National Security and Sustainable Development: Exploring the Gender Phenomenon for Better Future

Dr. Laxmi Dhungel

Abstract

An androcentric bias prevails in the research related to the national security and development. Numerous aspects of national security are under discussions; however, many of the policy makers and the practitioners maintain reservation to include the dimension of gender in the Nepali context. Moreover, there is a meager discussion in the inclusion of gender role in the national security. Therefore, this study explores the phenomenon of the gender in the national security of Nepal by bringing the stories of women who are participating themselves in the security sector. Those women who are involved in the security sector have been facing various social, familial, structural challenges. It has elaborated on how the gender spectacle can be incorporated in the security sector to maintain sustainable development. This article primarily aims at exploring the gender dimension in national security framework for development. This paper is based on a series of semi-structured interviews with the women currently engaged in Nepal's security agencies as well as the literature of security gender and development concepts. Here, the narrative approach is incorporated to bring such challenges. In this discussion, Bourdeau's theory of habitus is brought into the discussion with the transformative approach.

Keywords: gender spectacle, national security, development, habitus, androcentric bias

Introduction

Nepali women are getting an access to several dimensions of (social, economic, geographic) mobility and having chances to a large range of professional choices for their advancement. The Constitution of Nepal 2015 has established the positive discrimination by opening up the opportunities for the women to establish in several governmental and entrepreneur careers (*The Constitution of Nepal*, 2015, p. 12). Nepal has passed through various political revolutions (1951, 1990, and 2008) and the later political course has significantly affected the dimension of gender to a nobler horizon. It is claimed that the perception of the freedom has changed after 1990 (Liechty, 1996, p. 9). Therefore, the women are increasing not only at the public sector but also in the policy level due to the constitutional provision. Their empowerment and active participation in the domestic affairs has increased their livelihood in Nepal. However, in everyday life, they are negotiating for their participation in the public affairs. So, here, the researcher has explored how Nepali women are taking their steps in relation to the national security and sustainable development.

Currently, woman soldiers are serving in Nepali Army where 183 are officers while the technical officers count to 214 (Women in Nepal Army, n.d, p. 1). After engaging in the security affairs, they have increased their understanding in peace negotiation, conflict resolution and leadership development. This article has brought the women engagement, their expectations and the challenges they are facing while leading their professional and personal life. Many of the studies in Nepal relate the national security and gender dimension by exploring the issues of the women who participated during insurgency in Nepal. However, this study has brought the narratives of the women who are working in the security sector and contributed in the national security as a responsible cadre of the security sector.

Feminists have opposed the conventional definition of the security as it has focused only on the military affairs. Furthermore, they have claimed that women participation was excluded in the decision making of the security forces. The exclusion of the women is taken as the obvious by the essentialist. As a matter of fact, many countries have a very low presence of women in military and security decision making. Scholars have proposed to include four main components: sustainability, vulnerability, equity and protection in relation to national security (Skjelbaek, n.d. as cited in Farneubun, 2015, p. 31). However, the approaches of the sustainability are not addressed from the women who are working in the security sector. These components are taken as an inseparable part of security. In addition, feminists try including female in security paradigm as a main agent. This paper, thus, raises the stories of the women who are significantly contributing to the national security being the in security spectrum.

Gender and Development Nexus from Security Perspectives

Development of women was isolated from a broader spectrum of development for several years. However, unceasing feminist movement could raise the voice for the equal participation of women in every apparatus of the state. Arrays of theories have been developed for the equitable society. The liberal feminism came up with the approach of equality in legal and education system (Ackerly, 1987, p. 1). Likewise, the radical feminism came up with the slogan of the "private is political". "Radical feminists have thus attacked the public/private divide proclaiming that the 'personal is the political'. Kate Millet, in *Sexual Politics*, defines politics as power structure relationships, arrangement whereby one group of persons is controlled by another, feminist can therefore be said to be concerned with the politics of everyday life" (Heywood, 2000, p. 6). Radical feminism claims that patriarchy is the root of all oppression and discrimination. Socialist feminism expresses that economic sources are the main resources for the women domination (Bowman, 2016, p. 121). Capability approach proclaims that all human beings have an equality of basic capability produce a moral justification for attending to and confronting discrimination against women in various aspects of life (Addabbo, et al. 2008, p. 18).

