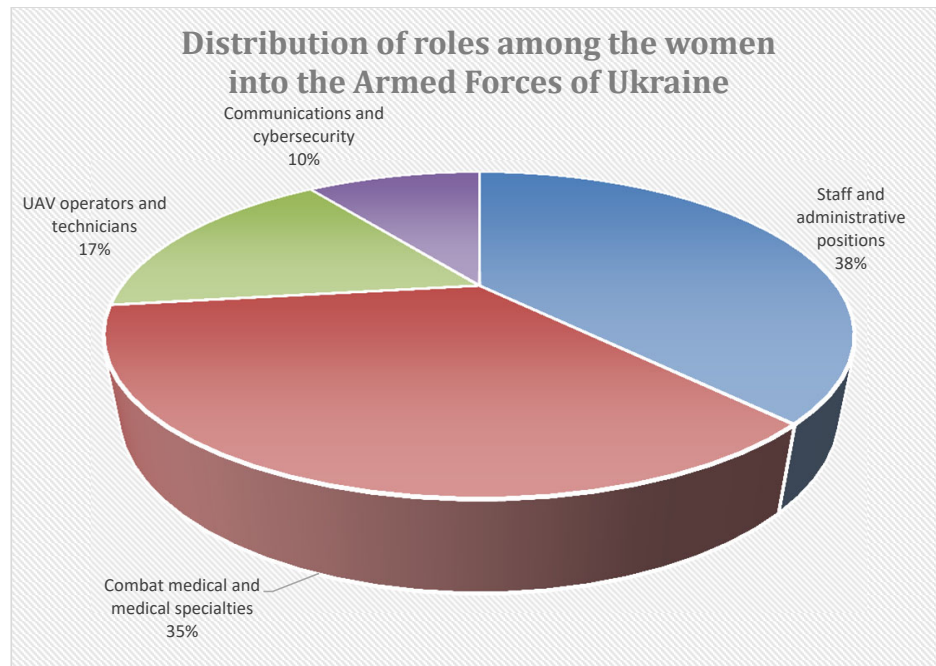
The average share of women in the armed forces of NATO countries is about 12%. Before the start of the full-scale aggression of the Russian Federation against Ukraine, a similar indicator was typical for the Armed Forces of Ukraine. After the start of the war and large-scale mobilization, which mainly covered the male population, the percentage of women decreased, but in quantitative terms, Ukraine continues to be among the leaders in terms of women's participation in the army.

In Ukraine, the armed forces are demonstrating the active involvement of women, which is especially noticeable in the context of a long war. As of the beginning of 2025, the number of women in the Armed Forces of Ukraine exceeds 70,000 people, which is a significant increase compared to pre-war figures.

According to the Ministry of Defense, about 23% of the personnel of the Armed Forces of Ukraine are women, of which about 10% serve in joint forces operations. They perform a variety of functions, including staff and administrative positions, combat medical and medical specialties, UAV operators and technicians and communications and cybersecurity as well.

These data indicate that Ukrainian women are actively involved not only in administrative, but also in combat and high-tech roles.

The conscription of women for military service is used in different countries of the world. Among the main methods of recruiting the army, there is a mandatory conscription of citizens of the



**Picture 1. Distribution of roles among the women into the Armed Forces of Ukraine**

appropriate age and voluntary contract service. Women are currently serving in the United States, Canada, Great Britain, Germany, France, Ukraine, the Scandinavian countries, Israel, as well as in the countries of Asia and Africa.

In most countries, women's service is voluntary, although in some states, in Israel, Norway, North Korea and some others, military duty applies to both sexes. At the same time, even with mandatory conscription, women's access to all military specialties often remains limited, and their areas of service are often focused on medicine and communications.

Among other challenges and barriers for women in military, the author may discuss sociocultural stereotypes. Despite the growing presence, women in the military face societal expectations and prejudices. In many societies, the military is traditionally considered a "male" sphere, which partially limits women's desire or ability to join the service. Monitoring shows that female military personnel are much less often represented in the media space compared to men – only about 3% of mentions of military personnel in the media relate to women.

