

Abstract of the doctoral dissertation on the topic
THE IMPACT OF WOMEN'S MILITARY SERVICE ON THE ARMED FORCES OF
THE REPUBLIC OF POLAND

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The changes taking place in professional, social and moral life as well as the unflagging interest in this aspect of women's activity mean that there is a constant need to provide reliable and credible knowledge about the service of women in the Armed Forces of the Republic of Poland. The main research objective in the dissertation was: Determining the effects of women's military service on the efficiency of the Polish Armed Forces. After formulating the purpose of the research, the main research problem was defined, which boiled down to an extensive question: Did there, are or may there be beneficial effects of women's military service for the efficiency of the Polish Armed Forces?

With the main research problem defined in this way, it was reasonable to put forward the following hypothesis: Rational use of the specific features and predispositions of women will enable the achievement of higher efficiency of the Polish Armed Forces. The hypothesis was positively verified during the research included in the dissertation.

A preliminary analysis of the literature on the subject of research allows us to conclude that the current state of knowledge regarding the impact and impact of women's military service on the Polish Armed Forces is vague and superficial. Studies and publications indicate only general information about the service of women in uniformed formations, which is statistical in nature, they do not represent the essence of practical problems. There is no direct reference regarding the activity of women in the Armed Forces in Poland and comparison with other countries. Significant problems concern the selection of forms and methods of training women and the procedures for assigning them appropriate personal positions and specializations, as well as the "promotion path" as for male soldiers.

Doctoral dissertation, created after conducting many studies in the years 2016-2021. The course of research and the results obtained were included in three chapters, preceded by an introduction and summarized at the end. The conducted research included, among others: analysis of the current legal status, theoretical assumptions and practical experience of directing women to official positions, the use of women's predispositions in modern armed forces.

The basis of the obtained knowledge about the impact of women's military service on the Polish Armed Forces was the study of these issues as well as the analysis and criticism of the literature on the subject. The test results were included in the form of a report. Interconnections have been taken into account in studies of women's service and dependencies, which made it possible to draw conclusions and propose changes. The research results confirm that effective and efficient consideration of women's individual predispositions will have a positive impact on the transformation of the Polish Armed Forces.

The first chapter presents the results of research, taking into account the historical experience of women's participation in armed conflicts in various periods. An analysis of historical experiences in the participation and struggle of women was made, conclusions useful today were developed. The results of the research presenting the conclusions are presented at the end of the chapter.

In the second chapter: The impact of women's service on the efficiency of the armed forces, a synthesis of the results, analyzes and other studies on the impact of women was presented and their predispositions for the efficiency of the armed forces. The military service of women in the armies of selected countries was assessed and compared with the experience of Poland. The effect of the research was presented in the form of knowledge about the specific characteristics and predispositions of women useful for precise handling of military devices and equipment. The obtained research results were used in the preparation of proposals for changes in selection procedures and training and directing women to serve in specific positions. The results of the research presenting the conclusions are presented at the end of the chapter.

In the final chapter: Women's military service can change the Polish Armed Forces, the research necessary to achieve the next specific objective is presented. Research, comparisons and conclusions regarding the training and management of women for the needs of the Polish Armed Forces are presented. The needs and possibilities of increasing the efficiency of the Polish Armed Forces as well as the actual impact of women on the security and defense of the state were indicated. The results of the research presenting the conclusions are presented at the end of the chapter.

The conducted research indicates that the service of women in the army should be rationally prepared, taking into account individual predispositions and in optimally selected positions in order to achieve high increases in the efficiency of the troops.

The obtained results do not allow to present a ready solution, but rather only a concept of proceeding to its optimal shape. The final picture of the impact of women's service on the armed forces requires further discussion and a new approach to the matter, because it is vague and superficial. Research results confirm that knowledge and preparation of procedures for improving the participation of women in the army are not at a sufficient level.

Summing up, the obtained results allowed to formulate conclusions after each chapter and the following final conclusions:

1. In the period covered by the research, women fighting in the ranks of various armies were distinguished by courage, bravery, endurance, as well as incredible dedication. They worked well in direct combat as well as in reconnaissance, intelligence and courier service. This proves that the perception of women as less valiant and unsuitable for military service not only does not correspond to the results of many studies, but also to historical facts (it is enough to recall here the figure of Anna Dorota Chrzanowska presented in the first chapter).
2. Along with the increase in social perception, the level of understanding for engaging people in the structures of the Armed Forces due to objectively assessed predispositions changed in favor, which determined the appropriate selection of people regardless of gender.
3. Men and women aspiring to perform military service may show individual predispositions significantly different from the differences characteristic for the majority of the population and thus meet the requirements necessary to perform service in a given position
4. In the opinion of professional soldiers, the presence of women in military service is perceived positively, and only the formal and legal conditions of its performance raise doubts. In the answers given during the research, the soldiers pointed to the positive impact of female personnel, among others on on: greater personality diversity affecting the adoption of different perspectives and solving the same problems, high meticulousness and self-organization. According to the military (regardless of gender), service in a given position should be performed by a person with the best qualifications and predispositions.

5. Persons currently recruited into the armed forces may serve approximately 25 years. In addition to paying attention to the appropriate physical predispositions, intellectual qualities should be taken into account, because the changing nature of warfare nowadays depends more on advanced technologies and knowledge, and less on muscle strength. Such tasks require completely different human skills and abilities, using knowledge and specific predispositions. The availability of human resources with appropriate predispositions and qualifications guarantees appropriate preparation for service in changing positions. In the future, the personnel pragmatics of the Polish Armed Forces should take these conditions into account.
6. Despite the support of the management of the Ministry of National Defense for the idea of women's military service, there is still no uniform concept of the necessary and expected formal and legal changes that would allow the full use of and special predispositions of women for the needs of modern armed forces.
7. The developed plans, programmes, etc. should be verified in terms of accuracy and timeliness of the adopted solutions. It is necessary to analyze all the problems, threats and opportunities in order to rationally direct future soldiers to the appropriate positions.

The research results presented in the dissertation indicate an urgent need to make appropriate legal and organizational changes to ensure a favorable transformation of the Polish Armed Forces. They are an original concept of change and improvement of activities for national security.

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