The development dimension, therefore, ignored the women participation. It was the work of Ester Boserup (1970) publication on "Women's Role in Economic Development". This work provided the visibility of the women in the productive role. It also appealed for the women in the development. The book highlighted the fact that women are not only users of basic services, bearers and socializers

of children and keepers of home, but they also represent a productive potential which was not being tapped (Boserup, 1970 as cited in Okali, 2011, p. 1). Later on, the dimension of the women and development was introduced who claimed that the development dimension for the women development was influenced by the modernistic approaches (Danielsson & Jakobson, 2008, p. 37). Therefore, women from the south advocated that felt that the bigger issues of colonialism and unequal relationship had not been taken in the approached in the women in development. Therefore, the women and development paradigm was introduced with the voice of the women from South. WAD advocated increasing women share in resources, land employment and income. However, it was also criticized where the women transformation and the engagement of the development was excluded. Then the Gender and Development (GAD) was introduced where the policymakers and practitioners have emphasized on the impact of the development both men and women. In the gender and the development dimension, the issues of the national security was absent for several years. Therefore, feminists have raised the questions on the discriminatory practices in the conventional practices against women. Furthermore, feminists criticize the structure of government and global politics which are organized in male-dominated lines and neglect (Mwije, 2014, p. 18). Later, the revised policies have been launched where the women are the main focus of the policy and participation of the women became the major agenda.

The contemporary contexts of the global politics and the international relation have come up with the gender friendly approaches in the policy. Scholars claim that the change was because of the long struggle initiated by women. The recognition was more pronounced after the UN passed a number of key resolutions to mainstream gender perspectives in all field. It was made a policy for every UN state to adopt the policy where there should be women participation in peace process and security decision making. Security Council Resolution 1325 adopted on 31 October 2000, urges all the member state to participate women in the peace process. The key provisions of the SCR 1325 are: Increased participation and representations of women at all levels of decision making, attention to specific protection needs of women and girls in conflict, gender perspective in post-conflict procedure, gender perspective in UN programming, reporting, and in SC mission, Gender perspective and training in UN peace support operation (Initiative on Quiet Diplomacy, 2010, p. 13). This was the first landmark Security Council resolution on women, peace and security. The resolution 1325 (2000) addresses the impact of war addresses the impact of war on women and the importance of women's full and equal participation in conflict resolution, peace building, peace keeping, humanitarian response and post-conflict reconstruction. SCR 1325 has four key thematic areas: participation, protection, prevention, and mainstreaming of a gender perspective (Initiative on Quiet Diplomacy, 2010, p. 7). The resolution also calls for special measures to protect women and girls from conflict related sexual violence and outlines gender-related responsibilities of the United Nations in different political and program areas. This resolution has established the landmark in the security sector through the gender dimensions where women are becoming visible in the security sector as a peace keeper.

Sustainability Through Security Dimension

The emergence of the national security was introduced with the concept of the pioneering philosophers like Hobbes, Waltz and Kissinger. They argued that it would be the state that plays the important role to secure its citizen from the anarchical world and the military would be doing that (Howard 1983 as cited in Upreti 2013, p. 11). These scholars are known as the realists who claim that there is interstate conflict and the state needs to preserve its citizen and the military are responsible for the maintenance of security.

There came a paradigm shift in the concept of security with the introduction of the human security by Special Advisor to UNDP Dr. Mahbub ul Haq in 1994. Why does there need a new dimension in the security? So, the scholars arrived in the common consensus that the traditional dimension of security focused on the state centric approaches prioritizing to the political dimensions of the security (Jolly & Ray, 2006, p. 4). However, there are other vital components like food; shelter and water are coming as the vital necessities of the individual. This new dimension of security thus seems shift in the understanding of security from the state centric approach to the people centric approach.