Active debates take place about physical standards. In the United States, 6 Jan 2026 a discussion around standards for women in combat roles was launched as a result of Pete Hegseth's lead. The Secretary of War and the Pentagon's recent initiatives to review the effectiveness of women's service in ground combat units have drawn both support and criticism.

The controversy centers around the question of whether physical standards should be the same for everyone, and how this affects combat effectiveness and training.

Among the factors influencing further development in the Armed Forces, it is important to mention technological progress. Technology, including unmanned systems, cybersecurity, and remote platforms, is expanding opportunities for women to participate in military operations without excessive physical exertion, making the role of female soldiers even more critical to today's battlefield.

So, it is accurate and right to predict future rising in the proportion of women into the military. Analytical forecasts indicate a further increase in the share of females in the armed forces: both in technical and combat specialties. Modern conflicts, characterized by high technology, stimulate the demand for a wide range of skills that women have. Further adaptation of military standards to neutral models that assess the ability to perform tasks based on specific skills and requirements, rather than gender, is expected. This marks a shift towards more universal performance criteria.

The author also believes that uniformed women will increasingly be involved into international operations, peacekeeping missions, and security initiatives, where their participation contributes to both the combat and humanitarian aspects of the army's activities.

Axiological aspects of combining gender with technology are very new topics to discuss as the axiological dimension of this problem lies in rethinking the values underlying women's participation in the army in the context of technologically modernized war. Ukrainian and foreign studies emphasize that modern technologies open new ways for women to participate in roles that were traditionally considered inaccessible due to physical standards or patriarchal notions. This contributes to the formation of new worldviews, where professional competencies and technological expertise become decisive for participation in military operations, reducing the focus solely on physical power. At the same time, it is important to consider ethical imperatives: the use of AI for military purposes causes discussions about moral responsibility, the risks of algorithm errors, and potential threats to civilians. From a gender perspective, the inclusion of women in high-tech military roles contributes to the deconstruction of stereotypes and stimulates a wider engagement of society's intellectual potential regardless of gender, which is an important value shift in the understanding of defense service [1; 2; 4].

Actual development prospects and challenges from a technological point of view and the further progress of army structures may include:

- wider application of neuro-symbolic AI models for automatic analysis of tactical data;
- integration of machine learning into command support systems;
- development of human-machine cooperation concepts, where the human controller is responsible

for managing autonomous systems.

From a social perspective, this means the need to adapt educational systems, vocational training, and military policies to create a truly inclusive military community capable of functioning effectively in a high-tech environment. Ethical regulation of the use of AI in war, ensuring accountability for decisions made by technological systems, and maintaining human control over automated tools remains an important challenge.

**Results and discussion.** Women play a significant role in today's armies of the world. For example, in the Armed Forces of Ukraine, their number has increased significantly since the start of the full-scale invasion, and women are involved in combat and technical roles, such as drone operators and unmanned systems specialists, reflecting the technological trends of modern warfare.

In international practice, specially NATO countries, women constitute a significant proportion of military personnel, although their participation and access to certain positions vary across political and cultural frameworks. Statistics show the different proportion of women in the military across Allies, from high rates in some countries to lower rates in others. This reflects the heterogeneity both at the level of politics and the institutional culture of the armies of the world.

Social and legal barriers are gradually being overcome, but outdated gender stereotypes sometimes hinder the full integration of women in all types of military tasks, especially in combat and technical specialties. Technological warfare and AI (artificial intelligence) are not requiring physical but intellectual power which make women more competitive and successful [8]. While the human factor remains decisive in military operations, AI technologies are significantly changing the way confrontations are handled on modern battlefields. AI applications include automated data processing, trajectory forecasting, target recognition, optimization of logistics processes, and even autonomous systems.

In the context of the Ukrainian-Russian war, AI technologies are used to identify objects, optimize the actions of unmanned aerial vehicles, and analyze intelligence. This leads to the emergence of new military professions that integrate human intelligence and machine algorithms into a single system of actions.