From the decade of the 1980s, the conventional security issue was replaced with the unconventional security where the scholars have raised the issue of physical security, political security, economic security and health security in the context of Nepal (Upreti et al, 2013, p. 2). Furthermore, the dimension of the human security entered in the human development paradigm by respecting human rights and freedom. To build the equitable society, there was the introduction of MDG goals to be achieved by 2015. Basically, it has eight goals which include eradicating extreme poverty and hunger, achieving universal primary education, promoting gender equality, empowering women, reducing child mortality, improving maternal health, combating HIV/AIDS, malaria and other diseases, ensuring environmental sustainability and developing a global partnership for development can be instrumental for promoting human security (UNDP, n.d, p. 1). In this discussion, the gender issue is elaborated incorporating equality in education and empowerment but, the dimension of security is absent. However, Sustainable Development Goals (SDG) 2030 identifies the gender dimension of equality in relation to the peace and security.

Talking about the security, the sustainable development goal has related the issues with the good governance. Here, while discussing the gender dimension of the security, there needs the synergy between the goal six (related to gender equality) and sixteen (peace, justice and strong institution). The aim of the sustainable goals as to "Equal participation of women and man is essential to address the emerging global challenges to humanity and to achieve sustainable development" (Miglietti, 2019, p. 1). Through this slogan it will help to develop the equitable society addressing the gender issues in security, peace and development.

Theoretical Framework

To see the women and their participation in the security and their career trajectory, the Bourdieu's theory of habitus is adopted from the transformative approach. Bourdieu's habitus theory claims that the behavior of individual is the product of the performance which is repeatedly practice in the everyday

life. Furthermore, Bourdieu also defines that habitus is subject to change with new experience with conscious, self-fashioning as well as with the pedagogical effort. In other words, primary dispositions are 'long-lasting; they tend to perpetuate, to reproduce themselves, but they are not eternal' (Friedman, 2016, p. 26). Bourdeu's habitus views that dispositions are long lasting. However, they changed with the new exposure as well.

Transformation in the roles and relationship between men and women do not only demand ideological change but also performative change. Since performances of men and women are based on socio-cultural capital, it is important for women. In this research, women officers in military are taking the leadership positions in the organization which reflected the transformation in the gender

roles in their performance in Nepali society.

(Developed by researcher, 2000)

Through this diagram, I have tried to explore the theoretical framework of this study. While dealing with the concept of the gender, it is defined as a socially constructed role by the society with the given sex. So, while living in the certain society, an individual develops certain understanding in relation to their own roles and responsibilities according

to the given sex. According to Busra Cinar (2015), "The concept of gender is exposed to particular norms in society, and causes people to think within the context of binary oppositions such as male and female, man and woman, nature and culture" (p. 5*)*. In a process of socialization, individual has developed the understanding which is surrounded with their own culture. In a way of developing and understanding the gender roles and responsibilities, the women and men are taught to act accordingly through their families, school, peers, media and other means.

Therefore, recruiting in a military and engaging in the war is perceived as a male profession in the family. The state also plays a predominant role to produce the same phenomenon. However, in this study woman who are at the military profession has challenged the social construction of the Nepali society where the women are only seen in the caring job. These women challenged the traditional notion of the gender structure and engage in the military profession. Furthermore, they have been becoming the role model for their community and society and further Nepali Army has also helped to incorporate the women in the policy level. So, these women are playing the crucial role in transforming the gender role in their families and society. Through this research, thus, it has explored how these women are playing the role in the security.

Entering in the Field

In this research, I have adopted the qualitative research method. The approach of the data collection is narrative. While preparing this paper, I have engaged with both primary and secondary sources. To deal with the primary data, I engaged with the security personnel

who are working in Nepali Army. However, for the research, I met the woman officers who are serving in Nepali Army. At the initial state as an Army family, I thought it would be easy for me to collect the data from the woman officers by my own informal network. But, while approaching them individually for my purpose, they refused my proposal to stay in the interview because they had to take permission from the organization. One of the participants mentioned that I had to take the permission from Nepali Army's Directorate of Public Relations (DPR). This shows that the officers are more concerned with security issues while sharing their views and experiences in the military organization. At the initial stage, I thought to quit approaching DPR. But, it was impossible for me to interview the woman officers without permission from their higher authorities, including Headquarters, Directorates and Divisions. Hence, I approached DPR for the letter. I am grateful to Nepali Army which encouraged the researcher to bring the context. Having received the permission, I approached the woman officers through phone calls, and face book messengers. When I asked them to explore their context, they replied me to send the questionnaire which they could fill up. But, I have applied a qualitative research design which is based on the open ended questions with some checklist. Then, I sent my checklist and they agreed to answer the questions within the limitation of the checklist.

Eventually, I approached six of Nepali Army female officers. In present context, with the spread of the Corona Virus, it was difficult to approach them individually in their location. Therefore, I managed to take interview through face book messenger and phone calls. At the initial stage, I approached them for the interview and assured them that I would adopt the confidentiality among my participants. My participants had a long experience in their professional career. It has been around fourteen to sixteen years of experience in the security sector. Besides, they had participated in the peacekeeping mission which was an additional experience to explore in the professional field. The interview presented here is the stems from their narratives of their family expectation, official duty as well as the opportunities in the field.

Self Decided Career

The gender construction of Nepali society had limited Nepali women only for the caring job in the past days. Most of the women were not exposed with the professional job since there are certain gender classification of the job. Naila Kabeer (2012) mentioned that the straight jacket of the masculinity and the feminity stop our society to develop the equitable society (p. 16). She has also mentioned that women are the most contributor in the economic development of the world. She further elaborated that women lead the global growth. However, in the family and society, women's work is never discussed and appreciated. Basically, she has appealed for the recognition of the care work done by women in the household which is excluded in the economic contribution. Besides, most women choose to be in the professional market where the society tag as a male job like being in the Military. Military career has always been understood as a male job, be it in a war or a peacekeeping mission. Therefore, the organization was closed for the women to work as an officer until 2005. Later, Nepali Army has been recruiting woman officers. If we analyze the women recuitment in Nepali Army, it dates back to 1961 AD with

the recruitment of nurses for the first time. Accordingly, in technical service, the woman parachute folders were recruited in 1965, woman medical doctors in 1969, woman legal personnel in 1998, woman engineers in 2004 and woman aviation personnel in 2011 AD. While asking the participants, their most motivational part to join the military force, as one of the participants (p. 3) mentioned, was that the self-interest as the predominant one. As she mentioned,

> I was always interested in the military force. There was no one who insisted me to join this field. In my family, there is no such discrimination like sons are good at the particular job and daughters are good for other particular job. They encouraged me when I shared my decision to join the military. (2020/12/29)

The family as an agent of the socialization always plays an important role to shape the individual behaviour (Upreti, 1996, p. 10). Therefore, the participants also get opportunities to engage in the security with the family support. Since a decade, with the exposure of the media and the provision of education, the middle class families are providing opportunities to their daughters to enter in the career. So, the women's aspirations for the better and secure future developing their independency is supported by their respective families.

The another participants also mentioned that family plays the importnat role for the career choices. The decisions of the parents play the importnat role. As she mentioned that,

> My father played an important role in my career. He was also from the same military background. Therefore, he always insisted me to enter in

this field. Here, as we know it is a goverment job, and we have a trend that after entering in the goverment job we feel secured financially and careerwise. (2020/12/30)

Here, the participant's family background seems more prominant where the family habitus related to the job is predominant. So, there was not the presence of the gender classification and perception that women are not fit into the military career. It is also the change in the habitus to the family which is reflected in women's perceptions of their careers in Nepali Army as well.