On a global scale, the armies of the United States, China, Israel and other countries are actively developing and applying AI to analyze large amounts of combat data and support quick

tactical decisions. Modern warfare is becoming less an arena of physical confrontation, and more a technological competition, where artificial intelligence plays an increasingly important role. In this context, women's participation in the armed forces takes on new dimensions: they not only exercise their rights at equal opportunity but also constitute an important source of intellectual and technological potential.

**Conclusion.** The article carries out a comprehensive analysis of the current state of women's participation in the armed forces of different countries of the world and outlines the main trends and prospects for their further integration into the military sphere. The international experience of attracting women to the army, in particular the practices of NATO countries, Israel, the United States and the Nordic countries, is considered, as well as the features of gender policy in the field of defense are analyzed. Particular attention is paid to regulatory and legal aspects, socio-cultural barriers, women's access to combat positions and career growth, as well as the impact of technological changes on the transformation of the role of women in modern armies. The key challenges and contradictions between the declared principles of gender equality and the real practice of military service are identified. The importance of women's participation in increasing the defense capability of the state and the fulfillment of international obligations in the field of security was emphasized. It is concluded that the further integration of women into the armed forces is an important factor in the development of effective, adaptive and socially oriented models of national defense. Axiologically, the modernization of war on the basis of AI requires a reassessment of society's value guidelines from traditional physical strength to professional competence, from gender stereotypes to technological adaptability. A defense system that is able to fully integrate all these aspects becomes more effective, flexible and innovative.

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## АКСІОЛОГІЧНИЙ ПОГЛЯД НА РОЛЬ ЖІНОК У ЗБРОЙНИХ СИЛАХ: СУЧАСНІ РЕАЛІЇ ТА МАЙБУТНІ ПЕРСПЕКТИВИ

Стаття пропонує глибокий аналіз сучасного стану участі жінок у Збройних силах різних країн і висвітлює основні тенденції, що формують їхню подальшу інтеграцію у військову сферу. Спираючись на міжнародний досвід, аналізуються моделі інклюзії та впровадження гендерної політики, з урахуванням практик, які застосовують провідні держави. Дослідження показує, як різні країни реагують на інтеграцію жінок до оборонних інституцій, зосереджуючись на структурних реформах, політичних гаслах та зміні операційних ролей. **Проблема.** Головна проблема, що розглядається в дослідженні, стосується розриву між офіційно проголошеними зобов'язаннями щодо гендерних питань та їх практичною реалізацією у військових системах. Увага приділяється гендерній політиці, законодавчим та інституційним механізмам, соціокультурним обмеженням, доступу до бойових позицій та можливостям для професійного зростання і лідерства. У статті також розглядаються стійкі бар'єри, які заважають повній інтеграції, зокрема організаційний опір, стереотипи та нерівні шляхи кар'єрного становлення. **Мета.** Метою дослідження є оцінити, як технологічні інновації та змінна природа ведення війни впливають на роль жінок у сучасних збройних силах. Оскільки сучасні конфлікти дедалі більше покладаються на передові технології, кіберможливості, розвідувальні системи та дистанційні операції, з'являються нові професійні ніші, які змінюють традиційне уявлення про військову службу. **Методи та результати.** Використовуючи порівняльні та аналітичні методи, дослідження виявляють ключові виклики та суперечності, закладені в існуючих системах. Результати свідчать, що активна участь жінок підвищує оперативну ефективність, зміцнює національний оборонний потенціал і підтримує міжнародні безпекові зобов'язання держав. Стійка та змістовна інтеграція жінок є необхідною для створення адаптивних і стійких оборонних структур, здатних реагувати на складнощі сучасних безпекових умов.

**Ключові слова:** ШІ, аксіологія, аксіологічна стійкість, жінки у війську, збройні сили, військові інновації, футуризм, зміна парадигми війни, майбутні війни.

Дата першого надходження статті до видання: 15.02.2026

Дата прийняття статті до друку після рецензування: 11.03.2026

Дата публікації (оприлюднення) статті: 13.05.2026