However, the another participatn mentioned that instead of the family, the self initiation is predomint while chossing the career in the security sector. The participatns actully want to do something new. So, as she mentioned, the motivation to accomplish a new thing is the major factor.

> I was always motivated to do something new in my career. And I think the job security is the best where I can perform well. There was no such thing that I was taught during my childhood in the family that the work is for my brothers and not for me. I was always wanted to do the thing which seem adventerious. Selection of the job that time was adventerious for me. (2020/12/29)

The narrative reflected that the women's self decisions play the major role while making career choices. So, we can raise the voice why the individual has such choices regarding the career is becuase of the socialization where she gets from her parents. Actually, Nepali society has changed with various political and social transformation. The changes taking place in two decades regarding the status of the Nepali women

show the different dimension of gender. Basically after 1990, the traditional belief has transformed in many families (Liechty, 1996,P. 6). As a result, the women of the urban areas are given the opportunity in various sectors like political, economic, social and educational. The narrative thus reflected the changed structure of the family and the changed roles and choices of the women who are given preferences to choose their career in the family.

Military Service Regulation 2069 BS has stated that the women will be recruited in Nepali Army for combat related duties. It has ensured 20% of 45% of the total vacant seats for woman candidates and they can compete for the remaining seats as well. The women have different criteria on age, height and weight during recruitment. The organization has also offered women opportunities to join Nepali Army for their career. So, the changed contexts as well as the organizational provision are encouraging women to enter in military profession.

Building Leadership Through Professional Excellency

Studies have reflected that the Nepali women are discriminated in the profession in the past days. The Hindu literature highlights the "cult of womanhood" assigning them their duty that has a lot to do with pleasing male figures in order to receive something good, useful, and generous. The idea as such, perhaps, created the circumstances of hierarchy between the male and female. Chanakya, in his *Chanakya Niti Darpan*, stated, since a woman away from family protection was supposed to be unsafe sexually; they were restricted entering the world outside freely. They were, thus, placed at the lower position of gender hierarchy expecting to

follow the command of male members in the family. And, hence, females appear to be the subordinate to and the follower of their male counterpart (Dhungana, 2014, p. 39). In a traditional Hindu marriage, the bride's father gives her hand to the groom, saying that "now she is yours. If you kill her you will be sinned, if you protect and guarantee security to her, you will be blessed (*aba yo hajurki bhai, mare paap pale punye)* (2020/12/29). The Nepali women, thus, lost their free will in new places, entertain new circumstances and participate in the socio-cultural events and rituals. However, the women in security sector mentioned that there is no such discrimination in their work and family.

Bringing the work culture in the discussion, most of the participants mentioned that Nepali Army as an organization has provided them traning and skills where they have tried their best to bring in their performance. One of the participants mentioned that,

> I am working in the organization where there is no limit of time. It is not ten to five job and an individual needs to deal with the personal who are not related to the security personnel. You know, yesterday, it was around 10 pm at night where I was managing for the visit to the senior. Furthermore, I am leading 55 soldiers. There are challanges however, I took it as an opportunity. It is helping me to develop my leadership. (2020/12/29)

The narrative presented by the participant has reflected that the organization has helped them to develop their leadership. As mentioned by Bourdeu the transformation in the gender roles is not limited in the ideological perception (Friedman, 2016 as cited in Gulcugil, 2018,p. 26). It should be reflected in the performance of the individual. So, here, the organization

has provided an individual to develop their leadership quality.

Likewise, another participant mentioned that there is no such gender classification in the organization. She recounted her experience in the military organization:

> We need to be ready to work in any situation. There is no any work division that this is for male and this is for female. I need to be ready to work in any situation. This time I am working as a public relation officer. So, I am posted to work with the security of the hydropower so to deal with the explosives. It seems a challange to everyone. However, I am taking it as an opportunity to work. (2020/12/30)

Scholars have mentioned that the gender classification of the work excluded women to do certian tasks. Feminists claim that the security sector is predominantly ruled by the male members. It may be the context of the war or providing security of the country and countrymen. However, in the security sectors of Nepal, the women are getting more exposure which was initially associated with the masculinity.

Based these respondents' experiends, one can speculate that there is no such gender classification in the work performce among the officers while working in the organizations. The major responsibility is the vital part of the organization. So, why does it happen? It might be the organizational culture existed in the military profession where the gender doesnot play the important role. Instead, the task and the performance is the major componenet of the organization.

Understanding National Security

National security is of paramount importance.

Through the policies of the national security, the government sets the priorities of the investment to secure its people and the territory from the external and internal threat. So, there engages many organizational bodies for the development of the security plan.

While exploring the perception of the national security, the participants have mentioned the traditional dimensions of the national security. As one of the participants mentioned that,

> I understand the national security as the security of the country from other countries. It basically focuses on providing security to country by developing security sectors like military. (2020/12/29)

The participants have elaborated the traditional dimensions of security. As mentioned by the realist which is associated with the security of the country and the militery is the prime focus in the national security (Upreti et al., 2013, p. 2).

Participants in the field visit report their comforts and strengths in their profession in the military instituion. In my interaction with them, one of the participants stated that:

> Presently, I am working in the Covid section. In the morning, I come to the office and again return to home in the evening. In the present context, my understanding of the national security is to provide safty and security to the Nepali people. But, I don't know more than that. (2020/12/30)

Here, the participant has mentioned that providing safty and security to the individual is the main concern of the national security. The understanding of the security is beyond the rationalist thinker. The participant, here, mentioned the non traditional dimension of

the security.

The changed dimension of the security is reflected by the participants. The participants here mentioned that there is unaware related to the security dimension in her understanding. Here, we can raise the question why a woman thought in such a way is because of her daily schedule. As she is always busy in the daily administrative task, she is unaware about the dimention of the security. The work pressure compels them out of opportunity to explore.

Zero Family Life

Family is the major social institution from where the individual gets identity and social security. As the primary social institution, it plays the important role to shape individual thought. Family, for Bourdieu, is a social field, a site where capital is accumulated and dispositions are acquired. It is a key field where dispositions of habitus, linked with taste, interests, behaviors and attitudes, are being embedded. In a family, different forms of capital exist and they shape the structure of the field, thus the actions of the agents within it (Quarmby, 2013 as cited in, Soyalp Gulcugil, 2018, p. 17).

Balancing family and professional life is the most challanging part that the woman officers expressed in the interview. One of the participants mentioned that,

> I am recently returned back from the peacekeeping mission from Sudan. When my flight was landed, my husband had the flight to go the peacekeeping. Being both husband and wife in the militery career, we lose the family life. I have a baby. Sometimes it feels so bad that I could not spare time to my baby. (2020/12/29)

The narrative reflects that the working culture of the security sector women don't have time for their family. They cannot spare time for home even if they have emergencies at home. As mentioned by Bourdeau, family is perceived as as the main field to develop habitus in relation to the perception of the individul. Therefore, the women who are engaged in the family also feel the major responsibility to be with their children and their take care.

With the changed thought, they enter in the security profession. With the flow of time, they develop certain understanding that their responsibility revolves around the taking care of their children. They even mention that they miss their family while doing their professional career through their decisions. As another participant mentioned that :

> The profession is okay if you are unmarried. But after getting married and having baby, it is difficult. We are in the profession and generating the economic resources. In the family, it is okay if the male goes outside and do not care of the children focusing on the career. But, when women get busy to their profession, they have to be equally responsible to take care of the children. I have faced challanges when I had to go to the peacekeeping mission. It was really difficult for me leave my 6 years baby. I can't explain the situation. Later on, I handed my child to my mother. (2020/12/29)

Family support is the main supporting agent for the woman officers to manage their children and the family life. As mentioned by Naila Kabeer (2007) if we wish to see more women in the professional market, they need to build the family support more strong (p. 9). However, it is absent in most of the Asian

countries where the women need to face many challanges to enter in the professional sector. Further, the peacekeeping mission as an agent of change is also discussed as a major agent of change among the woman officers in the following paragraph.

UN Peacekeeper as an Agent of Change

The introduction of the UN policy for the women participation in the security sector brings revolution where all the member states need to bring the women in the national security. Furthermore, Jennings (2011), p. 2 mentioned that the increasing number of the women has been the major goal for UN peacekeeping since the passage in 2000 of UN Security Council Resolution (UNSCR) 1325 on women, peace and security. This will further expect to engage women in the peace process by engaging themselves in the improvements of women's situation in conflict and post- conflict environment. Therefore, there are a large number of women showing participation in the peace process by involving in the peacekeeping missions. Women officers in Nepali Army are also showing their participation in the peace keeping missions.

Participating in peacekeeping missions is a significant part of the professional career for Nepali Army officers. It is also the part of the professional military career development where individuals get exposed to work with representatives from diverse cultures in the UN environment. Sharing the experience to work in the UN peacekeeping mission, one of the participants mentioned that,

> It was a matter of pride to work as a peacekeeper in the conflict effected area. I went in the peacekeeping mission. As a peacekeeper in the conflict effected area, we saw women working as peacekeppers

which is new in their society. (2020/12/29)

The female peacekeeers also represent as agents of change in the society. As mentioned by the participants, they are perceived as warriors in countries they have participated in on peacekeeping missions. Furthermore, they are also a change agent in the Nepali society. They need to work in the conflcit effected area where they developed their leadership working in precarious situations. It is really challanging to work in the conflict–prone zones. At times, they have to invovle in rescue operations in perilous situations.

As a part of the career development in Nepali Army, the woman soldiers had the same requirement for the UN missions within their ranks where they had the same mandatory policy. UN has adopted a mandatory policy that there should be at least 15% woman soldiers as observers and staff officers and more number of female soldiers is encouraged in the contingents. This mandatory policy has provided opportunities for the woman officers to be the part of the UN peacekeeping.

By observing the organizational culture and the female engagement in the security sector, it has reflected that women are able to transform the gender roles in their family and society. People have now changed attitude toward the female representation in the military organization. On the top of that, individuals and military institutions have already witnessed accelerated performances in the real ground.

Conclusion

This research has reflected the trajectories of the woman officers in their professional career. While discussing the professional dimension, the career choices, opportunities and the challenges were discussed. It is

concluded that the woman officers' choice to work in the security sector is the product of the schooling of the changed gender roles in the family which they reflected in their professional career. In recent years, women in Nepali society are expanding their mobility through their engagements in the professional market like security. Besides, the reason of choosing the security field is becoming financially independent that offers them individual freedom.

Many of the families in Nepali society have already accepted changed circumstances. People have understood value of education, importance of individual freedom, and advantages of exposures to the real world. When people have offered equal opportunities to their sons and daughters, youngsters could definitively get to the public spheres, including sports and military. Basically family prestige is associated with the full time permanent job and financially secured profession both for children and parents. Women are, therefore, encouraged by their families to engage in permanent jobs and prospective careers. Nevertheless, in past days, women's mobility and the opportunity for education and professional engagement were restricted. It has also concluded that Nepali Army female officers are playing active roles to making their profession successful. The participation of the women in the security sector has reflected the sustainable development where the equal participation of the women and the issue of equity are promoted. However, in a way of performing certain responsibility, women are negotiating with family. Mothering role is still perceived as the female role which has also hindered the women to go for the upward mobility. Therefore, women get stuck after achieving the certain level of career in public arena.

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